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Welsh Government



Welsh in education workforce plan: summary of Welsh in education strategic plans

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Audience

Bodies involved or interested in the Welsh-medium education workforce and developing the Welsh language skills of education practitioners, including: schools, initial teacher education (ITE) partnerships, teaching unions, regional consortia and partnerships, local authorities, Estyn, Education Workforce Council (EWC), National Academy for Educational Leadership (NAEL), Coleg Cymraeg Cenedlaethol, Welsh Language Sabbatical Scheme providers, CYDAG, university departments of Welsh, Mudiad Meithrin, Welsh Language Commissioner and others with an interest.

Overview

This summary of Welsh in education strategic plans (WESPs) document accompanies the 'Welsh in education workforce plan'. The local authorities have set out their intention to increase Welsh-medium provision in their areas in order to meet the Cymraeg 2050 targets, and this document provides a brief summary of how local authority plans will impact on teacher capacity. Our intention is to update this summary at timely intervals as local authorities progress to deliver their WESPs.

Action required

For information.

Further information

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Related documents

'Welsh in education workforce plan'

'Welsh in education workforce plan: data analysis'

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Introduction

This document sits alongside the 'Welsh in education workforce plan'. It uses information from local authority Welsh in education strategic plans (WESPs) for expanding Welsh-medium or bilingual provision over the next 10 years to try to predict the number of additional teachers needed to meet the growth in demand, or the number of teachers whose Welsh-language skills will need to be further developed to move schools along the language continuum. Local authorities have access to the School Workforce Annual Census (SWAC) data at school level. As outlined in the 'Welsh in education workforce plan', we will work with local authorities to improve data analysis on a local level to enable local workforce targets to be set. We will update this document at timely intervals as local authorities progress to deliver their WESPs.

Table 1.1 shows the number of teachers in primary schools in 2021 to 2021 teaching through the medium of Welsh along with those who can teach through the medium of Welsh but are not doing so and those who are teaching only Welsh language. Tables 1.2 and 1.3 contain the corresponding information for teachers in middle¹ and secondary schools in 2020 to 2021 respectively.

Table 1.4 shows teachers' Welsh language skill levels by local authority. In those local authorities where new schools or streams are not being introduced, but rather schools are moving along the language continuum, teachers will be required to develop their language skills in order to begin teaching more through the medium of Welsh. Accordingly, we expect to see a yearly change in the number of teachers with proficient, intermediate and advanced level language skills, with numbers increasing over a 10-year period. Local authorities can use school level data to monitor and set local targets.

¹ Middle schools include learners aged 3 to 18 years old.

Table 1.1: Primary teachers teaching or working through the medium of Welsh, November 2020

Primary teachers	Teaching/ working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach/work in Welsh	Teaching Welsh as a subject only	Unknown	Total
Wales	3,230	750	1,330	7,420		12,725
Isle of Anglesey	260	*		5		270
Gwynedd	445	*	*	*		450
Conwy	230	55	55	105		445
Denbighshire	125	30	15	205		380
Flintshire	60	60	65	480		665
Wrexham	100	35	60	450		650
Powys	100	40	85	285		505
Ceredigion	195	35	*	15		250
Pembrokeshire	95	40	60	260		460
Carmarthenshire	460	95	45	190		785
Swansea	155	40	90	685		970
Neath Port Talbot	85	20	40	400		540
Bridgend	50	40	190	320		595
Vale of Glamorgan	85	25	55	425		595
Rhondda Cynon Taf	155	60	65	605		885
Merthyr Tydfil	45	15	10	195		265
Cardiff	295	50	100	1160		1610
Caerphilly	140	45	115	450		755
Blaenau Gwent	10	25	75	100		215
Torfaen	55	*	25	290		370

Monmouthshire	25	5	45	255		330
Newport	60	20	130	530		740

Source: SWAC

* = numbers greater than 0 but less than 5. Teacher numbers have been rounded to the nearest 5.

Table 1.2: Middle school teachers teaching or working through the medium of Welsh, November 2020

Middle school teachers	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach/work in Welsh	Teaching Welsh as a subject only	Unknown	Total
Wales	6470	1770	9950	7740		25930
Isle of Anglesey						
Gwynedd	75		*			75
Conwy						
Denbighshire	5	10	40	15		75
Flintshire						
Wrexham						
Powys	60	30		*		90
Ceredigion	125	*	15	5		150
Pembrokeshire	35	5	15	5		65
Carmarthenshire						
Swansea						
Neath Port Talbot	95	15	120	20		250
Bridgend						
Vale of Glamorgan	75					75
Rhondda Cynon Taf	125	10	160	5		300
Merthyr Tydfil						
Cardiff						
Caerphilly	5	10	30	*		50
Blaenau Gwent	5	5	95	40		150
Torfaen						

Monmouthshire						
Newport						

Source: SWAC

* = numbers greater than 0 but less than 5. Teacher numbers have been rounded to the nearest 5.

Table 1.3: Secondary teachers teaching or working through the medium of Welsh, November 2020

Secondary teachers	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach/work in Welsh	Teaching Welsh as a subject only	Unknown	Total
Wales	2545	800	7445	*		10,795
Isle of Anglesey	190	20	35			245
Gwynedd	375	20	55			450
Conwy	115	50	290			455
Denbighshire	145	25	220			390
Flintshire	60	60	490	*		615
Wrexham	75	40	295			410
Powys	70	35	315			420
Ceredigion	90	30	65			190
Pembrokeshire	75	20	260			360
Carmarthenshire	315	90	300	*		705
Swansea	150	80	645			875
Neath Port Talbot	20	25	240			285
Bridgend	85	35	480			595
Vale of Glamorgan	20	30	460			510
Rhondda Cynon Taf	160	55	525	*		740
Merthyr Tydfil	10	15	150			175
Cardiff	280	70	1025	*		1370
Caerphilly	155	40	435			630
Blaenau Gwent	5	*	70			80
Torfaen	70	15	260			345

Monmouthshire	20	5	290			310
Newport	55	35	555			645

Source: SWAC

* = numbers greater than 0 but less than 5. Teacher numbers have been rounded to the nearest 5.

Table 1.4: Teachers by local authority and Welsh language ability, November 2020

Local authority	Welsh ability							Total
	No skills	Entry	Foundation	Intermediate	Advanced	Proficient	Not obtained	
Wales	4,665	5,820	4,730	2,055	1,770	6,315	575	25,930
Isle of Anglesey	10	15	15	20	55	415		530
Gwynedd	15	25	20	25	100	775	50	1,010
Conwy	85	165	150	85	90	370	15	960
Denbighshire	105	175	165	75	50	315	10	895
Flintshire	265	295	335	165	85	185	5	1,335
Wrexham	170	290	290	105	45	215	5	1,115
Powys	205	200	200	115	90	225	35	1,070
Ceredigion	20	30	25	35	135	325	20	590
Pembrokeshire	70	250	145	95	60	220	95	935
Carmarthenshire	95	210	195	115	180	745		1,540
Swansea	415	490	395	165	75	360		1,905
Neath Port Talbot	235	255	255	90	50	230		1,120
Bridgend	260	365	325	95	50	165	10	1,270
Vale of Glamorgan	315	380	115	185	75	180	5	1,255
Rhondda Cynon Taf	435	460	315	160	130	500	20	2,025
Merthyr Tydfil	90	130	105	55	20	70		475
Cardiff	740	880	460	130	320	425	180	3,135
Caerphilly	295	360	330	105	70	295	15	1,475
Blaenau Gwent	100	170	120	15	15	30	30	475
Torfaen	200	145	165	75	50	85	20	740
Monmouthshire	210	155	180	50	15	40		650
Newport	325	380	420	105	25	140	50	1,440

Source: SWAC

Summary of local authority WESPs and the implications for teacher capacity

The data used below is drawn from the local authorities' WESPs, where available. If data was not included, the original targets laid out in the WESPs guidance have been used. The target increases are calculated using the Pupil Level Annual School Census for 2019 to 2020 data as it forms the basis of the original targets set by Welsh Government.

Isle of Anglesey	<ul style="list-style-type: none"> • Maintain staffing levels and train staff to develop Welsh language skills or gain confidence to teach through the medium of Welsh.
Gwynedd	<ul style="list-style-type: none"> • Maintain staffing levels and train staff to develop Welsh language skills or gain confidence to teach through the medium of Welsh.
Conwy	<ul style="list-style-type: none"> • Move schools along a continuum – no implications for increasing the number of primary teachers in the authority but need to maintain current staffing levels. • Implications for the number of secondary teachers in the post-2031 period – up to 152 additional learners per school year.
Denbighshire	<ul style="list-style-type: none"> • Move schools along a continuum – no implications for increasing the number of primary teachers in the authority but need to maintain current staffing levels. • Expand Welsh-medium provision in 2 secondary schools by 2031. Need to consider the language skill level of teachers already teaching in those schools and plan to increase the number of teachers. • Implications for the number of secondary teachers in the post-2031 period – up to 145 additional learners per school year.
Flintshire	<ul style="list-style-type: none"> • Target of 150 additional 5-year-olds per school year by 2031 – equivalent to 5 extra classes. Need at least 2 additional primary teachers within the authority by 2023 and increase steadily by 2031. • Implications for the number of secondary teachers in the post-2031 period – up to 150 additional learners per school year.

Wrexham	<ul style="list-style-type: none"> • Target of 125 to 190 additional 5-year-olds per school year by 2031 – equivalent to between 4 to 6 additional classes. Need at least 6 extra primary teachers within the authority and increase steadily by 2031. • Implications for the number of secondary teachers in the post-2031 period – up to 212 additional learners per school year.
Powys	<ul style="list-style-type: none"> • Target of 211 additional 5-year-olds per school year by 2031 – equivalent to 7 classes. Need at least 7 additional primary teachers within the authority by 2031 increasing steadily as provision grows. • There would be staffing implications if Llanfair Caereinion and Builth Wells schools change to Welsh-medium schools by 2026. We will ask the authority for information to understand workforce needs. • Implications for the number of secondary teachers in the post-2031 period – up to 211 additional learners per school year.
Ceredigion	<ul style="list-style-type: none"> • Target of between 65 to 90 additional 5-year-old learners per year by 2031 – equivalent to 2 to 3 classes. Move schools along a continuum – no implications for increasing the number of primary teachers in the authority but need to maintain current staffing levels and develop Welsh language skills of current teachers. • Implications for the number of secondary teachers in the post-2031 period – up to 90 additional learners per school year. • Need to work with secondary schools during the first 5 years of the plan to improve language skills or increase the capacity of teachers who can teach through the medium of Welsh in order to offer more of the curriculum through the medium of Welsh.
Pembrokeshire	<ul style="list-style-type: none"> • Target of 82 to 129 additional 5-year-old learners per year by 2031 – equivalent to 3 to 4 classes. Need at least 3 additional primary teachers within the authority from September 2023 or that current teachers be trained to teach through the medium of Welsh as the category of schools change. • Implications for the number of secondary teachers in the post-2031 period – up to 129 additional learners per school year.

Carmarthenshire	<ul style="list-style-type: none"> • Target of 194 to 269 additional 5-year-old learners per year by 2031 – equivalent to 6 to 9 classes. Move schools along a continuum – no implications for increasing the number of primary teachers in the authority but need to maintain current staffing levels and upskill in Welsh. • Implications for the number of secondary teachers in the post-2031 period – up to 269 additional learners per school year.
Swansea	<ul style="list-style-type: none"> • Target of between 117 to 205 additional 5-year-olds by 2031 by targeting surplus school places and establishing 3 primary schools – equivalent to 4 to 7 classes. Targeting surplus places could mean that additional teachers may not be needed for all additional classes, but this would depend on the distribution of surplus places across the authority. Need at least 3 additional primary teachers within the authority from September 2026 and to gradually increase. • Implications for the number of secondary teachers in the post-2031 period – up to 205 additional learners per school year.
Neath Port Talbot	<ul style="list-style-type: none"> • Target of 208 additional 5-year-old learners per school year by 2031. Need approximately 3 additional primary teachers to start and gradually increase. • Implications for the number of secondary teachers in the post-2031 period – up to 208 additional learners per school year.
Bridgend	<ul style="list-style-type: none"> • Target of 146 additional 5-year-old learners by 2031, equivalent to approximately 5 classes. Need to start with at least 2 additional primary teachers in 2024 and gradually increase. • Implications for the number of secondary teachers in the post-2031 period – up to 146 additional learners per school year.
Vale of Glamorgan	<ul style="list-style-type: none"> • Target of 151 additional 5-year-old learners by 2031, equivalent to approximately 5 classes. Need to start with at least 2 additional primary teachers by 2026 and gradually increase. • Implications for the number of secondary teachers in the period after 2031 – up to 151 additional learners per school year.
Rhondda Cynon Taf	<ul style="list-style-type: none"> • Target of 218 additional 5-year-old learners by 2031, equivalent to approximately 7 classes. Need to start with 3 additional primary teachers by 2026 and gradually increase.

	<ul style="list-style-type: none"> • Implications for the number of secondary teachers in the post-2031 period – up to 218 additional learners per school year.
Merthyr Tydfil	<ul style="list-style-type: none"> • Target of 55 to 85 additional 5-year-olds by 2031. Need at least 2 additional primary teachers by 2024, increasing steadily. • Implications for the number of secondary teachers in schools within neighbouring counties in the period after 2031 – up to 85 additional learners per school year.
Cardiff	<ul style="list-style-type: none"> • Target of 273 to 439 additional 5-year-olds by 2031. Start with at least 5 additional primary teachers by 2026 and gradually increase. • Implications for the number of secondary teachers in schools in the post-2031 period – up to 439 additional learners per school year.
Caerphilly	<ul style="list-style-type: none"> • Target of between 161 to 241 additional 5-year-old learners by 2031 – equivalent to 5 to 8 classes. Start with at least one additional primary teacher by 2024, increasing steadily. • Implications for the number of secondary teachers in schools in the period after 2031 – up to 241 additional learners per school year.
Blaenau Gwent	<ul style="list-style-type: none"> • Target of 52 additional 5-year-old learners by 2031 – equivalent to 1 to 2 classes. Need to double primary teacher numbers to 20 over the 10-year period. • Implications for the number of secondary teachers in schools within neighbouring counties in the post-2031 period – up to 52 additional learners per school year.
Torfaen	<ul style="list-style-type: none"> • Target of 43 additional 5-year-old learners by 2031, equivalent to approximately 2 classes. Need to increase the number of primary teachers gradually starting with at least 2. • Implications for the number of secondary school teachers within the authority in the post-2031 period - up to 43 additional learners per school year.
Monmouthshire	<ul style="list-style-type: none"> • Target of 88 additional 5-year-olds by 2031, equivalent to approximately 3 classes. Need to increase the number of primary teachers gradually starting with at least 2.

	<ul style="list-style-type: none"> • Implications for the number of secondary teachers in schools within neighbouring counties in the post-2031 period - up to 88 additional learners per school year.
Newport	<ul style="list-style-type: none"> • Target of 107 additional 5-year-old learners by 2031. Equivalent to between 3-4 classes. Need to increase the number of primary teachers gradually starting with at least 1 in 2026. • Implications for the number of secondary school teachers within the authority in the post-2031 period - up to 107 additional learners per school year.

The summary clearly shows that the growth in the number of learners in Welsh-medium or bilingual education in the primary sector will start to take place during the first few years of the 10-year period, and the number of primary teachers will need to increase gradually over the 10-year period. However, when the growth reaches the secondary schools, the need for additional teachers will be immediate and will require careful planning.