



## Application for Affiliate Non-professional Membership of The Institution of Environmental Sciences



Title (delete as necessary): Dr Miss Mr Mrs Ms Mx Prof Other:

Forenames	<b>Areas of interest (please tick up to three)</b>  <input type="checkbox"/> Acoustics <input type="checkbox"/> Air Quality <input type="checkbox"/> Built Environment <input type="checkbox"/> Climatology & carbon management <input type="checkbox"/> Ecology/Conservation <input type="checkbox"/> Education & Training <input type="checkbox"/> Energy <input type="checkbox"/> Environmental Management <input type="checkbox"/> Forestry & Landscaping <input type="checkbox"/> Heritage & Archaeology <input type="checkbox"/> Impact Assessment <input type="checkbox"/> Land Condition <input type="checkbox"/> Marine & Coastal <input type="checkbox"/> Odour <input type="checkbox"/> Policy <input type="checkbox"/> Sustainability <input type="checkbox"/> Transport <input type="checkbox"/> Waste management <input type="checkbox"/> Water <input type="checkbox"/> Other (please state below)
Surname	
Address	
Date of birth	
Student? (Name of Uni. + expected graduation year)	
Employed? (Occupation + organisation)	<b>How did you hear about the IES? (please tick)</b>  <input type="checkbox"/> Colleague/contact <input type="checkbox"/> IES Website <input type="checkbox"/> Other website (please state) _____ <input type="checkbox"/> IES Event (please state) _____ <input type="checkbox"/> University (please state) _____ <input type="checkbox"/> Other source (please state) _____
Telephone	
Mobile	
Email	<b>In accordance with the Data Protection Act, permission is required to hold all personal data in electronic format. Please tick the boxes below.</b>  <input type="checkbox"/> I agree to the details from this form being stored in an electronic format for IES mailing purposes. Your details will never be passed on to a 3rd party without your express permission.
Do you belong to any other professional organisations? (Please tick)  <input type="checkbox"/> Yes <input type="checkbox"/> No  If 'Yes', please state which _____	

I hereby certify that the information given on this form is accurate and I apply for Individual Affiliate Membership of the Institution of Environmental Sciences. I agree to be bound by the Rules, Regulations and Constitution of the IES (as amended from time to time) and to maintain with the IES a registered email address.

Date

Signature

**Application is £12 with an annual renewal of £12 in subsequent years.**

Payment should be made on application by credit or debit card by calling +44 (0)20 7601 1920, cheque or by bank transfer to Account Name: INST OF ENVRNMNTL SCIENCES LTD RC277611: Account Number: 65225655 Sort Code: 08-92-99 or cheque; please contact us if paying by cheque or if international bank transfer details required.

Please email this form to [info@the-ies.org](mailto:info@the-ies.org)

**Please ensure the data protection box is ticked, the form is signed and you have paid the £12 application fee**

# Diversity Monitoring Form

The Institution is committed to both the elimination of discrimination and widening of participation in the environmental science sector. Under the UK Equality Act 2010, the IES has a duty of care to its members, employees and the public to promote and uphold the equality of opportunity across all protected characteristics, including ethnicity, age, gender and disability, and to ensure that all receive fair and equitable treatment. To do this, we need to determine the current profile of the discipline, identify barriers to diminished participation, and evaluate the efficacy of our diversity policies.

**This form will be separated from your IES application prior to assessment**

## How does the IES define diversity and inclusion?

The IES describes diversity as all the visible and invisible differences between people's identity and background, whether it be age, gender, ethnicity, disability, religion, sexual orientation, socioeconomic status, or otherwise. We characterise inclusion as the environment in which diversity is valued.

## What is monitoring?

To put it simply, monitoring comprises a two-stage process – data collection and analysis. The first step requires us to gather information on the characteristics of our members, service users and workforce, including staff, recruits and committees, to benchmark and track performance. The second step allows us to informedly augment our activities and give data collection meaning. Overall, it enables us to better understand the audiences we serve and intelligently respond to issues that affect them.

## Why monitor?

The only way we can even begin to determine whether our equal opportunity and diversity policies are working is by monitoring and benchmarking against relevant markets such as the sector, scientific community or society.

Without quantifying the efficacy of these policies, even the best of intentions may remain just that, intentions unmet. Monitoring provides organisations with the insight to identify key areas of strength and vulnerability, and to analyse how policies, practices and procedures may affect different communities. Through careful analysis, it is possible to detect unperceived inequalities, investigate underlying triggers to underrepresentation, and target appropriate resources and support.

With continual monitoring, we can begin to compile trend data and deduce whether our actions have had any measurable impact. These trends can also better inform future planning and policymaking.

This monitoring exercise will ask questions regarding ethnicity, disability, and gender. You are obligated to answer every question, although your participation is certainly encouraged.

## How is the information stored?

All data collected within this survey will be stored in compliance with the existing Data Protection Act, and is accessible to a limited personnel. This data will never, under any circumstances, be passed on to a third party in a way which enables you to be identified, nor will this form be included in your IES application. Answers to these questions may be reported as a depersonalised and aggregated dataset for statistical purposes.

## Participation

We are sensitive and considerate to the fact that some people would rather not complete diversity forms, potentially through fear that the information will be misused, or that questions are highly personal or irrelevant. We wish to assure you that you are not obligated to answer any or all of these questions. Participation is entirely voluntary and those who choose not to respond will not be subject to discrimination. We do, however, encourage as many people as possible to respond to this survey as the quality of monitoring can only be as good as the quality of the data.

## Gender

The IES is responsible for monitoring the gender of its members to assess whether there is underrepresentation across the sector and, if so, augment practices accordingly. We recognise that gender is a spectrum and have tried to list sufficient options to reflect this. However, if your gender has not been listed here, please use the *Self-describe* option to specify. You are welcome to skip this question by selecting *Prefer not to say*.

**Please select the option that best describes your gender:** (*Double-click on option box and select 'checked'*)

☐ Female ☐ Male ☐ Non-binary ☐ Trans\* ☐ Self-describe: ..... ☐ Prefer not to say

## Ethnicity

As the professional body for the environmental sciences, the IES has a duty to monitor the ethnicity of its service users to gain an overview of both member and sector profiles by benchmarking against relevant markets. This will enable us to evaluate discrepancies, and refocus resources to better serve underrepresented communities.

The collection of ethnicity data can be challenging due to the subjective, multi-faceted and nuanced classification of what constitutes an 'ethnic group'. We have categorised ethnicity in line with the 2011 Census (UK), and therefore encourage individuals to self-identify their own ethnicity. If your ethnicity is not listed here, please specify as appropriate. You are welcome to skip this question by selecting *Prefer not to say*.

**How would you describe your ethnicity?** (*Double-click on option box and select 'checked'*)

### Asian/Asian British:

☐ British ☐ Bangladeshi ☐ Chinese ☐ Indian ☐ Pakistani ☐ Other Asian Background: .....

### Black/African/Caribbean/Black British:

☐ British ☐ African ☐ Caribbean ☐ Other Black Background: .....

### Mixed/Multiple Ethnic Groups:

☐ White & Asian ☐ White & Black African ☐ White & Black Caribbean ☐ Other Mixed Heritage: .....

### White:

☐ British ☐ Irish ☐ Gypsy or Irish Traveller ☐ Other White Background: .....

### Other Ethnic Group:

☐ Arab ☐ Other Ethnic Background: .....

### Prefer not to say:

☐ Prefer not to say

## Disability

The IES monitors the disability of its members to ensure that disabled people are not disproportionately excluded from participating in environmental science. This will inform the Institution of whether it is necessary to target resources to combat discrimination. Under the UK Equality Act 2010, you are disabled if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do 'normal daily activities', where:

- 'substantial' is more than minor or trivial
- 'long-term' means 12 months or longer
- 'normal daily activities' include everyday tasks such as eating, washing, walking, or shopping

Disabilities may include, but are not limited to, one or a combination of the following: hearing impairment; learning disability; long-standing illness or health condition; mental health condition, physical or mobility impairment; or visual impairment. You will not be required to specify the nature of your disability/disabilities in this form, however, if wish to discuss this with the IES Office, please email [info@the-ies.org](mailto:info@the-ies.org) or call +44 (0)20 7601 1920. You are welcome to skip this question by selecting *Prefer not to say*.

**Do you consider yourself to have a disability or long-term health condition?**

(*Double-click on option box and select 'checked'*)

☐ Yes ☐ No ☐ Prefer not to say