



INSTITUTION OF ENVIRONMENTAL SCIENCES

ANNUAL REPORT²⁰²⁰

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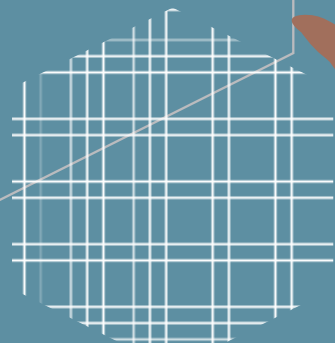
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“I AM THRILLED TO HAVE
PLAYED MY PART IN HELPING
THE IES TO EVOLVE INTO
A HIGHLY SUCCESSFUL
ADAPTIVE ORGANISM.”



In this, my last foreword as IES Chair, I want to extend my immense gratitude to Adam and his team for driving the Institution's adaptation to very peculiar circumstances. Indeed, there are areas of the IES that are stronger than they were a year ago.

Gary Kass
Chair of Council, March 2021

A note from our Chair

After reading Charles Darwin's *On the Origin of Species*, Herbert Spencer coined the phrase, "survival of the fittest" in 1864. While many have used and often misinterpreted the meaning of this now famous phrase, it has been set down clearly by renowned evolutionary biologist Stephen Jay Gould as meaning "better designed for an immediate, local environment". So fittest means best adapted to circumstances and not just the simplistic notion of strongest.

I've started this Chair's introduction with a reflection on the phrase "survival of the fittest" because this helpfully captures how the IES has performed over the last year. In essence, the IES has adapted brilliantly, led admirably by Adam and his team.

My huge thanks must also go to my fellow Council members and to two people in particular: Julie Hill as our Vice-Chair and Iain Byrne as our Treasurer. As I stand down as Chair, I know that Julie will take up the mantle with great skill, sensitivity and expertise.

When I took on the role three years ago, I had two key goals in mind: to help drive IES strategy and to broaden its perspective. I am pleased to say that the organisation has made tremendous

progress in both of these directions! I can see clearly that the IES has become much more focused on its membership, more professional in its operations and more modern in its governance.

A few years ago we broadened our definition of environmental science, as we recognised the discipline had adapted to changing needs. We focus, now more than ever, on applying the breadth of science (natural, social and economic) to addressing critical environmental and sustainability challenges. Our roadmap towards the United Nations Climate Change Conference (COP26), to be held in Glasgow in November, stands as great testament to the innovative approaches that must be at the heart of adapting to change.

We see this mirrored more widely across many businesses, academic institutions, civil society groups and governments in discussions and plans for recovery from the impacts of Covid-19. IES has a strong role to play as we build back better and particularly in building back greener. And of course, while we recognise the urgency of tackling the climate and ecological crises, we must not pursue these in isolation to each other, and we must not pursue these without considering the wider economic and social aspects. As we

enter the UN Decade of Nature Recovery, we must act to safeguard natural systems while also driving innovation and ensuring fairness as we transform our society towards meeting the full suite of sustainability goals. I'm not alone in saying we need the recovery to be truly green, not just clean.

So, as I look back over my three years as Chair – and three years as Vice-Chair before that – I am thrilled to have played my part in helping the IES to evolve into a highly successful adaptive organism. The Institution has proven itself resilient and agile in the face of unpredictable change; yet clear in its vision and its mission. The IES has been, and remains, highly fitted to its immediate environment and quickly showed an ability to not merely survive in radically changed conditions, but to thrive.

My last words are reserved to thank IES members for their continued support. The IES is a membership body driven by its members' needs. Only by working with you – and ultimately for you – will the IES continue to grow and strengthen the environmental science profession and its impact on some of the most important and urgent challenges the world faces.

“The Institution has proven itself resilient and agile in the face of unpredictable change; yet clear in its vision and its mission. The IES has been, and remains, highly fitted to its immediate environment and quickly showed an ability to not merely survive in radically changed conditions, but to thrive.”

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Whatever stage you are at in your career, the IES has membership services that will help you gain recognition and progress to the next level. Members come from all areas of the environment sector, wherever jobs are underpinned by science.

07

Growth in IES membership in 2020: **10%**

Growth in IAQM membership in 2020: **8%**

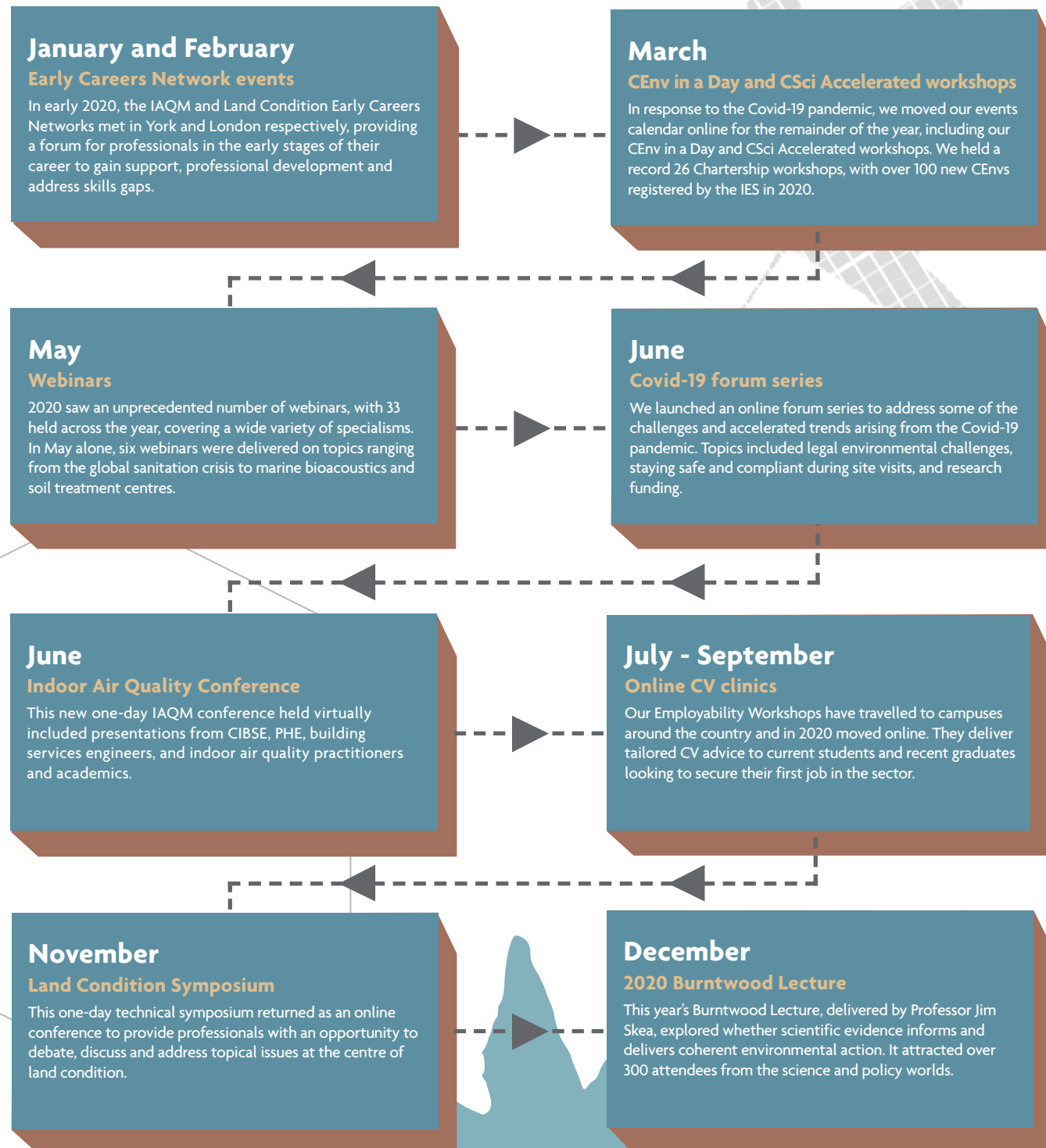
14% growth in number of Chartered Environmentalists

7% growth in number of Chartered Scientists

Over **110** accredited programmes worldwide

Aiding professional development

Event highlights from 2020



environmental SCIENTIST

Our quarterly thematic journal

The world wakes up to waste



From plastic in rivers and oceans to the contribution to climate change, the issue of waste can no longer be confined to landfill. Despite growing awareness of the consequences of our resource use, there are many problems still to be solved. This edition explored how circular economy theory can be embedded across sectors, how we might tackle plastic in oceans and rivers, and provides practical case studies of waste hierarchies in action.

Talking tactics: Environmental protection and armed conflicts



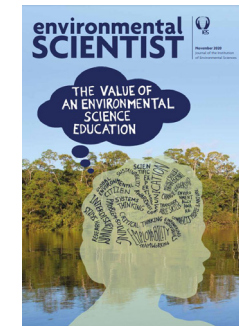
Whilst the human cost of war is profound and undisputed, war's environmental consequences have received far less attention, despite their potential for significant and long-term harm to human health and ecosystems. This edition examined the environmental dimensions of conflicts: how the environment can be affected by armed conflicts and military activities, and what can be done to increase its protection.

Reconnecting society with its ecological roots



Recognition of feedback between human activities and our supportive ecosystems, in turn affecting human health, economic prospects, security and opportunity, has been well documented. In this edition, we explored the need for a new paradigm that places ecosystems and their processes at the centre of societal thinking, policy, fiscal systems and resource use habits, reconnecting society with its ecological roots.

The value of an environmental science education



Environmental education can provide significant benefits above and beyond environmental knowledge. This edition explored opportunities for environmental education – from primary and secondary school to study at university or participation in environmental outreach activities – and the value of widespread environmental literacy in addressing global sustainability issues. It discusses career pathways, new routes into the sector and educating for an environmentally resilient economy.

Issues planned for 2021

March: Creating a sustainable future: the Decade of Ocean Science

June: Indoor air quality

September: Migration

December: United Nations Climate Change Conference (COP26)

Policy

Representing members' views in policy & decision making

2020 was an extreme example of how government policies can affect the ways we live our lives. It remains crucial that IES members are given a voice in the decisions which affect the profession, the sector, and wider environmental concerns. Here are just a few highlights from a busy year of IES policy activity.

January Parliamentary Bills

The Environment, Agriculture, and Fisheries Bills, returned to Parliament. Throughout the year, the IES provided analysis on the status of the Bills and met with decision makers to discuss the legislation and the UK Government's environmental ambitions.

A voice for science, scientists, and the natural world

All year long, the IES has paid close attention to the latest policy developments to ensure that members' voices feed into the wider policy conversation and inform decision makers with evidence from the environmental sciences, including during consultations such as:

- May 2020: EFRA Committee Flooding Inquiry response
- June 2020: Comments on BSI Biodiversity Net Gain Standard
- August 2020: Environmental Audit Committee Green Recovery Inquiry response

The IES has also been a vocal supporter of collaborating with other environmental professionals, supporting SocEnv joint statements on Fisheries, ELMS, environmental priorities, and the pandemic recovery.

November STAGES to COP26

Following the annual Burntwood Lecture, the IES launched a new programme of work for the year leading up to COP26, focusing on events and briefings to bring together the sector and the profession for six themed discussions.

Developing evidence-led recommendations

From May to September, the IES undertook a process to bring together the best available evidence on soil health and land management with a working group of experts and input from IES members. The result was a policy report, 'Sustainable, healthy, and resilient: practice-based approaches to land and soil management', which has helped the IES push for better recognition of the importance of addressing soil and land issues from a systems perspective. The report uses insights from the best professional practice in land management.

May Applying guidance to the sector

As the first UK lockdown was eased, the IES provided a breakdown of the new Covid Secure guidance and what it meant for IES members, taking steps to provide simple and relevant explanations for how environmental professionals would need to adapt.

Raising evidence with policy and decision makers

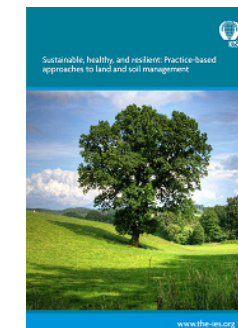
To make the most of the work being done by the IES to bring together environmental science and professional insights with policy processes and decision making, the IES has been expanding its relationships with key stakeholders. Between June and October, the IES made contact with more than 100 Parliamentarians.

This correspondence was followed by half a dozen focused meetings in the second half of 2020, where the IES raised concerns on a range of topics including how Covid-19 was affecting the sector, how to raise the profile of environmental science in Parliament, and ongoing policy decisions, especially around the UK Government's environmental legislation, the formation of the OEP, and how to ensure a sustainable recovery from the pandemic.

Reports & guidance

Supporting evidence-based management & decision making

Sustainable, healthy, and resilient: Practice-based approaches to land and soil management



The benefits of healthy soil are poorly understood, yet play a key role in many areas of our lives. This report consolidates knowledge from the environmental sciences on the interactions between land management and soil resources to be shared with policymakers and decision-makers. Decisive policy intervention could create a positive future: one where we have a sustainable climate, healthy food, and resilient communities.

A guide to the assessment of air quality impacts on designated nature conservation sites



Air pollution damage to protected wildlife sites is often overlooked due to the current emphasis on its effect on human health. Originally published in 2019, this guidance signposts the appropriate thresholds used by local authorities, the Environment Agency and other regulators to conclude that there will not be a significant effect of air pollution. The document was updated in 2020 to reflect changes in guidance documentation.

Working through a pandemic: the evolving impact of Covid-19 on the environmental science sector



This report highlights the findings of a second survey of professional IES members, undertaken in September 2020, to help us to better understand the overall impact of the Covid-19 pandemic on the environmental science sector, and how members' personal and professional circumstances evolved throughout this period. The findings of both reports enabled us to tailor the advice and services that we provided to members in response to the pandemic.

Covid-19 Impact Report



We surveyed our professional members in April 2020 to find out how the Covid-19 pandemic had impacted them so far. The survey explored the effect on factors such as workload, ability to fulfill existing business needs, well-being, finances and work-life balance. This report provides an overview of the initial impact of the Covid-19 pandemic on our membership and the environmental science sector as a whole.

Analysis pieces in 2020

- What does Covid-19 mean for the Environment and Agriculture Bills?
- Environmental opportunities of future transport
- Homeschooling support
- What does the latest Covid guidance mean for the environmental sector?
- Checking in on our mental health
- Our current and target GHG emissions
- Environmental science is for everyone – citizen science projects
- Could a green recovery be as simple as ABCDE?
- To what extent is policy ever 'science-led'?
- Build a career in the environmental sciences
- What is the value of an interdisciplinary response?
- Back to school: could you volunteer as a school governor?
- Roadmap for sustainability in MoD support infrastructure
- Redundancy support and resources
- Green Recovery: Making space for transformative change
- STAGES on the road to COP26

Communities

2020 was a busy and productive year for the IES Communities. Despite the challenges posed by the Covid-19 pandemic, we have continued to provide tailored membership services for their specialisms, steered by our Community members and developed through collaborative working.

This year saw the establishment of two new Communities: an Environmental Impact Assessment (EIA) Community, providing a forum for thought-provoking, critical conversations around EIA from a science perspective, and a COP26 Community, which is steering our activities in our STAGES on the road to COP26.

Our Land Condition and Marine & Coastal Science Communities have continued to grow and support the IES in delivering tailored membership services. The Land Condition Community has a newly established Steering Group, which is taking a leadership role in pushing forward community objectives. The Community has also forged some exciting new partnerships with the British Society of Soil Science, the Ireland Brownfield Network, the Remediation Society and the Geological Society, as well as joining the SiLC Affiliate Scheme. Our Marine and Coastal Science Community has also partnered with the Plover Rovers and the United Nations Ocean Decade.

Land condition

7%

growth in working group

6 events

1 symposium



Marine & Coastal Science



26%

growth in working group

5 events

EIA

2 community debates

1 webinar



Partner organisations

Sister & umbrella organisations

CHES

CHES had another strong year in 2020, with more universities accredited than ever before. We ended 2020 with the highest number of student members yet, 2523 across 50 member institutions, 45 of which have accredited programmes. We sent out over 750 Graduate Certificates over the summer and saw 216 students continue their membership with the IES as graduates.

In May, the CHES AGM was moved online as a result of the Covid-19 pandemic and drew attendees from 18 of its 50 member institutions. The online format also allowed members from overseas institutions to attend for the first time.

2523 student members

Recognising the impact of Covid-19, additional support was provided to CHES member institutions, including introducing a new teaching resource to accompany the environmental SCIENTIST journal. Following the success of our bespoke Environmental Employability Workshop days, we also ran three online CV Clinics over the summer to provide additional support for students and graduates.

Two new opportunities for students were launched in September: a blog series showcasing students' experiences studying an environmental science programme, and a Student Ambassador Scheme to strengthen the relationship between the IES and our student members.

An edition of the environmental SCIENTIST journal exploring the value of an environmental science education, developed in collaboration with CHES, was published in November. The edition featured content from a number of CHES committee members and authors from accredited universities. CHES also launched its new branding, website and newsletter in the same month, enabling us to keep the CHES community up to date with important news from CHES and across the sector.

IAQM

The IAQM, sister organisation to the IES, has provided valuable CPD opportunities throughout the pandemic for air quality professionals working in ambient and indoor air quality management, through the provision of free webinars, virtual conferences and forums. The IAQM has continued to act as the voice of air quality professionals in the UK by responding to government consultations and supporting best practice in the sector through the production of guidance and position statements.

In Autumn 2019, the IAQM extended its mission to include professionals working in indoor air quality. Leading on from this, the IAQM has undertaken a range of activities to support professionals working in this specialism, including the establishment of an Indoor Air Quality Subcommittee, an inaugural Indoor Air Quality Conference and a position statement on Indoor Air Quality Assessment Levels.

8% growth in IAQM membership

IES is a member or partner of the following organisations:



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Past & Present


 2020 2021

Virtually all virtual

The pandemic meant we all got used to delivering and undertaking CPD online. In 2020, we delivered a record 33 webinars, 26 workshops, five forums, three AGMs, two conferences and one lecture all online.

Heading indoors

Just seven months after announcing they were expanding their mission to include indoor air quality, the IAQM launched a new one-day conference on the theme.

Covid support

During a disrupted period for members, the IES did its best to help by providing homeschooling resources, checking in on mental health, and examining the legal and technical issues arising from the pandemic through our forum series and blogs.

Old favourites return

We will be monitoring whether it is safe to return to physical events in 2021. Whether in person or online, we will be running DMUG, the Land Condition Symposium and Routes to Clean Air this year.

Changing indoors

The IAQM will be publishing its new indoor air quality guidance by the summer and a journal on the theme will be published in Q2.

Green recovery

We believe that lessons can be learnt from the pandemic and societies' response that can be taken forward in addressing environmental challenges. In 2021 we will be working to ensure that the recovery is a green one.

Healthy soil

In a new approach to our policy work, the IES put together policy recommendations to promote sustainable, healthy and resilient soils.

Leading by example

We became a signatory of the Pledge to Net Zero Initiative, committing to reducing our own emissions to help meet the UK's target of net zero greenhouse gas emissions by 2050.

International engagement

Online delivery enabled greater engagement from international members with a multitude of our events, despite time differences, something we want to maintain in future years.

Final year

This was the final full year of the 2018-21 strategy, which prioritised scaling, process improvement, specialisation through our communities and policy influence.

Local action

After the startling success of extinction rebellion, the majority of UK local authorities declared a climate emergency, but since then progress has been mixed. This year, the IES will be pulling together evidence to help them accelerate climate action at a local level.

Leading discussion

In the run up to COP26, we will be leading six discussions with the sector to help the environmental science community make a meaningful contribution to the conference.

Improving diversity

We plan to build our understanding of the underlying causes of low ethnic diversity in the sector, inspire more consideration for diversity, and enable more individuals from all ethnicities to access, progress and excel in the field.

First year

Our new strategy, launching in April 2021, will capture the best of the values of our fifty-year history, whilst recognising the accelerated role we must play in helping members and society overcome a series of interlinking crises.



“IT IS WITH A GREAT SENSE OF PRIDE THAT I LOOK BACK ON HOW THE INSTITUTION AND THE SECTOR RESPONDED TO THE CRISIS. LET’S CARRY THAT SPIRIT FORWARD INTO CREATING TRANSFORMATIVE CHANGE TO TACKLE ENVIRONMENTAL AND SOCIAL PROBLEMS.”



“Adaptation refers to adjustments in ecological, social, or economic systems in response to actual or expected ... stimuli and their effects or impacts” (UNFCCC). 2020 was a reminder of what author Nicholas Nasseem Taleb called Black Swans – unexpected and unpredictable extreme events. In March, seven or eight low probability items on our risk register were realised overnight.

Adam Donnan,
CEO, March 2021

Lessons in adaptation

Whilst no one factor threatened the existence of the organisation, we, like many other organisations, were concerned about the cumulative effect of a whole host of risks and impacts on our income, expenditure and operations.

As an organisation we were set up for home working but not for the whole team at once. To compound problems, we had four new members of staff starting two weeks after lockdown in the UK was announced.

Fortunately, what followed was a lesson in adaptation: rapid fire action and innovation by the hybrid team of existing staff and the new starters. Training workshops were shifted online, and physical conferences cancelled, with refunds sought from venues. We published interpretations of what the UK Government guidance meant for our sector, collated home-schooling resources and interrogated the government’s green recovery plans. We launched a new Forum series to investigate legal and technological challenges and developments arising from Covid-19, and published reports on its impact on our membership. Our new corporate partnership initiative, donation platform

and membership drives minimised the financial impact of the pandemic.

There were some unexpected benefits of these new ways of working, such as greater accessibility of our events for international members. Membership engagement increased, as the extensive use of video conferencing lowered the barriers for setting up interactions with groups of members. A Rubicon has been crossed: flexible, hybrid working will now be the norm for our staff. It has also helped us clarify what we value most in a world without social distancing. When physical events return, we will be maximising the opportunities for networking and social interaction.

Meanwhile our members were also adapting. Innovations and practices for remote sensing, digital EIA and online consultations were accelerated. Adjustments were made to account for changes in background pollution concentrations and advice was given to local authorities on active transport.

Never before has there been such public scrutiny on evidence generation, brokerage and its use (or absence) in policy- and decision-making. Science had

some remarkable successes (vaccines) and some notable failures (the early attempt to mitigate and not suppress the virus).

Whether the response to the current crisis will inspire society to go on to attempt to solve the multitude of environmental and social crises we face is yet to be determined. Crisis fatigue is a danger we may have to face, but the pandemic has shown that society will tolerate huge changes to lifestyles and behaviours if a threat seems real and immediate. Lessons have been learned, assumptions tested in the heat of a crisis and the difficulties of providing independent scientific advice to a contested and polarised system revealed. The position of science and scientists in society and their relationship to the policy sphere has shifted irrevocably, which opens up a window of opportunity.

The pandemic highlighted our collective vulnerability, but the sector has shown remarkable powers of adaptation. It is with a great sense of pride that I look back on how the Institution and the sector responded to the crisis. Let’s carry that spirit forward into creating transformative change to tackle environmental and social problems.

“Whether the response to the current crisis will inspire society to go on to attempt to solve the multitude of environmental and social crises we face is yet to be determined.”

Diversity & inclusion

IES membership

As the representative body for environmental sciences, it is essential that we proactively seek to enhance diversity and inclusion across the sector, act as agents for change, and lead by example for the betterment of our society, economy and environment. We ensure decisions are always backed by evidence, and to ensure our policies, practices and procedures are truly inclusive, we have been collecting opt-in diversity data from our members, staff and governance teams. The 2020 annual report is the first opportunity for us to deliver robust data to highlight our strengths and areas we need to improve on.

Members

Gender

Across all membership types, 5,333 of our members provided data on their gender identity. There is an almost even split amongst the binary genders, with our transgender and non-binary members, and those who identify as any other gender, forming <1%.

Ethnicity

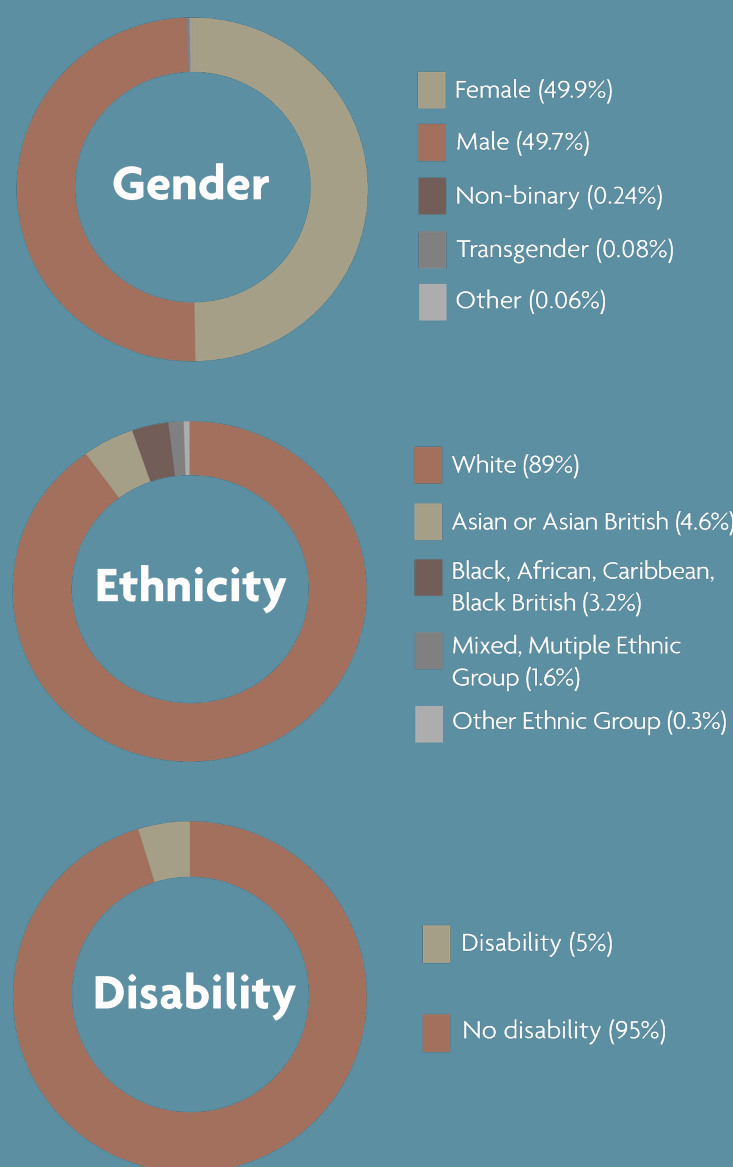
For analysis purposes, we categorise ethnicity using UK Government guidance but recognise that ethnicity is a multi-faceted, self-identification process, which is reflected in the way we gather these data.

Looking specifically at our membership cohort with UK addresses, of the 1,626 members that volunteered their data, White is the most commonly identified ethnic group, the majority of whom self-identify as White or White British. Asian or Asian British forms the second largest ethnic group at 4.6%. Within this broader group, 40% of respondents chose Asian or Asian British as an ethnicity in its own right, and Chinese and Indian ethnicities comprise a further 19% and 23% respectively. Black, African, Caribbean and Black British make up 3.2%, with 52% of this group identifying as African. Mixed or Multiple Ethnic Group makes up 1.6% of our UK membership, with 54% of this group identifying as White and Asian.

When including our international members, White remains the most common ethnic group at 85.3%, with Asian or Asian British growing to 6.6%, Black, African, Caribbean and Black British growing to 4.5%, Mixed or Multiple Ethnic growing to 2%, and other ethnicities collectively growing to 0.8%.

Disability

We currently only ask if members “consider themselves to have a disability” as defined under the UK Equality Act 2010. Of the 1,933 members who volunteered this data, 5% consider themselves to have a disability. As we continue our journey to a truly inclusive organisation, we will look to work with those with disabilities to explore and define types of disability to improve accessibility.



Diversity & inclusion

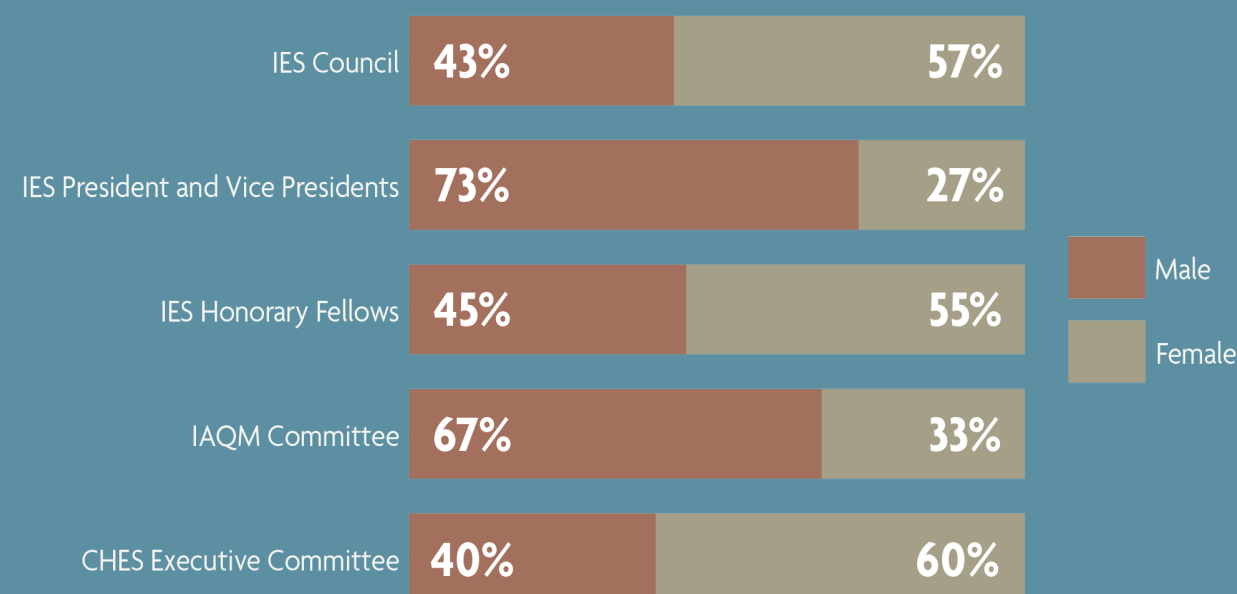
Governance

We are embedding consideration and practice regarding diversity and inclusion at all levels of our organisation. A diverse board of governance can more readily support a diverse membership and more considered approaches to our activities and their impacts. In this year's annual report, we are publishing the gender split of our governance board and committees.

The application process to be elected to our governance boards is transparent, open and widely advertised to encourage a diverse range of candidates. Currently, only the binary genders are represented in our governance. Additional categories of diversity data will be collected from 2021, in line with commitments made under the Science Council's Progression Framework.

We are committed to continually improving inclusion and access to our memberships and services, and facilitating

inclusion to the profession itself. As we continue to make changes and improvements, we look to begin monitoring data on additional diversity characteristics, such as sexual orientation and faith, to help ensure we are inclusive in all that we do. We welcome suggestions and feedback on how the IES can do more to be inclusive: we are particularly keen to hear from underrepresented groups and those with characteristics we do not yet monitor.



Increase in income: **4%**
Increase in expenditure: **2%**



Statement of financial activities July 2019 - June 2020

	2020 £	2019 £
<i>Incoming resources</i>		
Voluntary income	462,633	444,059
Investment income	202	77
Total incoming resources	462,835	444,136
<i>Resources expended</i>		
Total resources expended	420,894	413,234
Net movement in funds	41,941	30,902
Fund balances at 1 July	178,475	147,573
Fund balances at 30 July	220,416	178,475

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.
The full IES accounts can be found at www.the-ies.org/members_documents

Environmental performance

Leading by example in achieving net zero

In 2020, the IES became a signatory to the Pledge to Net Zero initiative and the UNFCCC Climate Neutral Now campaign. We want to lead by example and commit to achieving targets to help meet the UK’s target of net zero greenhouse gas (GHG) emissions by 2050, in line with the Paris Climate Agreement 2015. This means not only reducing our organisational GHG emissions, but going one step further and aiming to achieve carbon neutrality.

Pledge to Net Zero is the first industry commitment in the UK requiring science-based targets from its signatories to tackle carbon emissions within their organisations. As part of our commitment, we are striving to:

- Set and deliver a greenhouse gas reduction target in line with a well below 2°C climate change scenario;
- Publicly report our greenhouse gas emissions and progress against this target annually; and
- Publish at least one piece of research/thought-leadership each year on practical steps to delivering an economy in line with climate science and in support of net zero carbon.

In addition to these commitments, our pledge to Climate Neutral Now also requires us to actively offset unavoidable emissions through the purchase of UN Certified Emission Reductions.

In line with both pledges, we have been collecting data on our current greenhouse gas emissions (shown in Table 1 below), covering as many aspects of our operations as we can accurately determine across all three scopes, as defined by the Greenhouse Gas Protocol. More information on each of the scopes and how they are defined can be found on the Greenhouse Gas protocol website.

In 2021, we will be releasing an update on our carbon footprint, with the understanding that this year has not been a normal year in our operations, along with commentary on how operational practices may benefit from the lessons learned whilst working remotely. We'll also be purchasing the carbon credits required as part of the UNFCCC's Climate Neutral Now campaign to become climate neutral.

Table 1. Current and target greenhouse gas emissions for all three scopes

	2019 GHG emissions (tCO ₂ e)	2025 GHG emissions (tCO ₂ e)	GHG reduction
Scope 1	0	0	0%
Scope 2 (location-based)	0 (1.58)	0 (1.34)	0% (15%)
Scope 3	7.13	6.06	15%

Post holders, trustees & staff

President: Sir John Lawton HFIEnvSc

Senior Vice President:
John Baines MBE MIEEnvSc CEnv

Vice Presidents:
Dr Heather Barrett-Mold OBE FIEEnvSc CEnv CSci
Jenny Blumhof FIEEnvSc CEnv CSci
Dr Mark Everard FIEEnvSc CEnv CSci
Professor Jim Longhurst FIEEnvSc CEnv CSci
Professor William Pope FIEEnvSc CEnv CSci
Professor Carolyn Roberts FIEEnvSc CEnv
Phil Holmes MIEEnvSc
Dr Noel Nelson MIEEnvSc MIAQM
Dr Jim Whelan MIEEnvSc CEnv CSci

Honorary Officers of Council, who are also trustees, from the 2020 AGM were:

Chair: Gary Kass FIEEnvSc CSci
Vice Chair: Julie Hill MIEEnvSc CEnv
Treasurer: Ian Byrne CEnv

www.the-ies.org

Members of Council and trustees from the 2020 AGM were:

Eleni Antoniadou Snell MIEEnvSc CEnv
Jonathan Atkinson MIEEnvSc CEnv
Linsey Cottrell MIEEnvSc
Dr Iain Hossack MIEEnvSc CEnv
Rebecca Jessup MIEEnvSc
Dr Christine McHugh MIEEnvSc MIAQM CSci
Elizabeth Mullings-Smith MIEEnvSc
Professor Liz Price MIEEnvSc CEnv
Oliver Puddle MIEEnvSc MIAQM CSci
Dr Jackie Rogers MIEEnvSc
Dave Stone FIEEnvSc

Staff members and contractors on 31st December 2020 consisted of:

Chief Executive Officer: Adam Donnan
Programme Lead: Dan Ward
Education & Professional Development Officer: Rhiannon Humphreys
Engagement & Communities Officer: Ethny Childs
Publications Officer: Danielle Kopecky
Policy Officer: Joseph Lewis
Office Administrators: Lisa Abbott & Atricia Stiff
Journal Graphic Designer: Kate Saker
Journal Sub-editor: Caroline Beattie