



<b>Surname</b>		<b>Forenames in full</b>	
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<b>Office address</b>	<b>Date of birth</b>
	<b>Job Title</b>
	<b>Employer</b>

Referee Details	

From	To	Career details

Date	Degree/qualification	University/College
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### Membership of other professional bodies

Date	Designated grade (e.g. Fellow)	Professional body
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Please give an account, within 200 words, of how you have achieved distinction in the environmental sciences profession. See [www.the-ies.org/joining/fellowship](http://www.the-ies.org/joining/fellowship) for example of what the Fellowship Committee considers to be 'distinction'.

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Please describe, in 200 words or less, how, as a Fellow of the IES, you could contribute to furthering the aims of the Institution (available at [www.the-ies.org.uk/about\\_us](http://www.the-ies.org.uk/about_us)).

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*Additional details may be given on a separate sheet.*

In order to administer your membership and deliver you our services, it is essential for us to process your personal data and store it in electronic format. We have outlined how this information may be used and why in our [Privacy Statement](#). You can unsubscribe from most of our communications in the [Members' Area](#) or by contacting us directly. It is our policy to retain your details for up to three years once your membership has expired, but you are welcome to request its removal at any time.

I confirm that I have read the Privacy Statement and am happy for the IES to process my personal data in order to maintain my IES membership

I certify that the information given on this form is accurate. I agree to be bound by the Rules, Regulations and Constitution (see [www.the-ies.org/members\\_documents](http://www.the-ies.org/members_documents)) of the IES as amended from time to time and to maintain with the IES a registered email address.

Date	<table border="1"><tr><td></td></tr></table>		Signature	<table border="1"><tr><td></td></tr></table>	

This form should be emailed to:  
[info@the-ies.org](mailto:info@the-ies.org)

#### Applicant Check List:

- ☐ Ticked data protection box
- ☐ A supporting testimonial
- ☐ Enclosed current CV
- ☐ Paid £30 administration fee
- ☐ Included any additional qualification certificates achieved since last application

A non-refundable fee of £30 is required to cover the cost of administration. You can call us on +44 (0)20 3862 7484 to pay by credit or debit card, send payment by bank transfer (details on request) or send a cheque payable to 'Institution of Environmental Sciences'

Your application will be reviewed by the Fellowship Committee and a recommendation made to the IES Council. This process may take up to three months. You will be notified as soon as the decision has been made.



The institution of  
environmental sciences

## Diversity Monitoring Form

The IES is committed to eliminating discrimination and increasing 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 advocate equal opportunity for all, regardless of age, ethnicity, gender or any disabilities, ensuring everybody receives fair and equitable treatment. To do this, we need to determine how diverse the sector is, identify barriers to inclusion, and evaluate how effective our diversity policies are.

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

### How does the IES define diversity and inclusion?

The IES defines 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 describe inclusion as the environment in which diversity is valued.

### What is monitoring?

To put it simply, monitoring is a two stage process, data collection and data analysis. The first step is for us to gather information about our members, service users and workforce, including staff, recruits and committees. The second step requires us to analyse this information by benchmarking, tracking performance and updating our activities, giving the data collection meaning. Overall, it enables us to better understand the audiences we serve and respond to issues that may affect them.

This monitoring exercise will ask questions regarding ethnicity, disability, and gender. You are not obligated to answer every question, although participation is encouraged.

### Why monitor?

An effective way to determine whether our equal opportunity and diversity policies may be working is through monitoring as it can provide a quantitative measure of change.

Without measuring how effective our policies are, even the best of intentions may remain just that, intentions unmet. Monitoring provides organisations insight into key areas of strength and vulnerability, and to analyse how policies, practices and procedures may affect different people. It allows us to detect potential inequalities and underlying triggers to underrepresentation, which may help target appropriate resources to combat these issues.

Over time, we can compile trend data and see whether any actions we have taken to combat inequality have had any measurable impact. These trends can also be used to inform future planning and policymaking.

### How is the information processed?

Most of the data collected within this survey is considered to be sensitive in nature. We ensure that this information will always be handled with great care, respect and privacy. The answers you provide are only available to personnel who require access to it and will never, under any circumstances, be passed on to a third party in a way which enables you to be identified, including the assessment of your IES application. We may report on the answers you provide as a depersonalised and aggregated dataset, ensuring our sample size is sufficiently large. You can edit these responses later in the Members' Area. If you do not initiate your membership within three months of acceptance, all responses will be removed from our records.

You can read more about how we process personal data, including sensitive personal data, in our [Privacy Statement](#).

### Participation

We respect that some people would prefer not to 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 of these questions if you do not want to. Participation is entirely voluntary and, whether you choose to respond or not, you will not be subject to discrimination. If you can, we encourage you to respond to this survey as the quality of monitoring can only be as good as the quality of the data.

## Gender

The IES would like to monitor 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:

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

## Ethnicity

We wish to monitor the ethnicity of our members as it will enable us to evaluate potential discrepancies within our activities and refocus resources to better serve underrepresented groups of people.

We acknowledge that the collection of ethnicity data can be challenging due to the subjective and multi-faceted nature of what an 'ethnic group' is. We have chosen to categorise ethnicity in line with the 2011 Census (UK) which encourages people to self-identify their ethnicity. If your ethnicity is not listed here, please specify in the appropriate space. You are welcome to skip this question by selecting *Prefer not to say*.

### How would you describe your ethnicity?

#### 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 can inform us 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 3862 7484. 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?

☐ Yes ☐ No ☐ Prefer not to say