



# Building the path to success

Adeiladu'r llwybr i lwyddiant

WEPCo Social Value and Community Benefits  
Impact Report 2025



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## Foreword

Since our establishment in 2020, WEPCo's mission has gone beyond building infrastructure - we are committed to improving the Welsh education landscape for future generations. By forging sustainable partnerships, we aim to deliver lasting and measurable benefits to local people supporting long-term economic growth. For us, it's about leaving every community better than we found it.

We're delighted to present our inaugural Social Value report which marks a significant milestone for the organisation. It highlights how WEPCo's strategic partnerships and community-focused initiatives have gone beyond construction to create lasting, positive change for the people of Wales.

We celebrate not just the buildings we have delivered, but the lives we've touched and the communities we have empowered. Through measurable outcomes such as hours volunteered, local investment, and employment opportunities, we demonstrate our commitment to building a legacy of opportunity, inclusion, and prosperity.

This Social Value Report presents both the quantitative and qualitative benefits generated by WEPCo's activities over the past five years. Our work has delivered positive outcomes for individuals, communities, and the environment—creating a foundation for long-term social, economic, and environmental wellbeing. From apprenticeships and graduate placements to STEM outreach in schools, and through initiatives like the WEP Academi, our work continues to shape futures.

This is only possible through the long term commitment and collaboration our partnerships bring to Wales. Together with the support of the Welsh Government, Local Authorities and Further Education Institutions to make a difference through our projects. We look forward to continuing to make an impact for many years to come.

Diolch

**Christian Stanbury, CEO**





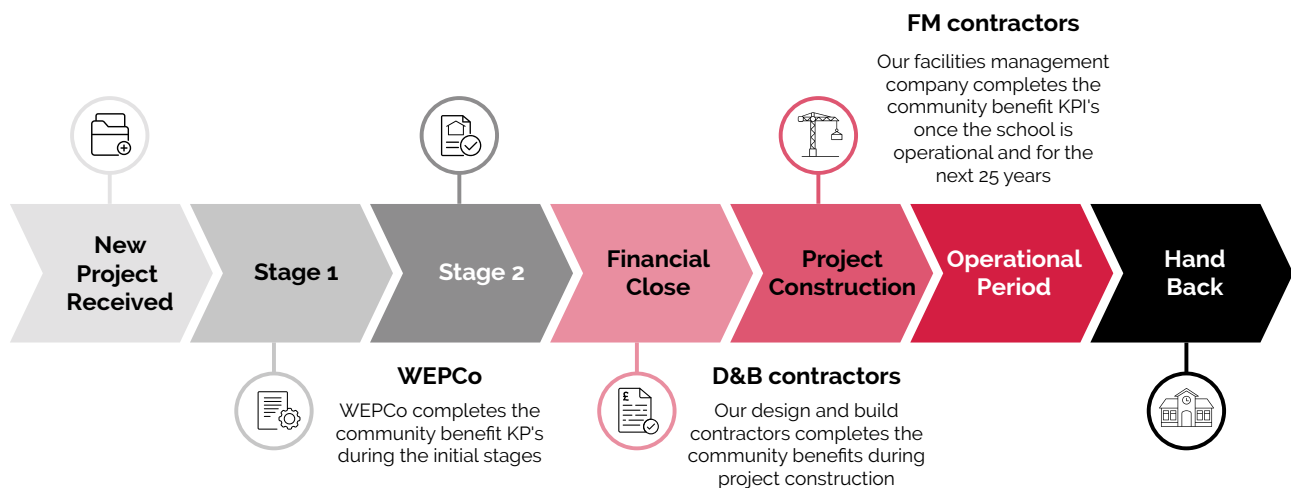
## Introduction

At WEPCo, we are committed to delivering meaningful and measurable social value at every stage of our projects. These initiatives are driven both directly by WEPCo and in collaboration with our trusted supply chain partners. Together, we aim to create lasting, positive changes that extend far beyond the physical infrastructure we deliver.

All WEPCo projects are designed to be Net Zero Carbon in Operation (NZCiO), ensuring the delivery of high-quality, sustainable education facilities that support future generations. But our impact goes beyond buildings. From initial concept through to completion—and throughout the 25-year operational phase—we embed community engagement and social value into every aspect of project delivery.

We recognise that each project presents a unique opportunity to develop new community initiatives and enhance existing ones. That's why we take a collaborative approach, working proactively with our supply chain to maximise the value we deliver. Our commitment to partnership ensures that our work reflects the needs and aspirations of the communities we serve.

This is all underpinned by the Strategic Partnership Agreement (SPA) and by our shareholders; Meridiam (a certified B Corp) and Development Bank of Wales which is closely aligned with the Welsh Governments Social Value policies.



## Our priorities

Our social value priorities are the backbone of WEPCo and guide our approach. These priorities shape our identity and reinforce our commitment to creating meaningful social value. That is why community benefit is embedded in our supply chain contracts, and we only collaborate with partners who share our values and are dedicated to improving lives.



### Decarbonisation

Developing schools for the future, using resources efficiently and proportionately to contribute to measures against climate change



### Future Generations

Act in the interests of future generations, embedding and aligning our work & engagement with the 5 ways of working



### Local Benefit

Acting for local benefit, ensuring our programmes contribute to the local economy, improving our local communities



### Sustainable Procurement

Consider environmental, social, economic and cultural impact of our procurement, providing value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment



### Diversity and Inclusion

Valuing diversity and recognising the responsibility to prioritise and promote inclusion. Taking action to eliminate unfair and inappropriate barriers, make judgements based on equity and merit, and treat people with respect and dignity



### Accountability and Transparency

Acting responsibly and with transparency



## Community Benefit at the heart of every project

At WEPCo, community benefit is not an add-on, it is a foundational principle embedded in every project we deliver. Guided by the Well-being of Future Generations (Wales) Act and aligned with the UN Sustainable Development Goals, we ensure that our work contributes meaningfully to the long-term well-being of communities across Wales.

We build community into every stage of project delivery and throughout our entire supply chain. That is why we only engage partners who share our values and are committed to creating lasting, positive changes. Community benefit is contractually embedded in our supply chain KPI's, ensuring accountability and shared purpose.

### Our mission is to deliver public education infrastructure that:

- Improves the economic, social, environmental, and cultural well-being of Wales.
- Create sustainable, resilient infrastructure that enhances quality of life.
- Acts as a catalyst for transformation, strengthening local communities.
- Drives inclusive growth through trade, investment, employment, and skills development.
- Celebrates and champions the diversity, culture, and pride of Wales.

Together with our partners, we are shaping a future where infrastructure is not just built—but built to benefit.









## Decarbonisation

The Mynydd Isa Campus in Mold, Flintshire, and the RCT schools represent a transformative step forward in sustainable public infrastructure, purposefully designed to achieve Net Zero Carbon in Operation (NZCiO) and deliver long-term environmental and social value.

As WEPCo's pathfinder project, the Mynydd Isa Campus exemplifies pioneering design and delivery in the education sector. Reaching financial close and delivered by Robertson Construction, it stands as Flintshire County Council's first net-zero carbon in operation school, setting a new benchmark for environmentally responsible development in Wales.

### Environmental Innovation and Performance

All four schools have been designed to meet and exceed key sustainability standards:

- Net Zero Carbon in Operation through extensive on-site renewable energy generation, including 1,080 rooftop solar panels on Mynydd Isa
- BREEAM Excellent certification, affirming best practice in sustainable design and construction.
- Compliance with the Welsh Government's embodied carbon target of  $800 \text{ kgCO}_2/\text{m}^2$ , supporting national climate goals.

Key features include

- **Photovoltaic panels**, air source heat pumps, and natural ventilation systems that reduce reliance on fossil fuels.
- **Rainwater harvesting** and **Sustainable Urban Drainage Systems (SUDS)**, including dry attenuation basins and rain gardens, enhancing climate resilience.
- **EV charging infrastructure** to support low-carbon transport.
- **Energy data integration** as an educational tool, fostering climate literacy among students.







The symbolic activation of the 'Croeso' neon sign, powered entirely by the building's own energy, highlights the campus's self-sufficiency and commitment to sustainability. The project has also catalyzed community engagement, with visits from the Climate Change Committee, cabinet members, and school representatives, reinforcing the role of public infrastructure in climate action.

The success of the Flintshire and RCT initiatives demonstrates the power of collaborative design and delivery, with WEPCo, local authorities, and construction partners working together to create resilient, future-ready learning environments. These schools not only reduce environmental impact but also inspire the next generation to lead on sustainability.







## Future Generations

As part of WEPCo's commitment to delivering meaningful social value, our education-focused initiatives have created enriching learning experiences for students across Wales. Through strategic partnerships and hands-on engagement, we've helped inspire the next generation of thinkers, creators, and problem-solvers.

Three standout case studies – the **WEPAcademi**, **Project Cynefin** and Morgan Sindall's **Knowledge Quad** demonstrate our dedication to STEM education and creative learning environments. These projects provided immersive opportunities for students to explore sustainability, design, and engineering in real-world contexts.

Furthering our outreach, WEPCo proudly supported the **Mynydd Isa Festival**, students designed their own festivals, blending STEM with budgeting, marketing, and model-building—highlighting how creative learning environments can inspire future innovators.

In partnership with **Morgan Sindall**, we delivered workshops on **carbon literacy**, **sustainable design**, and a **CONSTRUCT IT Challenge** for local primary schools. Pupils also explored **renewable energy** through interactive sessions linking classroom learning to real-world construction.

These initiatives reflect our commitment to empowering young learners and embedding social value in every project.







## WEP Academi

The WEP Academi is a strategic learning platform developed to upskill professionals across the Welsh construction industry. A collaboration between WEPCo and its supply chain, the Academi supports the development of future-ready skills essential for building resilient, low-carbon infrastructure, and contributing to Wales' Net Zero Carbon agenda.

The WEP Academi is driven by three core commitments:

- **Knowledge Expansion:** Offering a diverse range of courses covering key areas of the construction industry.
- **Skills Development:** Delivering practical, expert-led training that translates into real-world competencies.
- **Accessibility & Inclusivity:** Providing free, high-quality training both online and in person, removing financial and geographic barriers to learning.

Training is open to professionals in the construction sector, members of the supply chain working with WEPCo partners, Students in higher education seeking upskill and social businesses and community-focused organisations. Courses delivered to date include:

- Modern Methods of Construction
- Low Carbon Technologies
- Building Energy Efficient and Sustainable Infrastructure
- Building Information Modelling (BIM)
- Digital Tools in Construction

The WEP Academi is building an online platform to facilitate knowledge sharing and innovation across the supply chain. By empowering professionals and future talent, the Academi is helping to future-proof the workforce, drive environmental progress, and ensure Wales remains a leader in sustainable construction.

## Impact to date

Over  
**73**  
participants engaged

 **22+**  
businesses supported

 **33+** hrs  
of expert led training provided

## Project Cynefin

In partnership with Sheppard Robson Architects, Yoma Architecture, and the Royal Institute of British Architects (RIBA), WEPCo delivered the Cynefin Cymru STEM initiative to learners across Pontyclun Primary, Llanilltud Faerdref Primary, and Penygawsi Primary School. Each school took part in three days of immersive engagement designed to explore architecture, Welsh heritage, and the concept of cynefin—a Welsh term meaning a sense of place and belonging.

### The initiative aimed to:

- Introduce pupils to architectural concepts and design thinking.
- Explore traditional Welsh housing styles and decorative architecture.
- Understand how towns and cities evolve over time.
- Encourage pupils to reflect on their own communities and history.
- Empower learners to redesign their school's village, imagining its future while honoring its past.
- Create physical models representing their vision of a renewed cynefin.

The programme gave pupils a deeper understanding of their local environment and helped them connect with their heritage in a creative and meaningful way.

“

Our pupils enjoyed taking part in this project so much. They loved meeting and working with the architects and finding out about what they do. They loved learning about how buildings are designed and built and they loved thinking about their own town. The learning activities were fantastic and pitched at just the right level. They were creative, hands-on and interactive and really helped the children to develop and realise their design ideas. The children were also able to develop their problem-solving and teamwork skills through taking part in the model making and it was lovely to see all of the models come together to make a whole new town.”

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**Teacher**  
Ysgol Mynydd Isa Primary School







## Morgan Sindall's Knowledge Quad

### RCT

The Knowledge Quad exemplifies Morgan Sindall's commitment to quality, collaboration, and social value.

It serves as a central space for:

- **Supply Chain Training & Innovation**

A dedicated training space where Morgan Sindall's supply chain partners receive hands-on technical training, driving innovation and improving build quality.

- **Quality Assurance Excellence**

Full-scale mock-ups of classrooms, offices, and toilet blocks were constructed to set benchmarks and identify knowledge gaps. This proactive approach ensured detailing was perfected before site work began.

- **Community & Educational Engagement**

The Quad provides a safe and inspiring environment for local schools, colleges, and community groups. Activities include:

- STEM workshops
- Career and employability sessions
- Interactive construction experiences

- **School Engagement**

Pupils from all three new schools have visited the Quad regularly, gaining insights into their future learning environments and participating in hands-on industry activities such as bricklaying, plumbing, and carpentry.

- **Collaborative Use**

The space is also used by clients, social enterprises, and charities, fostering inclusive growth and strengthening community partnerships.

By integrating skills development, employment support, and educational outreach, the Knowledge Quad exemplifies Morgan Sindall's commitment to creating meaningful social value and investing in the long-term prosperity of the RCT region.

### A multi-purpose space

The Knowledge Quad is a multi-purpose space that is driven by innovation, people development and social value. Here, the facilities have enabled us to host workshops for the schools, local colleges, supply chain, client, and the community, as well as constructed full-scale mock-ups of the school spaces to improve quality.

### Social value delivered



Over 370 hours committed to educational and community events.



Enhanced career awareness and skills development for young people.



Strengthened supply chain capability through technical training and benchmarking.



Improved project delivery standards and long-term quality assurance.





## Education engagement

In addition to the quality assurance side of things, the Knowledge Quad doubled up as an educational engagement centre for the three schools, for local colleges and the community too.

Pupils from all three of the new schools being built have visited the Knowledge Quad regularly to learn more about their scheme.

In addition, they have taken part in STEM events designed to give the youngsters hands on experience of industry trades. So far the teams have committed over 370 hours to these events.

In partnership with our supply chain, this has including brick laying, plumbing, carpentry and career workshops. Some of the older pupils, have also been regular visitors into the building projects, so they can compare what they learnt in the KQ, with the live project on site.



“

We've brought down the pupils and they have been able to take part in hands on workshops such as electrical, bricklaying and other activities. I think this is invaluable because the interactions with the schools and the community is what creates a lasting legacy. So the ability to bring children here to learn, it's fantastic and it's helping create a little spark of interest which is a great feeling.

**Paul Poole, Project Manager, WEPCo**



“

I do think its important to build that community sense around the project. So it's not just coming to build and then leaving – they're actually part of it. The Knowledge Quad has played a big part in this as it's bridging the learning within the classroom and actually taking it down to real life experience. The pupils have been able to do some activities and look at different jobs in the construction industry. The children are so passionate and they have been so excited because of this.

**Sam Logan, Year 6 Teacher,  
Llanilltud Faerdref Primary School**





## Local Benefit

Social Value is delivered by WEPCo to benefit the communities in which we serve. We are proud to share the social value delivered during the construction phase of our first two projects constructed between November 2022 and April 2025.

## Social value delivered during construction to date

Delivered during construction in partnership with Morgan Sindall and Robertson  
Construction on the RCT Primary Batch and Mynydd Isa Campus projects



### Jobs created

**3742**  
person weeks  
job created (NEET/LT  
Unemployed)

**78**  
jobs created for new  
entrants/graduates/  
apprenticeships

**5** jobs created for  
NEET individuals

### Apprentices, Graduates and Training

**3264**  
person weeks

### Training (equality, diversity & inclusion)

**118** staff hrs

### Community Initiatives

**41**  
Community Initiatives

**15**  
Case studies

**3**  
Creative and cultural  
activities/projects

**21**  
Initiatives promoting wellbeing of  
young people and vulnerable adults

**117** staff hrs  
Social Enterprise Engagement

### Work Placements

**61**  
work placements

### Supply Chain development

**142** staff hrs  
Supply Chain  
Engagement

**131**  
SME  
engagement

### STEM School Engagements

**25461**  
1 hr pupil interactions

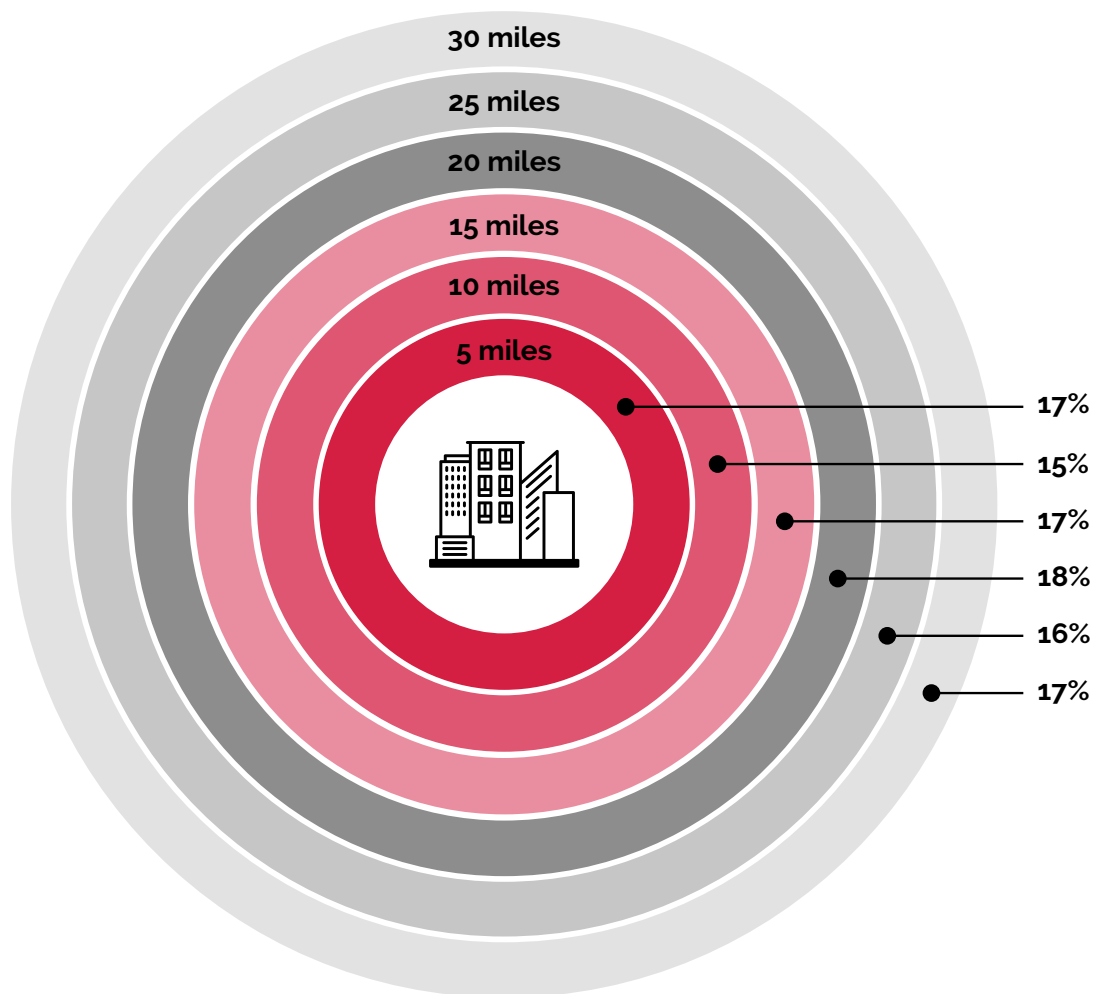
**895**  
staff hrs donated

**WEPAcademi**

**69** staff hrs  
Local training and employment –  
WEPAcademi

With a strong focus on driving prosperity, growth and sustainability within the local communities within which we work, all D&B contractors appointed are required to utilize the local supply chain and source local materials where possible.

**On the Mynydd Isa Campus project Robertson Construction prioritized local employment:**







## Sustainable Procurement

# Sell2Wales

### Employment

WEPCo has secured full commitment from Tier 1 contractors to deliver the Authority's Community Benefits Requirements. These commitments are embedded throughout the procurement process—from Sell2Wales listings to Selection Questionnaires and Invitation to Tender submissions, ensuring contractors demonstrate their ability to deliver measurable social value.

Community Benefit targets are contractually binding and tracked through quarterly reporting, allowing WEPCo to monitor progress and ensure real outcomes. Construction sites have become hubs for employment, skills development, local supply chain engagement, and community outreach.

A key example is Robertson Construction's Meet the Buyer event at Mynydd Isa Campus, which welcomed around 100 attendees and fostered collaboration, showcased opportunities, and reinforced their commitment to social value. This proactive supplier engagement reflects WEPCo's dedication to inclusive, sustainable impact across its projects.





## SME Engagement

WEPCo, in partnership with ReesWorx, has continued to demonstrate its commitment to inclusive growth and community benefit through a series of strategic engagement initiatives. By placing small and medium-sized enterprises (SMEs) at the heart of its procurement and delivery model, WEPCo is helping to build a more resilient, competitive, and socially impactful supply chain across Wales.

### Sector-Wide Engagement Events

Two events co-hosted with ReesWorx showcased WEPCo's commitment to SME engagement and social value. The first gathered representatives from 36 organisations, sparking interest in upcoming opportunities and strengthening supply chain connections. The second, held at Cardiff Castle, welcomed 70 professionals for a Social Value showcase, including a Meet the Buyer session where Venture, a graduate-focused social enterprise, shared its impactful work.

### Ongoing SME Engagement & Support

Beyond these events, WEPCo has embedded inclusive procurement practices across its projects. At Cardiff and Vale College, for example, WEPCo has facilitated regular SME engagement sessions, not only to share project information but to introduce the wider programme and encourage active participation. These sessions have helped SMEs align with WEPCo's goals and prepare for future opportunities.

A standout feature of WEPCo's approach is its mentoring ethos. Unsuccessful bidders receive tailored feedback, strategic insights, and ongoing support — transforming procurement from a transactional process into a developmental journey. This has empowered SMEs to refine their capabilities and strengthen future bids.





## Diversity & Inclusion

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Diversity and Inclusion is at the heart of WEPCo. We are committed to fostering a diverse and inclusive workplace where everyone has the opportunity to thrive. Our team is proud to include a strong representation of senior female leaders who play a pivotal role in shaping the strategic direction of the business. Their expertise, leadership, and mentorship contribute significantly to our success and help cultivate a culture of empowerment and equality.

We actively support career development through the provision of work placements and training

opportunities, ensuring that individuals from all backgrounds have access to meaningful opportunities for growth. These initiatives are designed to nurture talent, build confidence, and promote long-term career progression within the organization.

Our approach to diversity and inclusion is not just about representation, it's about creating an environment where every voice is heard, respected, and valued.





## Accountability & Transparency

Collaboration and Partnership are at the heart of the MIM model. WEPCo demonstrates this commitment to collaborative engagement with transparency and accountability. This has been demonstrated with:

**Collaborative Lessons Learnt sessions** – bringing together project stakeholders including the Welsh Government, their Technical Advisors, construction experts (D&B contractors), cost consultants and the WEPCo team with a focus on sharing lessons learned from recently completed projects and discussing how the collective project teams can work to improve project processes to ensure project affordability.

**Knowledge Sharing with the Education & Construction Sector** – WEPCo prioritises knowledge sharing with the sector through attendance at key conferences throughout the year, reporting on programme delivery and lessons learned.

**Demonstrating the Value of MIM** – WEPCo is a true champion of the MIM model and the benefits it has brought to Wales. Having delivered projects through the MIM model over the last five years WEPCo is an industry expert and able to share lessons learned with Governments considering the MIM approach; this has included a two-day visit from the Uzbekistan Government where lessons learnt were shared and tours of completed schools given to demonstrate the quality of the facilities being delivered.



## Long Term Relationships



### Volunteering at Tŷ – Hafan Children's Hospice

At WEPCo, our commitment to children goes far beyond bricks and mortar. While our core mission is to improve learning environments for children and young adults across Wales, we believe that every child deserves care, dignity, and joy, regardless of their educational journey. That's why our partnership with Tŷ Hafan, a leading children's hospice in Wales, holds such a special place in our hearts.

Tŷ Hafan provides free, specialist palliative care and emotional support to children with life-shortening conditions and their families. Since opening its doors in 1999, Tŷ Hafan has supported over 1,000 families through life, death, and beyond. Their vision is bold and compassionate: "A Wales where every child with a life-shortening condition lives a fulfilling life, supported with the compassion and specialist care they and their family need."

Each year, WEPCo dedicates a full day to volunteering at Tŷ Hafan, offering hands-on support in their gardens, play areas, and community events. These moments are more than just volunteering, they're opportunities to connect, reflect, and contribute meaningfully to the lives of families navigating incredibly difficult circumstances.

We are especially proud to support children who may never experience school in the traditional sense. By partnering with Tŷ Hafan, we help ensure that these children still experience joy, play, and comfort—and that their families are never alone.



## What's next...

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The Welsh Education Partnership Company (WEPCo) has demonstrated a steadfast commitment to embedding social value at the heart of its operations. Through its innovative approach to infrastructure development, WEPCo has gone beyond the delivery of Net Zero Carbon buildings to foster long-term, meaningful change within Welsh communities.

By integrating community benefit into its supply chain and project lifecycle, WEPCo ensures that every initiative contributes to the broader goals of social inclusion, economic development, and educational advancement. From creating apprenticeships and graduate placements to supporting STEM education and upskilling the local workforce through the WEP Academi, the organisation has laid a strong foundation for sustainable impact.

As WEPCo continues to expand its portfolio, its unwavering focus on social value will remain a cornerstone of its mission, ensuring that every project delivers tangible benefits for people, places, and the planet.

As we look ahead, our focus will shift toward deepening the impact and visibility of our social value initiatives. Key priorities include:

- Developing Case Studies & Reporting Frameworks - We will create compelling case studies and robust frameworks to evaluate outcomes, ensuring our reporting is transparent, insightful, and outcome-driven.
- Promoting Gender Equality in Wales - We aim to measure the impact of our gender equality training and the hours delivered through social enterprises, helping to drive meaningful change and inclusivity.
- Scaling Community Benefit Initiatives - Building on the success of our engagement events during the Coleg Sir Gar project, we will scale up proven community benefit initiatives to reach wider audiences and deliver greater impact.
- Planning a Strategic Programme of Events - We will coordinate a series of events with our supply chain, stakeholders, and delivery partners, aligning with evolving social value priorities and fostering collaboration.

Together, these actions will ensure our social value efforts remain dynamic, inclusive, and impactful, reinforcing our commitment to creating lasting positive change.





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