

# **The Welsh Charter**

## **Background and context**

The Welsh government aims to have a million Welsh speakers by 2050. This is a long-term aim, and the education system has a key role to play in achieving it.

One of the key aims within the 2050 Welsh strategy is to establish positive practices in the use of the language, as well as formal and informal opportunities to use Welsh socially.

The strategy states that there is a need to plan provision for children and young people who not only give them the opportunity to use or practise Welsh, but who are immersed in positive attitudes in terms of the language, which will mean that they decide to use it. That can pay dividends in the long term, helping them to see that it is not just related to the school, but that there is a rich social and cultural world involved.

## **Welsh in Education action plan**

Welsh in Education action plan published Welsh in Education: Action Plan 2017-21 in order to draw the relevant strands of Welsh 2050 and education in Wales: The mission of our nation together.

The plan sets out the steps that need to be taken to develop the Welsh language and Welsh medium provision in the statutory phase, and in particular as part of the new curriculum which will include a single continuum for learning Welsh.

In the context of the new curriculum there is a commitment to develop transformational approaches to learning, teaching and assessment of the Welsh language, with a view to ensuring an increase in the number of confident Welsh speakers within the statutory education system and ensuring that, in future, all Learners can use the Welsh language after leaving school. In addition, embedding and extending the informal use of Welsh will be a core part of the areas of learning and experience within the new curriculum. In a successful future, Professor Donaldson emphasises the importance of educational experiences as an integral part of the curriculum, to widen the horizons of children and young people, to spark their imagination and to promote enjoyment in learning.

## **One national framework**

The aim is to embed positive habits and attitudes towards the language through purposeful planning within schools and to promote informal use of it among learners inside and outside school, bringing together various partners to implement. Facilitating the use of Welsh, across the curriculum and in wider activities, with planned linguistic progression throughout all phases of education, will offer all children and young people the opportunity to become fully bilingual.

To ensure that we support the development of the Welsh language across all our schools, and to align with the development of the new curriculum, we have created one national framework, which builds on existing projects including the Welsh Language Charter (Siarter Iaith), Cymraeg Campus and the supporting Welsh language practices project.

All schools, regardless of their linguistic nature, will work within the same framework to achieve the aim of ensuring that learners:

- **are confident in using their Welsh language skills**
- **foster positive attitudes towards the language**
- **increase the use of the language inside and outside the school.**

The implementation of this framework will be a core part of offering opportunities to children and young people to enrich their learning experiences and will play an important part in supporting the new curriculum.

This framework will provide guidance for schools not yet involved in the journey by offering clear starting points and objectives. At the same time, it offers guidance and opportunities for schools already involved to develop further, by building on the good work already accomplished, and allowing them to continue with the enthusiasm that the Siarter Iaith and associated programmes have created.

### **Outcomes and objectives**

Five outcomes have been developed for the implementation of the Siarter Iaith framework. They are based on the Siarter Iaith, Cymraeg Campus, and the supporting language practices project, and are aimed at ensuring that the Welsh language and its informal use, is at the heart of the strategic development and ethos of all schools in Wales. It is important to note that there will be flexibility to the outcomes and objectives within the framework. Not all schools will be expected to work towards each of the outcomes and objectives, and schools can focus on specific outcomes and objectives depending on the school's situation, which will allow them to build on the work over a period of time. The role of regional consortia in identifying and setting priorities with individual schools will be key.

### **Objectives and action plans**

A series of objectives have been developed which will be appropriate for schools of all categories in Wales. Each school can develop its own action plan in order to meet the outcomes and reach the objectives, based on the school's current position. Schools will be encouraged to develop challenging but achievable plans with support from regional consortia officers. Each school will follow its own path in order to achieve the outcomes and meet the objectives, in line with the school's current situation. A monitoring structure will be put in place to measure progress and support schools to continually develop and build on progress. Schools will be encouraged to include their action plans as a core part of schools' overall development plans.

Schools will be encouraged to ensure that they involve the whole school community in the implementation of the framework –

learners, the whole workforce, parents/carers, governors and the wider community.

Schools will also be encouraged to make every effort to work in partnership with other schools within their cluster, as well as specific efforts to work between primary and secondary schools to ensure continuity and a seamless pathway of support for learners.

### Online questionnaire

The Gwe Iaith Language Web questionnaire, which is a series of questions for learners about their language use in different situations and their attitudes towards the language, is currently an important part of the work in a number of schools. Readings of the questionnaire are completed at the beginning and end of an implementation period. The findings of the questionnaire are used as a basis for schools' individual action plans. The online questionnaire will be available on Hwb to all schools in Wales so that it can be used as one of the methods of measuring progress within this work.

<b>Outcome 1: Leadership shown at whole school level.</b>				
<b>Aims</b>	<b>Actions / Targets</b>	<b>Responsible</b>	<b>Date</b>	<b>Improvement / Result</b>
Senior management demonstrates a clear commitment to the development of the Welsh language and welshness at a whole-school level.	Assistant Head link for Languages to lead on Welsh Language Charter e.g. set up Steering Group, completion of questionnaire.	EL	Sept/Oct 2021	Welsh Campus pilot implemented and evidence from questionnaire shows increased use of Welsh across school.
	Rolling screens in school promote use of Welsh Language.	EL, KB, MF	March 2021	Rolling screens publicise Welsh events and use of incidental Welsh
	The improvement in the standards and provision in Welsh is part of the school PIAP.	LT, Languages Faculty	Sept 2021	All pupils undertake GCSE Welsh in Year 9,10 &11 (ALN classes undertake Entry Level). End of year results as appropriate.

<p>The whole school workforce understands the aim and objectives of the language Charter and their role in supporting implementation.</p>	<p>A Bilingualism Steering Group formed with a representative from each faculty area.</p> <p>A faculty general Welsh display in classrooms and outside classrooms in faculty areas.</p> <p>Welsh signage included in class displays.</p> <p>INSET time to explain the Welsh Language Charter and emphasise staff role (all staff) in this.</p> <p>Staff Survey to gauge use of Welsh and staff training needs.</p> <p>Staff encouraged to attend Welsh classes and timetables for classes shared with staff.</p>	<p>EL</p> <p>Faculty Bilingualism Reps/HOFs</p> <p>EL &amp; RD &amp; Bilingualism Steering Group Reps.</p> <p>EL</p> <p>RB, EL</p>	<p>February 2021</p> <p>Sept 2021</p> <p>Sept 2021</p> <p>March 2021</p> <p>February - October 2021</p>	<p>As evidenced in minutes of meetings, lesson observations, pupil voice, displays, Welsh Language and culture promoted in subject areas.</p> <p>Increased staff awareness and increased staff confidence in using Welsh Language.</p> <p>Staff survey used to provide areas of focus for INSET day and demonstrates improved staff use of and confidence in Welsh.</p>
<p>All learners at the school understand the purpose and importance of the Welsh Language Charter (Siarter Iaith) and their role in supporting the implementation.</p>	<p>A presentation for pupils in TLC time and included in HOY assemblies. Welsh ethos promoted in assemblies.</p> <p>Completion of Welsh Language Charter questionnaire.</p>	<p>SMD, UH &amp; HOYs</p> <p>EL &amp; Welsh teachers</p>	<p>February 2021-September 2021</p> <p>February 2021 (1) October 2021 (2)</p>	<p>Results of Welsh Language Questionnaire demonstrate progress in pupils' experience of Welsh across the school.</p>
<p>Parents/carers and the wider community of the school understand the purpose and importance of the Welsh Language Charter (Siarter Iaith) and their role in supporting its implementation.</p>	<p>Publication of the Welsh Language Charter on the school website and a Welsh Language tab on the website.</p>	<p>EL, IS, MF, RD</p>	<p>March 2021</p>	<p>Parents have access to information about the Welsh Language Charter and their role.</p>

	<p>A virtual presentation and pamphlet for parents to access via the school website.</p> <p>Welsh Language Charter tab links to online activities for parents and children.</p> <p>Virtual Open and Options Evenings include Welsh welcome and introductions to subjects.</p>	LT, HOYs, HOFs & RD		Increased understanding and support for the development of Welsh in the wider community.
Governors ensure that the Welsh Language Charter (Siarter Iaith) is a central part of the school's plans and supports implementation.	<p>Feedback to governors about progress with Welsh Language Charter and a Governor Welsh Language Representative.</p> <p>School Council Meetings promote use of Welsh and focus on how to promote Welsh in school.</p>	EL/RD/UH/SMD/HOYs	March 2021 & ongoing	Minutes of school council meetings and school governor meetings as appropriate.

**Outcome 2: Learners take ownership of the Welsh language and understand its relevance to everyday life.**

<b>Aims</b>	<b>Actions / Targets</b>	<b>Responsible</b>	<b>Date</b>	<b>Improvement / Result</b>
Learners encourage and support each other to take responsibility for the language.	<p>When students use incidental Welsh with a teacher/ any staff member the member of staff records it on Class Charts.</p> <p>If a student collects 50 incidental Welsh points in a half term they are awarded a 'Clebryn Cymraeg' badge. These will be awarded at the end of each half term.</p> <p>Beyond the basic stage of earning their 1st 'Clebryn Cymraeg' badge we also offer further incentives for students to use their incidental Welsh. For a further 50 'Pwynt Iaith' we have the Bronze award certificate and then the Silver for an additional 50 'Pwynt Iaith' and a further 50 for Gold.</p>	EL/RD and all staff.	<p>March 2021 to encourage use of.</p> <p>Official launch Sept 2021 (COVID dependent)</p>	<p>Pupils receive merits as part of the whole school praise and reward system for use of incidental Welsh.</p> <p>Pupils receive Clebryn Cymraeg badges.</p>
The school workforce is able to discuss the language with learners.	Use of incidental Welsh in the classroom and outside of the classroom e.g. displays; taking register in Welsh; use of incidental Welsh to give instructions and praise.	Bilingualism Steering Group Reps & all staff	March 2021 & ongoing	Increased use of Welsh within and outside of lessons.

<p>Leadership given to the school council or learner group leading the Welsh Language charter on how to discuss the language and promote its use among their classmates.</p>	<p>Criw Cymraeg (Welsh Language Ambassadors) established with Year 7 &amp; 8 pupils. Representative on the School Council from Welsh Language Ambassadors.</p>	<p>RD/SMD/UH/ /HOYs</p>	<p>Sept 2021 (COVID dependent)</p>	<p>Minutes of meetings and ideas implemented on how to promote the use of the Welsh language.</p>
<p>Learners have the opportunity to discuss the language and its relevance to everyday life</p>	<p>Pupils create Welsh Language and Culture display for reception/canteen/communal area in school.</p> <p>Within lessons linked to Cwricwlwm Cymraeg pupils have the opportunity to discuss Welsh language and culture.</p> <p>During TLC time discussion relevant cultural events and registers, discussion of merits etc</p>	<p>Bilingualism Steering Group &amp; all staff</p>	<p>October/ November 2021</p> <p>Sept 2021</p> <p>February 2021 - ongoing</p>	<p>Completed displays in communal areas.</p> <p>Schemes of work and observed lessons reflect the Cwricwlwm Cymraeg opportunities given to pupils.</p> <p>Learning Coach Google Classroom with activities and presentations undertaken.</p>

**Outcome 3: Schools encourage learners' use of the language outside the classroom and offer Welsh-language experiences across the curriculum.**

Aims	Actions / Targets	Responsible	Date	Improvement / Result
Learners use Welsh in various situations in school.	Pupils encouraged to use Welsh outside the classroom e.g. in greetings, use in canteen. Use encouraged through awarding of Clerbyn Cymraeg,	LT, All staff	Sept 2021	Increased use of Welsh outside of lessons as evidenced by visitors to school and evidenced in second Welsh Language Questionnaire.
The workforce ensures the use of Welsh across the curriculum (bilingual and English-medium schools).	Staff greet pupils in Welsh and use incidental Welsh in lessons & feedback regularly. Use outside of the classroom encouraged. Staff to regularly greet each other in Welsh around school.	LT, All staff	March 2021 - ongoing	Lesson observations and book scrutinies evidence use of incidental Welsh.  Results of Welsh Language Questionnaire.
Enrichment activities and experiences offered in order to develop learners' use and enjoyment of Welsh.	Key Welsh events celebrated within school e.g. Diwrnod Shwmae, Dydd Gwyl Dewi, Eisteddfod, Welsh Language Music Day.  TLC activities promote Welsh Language and Culture.	Welsh department, Bilingualism Steering Group & All staff	January 2021 & on-going	Results of Welsh Language Questionnaire.  Resources produced, tweets and merits awarded to pupils.
The school workforce encourages the use of Welsh outside the classroom.	Staff and pupils use greetings in Welsh outside the classroom.	All staff	March 2021 (COVID dependent) & ongoing	Results of Welsh Language Questionnaire.



Welsh learners/Welsh Crew/Welsh language ambassadors encourage their classmates to use more Welsh outside the classroom.	Formation of Welsh Language Ambassadors (Year 7&8 initially).	RD,	Sept 2021	Minutes of meetings, resources, level of membership of Welsh Language Club.
	Formation of a Welsh Language Club run by pupils for pupils.		Sept 2021	

**Outcome 4: The school workforce develops their Welsh language skills and uses Welsh with each other and with the learners.**

<b>Aims</b>	<b>Actions / Targets</b>	<b>Responsible</b>	<b>Date</b>	<b>Improvement / Result</b>
The school development plan includes a clear commitment to developing the Welsh language skills of the workforce.	Part of school improvement plan to develop provision and standards in Welsh.	LT	Sept 2021	Continued and extended development of the provision and standards in Welsh
	INSET sessions promoting the use of incidental Welsh. Time given for production of Welsh language and culture resources.	LT and Bilingualism Steering Group reps	March 2021	Increased use of Welsh by all staff and further development of Welsh language and culture resources in lessons.
	Lesson observations to share good practice.	LT & Team Leaders	February and on-going	Observations display effective use of incidental Welsh.
	Welsh Conversational Cafe sessions	KB and JM		Increased staff confidence and ability in Welsh.

<p>The school workforce takes advantage of opportunities to develop their Welsh language skills, in line with the professional standards.</p>	<p>Podcasts produced by Welsh department/Welsh Language Learners for staff to use for their own language development.</p> <p>Encouragement of use of Apps e.g. Duolingo; Linguascope, ApGeiriaduron (dictionary App).</p> <p>Bilingualism Help Cards produced for all staff to use and wear.</p> <p>Lesson observations evidence use of Welsh language in all lessons.</p> <p>Publicise and encourage attendance at Welsh Language Courses run through the Vale</p> <p>Use of Welsh in classroom e.g. date; classwork; written/verbal feedback; take register</p>	<p>LT, RD &amp; all staff</p> <p>RD &amp; Bilingualism Steering Group reps</p> <p>LT &amp; PM Team Leaders</p> <p>RB</p> <p>LT and Bilingualism Steering Group</p>	<p>April 2021-ongoing</p> <p>Sept 2021</p> <p>February &amp; on-going</p> <p>February &amp; ongoing</p>	<p>Increased staff confidence and ability in Welsh. Staff Survey reflects this.</p> <p>Lesson observation forms highlight use of Welsh.</p> <p>Increased staff confidence and ability in Welsh. Staff Survey reflects this.</p>
<p>Learners support the wider school workforce in developing and using their Welsh language skills.</p>	<p>Use of Sixth Form and/or KS4 pupils to promote and develop use of Welsh with staff/pupils.</p> <p>Posters designed by pupils for use in staff communal areas.</p>	<p>RD</p> <p>RD and Bilingualism Steering Group reps</p>	<p>Sept 2021</p>	<p>Increased staff confidence and ability in Welsh. Staff Survey reflects this.</p>

## Outcome 5: Work in partnership with the wider school community to support learners' use of Welsh outside school.

Aims	Actions / Targets	Responsible	Date	Improvement / Result
Guidance given to learners about opportunities to use the language beyond school..	Visit to Llangrannog, EuroDisney St David's Day Festival, Glan Llyn.	JST & Welsh Department	February 2021 and ongoing	Increased pupil engagement and use of Welsh.
Guidance for parents/carers to encourage them to support their children's language use outside school.	Publication of the Welsh Language Charter on the school website and a Bilingualism tab on the website. A virtual presentation and pamphlet for parents to access via the school website. Links to online activities for parents and children.	EL, RD, MF, IS	March 2021	Increase parental and pupil awareness of Welsh Language Charter and how able to access relevant resources.
Encouragement and support for learners to use Welsh through technology and social media.	Welsh Department Twitter page All subjects use incidental Welsh in lessons, tweets, digital feedback. Pupils given and use Apps e.g. Duolingo and Linguascope.	Welsh Department & Bilingualism Steering Group	March 2021	Incidental Welsh embedded in school communications via Twitter, emails etc
School community and community partners plan and work together to offer activities and opportunities for children and young people to use the Welsh language.	Transition work with feeder primaries includes Welsh language and culture focused activities.  Establish a professional learning community to share good practice between feeder primary	Welsh department, UH, HMT, HOY	March 2021 & ongoing	Increased engagement with primary schools and transition events/resources produced.

	<p>schools.</p> <p>Visit schools in the cluster to share good practice.</p> <p>Virtual tour of school and bilingual introductions to subject areas.</p>			
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**There is need to determine short, medium and long term targets in order to ensure increase in Welsh teaching across the curriculum in the school and cluster in the future. Cooperation at all levels within the school community is essential and must ensure that all the parties work together towards ambitious and objectives.**

**Schools should ensure that they involve the full school community by implementing the Welsh charter including pupils, workforce, parents, governors and the larger community. Schools should also make every effort to work together with other schools, including feeder primary coordinators to promote progression for all the pupils.**