



# ANNUAL REVIEW

2023/24

HERE FOR YOU

[WWW.WJEC.CO.UK](http://WWW.WJEC.CO.UK)

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**Ian Morgan**  
Chief Executive, WJEC

**This year marks a significant milestone, the publication of our first wave of Made-for-Wales approved specifications for teaching from September 2025. This achievement stems from our teams' dedication and the crucial input from stakeholders across Wales, whose feedback has been instrumental in crafting these groundbreaking qualifications.**

To ensure smooth implementation, we will continue to support our schools and colleges with tailored nationwide professional learning courses and adaptable digital resources, empowering them to deliver these new qualifications with confidence.

Complementing this milestone, we've unveiled our Futures Programme - an innovative suite of Vocational qualifications addressing current and future needs. As the UK's first examination board to offer Semiconductors and Sustainability qualifications, we're bridging educational gaps and opening new pathways for learners' success. Our forward-thinking approach will equip learners with skills to meet tomorrow's challenges, setting a new standard in educational excellence.

Throughout the year, our collaborative efforts have expanded across various areas. We've partnered with organisations including Diversity and Anti-Racism Professional Learning (DARPL), ACT (Wales' largest trainer), CSconnected (the world's first compound semiconductor cluster) and Future Generations Commissioner for Wales to ensure our new qualifications are inclusive, relevant and industry-aligned. These alliances have enabled us to develop innovative offerings and enhance existing ones. Consequently, our strengthened portfolio now offers a wider range of opportunities, benefiting learners across Wales.

I want to take this opportunity to thank our schools, colleges, and WJEC colleagues for their invaluable support and hard work. I invite you to explore our Annual Review and take an active role in our ongoing initiatives. As always, we remain committed to delivering the highest level of support, advice, and guidance you've come to expect from us.



**Joanna Moonan**  
Chair of the  
Board of Directors, WJEC

**As we reflect on another successful year, we continue to demonstrate our commitment to support educational communities across Wales. Our efforts continue to drive WJEC at the forefront of curriculum development and qualification delivery.**

It is inspiring to see WJEC support Wales' new curriculum goals. By adapting our qualifications and resources to these innovative objectives, we show our commitment as a trusted education partner in Wales.

WJEC stays adaptable in response to learners and societal changes. We consistently update our qualifications, showcasing our commitment to innovation and evolution. This flexibility ensures learners are equipped with the skills, knowledge, and understanding to thrive in a global market, springboarding them towards future opportunities.

As we look ahead, the Board of Directors is confident that WJEC will continue to collaborate closely with educators and beyond. We will create qualifications that are tailored for Wales and its diverse learners, embracing a co-construction approach with input from all stakeholders.

On behalf of the Board, I extend our sincere gratitude to WJEC for its outstanding performance this year. The organisation's collective effort and commitment have been instrumental in our achievements, driving our success and impact in education.

# Here for you:

## Supporting schools and colleges across Wales

As Wales' largest awarding body, we pride ourselves in providing inclusive bilingual qualifications, offering expert-led teacher and learner support, alongside modern and accessible assessment to schools and colleges across Wales.

We recently launched the first wave of a new suite of GCSEs and related qualifications, and we remain committed to providing leading support to schools and colleges across Wales in the delivery of our qualifications.

Working closely with our valued stakeholders is of utmost importance to us and we continue to build mutually beneficial relationships with educational communities across Wales, from schools, colleges, advocacy groups, governing committees, regional consortia, and Qualifications Wales.

A collaborative approach will aid us in supporting the Welsh Government's national mission of offering education which prioritises 'high standards and aspirations for all.'

As a registered charity, we are committed to reinvesting in continuously improving our teaching resources, range of qualifications and one-to-one support.



Learn more about our commitment to reinvesting in education:

[www.wjec.co.uk/Charity](http://www.wjec.co.uk/Charity)

## Supporting you from the start

With a team of over 500 skilled and knowledgeable experts, our passionate teams are committed to supporting you throughout your teaching journey.

We pride ourselves on providing direct support to teachers and lecturers through all stages of our qualification delivery, from teaching to awarding final grades.

## Inclusive qualifications for a modern Wales

We understand that the Wales we live in today is a bright, diverse and prosperous country, and we are determined to deliver qualifications that mirror this.

Our qualifications have been designed to reflect diversity, inclusivity and belonging, ensuring they are accessible and relatable to learners across the country.

## Elevating your teaching with our free resources

We continue to offer a comprehensive package of FREE bilingual digital resources to support the delivery of our growing range of qualifications.

Each resource has been developed by our dedicated Digital Resources Team alongside our Subject Specialists to ensure that they develop the necessary skillsets and continue to engage and inspire learners.



# WJEC IN NUMBERS



We awarded over  
**536,000**

qualifications in 2023/24

Developed more than  
**5,000 HOURS**  
of Blended Learning content

**1,000** revision aids  
produced

Marked over  
**1 MILLION** ✓  
papers, NEA and oral  
examinations in 2023/24



SECTION 02

# Delivering leading qualifications and assessments



# Made for Wales. Ready for the world.

## Our first wave of GCSEs and related qualifications

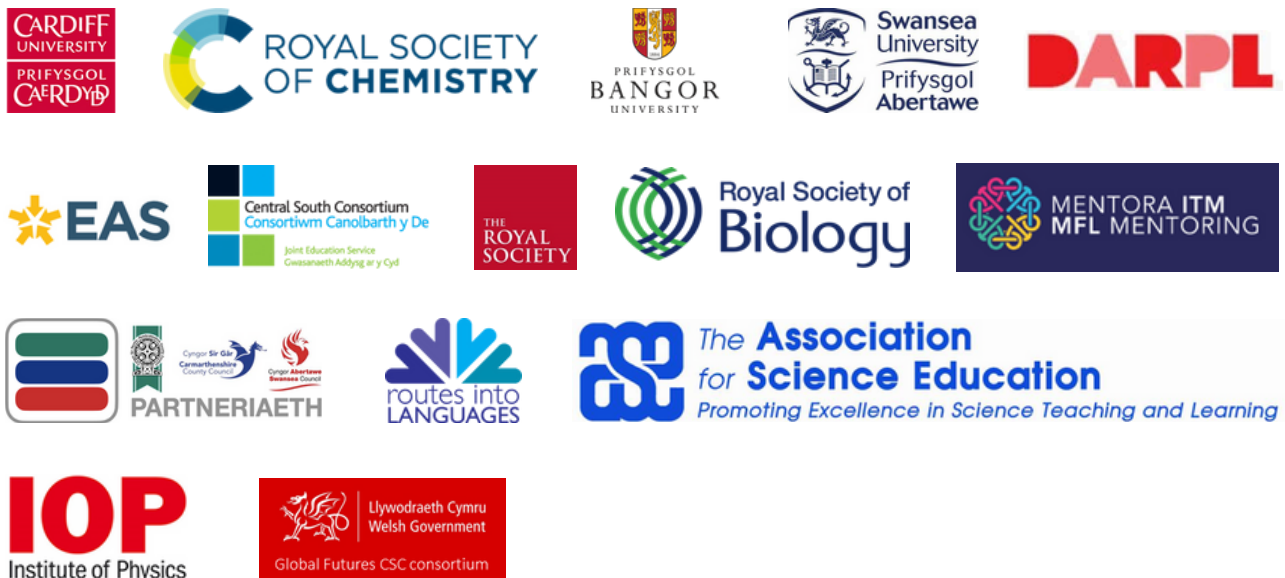
As the approved specifications for our first wave of Made-for-Wales qualifications are now available to teachers and lecturers across Wales, it is important to reflect on the hard work and dedication that has enabled us to reach this significant milestone, while looking ahead to future developments.

### The Wave 1 journey

Throughout the first wave of qualification development, our Qualification Development team has spearheaded our co-construction approach by working with Subject teams and stakeholders from across Wales and beyond. This approach has allowed us to develop materials, publish documents, and respond to feedback efficiently, ensuring our qualifications are inclusive, engaging, aligned with the Curriculum for Wales, and fit for the future needs of learners across Wales.

### Working collaboratively to reach our goal

To ensure that voices from across Wales are heard and to align our qualifications with the ever-evolving needs of our diverse and dynamic society, we have gathered feedback from a broad range of organisations including local authorities, educational institutions, charities, teachers, lecturers and learners. By using this holistic approach, we've considered the views and opinions of not just those at policy level but from across the education community.





## Raising awareness from schools to the Senedd

As part of our engagement activities to raise awareness of our Made-for-Wales journey, our Chief Executive, Ian Morgan has visited various schools across Wales to talk and listen to the voices of our teachers, lecturers and learners.

To complement these visits, members of our Executive Leadership team have presented our Wave 1 development work to a wide range of stakeholders including Ministers at the Senedd, teaching and union groups, and opinion forums such as the Policy Forum for Wales.



### Wave 1 Timeline

- Autumn 2023**
  - Subject outline consultation proposals opened
  - Established our Advisory Groups
- Winter 2024**
  - Outcome of consultations published
- Spring 2024**
  - Professional Learning highlighting the key features of each new qualification and how they will be assessed published
  - First submission of draft Specifications to Qualifications Wales
- Summer 2024**
  - Second round of draft Specification submitted to Qualifications Wales
- Autumn 2024**
  - Approved Specifications published
  - Professional Learning 'Introduction to Specification' delivered
- Winter 2024-25**
  - Sample Assessment Materials (SAMs) to be published
  - Guidance for Teaching (GfT) to be published
  - Publication of new adaptable Made-for-Wales resources begins
- Spring 2025**
  - Pan Wales Roadshows: "Preparing to Teach" face-to-face events
  - Professional Learning to support understanding of assessment of each new qualification to be delivered
- Summer 2025**
  - Additional Made-for-Wales resources to be published
- Autumn 2025**
  - Teaching for the first wave of Made-for-Wales qualifications to begin
  - Full suite of Made-for-Wales resources, with 130 new packages to be published

Collaboration really is the key word here, and we're working to create qualifications that the entire education sector can stand behind.

Richard Harry | Executive Director: Qualifications and Assessment

### Our Advisory Groups

The launch of our Advisory Groups in the autumn of 2023 was a key milestone for our co-construction approach, as it allowed us to gather feedback from across Wales.

By establishing our Overall Stakeholder Advisory Group, Qualification Development Advisory Group, Union Advisory Group and Learner Advisory Group, we fostered open discussions and created opportunities to engage in our development journey.

I joined the Advisory Group to provide direct feedback from a learner's perspective, giving observations and recommendations on areas of qualification and exams.

Alfie Jones  
Learner Advisory Group Member



#### LEARNER ADVISORY GROUP

**24** learner advisors

**14** schools involved



#### QUALIFICATION DEVELOPMENT GROUP

**170** teacher advisors

**100** schools involved



#### UNION ADVISORY GROUP

**6** unions represented



#### OVERALL STAKEHOLDER GROUP

**55** organisations represented

## The support available

To support the implementation and delivery of our first wave of new qualifications, where teaching will begin from September 2025, we are providing an extensive package of support which includes:

- Sample Assessment Materials (SAMs): set to be released in December, this will indicate the style of assessments that learners will undertake.
- Guidance for Teaching: available from January, our Guidance for Teaching provides an in-depth guide to effectively deliver each qualification.
- A comprehensive package of FREE and adaptable resources: our dedicated Digital Resource team is actively collaborating with our Subject Officers to expand the suite of resources. The complete suite will be available by summer 2025.
- Professional Learning opportunities: starting this autumn, teachers and lecturers can access a complete package of FREE training courses, including a mix of online and face-to-face sessions. In spring, we will launch the pan-Wales face-to-face “Preparing to teach” events, a nationwide spring INSET Day with 15 learning events across Wales.
- Subject specific support: from our team of Subject Officers, who are ready to share their years of teaching expertise and knowledge with you during this exciting time of change.
- Regular updates: on our webpages, social media channels and tailored teacher/lecturer emails.

## Next developments

Now that our approved specifications for the first wave of the Made-for-Wales qualifications are published, our work continues. Our teams are already busy working on the development of our second wave of Made-for-Wales qualifications for teaching from September 2026. Just as we did for our first wave of qualifications, we will:

- Embark on a thorough consultation process to assess the strengths and weaknesses of each qualification.
- Actively engage stakeholders in Wales, seeking their valuable feedback before finalising the qualification outlines.
- Publish the final qualification outlines early next year.
- Submit our initial draft specifications to Qualifications Wales by spring 2025.
- Publish our final specifications for our second wave of qualifications by summer 2025.

Our second wave of qualifications to start teaching from September 2026 are: Dance, Design and Technology, Digital Media and Film, Digital Technology, Health and Social Care, and Childcare, Integrated Science (Single Award), Physical Education and Health, The Sciences (Double Award), and Level 2 Additional Mathematics.

We are grateful for the ongoing support of our stakeholders throughout the development of our new qualifications. Together, we are shaping a modern, inclusive and diverse Wales.



Written by  
**Delyth Jones**

Assistant Director,  
Qualification Development  
(General Qualifications)

## Ensuring equity in qualification development

In our journey to shape a new suite of Made-for-Wales GCSEs and related qualifications, we committed to much more than just tweaking existing qualifications.

We began a comprehensive reassessment of each subject to better align with the Curriculum for Wales. This wasn't just about making updates - it was about developing principles and guidance related to the ethos of the new curriculum and good practice in assessment, so that we are able to truly prepare learners for the future.

### Understanding the approval criteria

Right from the start, understanding the detailed approval criteria for each subject was crucial. Our Subject Officers and Qualification Development Officers played a pivotal role in this process by being members of Qualifications Wales' Subject Level Working Groups, and this early involvement really enabled us to not only meet technical requirements but also grasp the broader educational goals embedded within the Curriculum for Wales. It allowed us to focus on both the big picture and the finer details that ensure a comprehensive educational experience.

### Adopting a co-construction approach

Central to our approach has been co-construction - a collaborative effort involving a diverse set of stakeholders. By enlisting practicing teachers as writers and reviewers for each subject, we've been able to tap into their real-world classroom experience to ensure our qualifications are both practical and relevant. Similarly, our Advisory Groups have a significant representation of teachers from a range of schools, including Welsh medium. These groups also include voices from higher education, consortia, and professional associations.

This collaborative effort has certainly enriched our qualifications, ensuring they are both valid and meaningful. We've always had such strong links with the teaching profession, and we've really built on that foundation here.

These new Made-for-Wales GCSEs and related qualifications, supporting the Curriculum for Wales, are more than just academic milestones - they build on prior learning and establish a strong foundation of knowledge, skills, and understanding, enabling learners to progress to the next stage of their lives. By focusing on equity, inclusivity, and broad educational aspirations, we are proud to have developed qualifications that are relevant, fair, and supportive of all learners.



## Finding our guiding principle

At the heart of our qualification development was the need to establish a guiding principle that would navigate us through various competing challenges, particularly regarding non-examination assessment (NEA). There has been a notable rise in NEA across the new suite of qualifications, encompassing all subjects except maths and computer science. This includes both expanding NEA in subjects where it already existed and introducing NEA to subjects that hadn't included it before.

Early on, we formed an overarching advisory group consisting of school leaders and our anti-racism consultant. We also enlisted the support of our Learner Advisory Group, who provided incredibly valuable insights that shaped the way we developed our qualifications. Listening to the voices of learners ensured that our new GCSEs and related qualifications would be relevant and engaging from a learner's perspective, directly addressing their needs and aspirations.

These groups were instrumental in helping us determine that "equity for learners" would be our central guiding principle. Equity for learners became the cornerstone of our development process, ensuring that all learners, regardless of their background, had fair and equal opportunities. This principle was particularly crucial when addressing the varied demands of different subjects. It allowed us to navigate concerns about assessment, workload, and flexibility in a way that prioritised fairness and equity.

## Ensuring inclusivity and representation

Inclusivity has been central to our development process. Partnering with DARPL, we integrated diverse and anti-racist perspectives from the outset. This collaborative effort ensured that our qualifications not only meet rigorous academic standards but also celebrate the rich diversity of experiences and backgrounds among learners across Wales.

At the outset, we engaged an anti-racist consultant who guided us through the process, contributing to the development of a tailored training program for everyone involved in the qualification development. Their insights and involvement in our stakeholder group played a pivotal role in shaping decisions on text and coverage, ensuring our qualifications authentically reflect and embrace inclusivity.

## Supporting the Curriculum for Wales

These new GCSEs and related qualifications are fundamentally designed to support the Curriculum for Wales framework, helping learners progress towards the four purposes while studying for their qualifications.

The principles of progression, along with statements of what matters and subject-specific skills and concepts, are central to our design. We looked for opportunities for teachers to embed cross-curricular themes and integral skills into their teaching while delivering the qualifications to facilitate broader learning experiences, promoting a well-rounded education.

# Our Subject Officers:

## Encouraging teacher success: supporting the delivery of our new Made-for-Wales English Language and Literature qualifications

We take great pride in offering specialised support to teachers and lecturers through our team of Subject Officers.

In this piece, we speak to Guy Melhuish, our English Language Subject Officer, who reflects on his role and how it is contributing to the successful implementation of the new GCSE English Language and Literature qualifications.

### What is the role of a Subject Officer?

As integral members of the WJEC team, we actively cater to the needs of schools, colleges, teachers, and lecturers by providing essential materials such as deadline reminders, assessment criteria breakdowns, and additional resources.



Written by  
**Guy Melhuish**

Subject Officer  
English Language

Additionally, we offer invaluable guidance and support to senior appointees, principal examiners, principal moderators, and chairs of examiners.

Our responsibilities also encompass overseeing various aspects of the subject, including question paper development and post-results reviews, ensuring the utmost integrity and quality of assessments, while upholding fairness and consistency for all learners.

### What role have you played in the development of the new Made-for-Wales English Language and Literature qualifications?

Once Qualifications Wales indicated that the new qualifications would be integrated, combining language and literature, we started the initial development discussions, evaluating the existing qualifications.

Following the evaluation phase, we embarked on a thorough consultation process to assess the strengths and weaknesses of each qualification. Throughout the consultation phase, stakeholders in Wales were actively engaged, providing valuable feedback before the outlines were finalised.

## What features of the new English qualifications are you most enthusiastic about and how will they positively impact learners?

The new English qualifications are innovative, contextualised and grant more autonomy and adaptability to schools and colleges in Wales. They enable customisation based on individual contexts and locations.

For instance, in the Non-Examination Assessment portfolio, they offer the opportunity to include contextually relevant non-fiction texts, along with anthologies. Similarly, in poetry, there is a choice of Shakespeare and writing texts to allow for a more tailored approach.

Additionally, the new integrated approach allows for a more natural and cohesive development of skills. Both literary and non-literary text-based approaches will be integrated to develop linguistic skills, and assessments will test both aspects rather than just one.

The aim of this development is to ensure that learners leaving education at 16 years-old have engaged with prose, drama, and poetry.

With this new approach, learners are guaranteed to study a set of texts, develop their language and literature skills simultaneously, and be assessed on them together, rather than treating them as separate entities.

## How will our teachers/lecturers be supported with both the preparation and delivery of the new qualifications?

The new Made-for-Wales qualifications are supported by a key document called the 'Guidance for Teaching', which will be available from January. While the Sample Assessment Materials, set to be released in December, provide a valuable representation of what assessments will look like.

Our 'Guidance for Teaching' provides a comprehensive explanation of the assessment tasks and briefs. It also includes the findings obtained from schools and colleges that completed the Sample Assessment Materials, providing candidate responses for reference at different levels.

In addition to these, our Digital Resources Team is actively collaborating with our Subject Officers to further expand the comprehensive package of FREE and adaptable resources that support the delivery of these new qualifications. The team has already started publishing these, and we expect the full suite to be available by summer 2025.

In spring, we launched our Professional Learning courses which delivered materials highlighting the key features of these new qualifications and how they will be assessed. From this autumn, teachers and lecturers will have access to a complete package of FREE training courses with a mixture of online and face-to-face sessions.

These nationwide courses will be delivered by our specification experts and will provide insight and practical guidance for schools and colleges as they begin to prepare for the delivery of these qualifications.

We are proud of our commitment to delivering the very best teacher advice and guidance and look forward to continuing to support schools and colleges from September 2025 and beyond.



Learn more  
[www.wjec.co.uk/MadeForWales](http://www.wjec.co.uk/MadeForWales)

# The transformative impact of the National/Foundation Welsh BaccaLaureate

In the ever-evolving landscape of education, the National/Foundation Welsh BaccaLaureate has played a pivotal role in shaping the future of young learners in Wales.

Introduced in 2003 for post-16 learners, launched in 2008 for pre-16 learners and then reformed in 2015, this qualification has become a cornerstone in education, with over 260,000 entries since its launch.

In the following article, Sara Davies, Subject Officer for our National/Foundation Welsh BaccaLaureate, who has been immersed in the qualification since 2008, reflects on its success and the future of the Advanced Skills BaccaLaureate Wales.



Written by  
**Sara Davies**

Subject Officer  
National/Foundation  
Welsh BaccaLaureate

Comprising the National/Foundation Skills Challenge Certificate and supporting qualifications, the National/Foundation Welsh BaccaLaureate stands out as a comprehensive programme designed to prepare learners for the challenges of the modern world.

The deliberate emphasis on transferable skills, such as teamwork, communication, critical thinking, and problem-solving, is an acknowledgment of their increasing importance in today's job market.

What sets this qualification apart is its commitment to nurturing well-rounded individuals, equipped with the skills needed to thrive in diverse environments.

The Challenges integrated into the Skills Challenge Certificate component of the Welsh BaccaLaureate deliberately expose learners to real life scenarios.

The Enterprise and Employability Challenge explores the world of work, the Global Citizenship Challenge addresses global issues, and the Community Challenge focuses on improving local communities — a deliberate strategy aimed at producing individuals ready for the complexities of the real world.







Our range of partnerships reflects the qualification's versatility in addressing themes of today. From environmental and ecological issues to social and advocacy themes, encouraging learners to contribute to positive societal change.

The qualification's commitment to addressing contemporary challenges is particularly evident in the collaboration since 2015 with the GOT (Getting on Together) Project, specifically addressing extremism. This initiative has reached an impressive 27,000 learners in this time, underscoring the qualification's proactive stance in addressing issues of societal importance with a seriousness and depth that goes beyond traditional academic subjects.

By embracing these collaborations, the qualification prepares learners for the complexities of the real world and cultivates a well-rounded and socially conscious generation of leaders.

The development, application, and assessment of a diverse set of skills are integral to this process, equipping learners with the practical abilities needed to tackle these challenges effectively and contribute meaningfully to society.

Building on the success of the National/Foundation Welsh Baccalaureate, the reformed Advanced Skills Baccalaureate Wales was introduced in September 2023. Learners can undertake the advanced course independently or as a progression from the National/Foundation course.

In a world marked by unprecedented change, the Advanced Skills Baccalaureate Wales acknowledges the evolving needs of learners. The course prepares learners for the future world of work by advancing skills in planning and organisation, critical thinking and problem-solving, creativity and innovation, and personal effectiveness. 'Integral Skills' align closely with the findings of the UK Innovation agency Nesta's research report, "The Future of Skills: Employment in 2030". The report emphasises the importance of social awareness, collaboration, originality, goal setting, and adaptability.

As we champion the success of the National/Foundation Welsh Baccalaureate, we also look forward to witnessing the continued impact of the Advanced Skills Baccalaureate Wales. These qualifications stand as a testament to Wales' commitment to nurturing a generation of learners equipped not only with subject-specific knowledge but also with the integral skills necessary to thrive in an ever-changing world.

To learn more visit:

[www.wjec.co.uk/Qualifications](http://www.wjec.co.uk/Qualifications)

We take immense pride in the opportunities that the qualification has provided learners, fostering collaborations with a diverse range of leading organisations:

- National Botanic Garden of Wales
- Welsh Water
- Network Rail
- Children's Commissioner for Wales
- National Deaf Children's Society
- Into Film Cymru
- Noah's Ark
- Dogs Trust
- Show Racism the Red Card
- WRU
- Teenage Cancer Trust
- Alzheimer's Society
- Swansea Supporters Trust
- The GOT (Getting on Together) Project.

SECTION 03

# Shaping the future of education in Wales





Written by  
**Sarah Harris**

Assistant Director  
(Vocational Qualifications)

# Helping learners to find their future

Our WJEC Futures Programme is more than just a name – it's a suite of qualifications dedicated to not only catering to the demands of today, but addressing the ever-evolving needs of tomorrow's economy and society.

At WJEC, we don't just see ourselves as an awarding body. We very much see ourselves as part of the educational landscape within Wales. Our decisions on which qualifications to offer are fundamentally underpinned by a strategic vision, aimed at identifying and addressing gaps that may not already be covered by other qualifications.

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**WJEC Futures includes a range of qualifications, including:**

## Semiconductors

Wales has become a significant hub for the semiconductor industry, and our pioneering semiconductor qualifications offer learners an opportunity to enter this growing sector.

By collaborating with employers and educational institutions, we've created comprehensive qualifications aimed at closing the semiconductor skills gap in Wales. Learners gain insight into leading semiconductor companies, potential career paths, and growth opportunities.

On completion, these qualifications will help learners play a vital role in the advancement of this critical industry by either offering them careers as semiconductor technicians or advancing education through degree apprenticeships.

## Essential Skills Wales

Our Essentials Skills Wales qualifications support learners entering the workforce, covering essential competencies such as numeracy, communication, digital literacy, and employability. These qualifications build fundamental skills and demonstrate real-world relevance.

Focused on adaptability and applicability, Essential Skills Wales empowers learners to navigate modern work environments with confidence, fostering lifelong learning and skill development.

What sets our qualifications apart is the invaluable support from Subject Specialists who offer first-hand expertise and guidance based on their experience delivering these qualifications at local colleges.

## Sustainability

In an era of environmental consciousness, our sustainability qualifications, developed with the Future Generations Commissioner for Wales, equip learners with skills for the 'net zero' jobs of tomorrow.

This innovative suite enhances the economic, social, environmental, and cultural well-being of Wales. Focused on project management, change management, and planning tools, learners develop skills to drive meaningful change.

Spanning from entry level to level 2, with plans for levels 3 and 4, these qualifications are a significant step towards an environmentally conscious future.

## Pathways to Employment

Our Pathways to Employment qualifications bridge the gap between education and employment, offering a comprehensive framework for pre-apprenticeship training.

This suite includes three flexible qualifications that can be delivered individually or together. Units cover essential skills like CV writing, job interviews, and presentation delivery, preparing learners to navigate the competitive job market confidently. Other units focus on personal development and wellbeing, nurturing resilient individuals ready for workplace challenges.

Collaborating with Wales' largest training provider ACT ensures these qualifications align with industry needs, enhancing learners' employability and career prospects significantly.

What sets us apart as an awarding body is our commitment to innovation and dedication to supporting learners and schools and colleges. Our role extends beyond assessment to providing tailored resources and flexible registration options, facilitating effective teaching and learning experiences.

Our qualification development is as collaborative as it is inclusive, incorporating input from experts and stakeholders to ensure relevance and accessibility. We prioritise adaptability, allowing schools and colleges and learners to choose assessment methods that suit their needs.

We are committed to lifelong learning and empowering learners of all ages. By actively engaging with stakeholders and staying up-to-date with emerging trends, we will help shape the future of education in Wales and beyond. Our Futures campaign empowers learners to seize opportunities and carve their own paths to success, and we look forward to expanding this suite even further.

Find out more: [wjec.co.uk/Futures](https://wjec.co.uk/Futures)



This is a positive and exciting step forward for the new Curriculum for Wales, where everyone has the opportunity to learn about Wales' unique and world-leading legislation, the Well-being of Future Generations (Wales) Act, and can play a part in building a better future in five, 25, 100 years' time.

**Derek Walker**  
Future Generations  
Commissioner for Wales

# Celebrating inclusivity:

## Welsh language plays for all audiences

At WJEC, we embrace the bilingualism of our nation. The Welsh language is not only a key element of our organisation; it is an essential part of our work. It encompasses everything we deliver, and we are committed to preserving this integral part of our identity.

As part of this commitment, this year we have commissioned new Welsh-language translations of classic and modern plays to support our AS Drama and Theatre specification. This initiative not only enriches our curriculum but also contributes to the vibrant Welsh-language theatre scene.

To further enrich the cultural experience of our learners, we have also enhanced our provision of English translations of Welsh plays. By doing so, we aim to share the wealth of Welsh-language plays with English-medium learners, allowing them to appreciate and engage with the cultural heritage of Wales on a deeper level.

The plays cover a wide array of inclusive and current themes, including immigration and heritage/identity, sexual acceptance, rural depopulation, the woman's role in society, and euthanasia. The works form part of our ongoing commitment to enhance inclusivity, diversity and representation within our texts.



We approached a star-studded list of leading Welsh-language authors who delivered translations of the highest order: Manon Steffan Ros (recipient of the Carnegie Medal for Children's Writing), Caryl Parry Jones (singer/song and script-writer), Ffion Dafis (Welsh Book of the Year Award and actress/director/TV presenter), Betsan Llwyd (actress/director), and Nia Morais (the current Welsh-language Children's Poet Laureate). One of the late prolific playwright Wil Sam's classic adaptations has also been resurrected, as well as the current Archdruid, Professor Mererid Hopwood's adaptation from German of one of Bertolt Brecht's plays.



WJEC has embraced inclusive themes in the new plays selected for its current AS Drama and Theatre specification, allowing learners to study material that will truly resonate with them.



**Mari Watkin**  
 Project Manager and Editor

## Delivering a unique translation

Within the collection of new texts, a standout addition is Nia Morais' translation of Winsome Pinnock's critically acclaimed play *Leave Taking*, which opens new doors for Welsh theatre.

Our groundbreaking translation incorporates a combination of the Welsh language and Caribbean English dialect to enable Welsh learners to fully immerse themselves in the play. This achievement was only possible by working alongside cultural literary experts and diversity champions.

## About the play

Pinnock's play explores the dislocated identity of black British immigrants. The story follows two sisters and their mother as they struggle to live in a tough, contemporary Britain. The play looks at issues such as identification and the consequences of leaving your homeland and being caught between two cultures.

## Commissioning a culturally sensitive translator

It was our commitment to commission an author-translator with an appropriate cultural background that would respect the heritage of the play. Following extensive research within the world of theatre, Nia Morais was appointed.

The translation of the play includes a mixture of original text, keeping the Caribbean English dialect for the original immigrants' roles, which is interplayed with Welsh translation for the younger generation roles, providing an immersive experience for both actors and audiences alike.

## Working alongside literary and cultural experts

Our Editorial Team worked with several external experts to ensure that the translation was respectful of the source material, and that an appropriate translation was delivered where the meaning and sentiment would be maintained.

The team engaged with a broad range of experts including Arwel Gruffydd (former Artistic Director, Theatr Genedlaethol Cymru) and Dafydd Llewelyn (prolific TV Producer and Playwright), who both agreed that from a theatrical viewpoint, this would be a groundbreaking translation. Furthermore, they explored linguistic approaches to the translation with several contributors including Wayne Howard (S4C Contributor) and Jalisa Andrews (Actor).

The team also worked alongside DARPL (Diversity and Anti-Racism Professional Learning) who provided general consultation to their translation approach, ensuring it was culturally appropriate. Through this work, the team was put in contact with Roma Taylor, a Cardiff resident from the Windrush generation and her daughter Suzanna Smart, who helped to ensure that the translation would resonate with a Welsh language audience, whilst remaining true to the spirit of the play.

It was a pleasure to work on a play which brings to light the experiences and contribution of black immigrants to the UK.

**'Leave Taking'/'Ymadael'** highlights an important part of British history. I thank WJEC for the opportunity to pen this Welsh-language adaptation.



**Nia Morais**  
Lead Translator  
for 'Leave Taking'



# Tailored for success:

## Adaptable resources to enhance the delivery of our Made-for-Wales qualifications

In collaboration with Welsh Government, Qualifications Wales, and Adnodd we are leading in the creation of new teaching and learning resources to support our new GCSEs and related qualifications.

Melanie Blount, Assistant Director for our Educational Resources team, is spearheading this unique and exciting initiative, transforming the use of our resources for our new Made-for-Wales qualifications.

With her team of 26 experts, they are developing a suite of adaptable resources to support teachers and lecturers in the delivery of these new qualifications. This article expands on these new developments and their positive impact on educators and learners.

Following the publication of the approval criteria for the new qualifications by Qualifications Wales, our Educational Resources team worked at pace to understand the support required by schools and colleges in the delivery of these new qualifications, via surveys and focus groups. The team utilised this insight and worked alongside our Subject Officers to design and create a new package of FREE adaptable resources.

The full suite will be available between January and June 2025, with 130 new packages across the first wave of qualifications which will be published by September 2025. These resources will be invaluable tools for educators, enhancing the learning experience and facilitating engaging lessons.



Written by  
**Melanie Bount**

Assistant Director for  
 Educational Resources

### These new resources will feature a range of exciting new features including:

#### **Adaptable for meaningful learning experience and suitable challenge:**

Our Made-for-Wales Blended Learning content has been designed with the concept of *Cynefin*<sup>†</sup> in mind. They can now be easily edited and localised to align with the unique learning context of each centre, ensuring they are relevant and meaningful to learners. Moreover, whether there is need of further support or challenge, these resources can be adapted accordingly to meet the diverse needs of each classroom.

#### **Keep them saved:**

Educators will now have access to a personal online resource page where they can access their favoured, edited, or saved resources. This user-friendly dashboard allows for a learner-centred approach, tailoring teaching to each learner and creating a dynamic and engaging environment for personalised learning.

#### **Easily shared:**

Each tailored resource will have a unique URL facilitating sharing and home learning.

By offering these new and unique functionalities, our Made-for-Wales resources offer teachers and lecturers the opportunity to create personalised, engaging, and inclusive learning experiences, whilst ensuring that the appropriate level of support is offered.

<sup>†</sup> The place where we feel we belong, where the people and landscape around us are familiar, and the sights and sounds are reassuringly recognisable. Welsh Government, 2020



## Training & guidance - facilitating a smooth transition to our new Made-for-Wales qualifications

To support teachers and lecturers during the transition to the new Made-for-Wales qualifications, we will provide instructional videos that guide them through the features of the enhanced resources. These videos will serve as valuable tools for educators who seek to maximise the potential of the new resources.

Additionally, we will host online drop-in clinics to offer ongoing assistance and answer any questions teachers and lecturers may have. These interactive sessions provide real-time support and help address challenges faced during the implementation of the new resources.

## Enhanced website - find your resources faster than ever!

We recognise time constraints faced by teachers and lecturers, therefore, we have enhanced our Digital Resources website to make it easier for educators to find the necessary materials quickly.

### The key features of the improved website include:

#### **Resource organisation by level, type, and unit**

All content will now be categorised by level, type, and unit. This will allow teachers/lecturers to locate specific resources mapped to the new specifications effortlessly.

#### **Specification support clarity**

The website will clearly distinguish between content that supports the new Made-for-Wales specifications and legacy specifications, providing them with the appropriate resources.

#### **Integration with Hwb logins**

Collaborating with the Hwb team (Welsh Government), we have integrated Hwb login credentials, enabling teachers and lecturers to access new features seamlessly on our Digital Resources site.

#### **Customisable dashboards**

Teachers and lecturers now have the flexibility to adapt their WJEC dashboard, allowing them to save their favourite resources for easy access whenever they log in.

In addition to our existing resource provision, Adnodd has secured funding through Welsh Government, which will enable them to offer additional high-quality, accessible resources that will complement our new package. These new resources will help educators effectively deliver the new Made-for-Wales qualifications with confidence.

To find out more about these resources, visit [www.wjec.co.uk/Resources](http://www.wjec.co.uk/Resources)

Our Digital Resources website has been redesigned to better support teachers, lecturers and learners in the delivery of the new Made-for-Wales qualifications. The site will offer improved filtering and mapping features, as well as a user-friendly interface that allows teachers/lecturers to tailor resources to meet their learners' needs.

**Scott Hazel**  
Product Development Manager



# Enhancing teaching confidence with Made-for-Wales expertise

Our Professional Learning team, led by **Nia Jones**, Head of Professional Learning, has created a new schedule of FREE, Professional Learning opportunities designed to support the delivery of our Made-for-Wales qualifications. These nationwide courses are delivered by our Subject Advisers and specification experts for the first wave of qualifications, where teaching will begin from September 2025.

**Read on to find out more about these valuable opportunities to help teachers and lecturers deliver our new qualifications with confidence.**

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## Meeting the needs of schools and teachers

During the initial planning phase, we conducted a comprehensive teacher survey that revealed a need for on-demand and online Professional Learning, and at least one opportunity for a full-day, face-to-face event that would enable teachers to network with our specification experts and collaborate with other subject teachers. Based on this feedback, we have produced a schedule of events that will be delivered via a combination of online and face-to-face opportunities.

## Face-to-face events accessible to all

Working together with Headteachers, Local Authorities, Regional Consortia, CYDAG and Welsh Government, we have launched a nationwide series of Professional Learning INSET days in the spring term. These pan-Wales events are accessible and available to all subject teachers across Wales. We have partnered with headteachers in all 22 Local Authorities to schedule sessions in their school venues. This collaboration will ensure cost-effective, geographically diverse professional learning opportunities for teachers and each INSET day will offer 16 subject specific Professional Learning events, supporting teachers in the lead up to delivering the new Made-for-Wales qualifications.



“We are proud to offer a bespoke, comprehensive package of online and face-to-face Professional Learning opportunities for teachers across Wales, enabling them to deliver our new qualifications with confidence.”



**Nia Jones**  
Head of Professional Learning



## Our wider Professional Learning Schedule

Our schedule of Professional Learning support features a mix of online and face-to-face training in the run up to first teaching of the new qualifications.

### Autumn/winter 2024

**On-demand specification Walk-Through modules:** to help teachers and lecturers understand the specification document.

**Live online qualification briefing and Q&A:** to support teachers and lecturers in their understanding of the new qualification, its content and assessment structure with opportunities for clarification

### Spring 2025

**Pan Wales face-to-face “Preparing to Teach” events:** to support teachers and lecturers deliver their new specification.

### Summer 2025

**On-demand Exam Walk-Throughs/NEA Walk-Throughs:** to support learners understand the structure of question papers/NEA briefs, question types, assessment objectives and marking approaches.

Additionally, we will publish Options / Parents Evening Flyers to support teachers and lecturers providing relevant information to parents and learners.

For further information on how and when to access our Professional Learning support please visit: [wjec.co.uk/ProfessionalLearning](https://wjec.co.uk/ProfessionalLearning)

SECTION 04

# Working together to make a difference



# Listening to heads, teachers, lecturers and learners:

## Visiting our schools and colleges to enrich and strengthen our relationships

At WJEC, we value open dialogue and actively listen to our educational partners. Through conversations with heads, teachers, lecturers, and learners, we gain insights into the current challenges faced by schools and colleges across Wales.

This understanding allows us to provide targeted support. This ongoing collaboration focuses on a shared goal: developing qualifications and assessments that are accessible, inspirational, and inclusive for all learners.

This year we visited several schools and colleges across Wales including: St David's Catholic College and St John's College in Cardiff, Bassaleg Comprehensive School in Newport, Coleg y Cymoedd in Aberdare, Haverfordwest High VC School in Pembrokeshire and Ysgol Gyfun Gymraeg Llangynwyd in Maesteg.



**With our new qualification developments, comes the need to support our schools and colleges more than ever.**

With upcoming developments and important curriculum changes, maintaining strong connections with educational institutions is more vital than ever to ensure they're well-informed and prepared.

WJEC stands out for its commitment to engaging with educational providers in Wales. The Chief Executive's personal visit to St David's Catholic College, seeking input from learners, teachers, and managers, was exceptional and warmly received. This approach demonstrates WJEC's dedication to open dialogue and genuine improvement of education in Wales.

**Mark Leighfield**  
Principal, St David's College, Cardiff



## Investing in our Mathematicians: Announcing this year's recipients of the Gareth Pierce Bursary

The Gareth Pierce Bursary was launched in 2022 in memory of our late Chief Executive. It proudly supports undergraduate learners who wish to study Mathematics through the medium of Welsh, by providing each recipient a bursary of £3,000 towards their studies.

Our bursary reflects Gareth's immense passion for both mathematics and statistics, and his advocacy for learning through the medium of Welsh.

Annually, the Gareth Pierce Bursary continues to grow in popularity, and we are proud to announce our three newest recipients: Efa Maher, Seffan Môn, both studying at Cardiff University and Elen Davies, an undergraduate student at Aberystwyth University.

We hope this bursary will further aid the recipients' learning journey and we look forward to witnessing where mathematics will take them.

Find out more at:

[wjec.co.uk/GarethPierceBursary](https://wjec.co.uk/GarethPierceBursary)

“Studying through the medium of Welsh is incredibly important to me, not only in preserving and maintaining my linguistic skills, but also in terms of my identity. Mathematics, as a subject, offers wide career possibilities, so building terminology in both languages, will be useful when I work in the field in the future. I am very grateful to WJEC for this bursary.”

**Efa Maher**  
Bursary Scheme Beneficiary

SECTION 05

# Celebrating the next generation of innovators





Alys Jones  
Ysgol Gymraeg Bro  
Edern

# Innovation Awards:

## Showcasing Welsh talent and innovative designs



Launched in 1997, the Innovation Awards is an important annual event which supports the Welsh Government's aim of highlighting and celebrating Welsh learners' innovation and talent.

The awards are delivered in partnership with the Welsh Government and receives interest from schools and colleges across Wales. They provide a platform for learners with a passion for design to explore their creativity, represent their school/college and showcase their work to a panel of experts.

This event also serves as a fitting tribute to the legacy of Welsh inventors, acknowledging their contributions, including the creation of pioneering inventions such as the modern microphone, electronic breathalyzer, X-ray, and radar technology.

### Paving the way to an innovative future

The Innovation Awards is a fantastic opportunity for learners studying Design and Technology at GCSE, AS and A Level to exhibit their inspiring and evolutionary designs.

Our teams look forward to this annual event, which showcases the wealth of talent we have here in Wales. We are extremely grateful for the support offered by Welsh Government which enables us to recognise the creativity of learners and inspires others to consider careers within the field of design and innovation.

“As set out in our innovation strategy, Wales Innovates, we believe fostering a culture of innovation is vital. It helps ensure young people have a springboard into high quality, skilled apprenticeships and careers - so I'm delighted we continue to partner with the WJEC to deliver the Innovation Awards.”

**Vaughan Gething**  
Former Economy Minister

# Our 24th Innovation Award Ceremony

The 24th Innovation Awards Ceremony returned to Cardiff Bay in December 2023, where entrants gathered from as far as Denbigh and Conwy, to showcase their designs.

Over the years, the Innovation Awards has presented us with an inspiring range of inventions and brilliant ideas. 2023 was especially inspirational as we received inventions from a broad range of designs, exploring creative solutions to complex day-to-day tasks and revolutionary tools to be used by all.

The variety of inclusive inventions ranged from a toolkit for those with Parkinson's disease, a haptic feedback doorbell for those with hearing loss and a chopping board designed specifically for those with mobility issues. It was humbling seeing our learners consider the needs of others and wanting to make an impactful change through their designs.

Alongside these entries, learners also conjured up an impressive variety of designs which highlight environmental awareness and global sustainability.



## 2023 Overall Winner

Jasmin Jones from Denbigh High School, won both the AS level first place award along with Overall Winner categories with her design of a triple wireless toothbrush charger.

Judges were thoroughly impressed by Jasmin's design, for both its environmental awareness aspects and general practicality.

"I am so thrilled to have won - I really didn't expect it! There are so many amazing projects here today and it's been so great to have the opportunity to look around at all of them. I would like to thank Mr Jones my Design and Technology teacher, and Mr Williams my head teacher. I am so grateful for their support and guidance; it really wouldn't have been possible without them. We have such a great Design and Technology department in our school, that have supported my ideas and allowed me to do the best that I possibly can."

### 2024 Overall Winner

Wireless Toothbrush Charger  
by Jasmin Jones of Denbigh High School

SECTION 06

# Investing in our people and planet



# Recycle, reuse, and reduce:

## Nurturing a culture of environmental awareness

### Sustainability; from production to people

As an organisation, we recognise the carbon footprint associated with our activities.

This is why, we are actively implementing new initiatives that not only reduces our overall environmental impact but fosters a sustainable culture among our people.

We are making positive changes in the following areas:

- Sustainable products used for printing and packaging
- An energy efficient communal working environment
- Recycling Environmental Oversight Committee and Local Green Champions

### Recycling for a greener future

To minimise our ecological footprint, we prioritise the use of sustainable and recyclable materials at our printing site.

In efforts to help the planet, between October 2023 and May 2024, we have recycled over:

 **54 TONNES**  
OF PRINTING PAPER

**THIS IS EQUIVALENT TO SAVING**

 **145,000**  
LITRES OF WATER  
ENOUGH TO FILL  
**3 SWIMMING POOLS**

**927 TREES**   
ENOUGH TO MAKE  
**157 MILLION PENCILS**

 **223,000KWH**  
ENOUGH TO POWER  
**58 CLASSROOMS**



## A flexible and energy efficient working environment

This year, we introduced innovative and forward-thinking changes to the physical layout of our workplace. After months of planning and creative design, we unveiled a new multi-functional communal hot-desking office floor, available to all. Hot-desking is more sustainable as it reduces the amount of physical space required and decreases our overall energy consumption.

We continue to support hybrid working, allowing our staff the flexibility of choosing their preferred working location, subsequently reducing emissions from staff commuting.

Further improvements are scheduled including new lighting efficiency solutions to reduce our overall carbon footprint.

“I am extremely proud to work for a leading awarding organisation that recognises the role it has to play in reducing carbon emissions and actively supports greener ways of working. This is complemented by a culture that allows its staff to express their ideas and creativeness to achieving these goals.”

**Robert Colwill**  
Assistant Director of Operations



## The Environmental and Sustainability Oversight Group (ESOG)

The purpose of the Environmental and Sustainability Oversight Group is to lead the development, implementation, and communication of our journey to net carbon zero, whilst overseeing the environmental improvement activity across our buildings.

The group reviews progress against our 10-year environmental roadmap and considers actions to reduce our carbon footprint to comply with the mandatory Environmental accreditations of the Energy Saving Opportunity Scheme (ESOS) and the overall environmental and sustainability activities across the organisation.

## Green Champions: Our Green Team

The “Green Team” is our new sustainability group. Their goal is to make our workplace cleaner, greener, and more sustainable.

The group combines efforts and resources to introduce new environmental initiatives. They foster a shared commitment to sustainability.

Monthly, the team meets to discuss various environmental topics. These include Environmental Management Systems, energy, carbon management, and staff travel.

They aim for environmental excellence and a more sustainable future through their expertise and dedication.

“I am delighted to be a part of the Green Team! It is a fantastic opportunity to explore sustainable solutions with like minded people. It’s so gratifying seeing the organisation embrace environmentally conscious practices. Even the smallest efforts will leave a lasting impact!”

**Olivia Morgan**  
Marketing & Communications Executive





## Leaders of trusted qualifications

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