

HERE FOR YOU

ANNUAL REVIEW 2021/22

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Welcome



Ian Morgan
Chief Executive

Looking back over the past 12 months, I feel a great sense of pride in what we have achieved as an organisation. Despite the challenges, we have remained true to our vision and have continued to provide schools and colleges with specialist support and trusted qualifications, enabling Wales' learners to reach their full potential.

Of course, returning to external assessment was a significant undertaking for us, and it required the support of the whole education community. This Annual Review demonstrates the vast amount of work our teams undertook throughout the year to ensure the effective delivery of exams in 2022.

We also continue to build positive momentum in our qualification development work, including working closely on Qualified for the Future with Qualifications Wales, preparing, developing, and delivering a new Advanced Skills Baccalaureate Wales qualification, and a new suite of vocational qualifications. As an organisation we've also celebrated a range of achievements and important milestones including being awarded Investors in People accreditation and working in partnership with Coleg Cymraeg Cenedlaethol to launch a new Welsh Language student bursary scheme in honour of our former Chief Executive, Gareth Pierce.

I hope you enjoy reading our annual review and that you'll continue to follow and engage with our work over the coming year. Rest assured you will receive the very highest levels of support, advice, and guidance from us.



Joanna Moonan
Chair of the Board
of Directors

With the welcome return of examinations, WJEC has once again demonstrated its commitment to supporting schools and colleges every step of the way. Overcoming the challenges that the pandemic has presented, teams across the organisation continue to work tirelessly to make sure learners are given the opportunity to show what they know, understand, and can do.

WJEC's dedicated teams have consulted widely and listened to stakeholders to develop a comprehensive package of measures and support for teaching and learning to guarantee the fairest possible assessment and grading this year.

This Annual Review demonstrates WJEC's ability to adapt to changing circumstances, whilst honouring their tradition of providing quality support and guidance. In addition to being at the forefront of assessments, teams across the organisation have continued to develop new qualifications, resources, and training to assist teaching and learning across Wales. On behalf of the Board of Directors, I would like to thank schools, colleges and WJEC colleagues for all their hard work and dedication throughout this challenging year. We are confident that WJEC will continue to be a leader within the education sector, setting the very highest standards for others to follow.

Here for you: Our role



Providing leading qualifications and support for teachers and learners across Wales

As Wales' largest awarding body, we provide trusted bilingual qualifications, straight-forward specialist support, and reliable assessment to schools and colleges across the country.

As a charity, we're committed to re-investing in continuously improving the support, resources and qualifications we provide to schools, colleges and learners.

Find out more: www.wjec.co.uk/charity

With more than 70 years' experience, we are also amongst the leading providers in both England and Northern Ireland.

By working in close partnership with stakeholders across our education communities, including schools, colleges, regional consortia, and Qualifications Wales, we're committed to playing a central role in supporting the Welsh Government's drive to ensure 'Wales has an education system that is a source of national pride'.

Qualifications designed for Welsh learners

Our qualifications are internationally recognised and carefully designed to give learners an opportunity to show what they know, understand, and can do - equipping them with the skills and understanding for the next stage of their lives, including higher education, and employment.

We're committed to reinvesting in continuously improving our qualifications, and as part of our qualification development process, we engage with a range of specialists including academics and workforce leads to ensure they develop all the necessary skillsets and competencies.



Direct support and guidance from day one

Our team of more than 350 skilled and knowledgeable individuals are on hand to support schools and colleges with the delivery of our qualifications.

Unlike other awarding bodies, we provide direct access to subject experts and centre support teams - offering help every step of the way.

Our subject specialists are all former teachers/lecturers, and are therefore perfectly placed to provide practical advice and guidance.



Enhancing teaching with free digital resources

We work closely with sector experts to develop an unbeatable range of **FREE** bilingual teaching and learning tools, resources and materials to support our qualifications and to engage and inspire learners.

Our ever-growing package of digital resources now include Blended Learning lessons, Knowledge Organisers and Exam/Non-Exam Assessment Walk Throughs, covering a wide range of GCSE and A level subjects and topics. Funded by the Welsh Government, these additional resources have been designed by our Digital Resources Team together with our subject specialists.

In Wales



We offer over **170** GCSE, AS, A level and Vocational Qualifications

We awarded over **400,000** qualifications in 2021/22

Marked over **1,000,000** papers, NEA and oral examinations in 2021/22



Over **550** Blended Learning Units - which contain approximately **3,500** lessons

Over **200** Exam and Non-Exam Assessment Walk Throughs resources

1,500 Knowledge Organisers



SECTION 01

Delivering leading qualifications, assessment, and support



'Our examinations and assessments are designed to the highest standards and provide valid and reliable outcomes for learners, enabling them to progress in whatever path they choose to follow.'

LEADERS OF TRUSTED BILINGUAL QUALIFICATIONS



Providing reassurance with the return of examinations

After a two-year absence of external examinations and formal assessments, we delivered valid and reliable qualifications this summer, as in previous years, whilst taking into consideration the impact of the reduction in teaching and learning due to the pandemic.



Written by Elaine Carlile
Director of Qualifications,
Assessment and
Responsible Officer

Adapting the summer 2022 assessments

In March 2021, Qualifications Wales announced that assessment requirements would be adapted for learners taking GCSE, AS and A level examinations in summer 2022. In light of this, we released adaptations for the majority of our GCSE, AS and A Level qualifications in July 2021. We considered each qualification individually and produced adaptations that were appropriate for each respective subject. These included a combination of the following:

- Streamlining the content that was subject to assessment, ensuring key concepts remained.
- Reducing non-examination requirements and relaxing the rules on how they are completed, for example, reducing the amount of direct supervision required.
- Introduced optionality to assessments either via a choice of units or a choice of questions within a unit.
- Providing advance information for assessments where other measures were not possible due to the design of the assessment.

Our main goal was to ensure that teachers and lecturers could effectively plan their teaching and maximise learning, focusing on the key knowledge and skills within the qualification specifications.

Developing adaptations that enable learners to progress

Our first step in developing the adaptations was to identify key specification content that was most important for learners' progression.

Our subject teams consulted with senior examiners to strike an appropriate balance between accounting for the disruption learners had faced and ensuring their success wasn't hindered at the next progression step.

Consulting with teachers and lecturers to gain their insight

Following the development of our adaptations, we launched a consultation phase which generated more than 1,200 responses from teachers and lecturers across Wales. As a direct result of their engagement and feedback, we published our subject specific guides and information to centres at the end of July 2021, to enable school and college to plan ahead.

Ahead of the autumn term 2021/22, we published learner friendly information, guides, and FAQs on our website to raise awareness and provide an insight into the specific aspects of the approaches we were taking.

Sharing advance information

Where adaptations weren't possible, or perhaps weren't going far enough in terms of mitigating the disruption learners had faced, we produced advance information. The advance information was published during the 2021/22 academic year and indicated aspects of the content likely to be assessed to aid learners' revision.

This provided additional support for teachers and lecturers in planning revision sessions for their learners as they prepared for the assessments.

Embedding robust quality assurance

As always, we implemented a thorough quality assurance process so that our examinations and assessments provided valid and reliable outcomes for learners. Additional checks were also introduced to certify that all assessment materials reflected the adaptations/advance information that we introduced.

Delivering grading that was more generous than when exams were last taken in 2019

The last part of the package involved a new policy from Qualifications Wales, focused on how qualifications would be graded. For the summer 2022 assessments, the standard of marking remained the same as any other year, but a more

generous grading policy was implemented. This policy allowed us to ensure outcomes were more generous than 2019 to account for the disruption learners have faced, but not as generous as 2021.

Ensuring valid and reliable results

We are confident that learners have been awarded grades that are as accurate and fair as possible.

While we are still working towards pre-pandemic normality in terms of assessments and grading standards, the feedback we have received following the summer series highlights that teachers, lecturers and learners are extremely proud of all they have achieved during the past academic year, and so they should be.

Throughout the entire process, we have discovered just how important it is to have contingency plans and be able to quickly adapt to dynamic situations. We have developed a range of novel systems and processes which we can rely in the future if we encounter fast-changing situations again. Our primary aim will always be to provide a fair examination process for all learners across Wales.



Professional Learning which informs, engages and inspires

Our Professional Learning team creates, develops, and delivers an annual, bilingual programme of events to help teachers and lecturers lead their learners to success.

The team work in partnership with Welsh Government, regional consortia, Qualifications Wales, Cymdeithas Ysgolion Dros Addysg Gymroeg (CYDAG) and other Welsh stakeholders to plan the programme annually. Their feedback is also key to the design and content, responding to their needs.

Professional Learning content

All content is carefully written, designed, and delivered by our qualification and subject specialists who have a wealth of classroom experience. Our attendees receive a comprehensive pack of accompanying materials (including recordings of online events) with lots of practical classroom ideas and resources.

Themes

Our Professional Learning covers a range of themes, including:

- Providing valuable feedback on recent assessments to inform planning and preparing learners for future assessments.
- Supporting teachers/lecturers to prepare and plan for the delivery of new or amended specification content.
- Thematic workshops exploring pedagogical approaches and up-skilling practitioners.

Recent highlights to our Professional Learning offer include:

- Approaches to diversity in Drama and Film studies.
- Teaching more difficult concepts in A level Sciences.
- Teaching grammar in English.
- Developing reading resilience in Modern Foreign Languages.
- Approaches to developing cognitive acceleration.

Flexible access

Our range of Professional Learning courses and materials are delivered:

- Live online (twilight sessions).
- Full-day face-to-face.
- Via our website, where attendees can access pre-recorded webinars and Professional Learning materials.



With over 300 Professional Learning events delivered annually, covering a range of topics, themes and subjects, we're confident that our teachers and lecturers will find them engaging, informative and useful. Each tailored course is delivered by our team of experts, offering training and supporting resources which will enhance their teaching for the benefit of their learners.



Nia Jones
Professional Learning
Development Manager



300 events
run annually

More than 8,000
attend our events
every year

Over 90% of attendees
are mostly or completely
satisfied with their course

SECTION 02

Shaping the future of education in Wales



We create relevant, engaging and inclusive qualifications that provide learners with a platform for their development.

LEADERS OF TRUSTED BILINGUAL QUALIFICATIONS



Designing and delivering qualifications fit for the future in Wales

With work well underway on the development of a new curriculum for Wales, Alun McCarthy, Assistant Director of Qualifications (GCSE/GCE), shares his views on WJEC's role in helping to shape a suite of GCSE qualifications fit for the future.



Written by Alun McCarthy
Assistant Director of
Qualifications (GCSE/GCE)

In the autumn of 2021, Qualifications Wales published its report, 'Qualified for the future: The right choice for Wales', outlining its decisions on a range of issues, including a new generation of GCSEs for learners in Wales.

Although we are not yet at the stage of writing new specifications, we believe it's important that we update our stakeholders on where we are in the process, what we are doing currently, and what our role will be as we move forward, to ensure that qualifications for learners aged 14-16 in Wales really are fit for the future.

To be first awarded in 2027, this new suite of qualifications is being designed to support the delivery of Wales' new curriculum, the biggest reform of teaching and learning by Welsh Government that we've seen in many years. The last programme of GCSE reform was between 2014 and 2016, and what we are about to see over the coming years is a programme of change across a full range of qualifications including the addition of several new GCSEs.

Over the past two years, we've been working closely with the regulator, Qualifications Wales, contributing to their co-construction approach to the design of the new qualifications. We, along with many other stakeholders, including teachers across Wales, have contributed to discussions on the overall principles for the new qualifications, along with details for individual subject areas. What we bring to these discussions is our detailed subject knowledge and assessment expertise.

We understand that Qualifications Wales plans to consult on proposals during this autumn term. Within the first few months of 2023, we hope to then have the regulatory requirements for each qualification so that we can begin our qualification development process.

"As we move forward in the design of new qualifications to support the delivery of Wales' new curriculum, our role will be to ensure that these awards are fit for the future."



This is where the work ramps up for us as an exam board, as we start to develop a new specification for each of the new GCSE qualifications in the suite.

From setting up advisory groups for each qualification, which involve experts from a range of backgrounds, to consulting with a broad range of stakeholders, we will continue Qualifications Wales' collaborative and co-constructive approach in qualification development. This will ensure that we meet all regulatory requirements whilst developing qualifications that engage and inspire learners at the same time as preparing them for the future.

We'll also produce a range of sample assessment materials (SAMs) for each qualification, the importance of which mustn't be underestimated. These SAMs are vital to ensure the first cohort has access to a range of materials which exemplify what the design of these new assessments will look like. Part of our programme of support will also include free guidance for teachers along with Professional Learning events for each qualification, so that practitioners have the information they need to teach the new qualifications from 2025.

This is a huge programme of work but one that we've been gearing up to for many years already. Quite simply, qualifications for 14-16-year-olds must change to reflect the new curriculum in Wales. For this transition to be a success, there must be a clear relationship between the new curriculum and the qualifications that learners take, building upon teaching and learning undertaken before Year 10.

It is crucial that the qualifications command public confidence and give learners the best possible opportunities to progress, whatever their intended career path, in Wales or beyond.

Our ultimate goal is to develop a suite of GCSE qualifications, available in both Welsh and English, that are manageable, engaging, and relevant.

We're looking forward to continuing our collaboration with Qualifications Wales as we move through this next academic year, and expect we'll have many more updates for you as we enter this critical new phase.



Developing the new Advanced Skills Baccalaureate Wales

We are delighted that our new qualification, the Advanced Skills Baccalaureate Wales, has been approved this summer. It's an exciting and innovative qualification which will replace the current Advanced Skills Challenge Certificate. It will be available to learners from September 2023 and be awarded for the first time in summer 2025.



Written by Dr Rachel Dodge
Qualifications
Development Officer



Find out more: www.wjec.co.uk/advsw

The Advanced Skills Baccalaureate Wales has been designed to give learners the opportunity to explore current topics of interest, develop their thinking, broaden their understanding of the world, encourage them to participate in civic engagement, and to consider their wellbeing and that of others.

For instance, as part of the qualification's Global Community Project, learners could choose to explore topics such as child poverty or the recent conflict in Ukraine and will be able to form their own views around social justice. The themes in the three projects are wide and all encompassing, so there really is something to interest every learner, all in the context of the United Nations Sustainable Development Goals and the goals set out in the Future Wellbeing of Generations Wales Act.

These skills are essential for their future, whether that be progression to higher education, the world of work, or apprenticeships, and reflect the skills ethos demonstrated in the new Curriculum for Wales.

Gaining insight to help us design the best qualification

During the development process of any qualification, we adopt an intense stakeholder engagement strategy. It was no different for the Advanced Skills Baccalaureate Wales. We began our scoping activity in autumn 2021, holding 14 workshops attended by over 100 delegates. Having a wide representation in these groups was key to us, and we were pleased to see practitioners, teachers and lecturers, higher education professionals, employers, stakeholder organisations, and even parents participating in the workshops.

Learners also played an essential role throughout our development process. We welcomed 48 learners through 5 learner focus groups, as well as running online questionnaires for those that couldn't attend.

The valuable feedback we gained from these scoping activities really helped to shape our proposal and led us to our outline qualification design which we submitted to Qualifications Wales in October 2021. The workshops also led to the establishment of two new groups: our Qualification Development Advisory Group, and our Learner Advisory Group.

Throughout the qualification development process, these two groups have played a vital role in testing and refining our specification and assessment materials and will continue to play an important role as we move closer to the delivery phase. These scoping exercises and the formation of the advisory groups are all about challenging assumptions and testing our vision, recapping with stakeholders on what the purpose of the qualification is, and taking a wide range of views into account.

Providing teachers and lecturers with the support they need

There's still a lot more to be done between now and September 2023 to support practitioners as they prepare to deliver the qualification.

We will be developing a new suite of free resources for both learners and teachers, including blended learning modules, and Course Companions. Further support will also be provided through a comprehensive Professional Learning programme, with events and sessions planned across Wales.

We are incredibly proud of what we have achieved so far, and look forward to engaging with teachers, lecturers, and learners in the coming months.



Inspiring our nation's vocational learners



Written by Sarah Harris
Assistant Director of
Vocational Qualifications

With the new academic year firmly in motion, many of you at schools and colleges across Wales will have now embarked on teaching our new suite of Vocational Qualifications.

Designed for 14-16-year-olds, the Level 1 / 2 qualifications are perfectly suited to learners who want to develop their practical skills and knowledge, whilst studying a qualification which is robust and of equal value to a GCSE. Forming part of a major refresh to our current vocational qualifications, which have been in place since 2014, the new suite is made up of nine subjects, including Engineering, Retail Business, and Performing Arts.

What really sets the qualifications apart is the amount of 'hands-on' content that learners will have the opportunity to learn and discover. In fact, 80% of each qualifications' content is practical, providing a significant contrast to GCSEs where the focus is far more on traditional taught content.

With experiential learning at their core, the new suite will enable learners to strengthen their skills and understanding through engaging with real practical tasks and activities. For example, Hospitality and Catering learners will get to design menus, prepare food, and serve customers.

Although the remaining 40% of the qualification is assessed through an exam, these will be compensatory. So, if a learner struggles in the exam but excels in their practical learning, the weighting will balance out.

This is key for learners who don't perform well in an exam environment but are otherwise very capable. It lessens that final hurdle for them, enabling them to achieve the grade they deserve. Performing Arts is the only exception, where learners will have the opportunity to take part in an external project-based assessment.

As with any new or refreshed qualification, we have been through a rigorous development process. For each subject, we have set up an advisory group made up of experienced practitioners in the field, schools, and further education professionals, in anticipation of the learner's advancement to a college environment. Insight is everything, and we have also consulted with learners through an online survey.

We really wanted to get their feedback on what they found engaging, what wasn't perhaps as useful, and any barriers they had come across during their studies.

Of course, it's important that our qualifications reflect changes in industry, the best professional practice, and the latest trends. We need to ensure that our vocational learners are given the opportunity to equip themselves with all the skills and knowledge they need for the future.



We've also revamped our continuous monitoring process; this means that we're now in a stronger position to pinpoint any changes that need to be made to our qualifications. All of which, is finely balanced against ensuring changes are only made when it's necessary. We understand just how important it is for teachers to have consistency and complete confidence and familiarity with their subject.

The development process has been a huge undertaking for everyone involved; but it's been worth it. I'm confident that we've developed a new suite of qualifications of which WJEC, and the wider education community, can all be incredibly proud.

Delivery is going to be key, and we're here to support schools and colleges every step of the way. We're here to make teaching of our new vocational qualifications as straightforward as possible.

and our specialist subject teams are on hand to offer help and guidance. We have already delivered comprehensive subject support and information, including individual unit guidance, and are committed to developing a textbook for every qualification; although primarily for the learner, these are really going to help teachers/lecturers in supporting subject delivery. We're confident that we've created a comprehensive suite of qualifications that will give Wales' learners every opportunity to reach their potential.

The vocational education landscape continues to evolve, and as Wales' leading exam board we are committed to being at the forefront of new developments and innovation. There are some exciting new subject areas and opportunities that we will be exploring in the near future; and we're also engaging with Qualifications Wales on the new curriculum to support them as they deliver their vision for education in the future.

It's an exciting time to be involved in developing qualifications; and as the new term rings in, we're looking forward to working closely with schools, colleges and learners to ensure their journey with us continues to go from strength-to-strength for many years to come.

'The vocational education landscape continues to evolve, and as Wales' leading exam board we are committed to being at the forefront of new developments and innovation.'

Leading the way in accessible assessment materials

ACCESSIBILITY

We are the first examination board in the UK to develop a guide outlining how to produce accessible and inclusive assessment materials for colour blind learners.

Our *Colour Blindness Accessibility Guide*, produced in collaboration with non-profit organisation 'Colour Blind Awareness', raises awareness of the condition, explains how the use of colour in an assessment can impact learners with colour blindness, and outlines the practical steps that can be taken to overcome these challenges. It's a best-practice resource for question paper authors and school or college staff working on assessments.



Sally Melhuish
Assistant Director
of Assessment and
Qualifications

“Ensuring that learners have equality of opportunity is at the heart of everything that we do. It's important that we challenge ourselves to critique objectively our assessment materials, resources, and any other documentation we produce. But also, to actively review these through the eyes of our intended audiences to eliminate bias, discrimination and disadvantage.”

By sharing best practice, we aim to raise awareness of these issues and ensure the use of colour in all our resources, communications and digital content is accessible to all.

Committed to creating diverse and inclusive qualifications

At WJEC, we take diversity and inclusion very seriously. We have taken the first steps to ensure our qualifications include content from a wide representation and choice in terms of race, ethnicity, sex and gender.

Drama and Theatre

Pupils taking our GCSE Drama and A level Drama and Theatre qualifications are able to study a wider variety of texts from a range of cultural backgrounds and periods. The new texts tackle a variety of themes, from acceptance of LGBTQ+ and gender non-conformity to ethnicity, migration, and coming-of-age.

We have introduced a total of **29** new texts to our Drama qualifications, 15 of which were chosen working in partnership with the London Theatre Consortium and their partners in the Representation in Drama working group.

The texts offer plenty of opportunity for reinterpretation due to their content, characters, and theatricality.

Appealing to a wide cross-section of learners from different cultural and social backgrounds.

English Language and Literature

Our English Language and Literature qualifications offer texts which explore contemporary issues, offering choices that promote diversity and inclusivity. Learners can also choose to study texts by authors from different races, classes, genders, and sexualities.

Film Studies

Our GCSE in Film Studies now includes **13** new texts which allow learners to explore different perspectives.

The texts feature:

- **7** Female-directed films
- **8** Female-screenwriter films
- **9** Female-protagonist films
- **5** Global Majority directors' films
- **5** Global Majority protagonists' film



Wyn Jones
Drama Subject Officer

“Feedback to date has been wonderful, with many teachers praising the range of texts, and the inclusivity they now offer.”

SECTION 03

Working together to make a difference



Open dialogue helps shape our thinking and constructively challenges our approach to our work.



Engaging with our stakeholders

As an organisation, we engage and collaborate with a wide range of stakeholders from across Wales and further afield. Open dialogue helps shape our thinking and constructively challenges the way we work; from the development of new qualifications to changes in the delivery of assessments.

We engage with several advisory groups including our Wales Advisory Group and Headteacher Reference Group, both of which provide invaluable feedback and support.

The Wales Advisory Group provides an invaluable opportunity to discuss policy issues with knowledgeable colleagues from a range of backgrounds and perspectives. Given the fast pace of educational reform in Wales, the Group is key to gaining a better picture of the specific challenges facing different parts of the community which I can then reflect in our policy positions.

Dr Rachel Bowen, former Director of Policy and Public Affairs, Colegau Cymru

As part of the development of the new Advanced Skills Baccalaureate Wales qualification, our Development Advisory Group has enabled us to collate a range of viewpoints from within the education sector and industry that will ensure the longevity of the qualification.

Members represent a range of organisations including Bangor University, Brunel University, Coleg Cambria, Iungo Solutions and Engineering Education Scheme Wales.

I was keen to get involved in the advisory group for this qualification because it has an exciting emphasis on educational endeavours that have the potential to be transformative at the point that the young people are involved in it, as well as contributing to their futures.

Dr Anne Chappel, Head of Department for Education, Brunel University



Gareth Pierce

Bursary Scheme: Supporting education through the medium of Welsh

In March 2022, we were incredibly proud to launch the first WJEC bursary scheme in honour of our former Chief Executive – Gareth Pierce.

Gareth worked tirelessly to support students from across Wales throughout his career, including during his time at both WJEC and Coleg Cymraeg Cenedlaethol. Gareth sadly passed away in 2021, and this bursary is a small testament to his legacy. The bursary scheme supports undergraduates studying BSc Mathematics from September 2022 through the medium of Welsh. It will award three students a one-off sum of £3,000, every year, and is administered by the kind support of Coleg Cymraeg Cenedlaethol.



Ian Morgan
Chief Executive

“This new bursary is a small gesture of thanks from WJEC for Gareth’s extraordinary influence and lasting impact. He was a keen mathematician and a strong advocate for learning through the medium of Welsh, and we feel the bursary is a reflection of his values and beliefs.”

SECTION 04

Investing in our people and planet



We have as much responsibility to nurture and facilitate growth and wellbeing to our own people as to guarantee our future generations a healthy planet to live in.



Investing in our people

As an organisation, we are continuously looking for ways to improve, ensuring that we have the right principles and practices in place. We want our people to feel valued and be part of an organisation where they can grow and develop.



Elizabeth East
Senior HR Business Partner

We are delighted to have been awarded the "We invest in people" standard accreditation in December 2021.

“ This is a fantastic achievement for WJEC. It’s great to be externally recognised and to be part of an organisation that truly want to make positive change! ”

We received praise from Paul Devoy, CEO of Investors in People:

"We'd like to congratulate WJEC being accredited with 'We invest in people'. This is a remarkable effort for any organisation, and places WJEC in fine company with a host of organisations that understand the value of people."

The Investors in People's framework will help us improve performance and realise our objectives through the management and development of our people. Work is underway for us to progress through the framework, which reflects our commitment to supporting and developing our people.

As part of our Investors in People journey, we have introduced a series of internal schemes to build, support and assess our culture of continuous improvement and growth.

INVESTORS IN PEOPLE™
We invest in people Standard
Rydym yn buddsoddi mewn pobl Safon

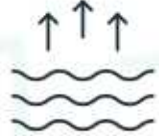
Committed to sustainability

We are acutely aware of the effect our activities have on the environment and are committed to reducing their impact.

Over the last five years, we have made significant inroads into improving our environmental credentials. We have purchased new equipment and services to help us reduce our carbon footprint. These have either reduced our CO₂ output or have made positive contributions by purchasing from sustainable sources or suppliers.

After the implementation of all our energy monitoring systems, we were able to reduce our consumption:

214,000 liters  equivalent to almost **10,000** school fountain refills 

 **30,475 kWh** of electricity equivalent to the annual electricity consumption of over **150** secondary schools

153,210 litres of gas  1,423 hours of gas for 1 hour

Additionally, and since the introduction of hybrid working, our energy consumption has reduced exponentially, and figures today are much lower than pre-pandemic.

Our ability to support the effort to minimise rising global temperatures is something that we feel we could and should make a positive contribution to.

We are currently working on a 10-year decarbonisation plan, which will reduce our carbon footprint even further.

We have reduced over

60%

in gas and over 50% in electricity consumption

LEADERS OF TRUSTED BILINGUAL QUALIFICATIONS :
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WJEC CBAC Ltd
245 Western Avenue,
Cardiff, CF5 2YX

T: 029 2026 5000
E: info@wjec.co.uk

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