



Llywodraeth Cymru
Welsh Government

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

2024 update

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

Audience

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

Overview

This document provides an update to 'Welsh in Education workforce plan: summary of Welsh in education strategic plans', which was published in 2022. It 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.

Action required

For information.

Further information

Enquiries about this document should be directed to:
Pedagogy, Leadership and Professional Learning Division
The Education Directorate
Welsh Government
Cathays Park
Cardiff
CF10 3NQ
e-mail: athrawoncc.wmteachers@gov.wales

Additional copies

This document can be accessed from the Welsh Government's website at [Welsh in education workforce plan](#).

Related documents

Welsh in education workforce plan

Welsh in education workforce plan: data analysis, 2022 and 2024

Welsh in education workforce plan: summary of Welsh in education strategic plans, 2022

 [@WG_Education](#)

 [Facebook/EducationWales](#)

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

OGL

Digital ISBN 978-1-83625-755-4
© Crown copyright November 2024
WG50835

Contents

Introduction	2
Table 1.1: Primary teachers teaching or working through the medium of Welsh, November 2023 and change from 2020	3
Table 1.2: Middle school teachers teaching or working through the medium of Welsh, November 2023 and change from 2020	5
Table 1.3: Secondary teachers teaching or working through the medium of Welsh, November 2023 and change from 2020	7
Table 1.4: Teachers by local authority and Welsh language ability, November 2023 and change from 2020	9
Summary of local authority WESPs and the implications for teacher capacity	11

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 plans.

This updated document is based on the 2023 SWAC data and the local authority WESP monitoring reports at July 2024.

Table 1.1 shows the number of teachers in primary schools in 2023 and the change since 2020 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 contains the corresponding information for teachers in middle¹ and secondary schools in 2023 and the changes since 2020 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 3-4 to 16-18 years old.

Table 1.1: Primary teachers teaching or working through the medium of Welsh, November 2023 and change from 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	Total
Wales	3,105 (▼125)	685 (▼65)	1,245 (▼85)	7,215 (▼205)	12,250 (▼480)
Isle of Anglesey	255 (▼<5)	*	0 (►0)	*	260 (▼10)
Gwynedd	435 (▼10)	0 (▼<5)	*	0 (▼<5)	440 (▼10)
Conwy	235 (▲<5)	55 (▼<5)	50 (▼<5)	95 (▼10)	430 (▼15)
Denbighshire	125 (►0)	30 (▼<5)	20 (▲<5)	210 (▲<5)	385 (▲5)
Flintshire	60 (►0)	40 (▼20)	50 (▼15)	490 (▲10)	640 (▼25)
Wrexham	85 (▼15)	40 (▲<5)	50 (▼15)	440 (▼10)	615 (▼35)
Powys	100 (▲<5)	40 (▲<5)	70 (▼15)	285 (▼<5)	495 (▼15)
Ceredigion	190 (▼<5)	30 (▼10)	*	15 (►0)	240 (▼5)
Pembrokeshire	90 (▼10)	30 (▼10)	45 (▼20)	270 (▲10)	430 (▼30)
Carmarthenshire	460 (►0)	80 (▼15)	45 (▲<5)	205 (▲20)	790 (▲5)
Swansea	145 (▼10)	40 (▲<5)	45 (▼45)	735 (▲50)	965 (▼<5)
Neath Port Talbot	85 (▲<5)	20 (▼<5)	25 (▼10)	375 (▼25)	505 (▼35)
Bridgend	50 (▼<5)	35 (▼<5)	175 (▼15)	315 (▼<5)	570 (▼25)
Vale of Glamorgan	80 (▼5)	25 (▼<5)	85 (▲25)	435 (▲10)	625 (▲30)
Rhondda Cynon Taf	145 (▼10)	70 (▲10)	70 (▲10)	520 (▼80)	810 (▼75)
Merthyr Tydfil	35 (▼5)	15 (▼<5)	10 (▲<5)	160 (▼35)	225 (▼45)
Cardiff	265 (▼35)	40 (▼10)	105 (▲<5)	1,125 (▼35)	1,535 (▼75)
Caerphilly	125 (▼15)	40 (▼5)	105 (▼15)	435 (▼15)	700 (▼55)
Blaenau Gwent	15 (▲5)	10 (▼15)	80 (▲<5)	105 (▲5)	210 (▼<5)
Torfaen	55 (▲<5)	15 (▲15)	30 (▲5)	255 (▼35)	355 (▼15)
Monmouthshire	30 (▲5)	10 (▲<5)	40 (▼<5)	225 (▼30)	305 (▼25)
Newport	45 (▼15)	20 (▼<5)	145 (▲15)	515 (▼15)	720 (▼20)

Source: SWAC

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

Table 1.2: Middle school teachers teaching or working through the medium of Welsh, November 2023 and change from 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	Total
Wales	770 (▲165)	75 (▼20)	735 (▲255)	135 (▲35)	1,715 (▲435)
Isle of Anglesey	.	.	.	.	.
Gwynedd	70 (▼5)	0 (▶0)	*	0 (▶0)	70 (▼5)
Conwy	.	.	.	.	.
Denbighshire	10 (▲5)	5 (▼<5)	50 (▲5)	20 (▲<5)	85 (▲10)
Flintshire	.	.	.	.	.
Wrexham	.	.	.	.	.
Powys	80 (▲20)	5 (▼25)	40 (▲40)	*	130 (▲40)
Ceredigion	120 (▼5)	5 (▲<5)	10 (▼<5)	*	145 (▼5)
Pembrokeshire	110 (▲75)	*	25 (▲10)	5 (▶0)	145 (▲80)
Carmarthenshire	.	.	.	.	.
Swansea	.	.	.	.	.
Neath Port Talbot	100 (▲<5)	15 (▲<5)	120 (▲<5)	20 (▼<5)	255 (▲<5)
Bridgend	.	.	.	.	.
Vale of Glamorgan	90 (▲15)	10 (▲10)	80 (▲80)	0 (▶0)	180 (▲105)
Rhondda Cynon Taf	115 (▼10)	5 (▼5)	160 (▶0)	5 (▼<5)	285 (▼15)
Merthyr Tydfil	*	5 (▲5)	30 (▲30)	20 (▲20)	60 (▲60)
Cardiff	.	.	.	.	.
Caerphilly	*	*	45 (▲10)	*	55 (▲5)
Blaenau Gwent	5 (▼<5)	5 (▶0)	110 (▲15)	40 (▶0)	165 (▲15)
Torfaen	60 (▲60)	*	0 (▶0)	0 (▶0)	60 (▲60)

Monmouthshire	*	5 (▲5)	65 (▲65)	10 (▲10)	85 (▲85)
Newport	*	*	45 (▲10)	*	55 (▲5)

Source: SWAC

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

Table 1.3: Secondary teachers teaching or working through the medium of Welsh, November 2023 and change from 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	Total
Wales	2,425 (▼120)	695 (▼105)	7,370 (▼80)	20 (▲15)	10,505 (▼290)
Isle of Anglesey	195 (▲<5)	20 (▲<5)	35 (▲<5)	0 (▶0)	255 (▲10)
Gwynedd	390 (▲15)	25 (▲5)	65 (▲10)	0 (▶0)	480 (▲25)
Conwy	120 (▲<5)	55 (▲10)	280 (▼10)	*	455 (▶0)
Denbighshire	155 (▲10)	20 (▼<5)	215 (▼5)	0 (▶0)	390 (▼<5)
Flintshire	60 (▼<5)	45 (▼20)	480 (▼15)	5 (▲5)	585 (▼30)
Wrexham	75 (▼<5)	30 (▼10)	300 (▲5)	0 (▶0)	405 (▼5)
Powys	45 (▼25)	25 (▼10)	295 (▼20)	0 (▶0)	365 (▼55)
Ceredigion	85 (▼5)	30 (▼<5)	65 (▼<5)	0 (▶0)	180 (▼10)
Pembrokeshire	25 (▼50)	20 (▼<5)	260 (▲<5)	*	310 (▼50)
Carmarthenshire	340 (▲25)	60 (▼30)	305 (▲10)	*	705 (▲<5)
Swansea	165 (▲15)	75 (▼10)	670 (▲20)	*	905 (▲30)
Neath Port Talbot	15 (▼5)	30 (▲<5)	235 (▼<5)	0 (▶0)	285 (▼<5)
Bridgend	90 (▲5)	25 (▼10)	495 (▲15)	0 (▶0)	610 (▲15)
Vale of Glamorgan	15 (▼5)	30 (▶0)	380 (▼80)	5 (▲5)	430 (▼80)
Rhondda Cynon Taf	145 (▼15)	50 (▼<5)	535 (▲15)	0 (▼<5)	730 (▼10)
Merthyr Tydfil	10 (▼<5)	10 (▼5)	120 (▼30)	0 (▶0)	135 (▼40)
Cardiff	270 (▼5)	60 (▼10)	1,075 (▲50)	*	1,410 (▲35)
Caerphilly	145 (▼5)	35 (▼10)	445 (▲10)	*	625 (▼<5)
Blaenau Gwent	5 (▼<5)	*	80 (▲10)	0 (▶0)	90 (▲10)
Torfaen	10 (▼60)	20 (▲<5)	270 (▲15)	0 (▶0)	300 (▼45)

Monmouthshire	10 (▼5)	*	225 (▼65)	0 (▶0)	235 (▼75)
Newport	65 (▲10)	25 (▼10)	545 (▼15)	0 (▶0)	635 (▼15)

Source: SWAC

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

Table 1.4: Teachers by local authority and Welsh language ability, November 2023 and change from 2020

Local authority	Welsh ability				
	No skills / Entry Level	Foundation Level	Intermediate Level	Advanced / Proficiency Level	Total (a)
Wales	10,830 (▲ 350)	4,815 (▲ 85)	1,990 (▼ 65)	8,070 (▼ 15)	25,740 (▼ 50)
Isle of Anglesey	30 (▲ <5)	10 (▼ <5)	20 (▲ <5)	475 (▲ <5)	535 (▲ 10)
Gwynedd	50 (▲ 10)	20 (▼ <5)	25 (▶ 0)	920 (▲ 50)	1,020 (▲ 10)
Conwy	255 (▼ 5)	140 (▼ 10)	80 (▼ <5)	470 (▲ 10)	950 (▲ <5)
Denbighshire	305 (▲ 25)	160 (▼ 5)	80 (▲ <5)	365 (▲ <5)	910 (▲ 5)
Flintshire	530 (▼ 30)	355 (▲ 25)	150 (▼ 20)	245 (▼ 25)	1,285 (▼ 20)
Wrexham	465 (▲ 10)	285 (▼ 5)	90 (▼ 10)	250 (▼ 10)	1,090 (▲ 55)
Powys	395 (▼ 10)	215 (▲ 15)	120 (▲ <5)	320 (▲ <5)	1,045 (▼ 15)
Ceredigion	55 (▲ <5)	30 (▲ 5)	40 (▲ 5)	445 (▼ 15)	570 (▼ 50)
Pembrokeshire	385 (▲ 60)	180 (▲ 35)	90 (▼ 5)	305 (▲ 25)	955 (▲ <5)
Carmarthenshire	290 (▼ 15)	200 (▲ <5)	125 (▲ 10)	935 (▲ 10)	1,550 (▲ 5)
Swansea	950 (▲ 45)	385 (▼ 5)	150 (▼ 15)	445 (▲ 10)	1,935 (▼ 10)
Neath Port Talbot	480 (▼ 10)	245 (▼ 10)	80 (▼ 15)	285 (▲ <5)	1,090 (▼ 5)
Bridgend	625 (▼ <5)	325 (▶ 0)	95 (▶ 0)	215 (▼ <5)	1,260 (▼ 5)
Vale of Glamorgan	750 (▼ 55)	130 (▲ 15)	180 (▼ 5)	280 (▲ 20)	1,340 (▼ 25)
Rhondda Cynon Taf	895 (▼ <5)	345 (▲ 30)	140 (▼ 20)	575 (▼ 55)	1,955 (▲ <5)
Merthyr Tydfil	215 (▼ <5)	100 (▼ 5)	50 (▼ <5)	85 (▼ 10)	450 (▼ <5)
Cardiff	1,790 (▲ 170)	475 (▲ 15)	125 (▼ <5)	710 (▼ 35)	3,100 (▼ 15)
Caerphilly	660 (▼ 5)	330 (▼ <5)	100 (▼ 5)	340 (▼ 25)	1,425 (▼ 5)
Blaenau Gwent	280 (▼ 10)	140 (▲ 20)	25 (▲ 10)	45 (▲ <5)	505 (▼ <5)
Torfaen	325 (▼ 15)	180 (▲ 15)	70 (▼ <5)	150 (▲ 15)	740 (▲ <5)
Monmouthshire	355 (▼ 15)	170 (▼ 10)	60 (▲ 5)	60 (▲ 10)	640 (▲ <5)
Newport	745 (▼ 40)	405 (▼ 20)	105 (▲ <5)	160 (▼ <5)	1,415 (▲ 10)

Source: SWAC

Values rounded to the nearest 5. Values have been suppressed where headcount is less than 5 (*).

(a) Includes teachers where Welsh language information not obtained.

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.

	<ul style="list-style-type: none"> • 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 are staffing implications as a result to the change in the linguistic category of Ysgol Bro Caereinion and this will intensify if there is a change in the linguistic category of Ysgol Calon Cymru in Builth Wells. • 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.

	<ul style="list-style-type: none"> • 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. • 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 a gradual increase in the number of primary teachers. • 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. Need a gradual increase in the number of primary teachers. • 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. • 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

- 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.