



Rhaglen Strategol "Tuag at 2025"

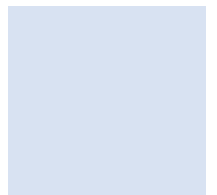
Dyfodol Addysg a
Hyfforddiant i Blant a
Phobl Ifanc yng
Ngwynedd





CYNNWYS

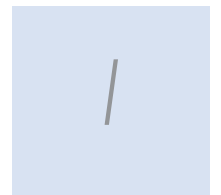
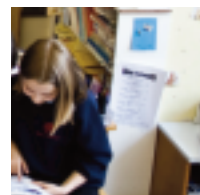
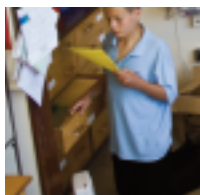
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1. CYFLWYNIAD

- 1.1. Pwrpas y Rhaglen Strategol yw gosod cyfeiriad i ddatblygiadau ym maes addysg a hyfforddiant yng Ngwynedd am y 15 mlynedd nesaf. Cyflwynir y Rhaglen yng nghyd-destun polisiau a chynlluniau sydd ar y gweill - yn lleol ac yn genedlaethol - i drawsnewid gwasanaethau a ddarperir ar gyfer plant, pobl ifanc a'u teuluoedd.
- 1.2. Bydd gweledigaeth ac amcanion y Rhaglen Strategol yn gyd-destun pwysig wrth wneud penderfyniadau strategol ar ddyfodol addysg a hyfforddiant o fewn y Sir.
- 1.3. Mae nifer o resymau pam fod angen y math yma o Raglen:
 - i osod cyfeiriad strategol a hirdymor i addysg a hyfforddiant ar gyfer plant a phobl ifanc 3-19;
 - i ddwyn ynghyd ein hamcanion a'n disgwyliadau ar gyfer addysg gynradd, uwchradd ac ôl-16, ynghyd â hyfforddiant i bobl ifanc, mewn un ddogfen – a hynny mewn cyfnod o newid sylweddol;
 - ymateb yn llawn i'r strategaethau cenedlaethol sydd wedi eu cyhoeddi gan Lywodraeth y Cynulliad ar feysydd fel addysg, ysgolion, tlodi plant, lles plant, hyfforddiant a sgiliau;
 - i gefnogi'r broses o ddenu adnoddau i'r ardal er mwyn ariannu datblygiadau newydd ym meysydd addysg a hyfforddiant fel y gall y sefydliadau addysg a hyfforddiant barhau i sicrhau bod ein plant a'n pobl ifanc yn cyflawni'n dda ymhob Cyfnod Allweddol.
- 1.4. Mae'n bwysig ystyried unrhyw Raglen Strategol sy'n ymwneud gyda dyfodol plant a phobl ifanc yng nghyd-destun Cynllun Plant a Phobl Ifanc Gwynedd. Dyma'r Cynllun sy'n amlygu amcanion a blaenoriaethau strategol Partneriaeth Plant a Phobl Ifanc Gwynedd ar gyfer hyrwyddo lles holl blant a phobl ifanc y Sir. Gwnaed ymchwil trylwyr wrth barato'i'r Cynllun er mwyn asesu anghenion plant a phobl ifanc y Sir (Plant a Phobl Ifanc Gwynedd Heddiw) - a dyma sy'n sail i flaenoriaethau'r Cynllun. Mae Cyngor Gwynedd, fel y prif sefydliadau eraill sy'n ymwneud gyda gwasanaethau plant a phobl ifanc yn y Sir, wedi ymrwymo i gydweithio i wireddu amcanion y Cynllun hwn.



- 1.5. Rhan allweddol o'r Cynllun Plant a Phobl Ifanc yw'r Siarter Hawliau Ni – sef datganiad o hawliau a chyfrifoldebau sylfaenol pob plentyn a pherson ifanc yng Ngwynedd.
- 1.6. Mae'r Rhaglen Strategol "Tuag at 2025" wedi'i chynllunio yng nghydestun y Siarter Hawliau, blaenoriaethau Cynllun Plant a Phobl Ifanc Gwynedd a Diben Cenedlaethol ar gyfer ysgolion fel ag y'i nodir yn y ddogfen Fframwaith Effeithiolrwydd Ysgolion.

2. GWELEDIGAETH AC AMCANION Y RHAGLEN STRATEGOL "TUAG AT 2025"

2.1. Ein gweledigaeth yw:

"cynnig addysg a hyfforddiant dwyieithog o'r ansawdd uchaf posibl" fydd yn rhoi'r profiadau, y sgiliau a'r hyder i blant a phobl ifanc y Sir a'u galluogi i fod yn ddinasyddion dwyieithog, llwyddiannus a chyflawn.

2.2. Mae ein gweledigaeth ar gyfer addysg a hyfforddiant yn yr 21^{ain} Ganrif yn seiliedig ar chwe phrif amcan:

- i. **Cynnig y profiadau dysgu gorau posibl** - a hynny i holl ddysgwyr y Sir, gan sicrhau cwricwlwm cyffrous ac eang, yn ogystal â'r cwricwlwm allgyrsiol, sy'n eu hysgogi i ddysgu a deall ac yn arwain at wella safonau, gan wneud y defnydd gorau posibl o Dechnoleg Gwybodaeth;
- ii. **Hyrwyddo a chefnogi iechyd corfforol a lles emosiynol plant a phobl ifanc** - gan sicrhau bod y prif sefydliadau addysg a hyfforddiant yn y Sir yn chwaraewyr allweddol wrth gynllunio a chyflwyno gwasanaethau integredig i blant, pobl ifanc a'u teuluoedd;
- iii. **Paratoi pobl ifanc ar gyfer y byd gwaith** - gan wneud yn siwr eu bod yn cael eu harfogi efo'r mathau cywir o sgiliau ar gyfer cyflogaeth, yn enwedig o fewn yr economi leol;
- iv. **Creu amgylchedd dysgu o'r radd flaenaf i blant, pobl ifanc ac athrawon y Sir** - a hynny yn bennaf drwy wella cyfleusterau ac adeiladau, a sicrhau bod ysgolion wedi'u cyflunio i ymateb i'r newid yn arferion prosesau addysgu a dysgu cyfoes, yn enwedig wrth ddefnyddio Technoleg Gwybodaeth;





- v. **Datblygu sefydliadau addysgol o'r math cywir (cynradd ac uwchradd) i fod yn rhai sy'n ganolbwynt i wasanaethau cyhoeddus a chymunedol lle'n briodol** - a chyfoethogi profiadau i blant a phobl ifanc wrth iddynt ddod yn rhan o sefydliadau sy'n darparu gwasanaethau i'r gymuned ehangach;
- vi. **Cryfhau'r Iaith Gymraeg** - fel cyfrwng addysgol a chymdeithasol - a galluogi plant a phobl ifanc gael mynediad at addysg a hyfforddiant dwyieithog.

3. BLAENORIAETHAU O FEWNY RHAGLEN STRATEGOL "TUAG AT 2025"

3.1. Parhau i Wella Safonau Addysg a Hyfforddiant

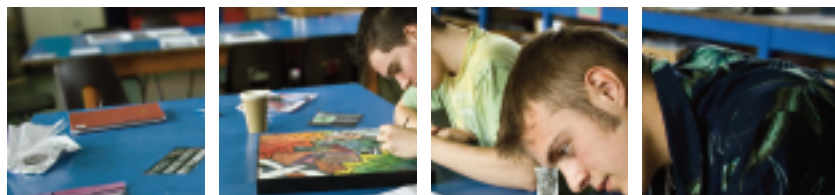
Ein blaenoriaeth yw y bydd ysgolion, y colegau a'r holl bartneriaid strategol yn cydweithio'n agos er mwyn sicrhau bod y gyfundrefn addysg a hyfforddiant yng Ngwynedd yn galluogi pob plentyn a pherson ifanc i gyflawni eu potensial addysgol a dysgu yn llawn.

Dengys "Plant a Phobl Ifanc Gwynedd Heddiw" fod addysg a hyfforddiant yn dylanwadu ar bob agwedd o fywydau plant a phobl ifanc. Mae derbyn addysg dda ac o safon mewn sefydliadau modern ac addas yn rhoi'r dechrau gorau posibl mewn bywyd i blant ac yn eu galluogi i gyrraedd eu potensial yn llawn. Yn ogystal, mae sicrhau fod gan bobl ifanc fynediad llawn at addysg a hyfforddiant (gan gynnwys addysg a hyfforddiant galwedigaethol) yn allweddol er mwyn eu galluogi i ddatblygu, ennill a meithrin y wybodaeth a'r sgiliau y maent eu hangen i ddatblygu'n unigolion hyderus a chyflawn.

Er bod perfformiad disgyblion yng Ngwynedd yn parhau i fod gyda'r uchaf yng Nghymru, rydym yn benderfynol o wella ymhellach gyrraedd addysgol a dysgu plant a phobl ifanc mewn nifer o feysydd gwahanol, ar draws yr holl Gyfnodau Allweddol. Byddwn yn rhoi mwy o bwyslais ar leihau'r gwahaniaethau mewn perfformiad o fewn ysgolion a rhwng ysgolion, ac yn sgil hynny, codi lefelau cyrraedd yn gyffredinol.

3.2. Amgylchedd Dysgu o Safon

Ein blaenoriaeth yw y bydd yr "amgylchedd dysgu" i blant, pobl ifanc ac athrawon y Sir - fel cyflwr yr ysgol, y dosbarth, cyfleusterau i



athrawon, y ddarpariaeth chwarae - yn bodloni gofynion addysgu a dysgu yn y 21^{ain} Ganrif gan wella'r adnoddau er mwyn cynnig y gorau i'n plant a'n pobl ifanc, ynghyd â hyrwyddo cyrhaeddiad a chyflawniad pob unigolyn.

Mae pryder gwirioneddol ynglŷn â chyflwr ac addasrwydd nifer o ysgolion y Sir. Mae angen buddsoddiad sylweddol yn yr adeiladau er mwyn ymateb i faterion iechyd a diogelwch ac i gyrraedd safonau priodol. Mae Cynllun Rheoli Asedau'r Cyngor yn amlinellu costau ôl-groniad sylweddol ar gyfer cynnal a chadw ysgolion Gwynedd, ac mae hyn yn debygol o gynyddu'n sylweddol yn y dyfodol. Yn ychwanegol i hyn, mae pryder am gyflwr adeiladau dros dro mewn ysgolion. Mae costau uwchraddio ac addasu adeiladau ysgolion y Sir i ymateb i ofynion y cwricwlwm newydd a safonau sy'n ddisgwyliedig yn fwy sylweddol eto. Gwelwn yr angen i wella cyflwr ac addasrwydd nifer o ysgolion y Sir fel blaenoriaeth uchel. Dros y ddeg mlynedd nesaf, bydd hyd at £120 miliwn ar gael i ariannu gofynion y Cynllun Rheoli Asedau, ac mae'r Cyngor wedi blaenoriaethu ysgolion er mwyn sicrhau eu bod yn gwella eu cyflwr ac ymateb i'r costau ôl-groniad sylweddol sy'n bodoli.

Rhan allweddol o'r "amgylchedd dysgu" yn y 21^{ain} Ganrif fydd cyfleusterau Technoleg Gwybodaeth o ansawdd. Byddwn yn gwneud y mwyaf o'r cyfleon sy'n codi efo Technoleg Gwybodaeth o fewn y Sir, gan fanteisio i'r eithaf ar y datblygiadau yn y maes hwn wrth wella safonau dysgu a hyfforddiant. Rhoddir pwyslais yn ogystal ar sicrhau y bydd yr "amgylchedd dysgu" yn cynnwys grwpiau dysgu o'r maint cywir o fewn holl sefydliadau addysgol a hyfforddiant - a hynny er mwyn sicrhau bod y cyfleoedd a'r profiadau gorau posibl yn cael eu cynnig i blant a phobl ifanc Gwynedd.

3.3. Gwneud y Defnydd Gorau Posibl o Adnoddau

Ein blaenoriaeth yw y bydd plant a phobl ifanc yn cael y budd mwyaf posibl o'r cyllid sydd ar gael o fewn y Sir ar gyfer addysg a hyfforddiant, a bod y defnydd gorau yn cael ei wneud o'r adnoddau yn y maes.

Gyda'r hinsawdd ariannol yn un heriol ofnadwy, mae'n allweddol bod pob ymdrech yn cael ei gwneud i ddefnyddio adnoddau yn y modd gorau posibl o fewn y gyfundrefn addysg a hyfforddiant - yn adnoddau dynol, technegol, adeiladol neu ariannol - a hynny er lles plant a phobl ifanc. Mae canran sylweddol o'r gyllideb addysg ar hyn o bryd yn mynd ar gynnal isadeiledd costus iawn, yn y sector





cynradd ac uwchradd, ac nid yw hyn yn gynladwy i'r dyfodol. Yn ogystal, mae gwariant sylweddol ar ysgolion sydd â chanran helaeth o lefydd gweigion.

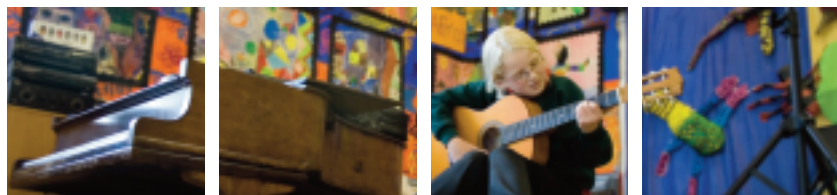
Bydd angen cymryd camau i resymoli'r nifer o ysgolion ar draws y Sir; ynghyd ag adnabod cyfleon i wella effeithlonrwydd yn gyffredinol yn y gyfundrefn addysg a hyfforddiant. Ar gyfer yr Unfed Ganrif ar Hugain, mae angen sicrhau bod gan Wynedd rwydwaith o ysgolion o'r math cywir yn y lleoliadau cywir ar draws y Sir. Byddai lleihau llefydd gweigion a sicrhau ysgolion cadarn eu maint yn rhoi inni gyfleoedd i ddatblygu elfennau cynhwysol ac o ganolbwyntio ar y gymuned. Mae gweithredu fel hyn yn allweddol os am hyrwyddo cyfleoedd cyfartal ar draws y Sir a lleihau effeithiau tlodi ym mywydau plant a phobl ifanc.

Bydd angen ystyried y cyfleon sy'n codi er mwyn rhannu adeiladau/adnoddau yn gyffredinol a bydd angen rhoi sylw priodol i ddatblygu'r cysyniad o **gampysau gydol oes** mewn rhai rhannau o'r Sir. Gwelwn y cysyniad yma yn fodd o ddiogelu a datblygu addysg, gyda chyfleusterau o'r math yn arwain at uno darpariaeth gynradd ac uwchradd, ein galluogi i fanteisio ar arbenigedd staff ar draws yr oedrannau dysgu, ynghyd â rhannu adnoddau a gwneud defnydd mwy effeithlon ac effeithiol o'r adnoddau hynny. Mae modd i sefydliadau o'r fath ddatblygu yn lleoliadau ar gyfer ystod eang o wasanaethau cyhoeddus, yn enwedig y gwasanaethau hynny sy'n cyffwrdd bywydau plant, pobl ifanc a'u teuluoedd. Oherwydd natur a chymeriad y Sir, gwelir hwn yn gyfeiriad strategol bwriadus.

Bydd gweithio mewn partneriaeth rhwng ysgolion a cholegau yn greiddiol i gyflawni'r flaenoriaeth yma, yn enwedig wrth weithredu'r Cwricwlwm Ardal newydd a gofynion y Mesur Dysgu a Sgiliau. Gwelwn gyfle i ddatblygu ymhellach y bartneriaeth rhwng ysgolion a cholegau'r ardal, a hynny er mwyn gwneud defnydd doeth o adnoddau fel bod dewisiadau eang o bynciau ar gael i bobl ifanc y Sir - a hynny yn academiaidd ac yn alwedigaethol.

3.4. Grwpiau Bregus o Ddysgwyr

Ein blaenoriaeth yw y bydd plant a phobl ifanc bregus o fewn y gyfundrefn addysg a hyfforddiant yn derbyn pob cefnogaeth posibl fel eu bod yn cael pob cyfle i gyflawni eu potensial, a hynny oddi fewn i'r sefydliadau addysgol. Mae hwn yn gyfeiriad gwaith clir yn rhaglen gynhwysiad yr Awdurdod.



Mae hyn yn golygu plant a phobl ifanc mewn gofal, disgyblion gydag anghenion addysgol ychwanegol, disgyblion sy'n cael eu heithrio, ynghyd â rhai o'n disgyblion mwyaf talentog.

Dengys "Plant a Phobl Ifanc Gwynedd Heddiw" nad yw plant a phobl ifanc gydag anghenion ychwanegol a phlant a phobl ifanc dan amgylchiadau arbennig (megis plant a phobl ifanc mewn gofal, troseddwy'r ifanc a gofalwyr ifanc) bob amser yn llwyddo i gyflawni a chyrraedd eu potensial dysgu llawn o fewn y gyfundrefn addysg.

3.5. Paratoi Gweithlu'r Dyfodol

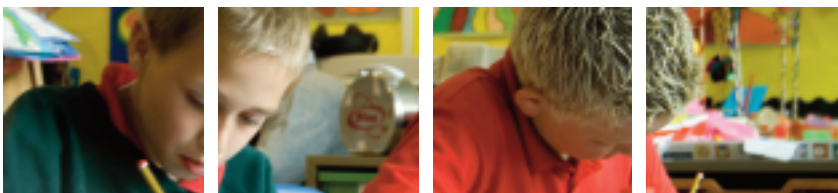
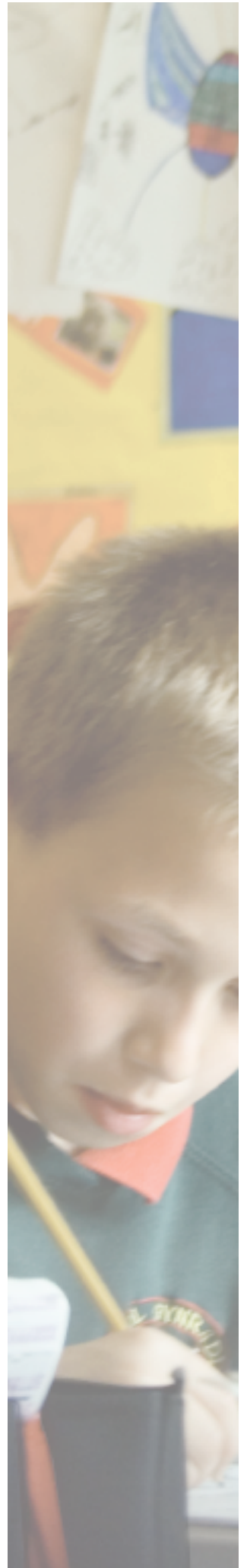
Ein blaenoriaeth yw y bydd sgiliau addas ar gyfer cyflogaeth a mentergarwch yn cael eu hyrwyddo ymysg plant a phobl ifanc, gan ddatblygu ymhellach y cyswllt rhwng y sefydliadau addysg a hyfforddiant gyda phrif chwaraewyr yr economi leol.

Mae datblygiad y maes yma yn allweddol os am gynyddu dealltwriaeth plant, pobl ifanc ac athrawon o gyfleon yn yr economi leol. Bydd rhoi pwyslais ar y maes hefyd o gymorth wrth sicrhau bod y mathau cywir o lwybrau dysgu yn eu lle er mwyn ymateb i'r cyfleon hynny. Mae gwir angen sicrhau ein bod yn arfogi plant a phobl ifanc efo'r math cywir o addysg, profiadau a sgiliau o ystyried sectorau twf yr economi a thueddiadau o fewn y farchnad lafur. Bydd sylw penodol yn cael ei roi i weithredu gofynion Llwybrau Dysgu 14-19 ym mhob ysgol, lleoliad addysg bellach a lleoliadau dysgu sy'n seiliedig ar waith, ynghyd â grymuso cyfraniad cyflogwyr i'r alwy cwricwlaidd.

3.6. Mynediad at Addysg a Hyfforddiant Dwyieithog

Ein blaenoriaeth yw y bydd mynediad plant a phobl ifanc at addysg a hyfforddiant dwyieithog yng Ngwynedd, yn enwedig yn y blynyddoedd cynnar, yn hwylus.

Nôd Polisi Iaith Cyngor Gwynedd yw sicrhau bod holl ddisgyblion y Sir yn meddu ar ddwyieithrwydd cytbwys oed berthnasol er mwyn eu galluogi i fod yn aelodau cyflawn o'r gymdeithas ddwyieithog y maent yn rhan ohoni. Fe bwysir y fantol o blaid y Gymraeg yn y blynyddoedd cynnar er mwyn gosod sylfeini cadarn ar gyfer datblygiad pellach. Gwelwn hyn yn flaenoriaeth uchel o fewn y Sir. Yn y cyfnodau allweddol eraill, disgwylir i ysgolion gynllunio'n fwiadus er mwyn datblygu gafael disgyblion ar y Gymraeg fel pwnc ac fel cyfrwng dysgu.





Mae angen hefyd hyrwyddo cyfleoedd anffurfiol i blant a phobl ifanc ddefnyddio'r Gymraeg fel cyfrwng cymdeithasol fel bod modd iddynt ddatblygu'r hyder i ddefnyddio'r Gymraeg a meithrin agweddau positif tuag at yr iaith y tu hwnt i sefyllfaoedd addysg ffurfiol. Oherwydd hyn, bydd angen rhoi sylw penodol i geisio adnabod a chyflwyno cyfleoedd amrywiol i hyrwyddo defnydd cymdeithasol o'r Gymraeg o fewn ffiniau'r ysgol a thu hwnt, gan roi blaenoriaeth i ddatblygu mesurau creadigol ac arloesol er mwyn cyflawni hyn. Cydnabyddir maint a phwysigrwydd yr her hon i'n gweithluoedd yn y sefydliadau ac na chyflawnir heb yr ewylllys a'r penderfyniad i wneud hynny.

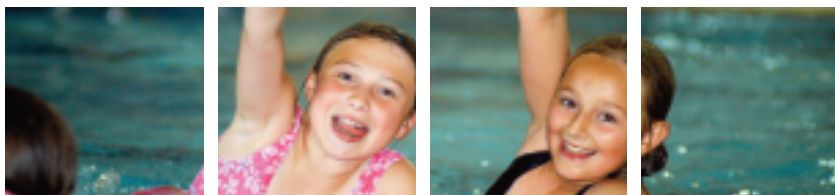
3.7. Blynyddoedd Cynnar

Ein blaenoriaeth yw y bydd gwasanaeth blynyddoedd cynnar cynhwysfawr yng Ngwynedd, gan adnabod ac ymateb i anghenion plant yn gynnar iawn yn eu bywydau. Bwriedir gosod sylfeini cadarn yn y Cyfnod Sylfaen yn enwedig felly ym maes llythrennedd a rhifedd fel bo pob disgybl yn cael eu harfogi gyda'r sgiliau priodol i ddatblygu'n unigolion cyflawn. Rhan greiddiol o hyn yw'r angen a'r cyfleoedd i feithrin agweddau cymdeithasol cadarnhaol, yn enwedig felly ymwneud plant a'i gilydd.

Dengys "Plant a Phobl Ifanc Gwynedd Heddiw" fod y gefnogaeth a'r symbyliad y mae plant yn eu cael yn ystod eu blynyddoedd cynnar yn cael effaith sylfaenol ar eu gallu ac ar eu potensial drwy gydol eu bywyd. Yn wir, mae plant sydd yn derbyn gwasanaethau a darpariaethau blynyddoedd cynnar o ansawdd uchel yn fwy tebygol na phlant sydd heb dderbyn gwasanaethau a darpariaethau o'r un ansawdd o sicrhau canlyniadau da yn yr ysgol a datblygu sgiliau cymdeithasol ac emosiynol gwell. Byddwn hefyd yn sicrhau y bydd trefniadau addas yn eu lle ar gyfer cefnogi rhieni i sicrhau'r canlyniadau gorau posibl i'w plant.

4. EGWYDDORION

- 4.1. Byddwn yn cadw at yr egwyddorion canlynol wrth roi Rhaglen "Tuag at 2025" ar waith:
 - i. **Rhoi Plant a Phobl Ifanc yn Gyntaf** - byddwn yn sicrhau y rhoddir lles, hawliau ac anghenion plant a phobl ifanc yn gyntaf wrth gynllunio, comisiynu a darparu gwasanaethau ar eu cyfer er mwyn sicrhau fod pob un yn cael y cyfle i gyrraedd ei lawn



botensial;

- ii. **Hyrwyddo a Chryfhau Cydweithio** - byddwn yn gweithio mewn partneriaeth gydag ysgolion, colegau a'r asiantaethau strategol eraill mewn dull agored a gonest, gan anelu i gyd-gynllunio ac integreiddio gwasanaethau lle'n bosibl;
- iii. **Hyrwyddo Cyfranogiad a Gwybodaeth** - byddwn yn sicrhau bod cyfranogiad a llais plant a phobl ifanc yn ganolog i ddatblygiadau addysgol, gan ddarparu cyfleoedd ystyrlon i blant a phobl ifanc leisio'u barn a chael eu clywed;
- iv. **Diogelu Plant a Phobl Ifanc** - byddwn yn sicrhau bod diogelwch plant a phobl ifanc yn ganolog yn y broses o gynllunio, comisiynu a darparu gwasanaethau ar eu cyfer;
- v. **Hyrwyddo Datblygiad Cynladwy** - byddwn yn datblygu cynlluniau a chomisiynu gwasanaethau mewn dull sy'n hyrwyddo egwyddorion datblygiad cynladwy, ac sy'n cyfrannu'n gadarnhaol at y nôd o greu Gwynedd a byd mwy cynladwy;
- vi. **Hyrwyddo'r Iaith Gymraeg a Chymunedau Dwyieithog** - byddwn yn cyfrannu at yr ymdrechion ehangach i ddiogelu a hyrwyddo'r iaith Gymraeg a chefnogi cymunedau dwyieithog drwy gynyddu'r cyfleoedd sydd ar gael i blant a phobl ifanc ddefnyddio'r iaith Gymraeg a cheisio sicrhau bod gwasanaethau ar eu cyfer ar gael yn ddwyieithog;
- vii. **Mynd i'r Afael â Thlodi Plant** - byddwn yn comisiynu gwasanaethau ac yn datblygu cynlluniau mewn dull sy'n mynd i'r afael yn effeithiol â thlodi ymysg plant, pobl ifanc a'u teuluoedd.





5. I GLOI

- 5.1. Bydd y Rhaglen Strategol yma yn fframwaith clir wrth benderfynu ar ddatblygiadau ym maes addysg a hyfforddiant yng Ngwynedd. Mewn gair, amcanion a blaenoriaethau'r Rhaglen yma fydd y cyddestun allweddol ar gyfer ein strategaethau cynradd, uwchradd ac addysg a hyfforddiant ôl-16 o fewn y Sir.
- 5.2. Gosodir trefniadau rheolaeth gadarn yn eu lle fel bod holl agweddau'r Rhaglen yn cael eu gweithredu mewn modd cynhwysol ac effeithiol, gan gadw at yr egwyddorion fel y'u cyflwynir uchod. Yn ogystal bydd y gwasanaethau gwahanol yn adrodd yn flynyddol ar y dangosyddion y cyfeirir atynt.
- 5.3. Bydd y Rhaglen yn ei lle am gyfnod o bymtheg mlynedd, sy'n adlewyrchu ein hawydd i sicrhau ymrwymiad tymor hir i'r maes dan sylw. Yn naturiol, gall llawer newid o fewn cyfnod fel hwn, ac felly cynhelir adolygiadau cyson o amcanion a blaenoriaethau'r Rhaglen. Rhagwelir y bydd yr adolygiad cyntaf o fewn tair blynedd.



Strategy Programme "Towards 2025"

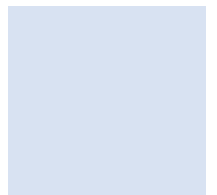
The Future of Education
and Training for Children
and Young People in
Gwynedd





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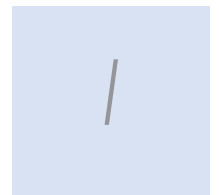
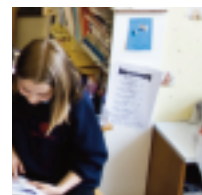
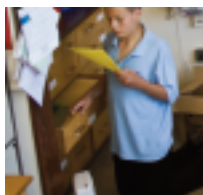
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1. INTRODUCTION

- 1.1. The purpose of the Strategy Programme is to set a direction for developments in the education and training field in Gwynedd over the next 15 years. The programme is being introduced within the context of policies and plans that are already in progress - both locally and nationally - to transform services that are provided for children, young people and their families.
- 1.2. The vision and aims of the Strategy Programme will serve as an important context when taking strategic decisions on the future of education and training within the County.
- 1.3. This type of Programme is required for several reasons:
 - to set a strategic and long-term direction for education and training for children and young people in the 3-19 age-group;
 - to draw together our aims and expectations for primary, secondary and post-16 education, as well as training for young people, in a single document - in a period of substantial change;
 - fully respond to the national strategies announced by the Assembly Government on fields such as education, schools, child poverty, children's well-being, training and skills;
 - support the process of drawing resources into the area to fund new developments in the education and training fields, so as to enable the education and training establishments to continue to ensure high attainment by our children and young people at every Key Stage.
- 1.4. It is important that any Strategy Programme relating to the future of children and young people is considered within the context of Gwynedd Children and Young People Scheme. This Scheme highlights the strategic aims and priorities of Gwynedd Children and Young People Partnership to promote the well-being of every child and young person within the County. During the preparation of the Scheme, detailed research was held to assess the needs of children and young people in the County (Children and Young People of Gwynedd Today) – and the Scheme is based on these priorities. Gwynedd Council, like the other principal establishments involved with children and young people's services in the County, has given a commitment to collaborate so as to ensure that the objectives of this Scheme are realized.



- 1.5. Our Charter of Rights is a key feature of the Children and Young People Scheme – namely a statement of the fundamental rights and responsibilities of every child and young person in Gwynedd.
- 1.6. The Strategy Programme “Towards 2025” has been planned within the context of the Charter of Rights, the priorities of Gwynedd Children and Young People Scheme and National Aim for schools as stipulated in the Schools Effectiveness Framework document.

2. STRATEGY PROGRAMME VISION AND AIMS "TOWARDS 2025"

- 2.1. Our vision is to:

“provide bilingual education and training of the highest possible quality” that will provide the children and young people of the County with experiences, skills and confidence and equip them to become bilingual, successful and well-rounded citizens.

- 2.2. Our vision for education and training in the 21st Century is based on six main aims:
 - i. **Provide the best possible learning experiences** - for all learners within the County, ensuring an exciting and broad curriculum, as well as the extra-curricular curriculum, that motivates them to learn and comprehend, which leads to improved standards, making the best possible use of Information Technology;
 - ii. **Promote and support the physical health and emotional well-being of children and young people** - ensuring that the principal education and training establishments in the County are key players when planning and introducing integrated services for children, young people and their families;
 - iii. **Prepare young people for the workplace** - ensuring that they are equipped with the correct kind of skills for employment, especially within the local economy;
 - iv. **Create an excellent learning environment for children, young people and teachers within the County** - principally through improving facilities and buildings, and ensuring that schools are structured to respond to the change in contemporary





teaching and learning process practices, especially when using Information Technology;

- v. **Develop educational establishments of the correct type (primary and secondary) so that they provide a focal point for public and community - based services where appropriate** - and enrich experiences for children and young people as they become involved with establishments that provide services for the wider community;
- vi. **Strengthen the Welsh Language** - as an educational and social medium – and to enable children and young people to gain access to bilingual education and training.

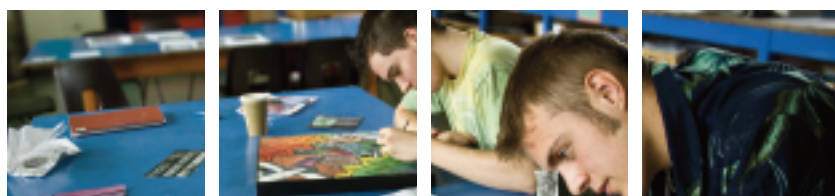
3. PRIORITIES WITHIN THE STRATEGY PROGRAMME "TOWARDS 2025"

3.1. Continue to Improve Educational and Training Standards

Our priority is to ensure close collaboration between schools, the colleges and all strategy partners so that the education and training system in Gwynedd enables every child and young person to achieve their maximum educational and learning potential".

"Children and Young People of Gwynedd Today" indicate that education and training impacts all aspects of children and young people's lives. Gaining good education that is of a high standard in modern and appropriate establishments provides children with the best possible start in life and enables them to fully achieve their potential. In addition, ensuring that young people gain full access to education and training (including education and vocational training) has a key role so as to enable them to develop, acquire and nurture the knowledge and skills that they require in order to develop into confident and well-rounded individuals.

Although the performance of pupils in Gwynedd remains amongst the highest in Wales, we are determined to further improve children and young people's educational and learning attainment in several different fields, across the entire Key Stages. A greater emphasis will be placed on reducing the differences in performance within schools and between schools, and consequently, improve overall levels of attainment.



3.2. A High Standard Learning Environment

Our priority will be to ensure that the “learning environment” for children, young people and teachers within the County – such as the condition of the school, the class, facilities for teachers, the play provision - will satisfy teaching and learning requirements in the 21st Century, improving the resources so as to provide the best for our children and young people, and promote each individual’s attainment and achievement.

There is real concern about the condition and suitability of several schools in the County. The buildings require substantial investment so as to address health and safety matters and achieve appropriate standards. The Council Assets Management Plan estimates substantial accumulated costs of school maintenance in Gwynedd, and this is likely to substantially increase in future. There is also concern about the condition of temporary buildings in schools. The costs of up-grading and adapting the County’s school buildings to meet the new curriculum requirements and expected standards are even more substantial. We see a need to improve the condition and suitability of several schools within the County as a high priority. Over the next ten years, over £120 million will be available to finance Assets Management Plan requirements, and the Council has prioritized schools to ensure that they carry out improvements and meet the substantial existing accumulated costs.

Providing quality Information Technology facilities will form a key part of the “learning environment” in the 21st Century. We will fully utilize the Information Technology opportunities that arise within the County, fully utilizing the developments in this field by improving learning and training standards. An emphasis is also placed on ensuring that the “learning environment” contains learning groups of the correct size within all educational and training establishments - so as to ensure that the children and young people of Gwynedd acquire the best possible experiences.

3.3. Make the Best Possible Use of Resources

Our priority is to ensure that children and young people obtain the maximum possible benefit from the funding available within the County for education and training, and that the resources in the field are fully utilized.





Given the current extremely challenging financial climate, it is critical that every effort is made to utilize resources as effectively as possible within the education and training system – human, technical, construction or financial resources – for the benefit of children and young people. A substantial proportion of the education budget is currently spent on maintaining a very expensive infrastructure, in both the primary and secondary sectors, and this is unsustainable in future. In addition, there is substantial expenditure on schools where there is a large percentage of empty places.

Action will need to be taken to rationalize the number of schools throughout the County, as well as identify opportunities to ensure overall improved effectiveness in the education and training system. For the 21st Century, there is a need to ensure that Gwynedd has a network of schools of the correct type at the appropriate locations across the County. Reducing the number of empty places and ensuring robust schools as regards size, would provide opportunities to develop inclusive and community-focused elements. Such a course of action is crucial if equal opportunities are to be promoted across the County and the impact of poverty in children and young people's lives is to be reduced.

There is a need to consider the opportunities that arise so as to share buildings/resources in general, and developing the concept of **lifelong campuses** in certain areas of the County will require appropriate attention. We regard this concept as a means of safeguarding and developing education, with such provision leading to the merger of primary and secondary provision, enabling us to utilize staff specialization across the learning age-groups, as well as share resources and more efficient and effective use of those resources. Such establishments can be developed as locations for a wide range of public services, especially those services that affect the lives of children, young people and their families. Due to the nature and character of the County, this is regarded as a purposeful strategic direction.

Working in a partnership between schools and colleges will have a core role in achieving this priority, especially when implementing the new Area Curriculum and the requirements of the Learning and Skills Measure. This is seen as an opportunity to further develop the partnership between schools and colleges in the area, so as to make prudent use of resources and ensure that there is a wide choice of subjects available to young people within the County - both academically and vocationally.



3.4. Vulnerable Learner Groups

Our priority will be to ensure that vulnerable children and young people within the education and training system receive all possible means of support so that they have every opportunity to achieve their potential, and from within the educational establishments. This is a clear work requirement in the Authority's inclusion programme.

This means looked after children and young people, pupils with additional educational needs, excluded pupils, as well as some of our most gifted pupils.

“Children and Young People of Gwynedd Today” indicates that children and young people with additional needs and children and young people under special circumstances (such as children and young people in care, young offenders and young carers) do not always succeed in fulfilling and achieving their full learning potential within the education system.

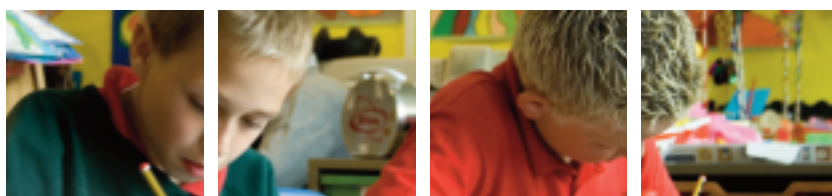
3.5. Prepare the Future Workforce

Our priority is to ensure that the appropriate skills for employment and entrepreneurship will be promoted amongst children and young people, further developing the links between the education and training establishments, with the principal players in the local economy.

Developing this field is crucial in order to increase children, young people and teachers understanding of opportunities provided in the local economy. Placing an emphasis on this field will also assist when ensuring that the correct kind of learning pathways are in place so as to respond to those opportunities. There is an urgent need to ensure that children and young people are equipped with the correct kind of education, experiences and skills, when taking into account the growth sectors within the economy and labour market trends. Particular attention will be given to implementing 14-19 Learning Pathways requirements at every school, location of further education and work based learning placements, as well as strengthening employer's contribution to the curricular provision.

3.6. Access to Bilingual Education and Training

Our priority will be to ensure that children and young people will have smooth access to bilingual education and training in Gwynedd,





especially in the early years.

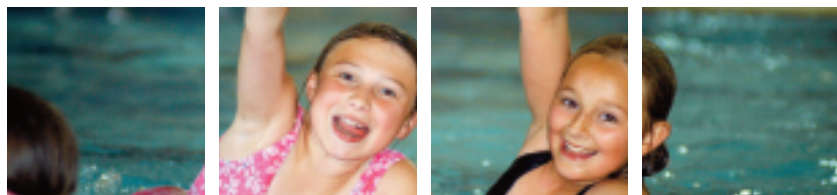
The aim of Gwynedd Council Language Policy is to ensure that all pupils in the County are equally fluent as regards relevant age-related bilingualism so as to enable them to be well-rounded members of their bilingual community. The bias is in favour of Welsh in the early years so as to establish firm foundations for further development. We regard this as a high priority within the County. At the other key stages, schools are expected to purposefully plan so as to develop pupils grasp of Welsh as a subject and as a learning medium.

Informal opportunities also need to be promoted for children and young people to use Welsh as a social medium so as to enable them to develop confidence to use Welsh and foster positive attitudes towards the language beyond formal educational settings. Consequently, specific focus will need to be placed on trying to identify and present various opportunities to promote social use of Welsh within the school confines and beyond, prioritising development of creative and innovative measures so as to achieve this. The scale and importance of this challenge to our workforces in the establishments is recognized and it cannot be achieved without the will and determination to do so.

3.7. Early Years

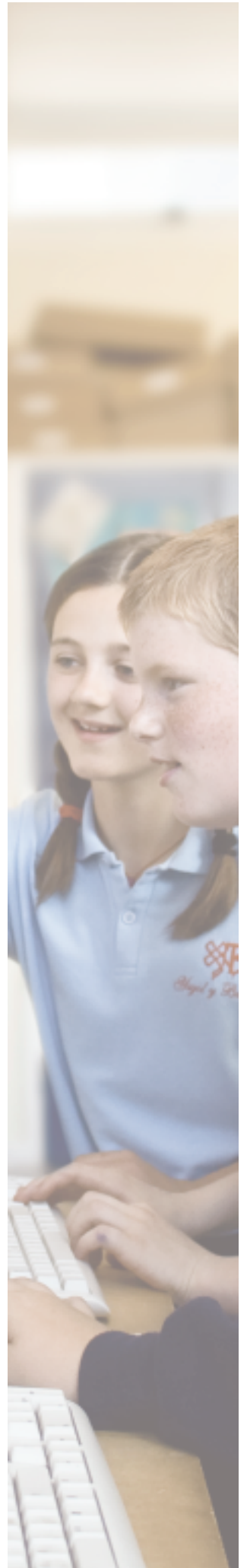
Our priority is to provide a comprehensive early years service in Gwynedd, identifying and responding to children's needs at a very early stage in their lives. It is intended to establish firm foundations at the Foundation Phase, especially in the literacy and numeracy field so as to enable every pupil to acquire the appropriate skills to develop into well-rounded individuals. The requirement and opportunities to nurture positive social attitudes, especially in children's dealings with each other, is a core aspect of this.

"Children and Young People of Gwynedd Today" indicates that the support and spur that children obtain during their early years has a fundamental impact on their lifelong ability and potential. Indeed, children who receive early years services and provisions of a high quality are more likely than children who have not received services and provisions of the same quality, to gain good results at the school and develop better social and emotional skills. We will also ensure that suitable arrangements are made to support parents so as to ensure that their children achieve the best possible results.



4. PRINCIPLES

- 4.1. We will adhere to the following principles when implementing the “Towards 2025” programme:
- i. **Putting Children and Young People First** - we will ensure that the well-being, rights and needs of children and young people receive priority when planning, commissioning and providing services for them, so as to ensure that everybody has an opportunity to fulfil their maximum potential;
 - ii. **Promote and Strengthen Collaboration** - we will work in partnership with schools, colleges and the other strategic agencies in an open and frank manner, aiming, whenever possible, to jointly plan and integrate services;
 - iii. **Promote Participation and Knowledge** - we will ensure that children and young people’s participation will be central to educational developments, providing meaningful opportunities for children and young people to voice their opinions and be heard;
 - iv. **Safeguarding Children and Young People** - we will ensure that children and young people’s safety is central in the planning, commissioning process and providing services for them;
 - v. **Promote Sustainable Development** - we will develop schemes and commission services in a manner that promotes sustainable development principles, and which makes a positive contribution towards the aim of creating a more sustainable Gwynedd and world;
 - vi. **Promote the Welsh Language and Bilingual Communities** - we will contribute towards the wider efforts to safeguard and promote the Welsh Language and support bilingual communities through increasing the available opportunities for children and young people to use the Welsh Language and try and ensure that there are bilingual services available to them;
 - vii. **Addressing Child Poverty** - we will commission services and develop plans that effectively address poverty amongst children, young people and their families.





5. TO SUM UP

- 5.1. This Strategic Programme provides a clear framework when deciding on developments in the education and training fields in Gwynedd. In a word, the aims and priorities of this Programme will provide the crucial context for our primary, secondary and post-16 education and training strategies within the County.
- 5.2. Robust management arrangements will be established so as to ensure that all aspects of the Programme are inclusively and effectively implemented, adhering to the above-mentioned principles. The various services will also provide annual reports on the indicators referred to.
- 5.3. The Programme will be in place for a fifteen year period, thus reflecting our desire to ensure a long-term commitment to this particular field. Of course, many changes may occur during such a period, and consequently, the Programme's aims and priorities will be regularly reviewed. It is envisaged that the initial review will be held within three years of the Programme.

