



INSTITUTION OF ENVIRONMENTAL SCIENCES

ANNUAL REPORT ²⁰²¹

Contents

05	A note from our Chair	13	Partner organisations
06	Our membership	14	Past & present
08	Event highlights from 2021	17	CEO's report
09	environmental SCIENTIST	18	Equality, diversity & inclusion
10	Policy	21	Accounts
11	Reports, guidance & analysis	22	Environmental performance
12	Communities	23	Post holders, trustees & staff

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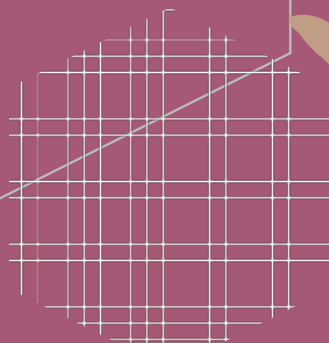
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“I AM HONOURLED TO HAVE
THE POSITION OF CHAIR
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STRENGTH.”



2021 was a difficult year for everyone to navigate – in and out of lockdowns, uncertainty about variants and vaccine efficacy, and a yearning to return to normality. With the worst of the pandemic now hopefully behind us, some new qualities of the world we live in are beginning to emerge.

Julie Hill
Chair of Council, February 2022

A note from our Chair

An obvious one is that, for many, working life may never be the same again. Many of us look forward to more flexibility around where and how we work, more tolerance of differing life circumstances, and – please let it be so – that flexibility leading to a more inclusive workforce. At the same time, there will be those who have no option but to leave their homes to work – health workers, the people who empty our bins and bring us food, the environmental professionals who work in the field, and others. These differences in opportunity could lead to tensions and a sense of unfairness that our members and wider society will need to navigate. The IES is here to help our professionals in all circumstances. We put huge emphasis last year on boosting diversity and inclusion in our sector; we will continue those efforts in this new context.

Another important dimension is the need for government to deliver against its own environmental aspirations, as public concern about the environment grows. The Environment Act finally completed its passage through Parliament late last year and, consequently, the independent Office for Environmental Protection (OEP) has gained its powers and has started work. I have the honour of being an inaugural board member of the OEP and commend the vision of the politicians who recognised the need for such a body to strengthen environmental governance after the UK's exit from the EU. At the same

time, the post-pandemic economic climate is leading to calls in some quarters to reign back on environmental policies and spending. This will be resisted by the IES and we will help our members to make representations on the importance of progressing an urgent environmental policy agenda.

The COP26 summit in Glasgow in November surprised us all. It was not a failure, as many predicted, and gave rise to some important new initiatives. Neither was it a resounding success, and climate has joined the list of environmental issues where the need for action is widely acknowledged but the actions are not yet comprehensively and coherently planned. The IES was well represented at COP, forging important new networks and showcasing our skills. We will build on this work in the coming year.

Finally, it is impossible to ignore wider geopolitics. Difficult energy politics, specifically on gas, have been brewing for years, if not decades. As I write they have become one of the touchpoints of the Russia/Europe clash, highlighting the need for resilience in our energy supplies. Here, again, environmental professionals across the disciplines have a role to play in advocating the alternatives to fossil fuels, using their skills to innovate, and delivering net zero strategies and schemes. We will provide all possible support with this urgent task.

At the same time, it is important to recognise that achieving net zero is about much more than replacing fossil fuels with renewables. It is about using resources efficiently and effectively, about transforming our food system to use less inputs and drive out waste, and about greenhouse gas capture via soils, crops and forests, as well as industrial plants. All of these developments need IES members' expertise.

We also should resist net zero dominating the agenda to the exclusion of other issues. We are yet to solve pressing problems of air and water quality, and of water availability in the future. Many species are still in decline and a sophisticated understanding of the drivers of pressures on our ecosystems is more urgent than ever. Soils are a neglected policy area, despite their primary role in underpinning the health of our food systems and biodiversity. New pests and diseases are emerging at an alarming rate, driven by global trade and climate change. On all these fronts, environmental professionals have a vital role to play, and the IES' cross-disciplinary nature enhances their impact.

I am honoured to have the position of Chair of such an important organisation for the next two years and look forward to taking it from strength to strength.

06

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 subscribing membership in 2021: 8%

Growth in IAQM membership in 2021: 9%

8% growth in number of Chartered Environmentalists

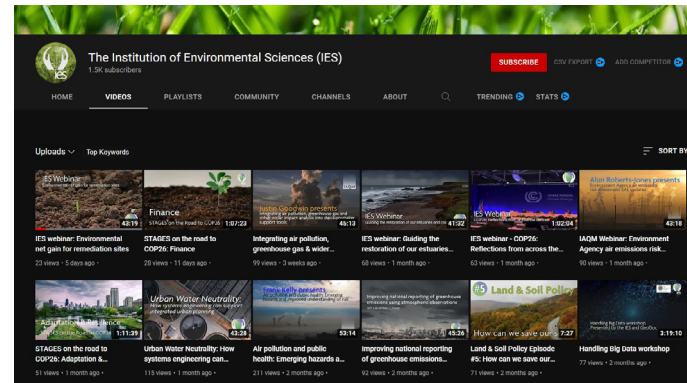
10% growth in number of Chartered Scientists

Over 135 accredited programmes worldwide

Event highlights from 2021

Webinars

Throughout 2021, the IES produced a record number of webinars on topics ranging from air quality monitoring to inspiring policy change through wildlife photography. We were thrilled to work with academics, industry professionals and organisations to provide over 3,000 attendees with free CPD opportunities. Each of our webinars is available to watch again on our YouTube channel.



Conferences

As we continued to adapt to the COVID-19 pandemic, 2021 presented an opportunity to leverage digital technology and offer several online and hybrid conferences throughout the year. We kicked off the year with DMUG 2021, a fully online conference which welcomed over 70 delegates. In the Autumn, once it was deemed safe to do so, we also held our first hybrid conferences: Routes to Clean Air and the Land Condition Symposium. The two events were streamed live from their venues in Bristol and Manchester for delegates who were unable to attend in person.



Burntwood Lecture

Our 2021 Burntwood Lecture featured a compelling and timely speech from Professor Joanna D. Haigh, former Co-Director of the Grantham Institute and recipient of the Institute of Physics' Charles Chree Medal and Prize in 2004. The lecture touched on the definition and implications of net zero future actions, with a look at what was agreed at COP26 in November 2021. We hosted the event in a hybrid format, welcoming attendees in person at Burlington House in London, as well as virtually via YouTube live stream.



environmental SCIENTIST

Our quarterly thematic journal

Creating a sustainable future: the Decade of Ocean Science



From marine pollution to the unsustainable production of food and our changing climate, the wellbeing of people and the ocean is inextricably intertwined. The Decade of Ocean Science for Sustainable Development (2021-2030) aims to provide a framework to generate the global ocean science needed for sustainable development of our shared ocean. This edition examined the 10 challenges of the Decade where efforts will be concentrated.

Improving indoor air quality



We spend an average of 90 per cent of our time indoors, and good indoor air is paramount for our optimum health, wellbeing and productivity. However, indoor air is often contaminated with pollutants from indoor sources, as well as those that have migrated from outdoors, and thus may potentially present a greater risk to our health than outdoor air. This issue examined aspects that are important to understanding how to achieve good indoor air quality.

Animal migration



Animal migrations are spectacular phenomena that have fascinated humanity for millennia. They also play vital roles in ecosystem processes, transferring nutrients, carbon, energy and genes, and supporting cultural resources and traditions. However, migratory populations are in an alarming decline due to the manifold threats they face in our rapidly changing world. This issue explored the complexities of animal migration and the actions needed to reverse declines in the numbers of terrestrial, marine and avian travellers making these impressive journeys.

From climate ambition to action



COP26 presented a potentially pivotal moment in the fight against climate change, bringing together global leaders to negotiate the new Glasgow Climate Pact. This edition considered climate change impacts and solutions across natural and human systems, and asked the question: has COP26 delivered? Articles examined the achievements and disappointments of the conference, the benefits of natural climate solutions, the powers and influence of local government, the critical role of the ocean in tackling climate change, and many more topics.

Planned themes for 2022

March: Planning a route to sustainable transport

June: 50 years of environmental science

September: Ecological restoration

December: TBC

Policy

Representing members' views in policy & decision making

2021 was a 'make-or-break' year for environmental policy. With the Environment Act entering law, the OEP beginning its work, and the COP26 climate negotiations taking place, it was a vital year with profound implications for our future sustainability. Throughout those landmark events, the IES has been at the forefront of arguing for holistic and transformative solutions based on systems thinking and underpinned by robust scientific insight.

Influencing decision makers

As the year's crucial developments have unfolded, the IES has been continuously engaging the Government and all levels of decision making to promote the voice of environmental science. Through meetings with key Departments and our public engagement focused 'Land and Soil Policy' video series, the IES has been promoting an evidence-led approach to environmental policy.

Representing the voice of environmental science

Playing a crucial role on the cusp of thought leadership, the IES has been actively engaged with Parliament and the media. The IES was quoted in a report by the House of Commons Environmental Audit Committee, the IAQM's indoor air guidance was raised in a question in Parliament, and the IES has been represented in national media, news digest, and policy events across the environmental sector.

Supporting the sector

Collaboration is at the heart of the IES' approach to policy, so the Institution has spent 2021 serving as a nexus for the voices of science, nature, and the wider environmental sector. This year, the IES supported the Society for the Environment's ground-breaking 'Soils and Stones' report, co-signed a letter by the Science Council on the Government Spending Review, and held 19 climate events to unite the environment sector ahead of COP26.

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Policy highlights

May

Standing up for strong governance

Although it has now entered into law, the start of 2021 was wrought with delays to the Environment Bill. Despite the delays, the IES continued pushing for strong governance with a response to the Government's Policy Statement on its Environmental Principles, arguing for the importance of a systems-level understanding of environmental harm.

July

Sharing local climate knowledge

Throughout the first half of the year, the IES worked with experts to produce a report on climate and local government, titled 'Transformative Action & Local Knowledge: Six dynamic ways to fight climate change'. The report highlighted how crucial local scales will be to combating climate change, prompting ongoing work by the Institution to promote knowledge-sharing between Local Authorities.

November

Advocating for transformative change

After a year bringing together voices from across the environmental sciences to find solutions to the climate crisis, the IES published its 'Manifesto for Transformative Change', setting out a pathway towards a sustainable society, underpinned by science. The manifesto was released at COP26, where the IES became an admitted observer to the UNFCCC process, attending the exclusive 'blue zone' to stand up for the voice of environmental science in the negotiations.

Reports, guidance & analysis

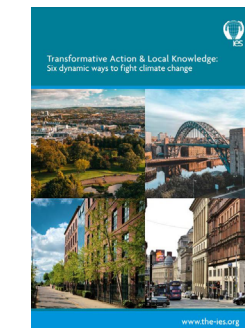
Supporting evidence-based management

A Manifesto for Transformative Change



This report sets out the IES' recommendations for global climate action, as well as the analysis and evidence to support them. Aimed at influencing COP26, those recommendations provide an ideal point of comparison between what was achieved at the summit and what still needs to happen.

Transformative Action & Local Knowledge: Six Dynamic Ways to Fight Climate Change



This report consolidates knowledge on local climate action, drawing on insights from across the environmental sciences, including on the natural systems which influence climate change and the social systems which determine whether or not climate action will be effective. The aim of the report is to share that consolidated knowledge with policy-makers and decision-makers, creating a positive vision where necessary changes can be viewed as the opportunities they are, rather than as risks.

Indoor Air Quality Guidance: Assessment, Monitoring, Modelling and Mitigation



This guidance has been produced to assist IAQM members and others in the assessment of indoor air quality. It is guidance for appropriately qualified practitioners working on improving indoor air quality. The guidance is endorsed by the Chartered Institute of Building Services Engineers (CIBSE).

Influencing the UK Parliament



Updated in 2021, this information pack is designed to inform members about the various routes to influencing the UK Parliament over issues, policies or legislation.

Analysis in 2021

- Addressing roadblocks for gender nonconforming environmental scientists
- Waste soils on development sites on the island of Ireland
- Women's leadership in the water sector
- STAGES on the road to COP26: Sustainability wrap-up
- How can the Environment Bill targets promote transformative change?
- EIA for better design: Moving beyond mitigation
- Book review: The Ecology of Everyday Things
- STAGES on the road to COP26: Transformation wrap-up
- Building a conceptual site model: Best practice, challenges and innovations
- STAGES on the road to COP26: Adaptation wrap-up
- How can we protect children's health this Clean Air Day?
- OEP: Should we be disappointed by delays?
- Collaborating on assessment, design and management
- COP15 delay: is nature being pushed out of the queue?
- STAGES on the road to COP26: Green Society theme wrap-up
- STAGES on the road to COP26: Economy wrap-up
- What we need from COP26
- 2021: Are air, water, and nature any better off?

Communities

Our IES Communities continued to thrive throughout 2021 and supported the delivery of an ambitious workplan of activities tailored to the needs and interests of our members. Community objectives continued to be member-led, with a focus on bringing together professionals around shared goals to collaborate and network.

There was a focus on professional development, with our Land Condition and Marine & Coastal Science Communities producing tailored Chartered Environmentalist (CEnv) guidance for their respective specialisms. This guidance signposts candidates to useful resources and provides key pointers on the required competencies. The Marine & Coastal Science Community played a leading role in an edition of environmental SCIENTIST that was endorsed as an official Ocean Decade activity. The Land Condition Symposium was held as the IES' first hybrid conference and the Land Condition Early Career Network (ECN) also held three virtual events for early career professionals in the sector, including a crossover event with the IAQM ECN and a workshop on handling big data.

Our EIA Community sought to tackle topical issues for EIA professionals through lively community debates and formed its very first working group to realise the IES' vision for EIA in the wake of proposed legislation updates. An evening webinar series also sought to explore how digital advances are supporting EIA professionals and projects.

Our first challenge-led community, the COP26 Community, kicked into action through our 'STAGES on the road to COP26' work and culminated in the production of the 'Manifesto for Transformative Change'.

A collaborative ethos guided our work, in recognition of the need to break down siloes and increase knowledge sharing across both sectors and organisations. Collaborative partnerships were established with the Ireland Brownfield Network, the Chartered Institute of Ecology and Environmental Management, the Society for Remediation Practitioners in the UK, the Geological Society, the British Society of Soil Science, and the Institute of Marine Engineering, Science and Technology – to name just a few!

Community events

14 webinars

7 discussion meetings/forums

9 community meetings

Partner organisations

Sister & umbrella organisations

CHES

The Committee of Heads of Environmental Sciences (CHES) is the education arm of the IES. It consists of 50 education institutes and administers the largest accreditation scheme of environmental programmes globally.

2021 was a difficult year for the education sector as it continued to adapt to the requirement for remote delivery imposed by the pandemic. This was reflected in the theme of our 2021 annual forum, 'Waving not drowning? Environmental science in the sea of COVID-19'. Speakers reflected on their experiences of the pandemic, shared success stories and the elements that did not go to plan, and considered how these adaptations presented opportunities for broader aspects of environmental science higher education.

The CHES accreditation scheme is based on the ES3 Benchmark Statement, covering Earth Sciences, Environmental Sciences and Environmental Studies. In 2021, a consultation was started on this document and, as with previous revisions, CHES had a lot of influence on the direction of the changes, with three CHES representatives on the advisory group. Numerous CHES and IES members also contributed through the consultation and our surveys that built an evidence base for our response. The new document will be published shortly.

IAQM

The IAQM, a sister organisation to the IES, provided air quality professionals with a wide variety of services this year, and has continued to act as a unified voice for member views through consultations responses and engagement with key stakeholders.

The IAQM adapted to the 'new normal' by providing virtual CPD opportunities, including an adapted DMUG conference, a forum on the first air pollution death certificate and monthly lunchtime webinars exploring topical issues. Towards the end of the year, the IAQM held its first hybrid event – a one-day Routes to Clean Air Conference in Bristol, welcoming members back to a face-to-face event for the first time in two years! The IAQM ECN also held three events, providing the opportunity for members to learn and connect with fellow early career air quality professionals.

Following the extension of IAQM's mission to cover those working in indoor air quality, the IAQM published its 'Indoor Air Quality Guidance: Assessment, Monitoring, Modelling and Mitigation'. The IAQM promoted this to key stakeholders in the sector, including the Chair of the APPG on Air Pollution who referenced the IAQM in a parliamentary question.

Finally, the IAQM elected Professor Frank Kelly as Honorary Fellow in recognition of his contribution to the field of air quality.

IES is a member or partner of the following organisations:



Past & Present

2021 2022

New directions

Our new three-year strategy was launched at our 2021 AGM, capturing the best of the values of our fifty-year history, whilst recognising the accelerated role we must play in helping society overcome interlinking challenges.

Our manifesto

Our 'Manifesto for Transformative Change', published at the end of COP26, set out 54 recommendations for global climate action, along with the analysis and evidence to support them.

Tentative return

In the second half of 2021, we were pleased to be able to deliver three hybrid events: Routes to Clean Air, the Land Condition Symposium and the Burntwood Lecture – our first in-person events since 2019.

Theory of change

To build on our ability to report on our impact, rather than simply our outputs, we will publish a detailed theory of change for the organisation, aligned to our 2021-2024 strategy. This will allow members and grant funders to track the Institution's impact.

Manifesto response

We have undertaken a comprehensive gap analysis to measure the UK's progress against the 54 recommendations outlined in our manifesto.

Normalcy restored?

The emergence of the omicron variant of COVID-19 meant that we decided to postpone in-person events in the first part of 2022. We intend to resume running hybrid conferences later this year, whilst maintaining our current frequency of webinars.

Improving diversity

Throughout 2021 we worked 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.

Managing risk

2021 was a challenging year for IES operations given the ongoing impacts of the pandemic. Given this context, we were very pleased to be able to deliver a record number of webinars and policy outputs.

COP26

Activities throughout the year centred around six key themes, our 'STAGES on the road to COP26': sustainability, transformation, adaptation, green society, economy and solutions. IES staff were on the ground in Glasgow at COP26 fighting for transformative change.

Overdue update

We spoke with members and formed a focus group to help direct the feel of an overdue update of our visual identity.

Understanding causes

Our report, 'A challenging environment: experiences of ethnic minority environmental professionals', was launched with the help of Chi Onwurah MP, Chair of the All-Party Parliamentary Group (APPG) on Diversity and Inclusion in STEM, in March 2022.

Systemic risks

This year we are taking a thematic approach to expanding our thought leadership on risk, particularly around the cascading failures and systemic risk vulnerabilities associated with major environmental challenges like climate change. We will be using the theme of risk to underpin some of our policy work and other activities.

Climate action

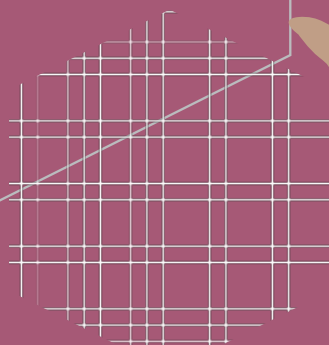
In early 2022, the COP26 Community transitioned into the Climate Action Community – the first permanent 'challenge-led' community at the IES. This is in recognition of the importance of interdisciplinary working and knowledge-sharing to progress climate action ambitions, and reflects the need to move from words to action.

A new look

We will be working with a design agency to develop a new branding and logo for the IES which embodies our core values and better communicates to stakeholders the organisation's mission.



“THE BIGGEST FACTOR
IN OUR RESILIENCE HAS
BEEN THE ONGOING
COMMITMENT OF OUR
MEMBERS.”



My column in the 2020 annual report focused on lessons learnt in adaptation due to the impact of Covid-19. A vital factor underpinning adaptive capacity is resilience. 2021 saw the continuation of the pandemic and the need for organisations and individuals to show resilience in the face of a great deal of uncertainty.

Adam Donnan,
CEO, March 2022

The value of resilience

Members will be acutely aware from their own businesses and workplaces of the unique challenges that 2021 presented. The numerous waves of the pandemic inflicted on populations around the world and the associated stop-start nature of social distancing regulations made strategic planning and service delivery extremely challenging.

This was particularly evident in events and training delivery, where the enthusiasm of many members to see a return to face-to-face meetings and conferences was held hostage by the ebbs and flows of the pandemic.

It was also a time when many professionals re-evaluated life plans and living arrangements, meaning that many businesses, including our own, faced higher-than-normal staff turnover.

Environmental scientists know that ecological resilience describes the capacity of an ecosystem to respond to a disturbance

by resisting damage and recovering quickly without losing function or services. This definition of resilience is equally applicable to the IES. I look back on 2021 with a sense of pride at how staff members and trustees not only maintained membership services but were able to deliver a record number of webinars and policy recommendations and an incredibly strong set of publications.

Resilience is greatly improved by diversity, and in 2021 the IES launched a project to examine the experiences of ethnic minority professionals in the environment sector. A report detailing the findings of this research, made possible through the support of Bureau Veritas, Delta-Simons and the Environment Agency, was published in early 2022.

As the organisation grows and matures, I'm delighted to observe our increasing ability to articulate and evidence the transformative effect that the organisation has, not just on our members but also on broader society.

This ability meant that in 2021 we were successful in achieving grant funding from the Garfield Weston Foundation.

However, the biggest factor in our resilience has been the ongoing commitment of our members. 2021 saw our highest-ever retention rate of members. Our burgeoning number of communities and working groups created new opportunities for members to get involved with the work of the Institution.

I would like to say a special thank you to all our volunteers, who give up a huge amount of time to sit on committees, assess applications for membership and our registers and to provide content for our webinars, events and journal. The work of the IES would not be possible without your contribution.

2022 marks the 50th anniversary of the IES, and I look forward to seeing many of you at some of the celebrations we are planning.

“Environmental scientists know that ecological resilience describes the capacity of an ecosystem to respond to a disturbance by resisting damage and recovering quickly without losing function or services.”

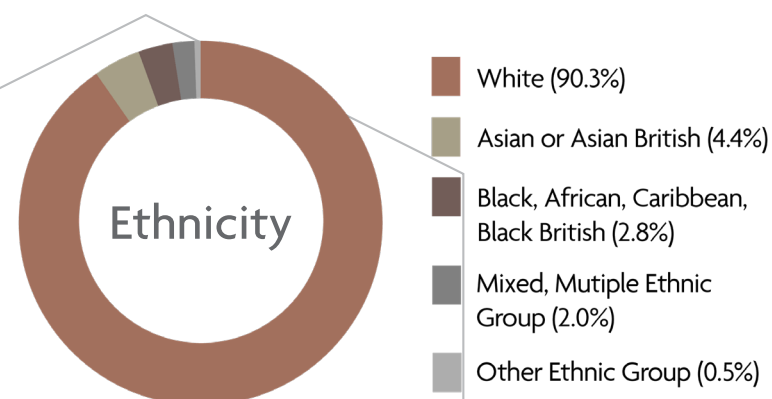
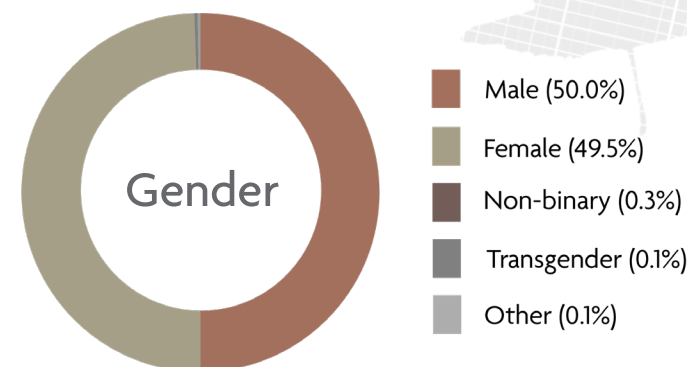
Membership demographics

Working towards a diverse and inclusive sector

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.

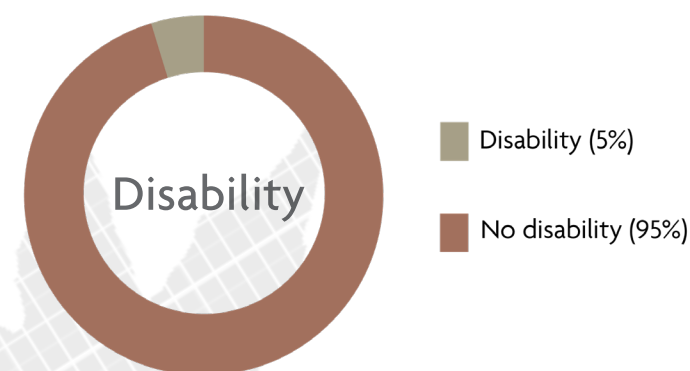
Gender

Across all UK-based members, 5,413 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

Looking specifically at our membership cohort with UK addresses, of the 1,873 members that volunteered their data, White is the most commonly identified ethnic group, with 90.3% of UK-based members. Asian or Asian British forms the second largest ethnic group at 4.4%, followed by Black, African, Caribbean and Black British at 2.8%.



Disability

We currently only ask if members consider themselves to have a disability, as defined under the UK Equality Act 2010. Of the 2,294 members who volunteered this data, 5% consider themselves to have a disability.

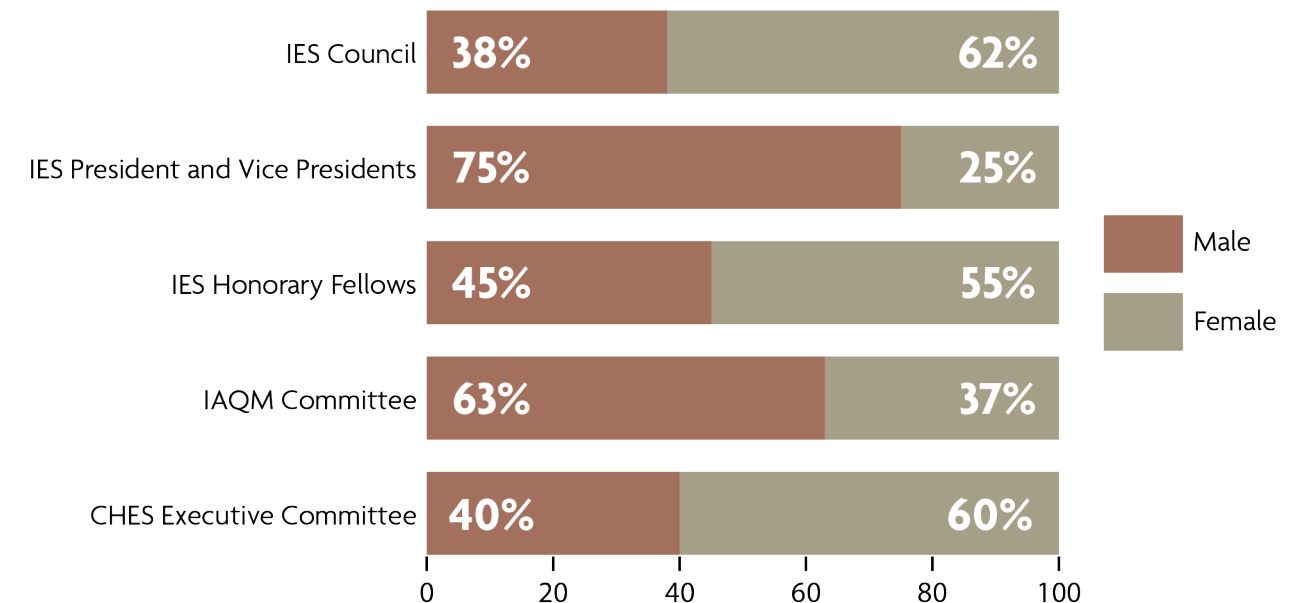
▲ Gender, ethnicity and disability data for our membership

Governance

Ensuring diverse leadership

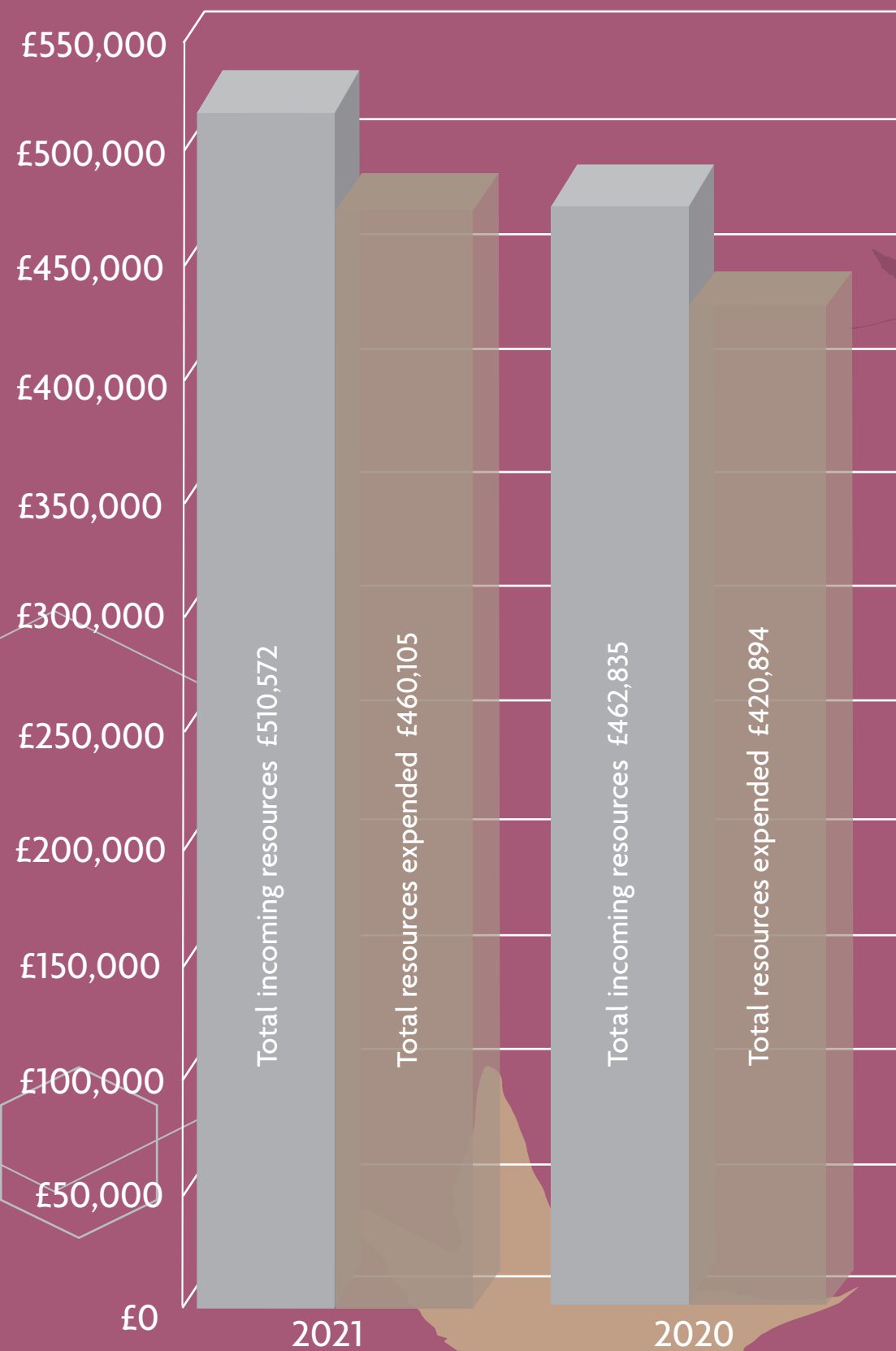
We are embedding consideration of diversity and inclusion at all levels of our organisation. We understand that diverse governance boards can more readily support a diverse membership and more considered approaches to our activities and their impacts.

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. The gender split of our governance board and committees can be viewed in the figure below.



▲ The gender split of our governance board, Presidents and Vice-Presidents, Honorary Fellows and committees

Increase in income: **9%**
 Increase in expenditure: **9%**



Statement of financial activities July 2020 - June 2021

	2021 £	2020 £
<i>Incoming resources</i>		
Voluntary income	24,160	-
Charitable income	486,314	462,633
Investment income	98	202
Total incoming resources	510,572	462,835
<i>Resources expended</i>		
Total resources expended	460,105	420,894
Net movement in funds	50,467	41,941
Fund balances at 1 July	220,416	178,475
Fund balances at 30 June	270,883	220,416

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.

As part of our commitments to these initiatives, we are striving to:

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

In line with both pledges, we have been collecting data on our current greenhouse gas emissions, 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.

This year, we are publishing the results from April 2021 to February 2021, so as to fulfil our reporting requirements. Next years’ data will reflect this adjustment and run from February 2022 to January 2023.

Current and target greenhouse gas emissions for all three scopes

	2019 GHG emissions (tCO ₂ e)	2020 GHG emissions (tCO ₂ e)	2021 GHG emissions (tCO ₂ e)	2025 target GHG emissions (tCO ₂ e)	GHG target reduction from base
Scope 1	0	0	0	0	0%
Scope 2 (location-based)	0 (1.58)	0 (0.87)	0 (0.82)	0 (1.34)	0% (15%)
Scope 3	7.13	0.88	1.04	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
Phil Holmes MIEEnvSc
Dr Gary Kass FIEEnvSc CSci
Professor Jim Longhurst FIEEnvSc CEnv CSci
Dr Noel Nelson MIEEnvSc MIAQM
Professor William Pope FIEEnvSc CEnv CSci
Professor Carolyn Roberts FIEEnvSc CEnv
Dr Jim Whelan MIEEnvSc CEnv CSci

Honorary Officers of Council, who are also trustees, from the 2021 AGM were:

Chair: Julie Hill MBE MIEEnvSc CEnv
Vice Chair: Eleni Antoniadis Snell MIEEnvSc CEnv
Treasurer: Ian Byrne CEnv

www.the-ies.org

Members of Council and trustees from the 2021 AGM were:

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 2021 consisted of:

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