

Education Strategy

2023-2032

(Draft)



September 2023

**Education Strategy
(Draft 2)**

Draft

Our Vision

Your background, geography or circumstance should not determine your choice or future path.

Our vision is to have an education system that places the needs of all our learners at the centre of our provision.

We would like to see a system that fosters and promotes well-being that will be a strong foundation for every child and young person; one that provides the highest quality education and training whilst continuing to improve the strong culture of inclusion in order to broaden horizons, and foster skills that are in demand in the local, regional, and national economy, in order to ensure a robust pathway towards prosperity for every young person in Gwynedd.

Our Values

The values below are a basis for how we will go about shaping the education system in Gwynedd for the future:

Offer the **best possible learning experiences** and ensuring an **exciting and broad curriculum**, as well as extra-curricular, that motivates them to learn and understand and will lead to improving standards, whilst making the best possible use of digital skills.

Promote and support the **physical health, emotional needs and well-being of children and young people** - ensuring that the main education and training establishments in the County, are key players when planning and delivering integrated services to children, young people and families.

Prepare young people **for the working environment** - whilst ensuring that they are empowered with the correct **skills for employment**

Create a first class safe, inspiring and sustainable **learning environment** for the county's children, young people and teachers by **improving facilities and buildings** ensuring that schools are designed with the necessary facilities to be able to deliver Curriculum for Wales

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Develop educational establishments of the right kind (primary and secondary) to be ones that are the **focus for public and community services** where appropriate.

Strengthening the Welsh Language as an educational and social medium enabling children and young people to acquire the Welsh language and benefit from the provision of **Welsh and bilingual education and training** which will enable them to use the language at work and in their everyday life

The five objectives

The Education Department has established five strategic objectives which will enable us to realise our vision of having an education system that puts the needs of all our learners at the heart of our provision. The objectives are:

1	A right to Education and Training
2	Expand and strengthen our Welsh and bilingual provision
3	Learners' Health and Well-being
4	An excellent education workforce supported by excellent staff
5	High Quality Sustainable Learning Environment

Objective 1: A right to Education and Training

Every child and young person have access to education and training of the highest possible quality that allows them to thrive and achieve their potential.

Why is this important?

Education and training influence every aspect of children and young peoples' lives and is a key fundamental right. Receiving a high standard of education in modern and appropriate establishments gives children and young people the best possible start in life and is a way to ensure effective progress for every learner, reduce disadvantage, and raises everyone's aspirations. Also, ensuring that young people have full access to education and training in collaboration with providers that we commission is essential to enable them to develop, gain and nurture the information and skills they need to develop into a capable and fulfilled individual.

Although the performance of Gwynedd's learners remains solid, we are determined to further improve the results for all children and young people of the County, while at the same time committed to improving results for our most vulnerable learners, and groups of learners that often face challenges to engage with education. Responding to this inequality is an essential priority of this strategy.

We must ensure equal access to education on every step of the learning journey, ensuring that learners receive opportunities from early years to primary and secondary education, and then on to post-16 education, training and the world of work. We must do more to ensure with our partners that we have a totally integrated education system and resilient early childhood care that has strong ties with early learning, the Welsh language, childcare, health and support for families. Further expansion of the existing Flying Start provision areas and the Childcare offer will ensure the best possible start for children from the early years onwards throughout their school life and beyond will be key to this objective.

We must also ensure effective education pathways for learners who face more profound challenges and barriers to improve their access to appropriate educational opportunities and experiences that will allow them to thrive. Developing an integrated model of education will be an essential part of realising this, by ensuring that every learner is given equal access to education and learning that has been designed around the needs of the learner throughout their educational career. We must also continue with the strong sense of inclusion amongst the schools of Gwynedd - a culture that we have already fostered in our schools to maintain the interests of every learner.

Although the provision for our more able and talented learners is good, the support given to them can be further improved in order to enrich and enhance the academic provision for them and enhance their experiences and skills that will allow them to reach their true potential.

From the perspective of learners with Additional Learning Needs, we will continue the work of implementing the requirements of the new Additional Learning Needs Act, as well as the

Additional Learning Needs and Inclusion Service Strategy (Gwynedd). The objective of the ALN&I strategy is to ensure that children and young people (between the ages of 0 and 25) with additional learning needs take advantage of educational opportunities and experiences and training that have been planned appropriately for them, to allow them to make progress and achieve their potential in educational settings that are appropriate for their needs.

We must also take full advantage of the appropriate Curriculum for Wales provision that has been designed by our schools as a medium of ensuring that every learner enjoys learning, and is developing the skills, the information and the emotional resilience that is needed to succeed as an ethical individual, and as a full member of the community. In order to achieve this, we must ensure support for the education workforce to deepen their knowledge and understanding of the Curriculum for Wales framework, from effective practices of designing the curriculum, as well as continuing to improve our understanding of assessment arrangements, identifying, recording and measuring the learner's progress over time, the way assessments are used to guide the teaching, along with improving accountability for all stakeholders that are involved with the implementation of the Curriculum for Wales' requirements.

We also need to further empower our schools as educational establishments, by co-operating and co-designing improvements, whilst sharing and disseminating the strengths across the system at the same time. This will be a means of ensuring that our education workforce thrives in a supportive and co-operative environment to raise standards and ensure that every learner achieves his/her potential.

Commitments to action (Opportunities)

We will:

- Continue to support and challenge schools to improve educational progress for learners who are at risk of under-achieving, by learning from those who have already succeeded in closing the existing gaps in attainment.
- Reduce the impact of poverty on pupils' progress and attainment.
- Further develop school-to-school support and collaboration models and cluster and alliances collaboration to improve schools' self-improvement capacity and continuously share good practice.
- Transforming education for children in their early years.
- Continue to ensure appropriate education pathways for the learners who face more profound challenges and barriers to improve their access to educational opportunities and experiences that will allow them to thrive.
- Continue to offer support and opportunities targeted towards SEREN Network's more able and talented students to ensure quality opportunities for them to connect with Higher Education and Industry to compete for university places and jobs.
- Continue to support the education workforce to implement the Curriculum for Wales' framework effectively.

- Continue with the work of implementing the requirements of the new additional learning needs act, as well as the Additional Learning Needs and Inclusion Service.

The Council Plan Priority

- Transform education for children in their early years

Objective 2: Extend and strengthen our Welsh-medium and bilingual provision

Every child and young person benefit from first-class Welsh-medium and bilingual education provision, as well as access to specialist support and services through the medium of Welsh that enables them to succeed, thrive and realise their future aspirations.

Why is this important?

According to the 2021 Census, 70.9% of children aged 3-4 in Gwynedd can speak Welsh and setting a robust foundation in the Welsh language for children as soon as possible is essential to assist and prepare them for Welsh and bilingual education in Gwynedd schools further down the line. A high percentage of 3-year-old children in Gwynedd receive Welsh medium nursery education, but because of current recruiting challenges in this field, we need to plan to ensure the continuation of the Welsh language skills level in the workforce to avoid any slippage in standards and opportunities for children to foster Welsh language skills from an early age.

According to the 2021 Census, 88.6% of children and young people of school age (ages 3-15) could speak Welsh which shows the promising contribution of the Gwynedd Education Language Policy to the robustness of the Welsh language in the county. In Gwynedd's category 3 primary schools, 100% of learners undertake at least 70% of their school activities (curricular and extra-curricular) through the medium of Welsh, and in Gwynedd's category 3 secondary schools, 97.3% of learners undertake at least 70% of their school activities (curricular and extracurricular) through the medium of Welsh. Despite this, we need to promote the benefits of Welsh and bilingual education amongst parents and learners to ensure an increase in the number of learners that continue to study Welsh as a first language at every step of the way to Higher Education and beyond.

In addition, the same opportunities aren't available for children and young people to take full advantage of the Welsh and bilingual provision in line with the Education Language Policy in 3 transition schools in the county, and although joint plans between these schools and the Department have recently started to bear fruit, it is recognised that it will be some time before we

see the Welsh language embedding in these schools, with the learners benefiting from the same Welsh medium and bilingual opportunities and experiences as the rest of the county's schools. Continuing to respond to this inequality is a priority for this Strategy, our Welsh in Education Strategic Plan, and to reinforce the national priority noted in *Cymraeg 2050*.

For the Gwynedd Education Language Policy to be inclusive, the immersion education system provides alternative immersion education for newcomers to assist them in acquiring the Welsh language and fully benefit from our schools' Welsh and bilingual provision. Since it has been established in its new guise in January 2023, there are 6 strategic locations across the county that provide excellent services for newcomers to acquire the Welsh language. We must take full advantage and continue to develop *Aberwla's* contemporary immersion provision as the System's core scheme for immersion and supporting newcomers to acquire the Welsh language in Gwynedd. We must also expand our successful Immersion System to support the journey of learners who need a boost with their skills and confidence in the Welsh language, together with equipping our education workforce with effective language immersion practices in our schools.

Although daily opportunities for learners to use the Welsh language in formal and informal situations in school contributes to confidence and fluency in the Welsh language, which is key considering that approximately 90% of Gwynedd's fluent speakers speak Welsh every day, we know that a language which is confined to the educational sector is not a living language. As a result, the Council, the Department and schools need to work together to ensure valuable experiences and opportunities are given to the children and young people of our communities through the medium of Welsh. We must ensure close collaboration with organisations such as Yr Urdd, Young Farmers, Menter Iaith Gwynedd, Byw'n Iach Centres, Gwynedd Libraries, the Youth Service, along with all the community organisations that we have here in Gwynedd to ensure that the Welsh language continues to thrive. Also, that Welsh medium and bilingual education experiences provided by all educational establishments for children and young people are reiterated and reinforced by enriched, Welsh medium community experiences.

In Gwynedd, 97.3% of primary teachers and 86.3% of secondary teachers note that they are confident teaching through the medium of Welsh. However, recruiting Welsh medium teachers is a challenging situation, and is an ongoing challenge especially in some specialist fields and in some specific areas of the county. Recruiting and retaining classroom assistants across our schools is also an increasing challenge, and we need to respond to these challenges by continuing to improve opportunities for the workforce to receive Welsh lessons, as well as promoting attractive opportunities to work through the medium of Welsh in Gwynedd schools.

At the same time, we take pride in the fact that Gwynedd is the only county in Wales where every member of the ALN&I Service, that support bilingual schools, and that can provide specialist advice and support to children, young people, and their families, is fluent in Welsh. Despite this, a significant challenge is arising within the county to recruit qualified, bilingual Educational

Psychologists. This is because of the national training system in Wales and the distance from the course in the University of Cardiff. Recruiting other key staff (e.g., Sensory Impairment Teachers, School and Specialist Assistants) is also an increasing challenge. This is a risk in terms of continuing the current level of bilingual provision, including the Specialist Schools within the county. Despite these challenges, we also need to continue with the extensive work which has already been undertaken in terms of creating and translating ALN resources in Welsh.

Commitments to action (Opportunities)

We will:

- Update our Education Language Policy to ensure that it continues to realise our aim of providing Welsh medium and bilingual education to every child and young person in Gwynedd.
- Define our expectations in Gwynedd from the perspective of bilingual education provision.
- Continue to support the three transitional schools to make a further significant increase in their Welsh medium and bilingual provision.
- Continue to develop and innovate with our immersion education provision in the county, to ensure opportunities for learners who are newcomers to acquire the Welsh language, by taking full advantage of the Welsh medium and bilingual provision in our Gwynedd schools.
- Continue to offer support through the Immersion System to learners who need an extra boost with their confidence and skills in the Welsh language.
- Respond to challenges of recruiting Welsh speakers across education establishments from early years to post-compulsory education.
- Develop a coordinated plan of Welsh language training for the education workforce.
- Promote the benefits of Welsh medium and bilingual education amongst children, young people and families.

The Council Plan Priority:

- Transform education for children in their early years
- Enhance play opportunities for children and young people
- Modernise and extend the immersion provision to teach Welsh to children

Objective 3: Learners' Health and Well-being

Every child and young person in Gwynedd is ready to learn and can fully benefit from the education and training available and can gain easy access to support to improve their emotional, mental and physical well-being.

Why is this important? (Opportunities)

Gwynedd's children and young people are aware of the importance of well-being and are often aware of various problems that they face in terms of staying safe, staying healthy, managing relationships, and dealing with the challenges of growing up in a society that is so variable. Emotional and mental well-being is important in every aspect of children and young people's lives as it enables young people to be more resilient, ready to accept learning experiences, to be curious and find creative ways of thinking about the world surrounding them. It leads to short and long-term benefits including improving self-confidence, improving social skills, improving symptoms of anxiety and depression, as well as building an emotional understanding and resilience - qualities that will assist them throughout their lives in the future.

Well-being influences how children and young people feel and act on a personal and social level, as well as how they evaluate their life as a whole. Developing a whole-school method to support emotional and mental well-being promotes a positive environment. By embodying good well-being in Gwynedd schools, we will create a supportive environment where children and young people are encouraged to realise their personal and academic potential, where they thrive, learn and develop emotionally, with the support of teachers and staff that operate in an industry that gives value to their well-being.

Since the pandemic, attendance percentages are low and levels of exclusions have been an additional challenge for schools. To ensure that learners have access to education and opportunities that allow them to thrive, we will continue to support schools by ensuring early recognition of learners who face additional challenges, early intervention, along with support from effective multi-agency services as needed. We will collaborate with schools and support services such as Additional Learning Needs, Inclusion, Safeguarding and the Youth Service and will offer appropriate intervention to solve and overcome daily barriers for the children and young people of Gwynedd, as well as preventing problems from intensifying.

We must also not forget about the role of physical well-being in terms of children and young people's happiness and general resilience. Ensuring that regular physical activity is a habit for life is a way to improve the health of children and young people now as they grow up. This includes active travel to and from the school, regular physical activity in the education location, as well as good and nutritious food in the school and beyond.

An additional challenge to the well-being of children, young people and their families is the current increase in the cost-of-living, and the cost of everyday goods such as school uniforms, food, transport and stationery are also a significant challenge for many families. The free school meals for all primary learners scheme is certainly a big help to families, and we need to ensure that as many families as possible take advantage of this offer of a hot, nutritious meal for their children. We will also re-examine the costs associated with sending children to school with the aim of reducing them, whilst also protecting the education and valuable experiences that our children and young people have during and after school hours.

Commitments to action (Opportunities)

We will:

- Continue to help schools, pupil referral units, and education locations to review their situation in terms of well-being through the support of the Healthy Schools Scheme, to develop schemes to get to grips with any development aspects and build on their strengths.
- Continue to present well-being support services in schools to ensure quick and graduated access for the children and young people of Gwynedd for them to overcome barriers and reach their full potential.
- Implement the system of one access point to emotional well-being and mental health services that enables children and young people to reach the appropriate support services.
- Re-examine the costs associated with sending children to school, with the aim of reducing them, whilst protecting the education and valuable experiences that our children have during and after school hours.
- Continue to provide and evolve our integrated Youth Services, that is based on youth work of high quality, to break down the barriers to connect and participate, whilst ensuring that it is available for everyone, especially our most vulnerable young people.
- Reduce health inequalities by operating a whole school method and a healthy environment, including encouraging children and young people to move more, stay healthy and eat well.
- Support schools to draw-up a new Equality Plan for April 2023 in accordance with the requirements of the Act.

The Council Plan Priority

- Promote the well-being of children and young people and reduce the cost of sending children to school
- Free school meals

Objective 4: Excellent education workforce supported by excellent staff

Every child and young person in Gwynedd are educated by teachers and excellent support teams.

Why is this important?

The quality of the education provided is a key factor in relation to improving standards and results for our learners. It is vital that we ensure that our schools offer the best possible conditions for our education workforce to teach, manage and lead effectively, as well as developing the future workforce.

Estyn has noted professional standards for teachers in Wales (Welsh Government, 2017a) give an effective pedagogy at the heart of improving schools. In addition, 'Investing in excellence: Our national scheme to develop the 2019-21 workforce' refers to standards as a key element of 'retaining teachers and stepping forward in a career' side by side with 'managing performance', 'professional teaching and national networks' and 'leadership, including succession planning'.

Through our commitment to develop a high quality education profession, children and young people of Gwynedd will benefit from first-class leaders, teachers and education workforce. This strategy will work towards creating conditions within our school systems that will offer opportunities, experiences and clear career pathways to the whole workforce, including assistants, teachers, middle managers, deputies and headteachers.

An additional challenge is of course attracting and retaining classroom assistants who are an essential resource to support learners and teachers in our schools. As a result, we will consider creative and innovative ways of trying to improve the terms and conditions of classroom assistant positions in Gwynedd to encourage as many of them as possible to be able to continue to provide essential support to learners and teachers in our schools.

Commitment to implement (Opportunities)

We will:

- Develop career paths and clear professional development opportunities for the whole of Gwynedd's education workforce.
- Ensure that our schools offer the best conditions for our workforce to teach, manage and lead effectively.
- Develop and implement a plan to improve the working terms and conditions of classroom assistants.

Objective 5: A Sustainable Learning Environment of High Standard

Gwynedd schools offer a first-class safe, inspirational and sustainable learning environment for learners and teachers in the county and are organisations that have a strong link with their communities. Learning beyond the classroom is extended by using quality digital technologies by also taking advantage of the natural and outdoor environment.

Why is this important?

Over the last 10 years there has been £73 million worth of investment to improve the condition and learning environments for 10 of the County's schools. We also regularly benefited from other various capital grants from the Welsh Government to improve our schools' state and the learning environment, with the total expenditure of those grants over previous years being over £10m. Despite significant investment over the last decade, several of the county's school buildings are still old and need modernisation.

The Welsh Government's Sustainable Learning Communities Programme is a strategic capital investment programme for creating learning communities in Wales that are appropriate for the 21st Century. The programme is funded jointly between the Welsh Government and Local Authorities and its aim is to "transform learners' learning experiences, ensuring that they are educated in classrooms that have the necessary technology and facilities to present the Curriculum for Wales".

The first wave of the Programme (Band A) was announced in 2014 and Cyngor Gwynedd succeeded in attracting a considerable investment for several schools across the county, moving 19 of our schools that had buildings identified to be in acceptable/poor/very poor condition, to 8 buildings in good condition.

By now the Council has secured a further investment, worth £56 million through the Programme (Band B), that will run between 2019 and 2026, thus far, the Council has invested in over 10 sites across the County.

When investing, we must ensure that new school buildings are appropriate for implementing the Curriculum for Wales requirements. As a result, learning environments need to be flexible in terms of space, time, people and technology - whilst responding to today's needs, but with the ability to easily adapt to meet future needs. Learning also happens outside of school walls, and the Curriculum for Wales encourages the fostering of other methods to acquire information and skills. Also, through our new schools, we will offer first-class facilities for sports and offer as much open air and play space as possible, where practical.

To reiterate the requirements of the Curriculum for Wales and flexible learning methods, on 9 November 2021, Cyngor Gwynedd's Cabinet adopted the Digital Education Strategy. The aim of the digital education strategy is to give the best digital provision to support our learners and teachers to foster a range of skills to use technology confidently, creatively, and critically, with consistency in the provision across all the County's schools. The strategy outlines our ambition of using technology to improve education for learners in Gwynedd schools and outlines our future vision of enhancing our ability to support all parts of the curriculum. It is key that any modernisation plans align with the Digital Education Strategy vision.

Climate change is one of the major challenges facing future generations. When developing inspirational learning environments, we also need to protect our natural environment. In the Autumn term 2021, the Welsh Government announced that every new school and college building

as well as significant adjustment and extension projects would need to meet with the Net Zero Carbon targets from 1 January 2022. When announcing the new requirements, Jeremy Miles, the Minister for the Welsh Language and Education said:

"We should all be asking ourselves what steps we can take to undo the damage done by climate change... Ensuring that future buildings make positive contributions is an important step that we can take. Our aim to support learners to be principled, informed citizens that are committed to the planet's sustainability is at the core of our new curriculum. It is essential that we set a good example for young people if we are to realise this ambition."

Cyngor Gwynedd has also declared their aim to be a Net Zero Carbon council and ecologically positive by 2030. Therefore, moving forward, new school buildings will have to be innovative, contemporary, environmentally friendly, and effective in terms of resources, whilst considering the effect of energy and carbon. We also commit to ensuring that all our schools have a green and eco-friendly ethos by monitoring and reducing the use of energy, as well as integrating active travel.

In 2023, Gwynedd Council together with two other Local Authorities across Wales were successful in the Welsh Government's Sustainable Schools Challenge competition. Resulting in the Welsh Government funding a new sustainable school for the village of Bontnewydd, near Caernarfon, worth almost £12m. This project will be a means of piloting 'green' construction methods that could be a blueprint for any construction project that will take place across the county and nationally in the future.

In 2023 also, the Welsh Government announced that the rolling investment programme will be implemented. As a Council, we will be introducing a new strategic outline programme soon that will note our priorities for the next nine years, in the context of vision and aims for the Welsh Government Sustainable Learning Communities Programme.

As we continue to plan and improve the school estates, we need to ensure that we are ready to respond to the County's demographic and social changes. Additional school spaces were created, including primary, secondary, and special schools through Band A and Band B and additional projects can be developed when needed and when opportunities arise.

Commitments to action (Opportunities)

We will:

- Deliver Band B projects, Sustainable Learning Communities including adapting or re-building primary and secondary schools or building new ones.
- Deliver a completely new sustainable school for Bontnewydd, near Caernarfon.
- Develop a Priorities Plan for Education Modernisation projects as a basis for the new strategic outline programme that will note our priorities for the next nine years, within the context and the vision of the Welsh Government's Sustainable Learning Communities Programme.

- Undertake the investment programme for Schools with a Focus on the Community.
- Continue to ensure that future developments align with the vision of the Gwynedd Digital Education Strategy.
- Continue to invest in improving the current state of schools, giving specific attention to improving the condition and suitability of our schools, to ensure suitable learning environments in the context of the Curriculum for Wales.
- Continue to invest in environmentally friendly, contemporary, progressive and innovative projects to show commitment to eco-friendly and green ethos, while also integrating active travel.
- Respond to the challenge of demographic change to ensure that education provision is available that meets the needs -including speciality and faith places.

The Council Plan Priority

- Modernise buildings and the learning environment.

Local Policies

The Education Strategy supports the Council's Priority Plan for 2023-28:

- Transform education for children in their early years.
- Modernise and extend the immersion provision to teach Welsh to children.
- Extend opportunities for children and young people to play.
- Free school meals.
- Promote the well-being of children and young people and reduce the cost of sending children to school.
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- Promote the well-being of children and young people and reduce the cost of sending children to school.

Cyngor Gwynedd's Plan 2023-28

Education Strategy 2023-28

**Digital Education
Strategy**

**Welsh in Education Strategic
Plan 2022-2032**

**Gwynedd
Education
Language Policy**

**Welsh Language
Charter /
Secondary
Language**

**Relationships and
Sexuality Education
plans for schools**

**Additional Learning
Needs and Inclusion
Strategy**

**Emotional Health
and well-being
whole-school
plan**

**Excellent Primary
Education Strategy
2009**

**GwE/Authority
Leadership
Business Plan**

Silver Thread

COUNCIL PLAN 2023-2028					
<p>CYNGOR GWYNEDD</p>	<p>The Council Plan Priority:</p> <ul style="list-style-type: none"> • Transform education for children in their early years. • Modernise and extend the immersion provision to teach Welsh to children. 	<p>The Council Plan Priority:</p> <ul style="list-style-type: none"> • Transform education for children in their early years. • Extend opportunities for children and young people to play. • Modernise and extend the immersion provision to teach Welsh to children. 	<p>The Council Plan Priority:</p> <ul style="list-style-type: none"> • Transform education for children in their early years. • Free school meals. • Promote the well-being of children and young people and reduce the cost of sending children to school. 		<p>The Council Plan Priority:</p> <ul style="list-style-type: none"> • Modernise buildings and the learning environment.

GWYNEDD EDUCATION STRATEGY 2024-2034

	THE RIGHT TO EDUCATION AND TRAINING	WELSH EDUCATION AND BILINGUALISM	LEARNERS' HEALTH AND WELL-BEING	LEADERSHIP AND RECRUITMENT	A SUSTAINABLE LEARNING ENVIRONMENT OF HIGH STANDARD
WELSH GOVERNMENT	<ul style="list-style-type: none"> • Curriculum for Wales. • Curriculum and Assessment Act 2020. • Amending qualifications in Wales - Eligible for the Future. • Schools Improvement Framework. • Re-grasp the 2023 interim performance indicators and develop a new information and data system. 	<ul style="list-style-type: none"> • Cymraeg 2050. • Categorising Schools according to Welsh Medium Provision. • Welsh in Education Strategic Plans 2022 – 2032. • Proposed Welsh Language Education Bill. • Welsh Workforce in Education Plan. • Grant for developing the Welsh medium education workforce capacity 2023 to 2024. • Welsh in Education grant through the regions. • Promote professional learning through https://dysgucymraeg.cymru • Initial education motivation scheme - laith 'Athrawon yfory'. 	<ul style="list-style-type: none"> • Additional Learning Needs and Education Tribunal (Wales) Act 2018. • Guidelines: Equality Act 2010 Regulations (Disabled School Pupils) (Wales) 2021. • Additional Learning Needs Code for Wales 2021. • Education Regulations (Pupil Referral Units) 	<ul style="list-style-type: none"> • Schools as learning organisations. • National Leadership Academy. • Initial education motivation schemes - e.g. for subjects with laith 'Athrawon yfory' priorities. • Paid PGCE route - Open University. • Review of the CPCP in Wales - Learning to be a Head of Wales. 	<ul style="list-style-type: none"> • Sustainable Learning Communities Programme.

			<p>(Management Committees etc) (Wales) (Amended) 2021.</p> <ul style="list-style-type: none">• The relationships and sexuality Education Code (January 2022).• Framework on embedding a whole-school approach for emotional and mental well-being (March 2021).• Equality Act 2010 - The Public Sector Equality Duty: Guidelines for Schools in Wales (Steps to accomplish the Public		
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			Sector's Equality Duty in Wales ((gov.wales)) (appendix).		
GWYNEDD EDUCATION DEPARTMENT	<ul style="list-style-type: none"> GwE/Authority Business Plan. Digital Education Strategy. Gwynedd Schools support model - together with key partners. 	<ul style="list-style-type: none"> Gwynedd Education Language Policy. Welsh in Education Strategic Plan 2022-2032. Welsh Language Charter / Secondary Language Strategy. The Welsh language Catchment Area plans in every catchment area. 	<ul style="list-style-type: none"> Additional Learning Needs and Inclusion Strategy. School's Relationships and Sexuality Education Plan- Gwynedd's Healthy Schools have provided support for schools to create an Audit and plan to implement the code. Whole-school health and emotional 	<ul style="list-style-type: none"> GwE/Authority Leadership Business Plan. Leadership Development Programme - collaboration between GwE and authority to ensure a programme that offers a path of leadership development on every level. 	<ul style="list-style-type: none"> Excellent Primary Education Strategy 2009.

			well-being plan (Gwynedd's Healthy Schools have been supporting schools in creating an Audit and an action plan).		
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National and Local Legislation and Policies

- Cyngor Gwynedd's Plan 2023-28, or any succession plan
- Cyngor Gwynedd, the Welsh language in Education Strategic Plan (2022-2032)
- Cymraeg 2050, a Million Welsh Speakers
- Welsh Education Bill (White Paper) (2023)
- Cymraeg 2050 Action Plan
- Welsh Language (Wales) Measure 2011
- The Well-being of Future Generations (Wales) Act 2015 (see below)
- The United Nations Convention on the Rights of the Child
- One Wales: ONE PLANET: new sustainable development plan for Wales, May 2009, or any succession strategy
- Wales Child Poverty Strategy (2015), or any succession strategy
- (Welsh Government) Faith in Education
- Children and Young People Plans (or succession plans)
- Sustainable Learning Communities-Capital Investment Programme
- Statutory Provision and 2014 Operational Guidelines for the Travelling from Learners Measure
- Measuring the capacity of schools in Wales, Circular Number: 021/2011
- The National Standards for Children and Young Peoples Contribution.
- Children Act, 2004
- The Rights of Children and Young People (Wales) Measure 2011
- Social Services and Well-being Act (Wales) 2014
- Children and Families (Wales) Measure 2010
- School Organisation Code (011/2018) or any succession Code
- School Standards and Organisation (Wales) Act 2013
- Additional Learning Needs and Education Tribunal (Wales) Act 2018
- Equality Act 2010 Regulations (Disabled School Pupils) (Wales) 2021
- Schools Improvement Framework