



INSTITUTION OF ENVIRONMENTAL SCIENCES

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# ANNUAL REPORT 2022

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**“CHANGING THE SYSTEM  
IN THE WAYS WE NEED  
WILL IMPROVE STANDARDS  
OF LIVING, NOT  
COMPROMISE THEM”**



If we thought 2020 and 2021 were strange years, 2022 eclipsed them on a number of fronts. With the pandemic waning, many of us settled into a new ‘normal’ – social and family relations resumed, but work patterns reconfigured, sometimes in very positive ways, sometimes in more difficult ways.

Julie Hill  
Chair of Council, January 2023

**A note from our Chair**

But then a war in Europe and the accompanying energy and inflation crisis has thrown us off balance, leading us to worry about everything from geopolitical threats to our personal ability to keep warm through the winter. Summer heatwaves and drought made work challenging and nurturing crops and gardens more difficult than ever. Political drama left us reeling in the Autumn. Then a lacklustre climate COP27 followed by a tense – but potentially ground-breaking – biodiversity COP15 ended the year on a dissonant note.

2022 has shown up systemic weaknesses concerning energy security, decent homes for all, resilience to climate shocks, and reversing the inexorable decline in biodiversity. Against this sobering background, IES held its Annual Burntwood Lecture to mark 50 years of the Institution’s existence and its support for excellence in environmental science. We were privileged to welcome Caroline Lucas MP as our keynote speaker.

Caroline talked about the ‘3 pillars’ of the environmental community: the environmental professionals; the nature conservation bodies and campaigning environmental NGOs; and the Green Party. I very much agree with her comment “I sometimes feel that we are all so focussed on our own immediate priorities, we can forget our wider community... together, we have become such a powerful collective force for the environment”. Yes, there is much to

celebrate, but I also agree with her challenge: “I also sometimes feel that we are nothing like as good at punching our weight politically as we are at delivering incremental real world environmental outcomes.” It was a point also made by our panel of young environmental voices – the science *has* made a difference, but as yet not *enough* difference to the politics.

Thus it is easy to look back 50 years and feel frustrated if not pessimistic. Some voices in our community bemoan a sense of powerlessness, based on their only too detailed understanding of deteriorating environmental trends. Others celebrate the growing insights from the science and the media attention that flows from it. Both are right - 2022 featured opinion polls that put environment high on the public agenda, which must be connected to science-based reporting, as well as the youthful voices that have been raised in justifiable protest at our predicament. But it also featured terms such as ‘revenge consumption’ and ‘revenge travel’ - making up for spending and airmiles curtailed during the pandemic. This narrative has been strengthened by the post-pandemic political scramble for growth by any means.

These times are brutally exposing the contradictions in all of us - growing unease and accelerating knowledge that things should be different, competing with short term needs

and wants. Someone needs to help us reconcile these two sides of our natures - we have the science but we all too often lack the will or the means. I identify very strongly with the words of Charlie Murphy – at 18 he is a Wiltshire Wildlife Trust Ambassador, and he wrote in our 50th Anniversary edition of the environmental SCIENTIST journal: “the main problem we face is convincing those in power to pull the trigger and make substantive changes, which often means challenging vested interests and entrenched norms...as the generation with most to lose, we will and must give it our best shot”.

That is also the message I took away from our 2022 Burntwood lecture – that a community of worried but totally committed young people is seizing this agenda, making it theirs and making a noise. I hope that we can bring as many of them as possible into the IES community, to help us show that changing the system in the ways we need will improve standards of living, not compromise them. If that works out, we perhaps need not be glum about the next 50 years.

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.

**Growth in IES membership in 2022: 8%**

**Growth in number of CEDHE members in 2022: 20%**

**8%** growth in number of Chartered Environmentalists

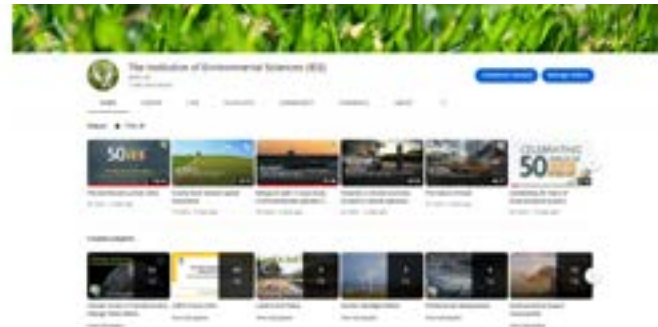
**141** accredited programmes worldwide



## Event highlights from 2022

## Webinars

Over the year we ran a record number of webinars (45) with over 4,200 attendees. Our webinars continue to be a fantastic source of CPD with topics ranging from 'regenerative farm management' to 'climate change and the marine environment' to the hazardous effects of a burgeoning space industry on the environment. Most of our webinars are recorded and can be viewed on the IES YouTube channel.



## Conferences

2022 saw the return of the Routes to Clean Air Conference and the Land Condition Symposium as in-person-only events. The Routes to Clean Air Conference took place at Woburn House in London and welcomed over 80 attendees. The Land Condition Symposium was held at the Eastside Conference Rooms in Birmingham and welcomed over 50 attendees. Both conferences received great feedback, with those attending making the most of networking in person.

## Training

In 2022 we ran our first IES policy training pilot, with our first session focused on learning to engage with water. Following on from the feedback from the pilot event we have put together a full programme of policy training that will be rolled out across 2023. See our events page for more information.



## Burntwood

This year's Burntwood Lecture was given by Caroline Lucas MP who looked at the current energy situation and future pathways for energy production in the UK. The event also celebrated 50 years of the IES, by looking back at the Institution's achievements, as well as a panel debate, where we heard from young professionals who discussed their hopes for the next 50 years for the environment sector.

## environmental SCIENTIST

### Our quarterly thematic journal

#### Planning a route to sustainable transport



In the UK, transport became the largest sectoral emitter of greenhouse gases in 2016, growing to account for 27 per cent of national emissions by 2019. This edition of the journal examined the need for and some of the components of a sustainable and decarbonised transport future and how they may work together. It explored vehicle and fuel options, the opportunities presented by 15-minute cities, how we can enable sustainable consumer behaviour change, air quality and health co-benefits of sustainable transport, a case study of the Solent future transport zone, and more.

#### Ecosystem restoration: Securing biodiversity, complexity and resilience



The case for ecological restoration goes way beyond reasons of biodiversity recovery for the sake of biodiversity alone; it is also fundamental for our health, wellbeing and economy, and tackling climate change. Inspired and guest-edited by the Restoring Resilient Ecosystems project, this edition of environmental SCIENTIST brought together scientists, policy-makers and practitioners to discuss our approaches to ecological restoration and address the need for securing ecological complexity and connectivity to establish ecosystems and landscapes that are well-functioning and resilient under ongoing environmental change.

#### Evolving together: 50 years of environmental science and the IES



1972 represented a watershed moment in human history, with recognition that our activities were not only impacting ecosystems but also feeding back directly into human wellbeing and future prospects. This was a pivotal year that saw several key events that brought the environment into the public and political consciousness for the first time, including the founding of the IES. Half a century on from the events of 1972, this issue looks back at 50 years of environmental science, as well as looking ahead to the next 50 years.

#### Environmental risk: At bursting point?



By understanding risk, we can see potential futures and pathways for the society and economy we want to create for future generations. As the global community makes decisions about which approach to take to the interconnected issues of climate change, biodiversity loss and environmental pollution, we must grapple with many of these concepts lest we cross thresholds from which we cannot return. This edition of environmental SCIENTIST unites interdisciplinary voices to share understandings of risk, revealing how its consideration is also increasingly crucial beyond the science community.

### Planned themes for 2023

March: **Energy**  
 June: **Land condition**  
 September: **Environmental Justice**  
 December: **Water**



## Policy

### Representing members' views in policy & decision making

Policy in 2022 presented a non-stop stream of challenges and opportunities for the environment. In the UK, the risk of environmental deregulation has loomed high, while global conferences like COP27 and COP15 set standards for the future of environmental action. As a result, the IES has led policy efforts across specialisms to bring the voice of science, scientists, and the natural world to the front in each of those moments.

#### Scanning the horizon

This year the IES released horizon scanning briefings on environmental policy, keeping members informed of upcoming developments on water, land, nature, and EIA. Our new External Policy Advisory Committee has given the IES crucial guidance and insight, putting the voice of IES members at the heart of our policy work.



#### Leading on environmental policy thought

Throughout the year the IES has been producing thought leadership across the environmental policy landscape. In May the IES published a position piece breaking down the Government's proposed environmental targets and how to ensure they reflect a systems approach to environmental improvement. In the latter half of the year, our risk and systems working group developed new approaches to environmental risk.



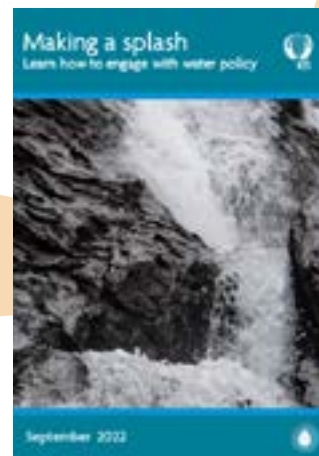
#### Influencing decisions

The IES has continued to expand policy networks across the environment sector and with the Government and arms-length bodies. Evidence provided by the IES has directly influenced changes in environmental governance this year, supported by our consultation responses and position pieces, such as the joint response of CHES and the IES to the DfE's Sustainability and Climate Change Strategy.



#### Upskilling and informing IES members

In 2022 the IES launched a new policy training programme, upskilling members in policy analysis and influence, helping professionals to better understand the impact of policy on their work and to shape how it may work in the future. We also published policy analysis on water, land, climate, nature, chemicals, EIA, education, and environmental governance to keep members informed.



#### Looking ahead to 2023

Next year, the IES will build on the successes of 2022, fostering the expertise of our members to drive policy action across disciplines. We already have plans for policy activity on air, land, water, nature, climate, and the increasingly important issues of environmental governance and regulation.

## Reports, guidance & analysis

### Supporting evidence-based management

#### A challenging environment: Experiences of ethnic minority environmental professionals



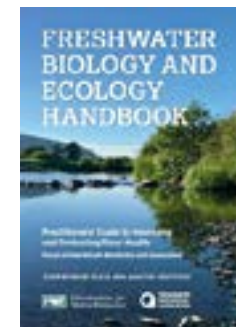
This seminal report published the findings of a year-long IES research project to examine some of the challenges and opportunities related to ethnic diversity in the environment sector. It explored the barriers to a representative environmental workforce and provided recommendations for individuals, employers and, more broadly, the sector to promote and enhance inclusion of ethnic minorities.

#### UK climate gap analysis



In March the IES published a gap analysis on the UK Net Zero Strategy, identifying further action needed to achieve transformative change. Following from the IES Manifesto for Transformative Change launched at COP26, the Gap Analysis concluded that despite welcome progress in many areas, there is considerably more urgent action required, particularly on the vital issue of adaptation and resilience.

#### Freshwater Biology and Ecology Handbook



Following integration of the Foundation for Water Research (FWR) into the IES family, this book – written in partnership with freshwater biology and water management experts – was published free of charge. The book provided a core training and reference text for water professionals, ecologists, students and citizen scientists alike.

#### Influencing the UK Parliament



Updated in 2022, this information pack is designed to inform members about the various routes to influencing the UK Parliament over issues, policies or legislation. Throughout the next year, the briefing will be supplemented by further resources and training to provide skills and support for IES members engaging with legislation and policy.

## Analysis in 2022

- Celebrating 50 years of the IES: A brief history of environmental science
- Spotlight on IES Council and Presidents #WomenInScience
- STAGES on the road to COP26 wrap-up
- Headlines & deadlines: the latest IPCC report
- What still needs to happen to reach Net Zero?
- Two futures for Environmental Impact Assessment
- Carbon sequestration & economic feasibility of woodland planting on pastureland
- Enabling behaviour change towards sustainable transport choices
- What does good look like?
- From concept to concrete: Bridging the gap between EIAs and construction
- How to write a graduate CV for the environment sector
- Built-in rather than bolt-on: Collaborating for sustainable design
- The Truss Agenda: what does the Government's new direction mean for the environment?
- Dead or Alive: Environmental De-Regulation?
- COP27 Finance Day: Climate finance - where do we stand?
- COP27 Science Day: A spotlight on science
- Meet our Student Ambassadors
- COP27 Decarbonisation: The role of professional bodies in decarbonisation
- COP27 Adaptation and Agriculture Day - soils at the centre
- COP27 Decarbonisation: The role of professional bodies in decarbonisation
- World Soils Day - Healthy soils for a healthy world
- COP15: Can the biodiversity summit meet expectations?
- 2022: Policy delivery or policy delay?
- Can global cooperation fight back against megatrends?

## Communities

Our IES Communities continued to thrive throughout 2022 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.

### Land Condition



- Held our annual Land Condition Symposium in Birmingham
- Ran two joint events for our Early Career Network
- Prepared a signposting resource for land condition professionals
- 49% growth in members in the Community

### Marine and Coastal Science



- Piloted short course endorsement for the IES and successfully endorsed Thames Estuary Partnership's Introduction to Tidal Thames course
- 15% growth in members in the Community

### Environmental Impact Assessment



- Held two interdisciplinary debates, including a joint debate with the Institution of Civil Engineers
- Convened a working group to develop our vision for EIA looking forward

### Climate Action Community



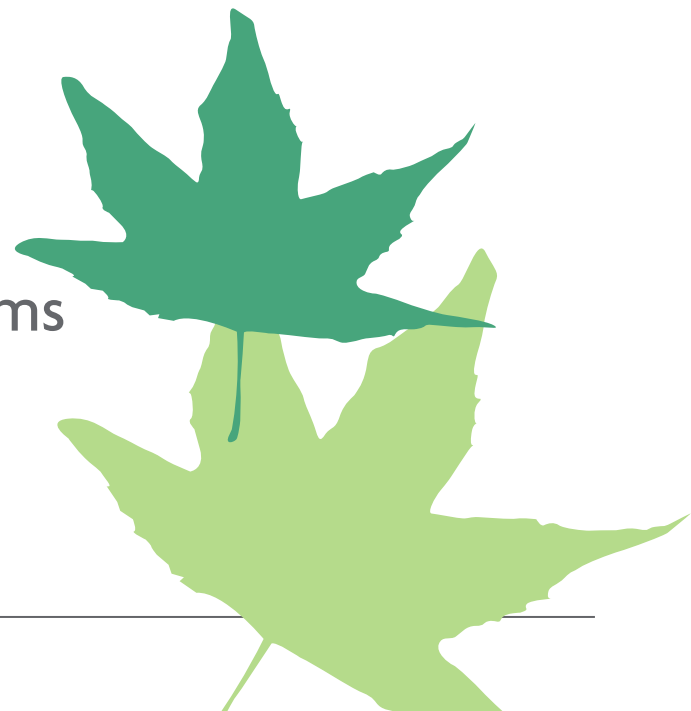
- Held a series of activities during COP27, aligned with the presidency themes for the conference
- Explored the interconnection between climate change and other specialisms, such as marine science and air quality

## Community events

21 Webinars

7 Discussion meetings/forums

10 Community meetings



## Partner organisations

### Sister & umbrella organisations

#### CEDHE

At the start of 2022 the committee decided that their name CHES (Committee of Heads of Environmental Sciences) did not capture the diverse representation of the committee members, in both their academic roles and disciplines, and therefore voted on a change of name to Community for Environmental Disciplines in Higher Education (CEDHE).



The Community for Environmental Disciplines in Higher Education (CEDHE) is the education arm of the IES and administers the largest accreditation scheme of environmental science programmes globally. The members consist of 48 accredited institutions and an additional 4 non-accredited member institutions, accrediting a total of 140 programmes from across the environmental sciences.

The CEDHE 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 QAA standard and, as with previous revisions, CEDHE had a lot of influence on the direction of the changes, with three CEDHE representatives on the advisory group. The 2022 CHES annual forum was based around the new ES3 Benchmark (published in March 2022), and its increased focus on Sustainability, EDI and Employability, that is required in programmes. A range of presentations, panel discussions and student voices highlighted the changes and delivered practical ways in which these elements could be integrated into programmes. The updated accreditation documentation was published in December 2022 to reflect these changes.

#### IAQM

It was a busy year for the IAQM, with continuation of a full events calendar, engagement with key stakeholders and the launch of new working groups.



Routes to Clean Air returned to London with an exemplary set of speakers exploring topical issues in air quality and provided a valuable and long-awaited opportunity for networking. Online CPD opportunities also continued with monthly lunchtime webinars exploring a diverse range of topics, from odour assessment to the Air Quality Strategy to remote sensing, with record attendance this year.

A lively discussion meeting was held on the WHO targets and whether they should be implemented in the UK and this year's virtual AGM was accompanied by a keynote speech from Prof. Helen ApSimon on an integrated approach to air quality management. The AGM also saw three new members voted on to join the IAQM Committee, the appointment of Prof. Cath Noakes and Prof. Helen ApSimon as Honorary Fellows and Claire Holman as President of the IAQM.

Our ECN held a number of tailored events for early career air quality professionals, providing support for developing both technical and soft skills. We also saw the ECN Subcommittee grow from 4 to 6 members.

The IAQM provided a unified voice for our members through a number of consultations, including on Defra's environmental targets consultation, and engaged with a number of external stakeholders. In response to member feedback the IAQM also launched a new working group dedicated to exploring the links between climate change and air quality.

IES is a member or partner of the following organisations:





## Past & Present

2022 2023

### Shaping the development of the sector

2022 was our 50th anniversary and we used the year to celebrate both the history of the IES and our role in the development of the environmental sector and the environmental sciences.

### Systemic risks

Our policy theme for the year was an examination of risk, particularly around the cascading failures and systemic risk vulnerabilities associated with major environmental challenges like climate change.

### Planting CEDHE

In 2022 CHES rebranded as CEDHE (the Community of Environmental Disciplines in Higher Education), updated its accreditation criteria to align with the new benchmark statement, launched new student membership services and worked through a huge backlog of accreditations that had been suspended during Covid.

### The future of environmental science

The IES will be undertaking a year-long horizon scanning exercise looking at the future of environmental science. It will bring together interdisciplinary perspectives on horizon scanning from across the environment and will support the sector to manage risk, plan ahead, and work towards a better future.

### Policy training

In 2023 we are moving from systemic risks to systemic change, providing new training in policy skills across disciplines to help prepare the environmental profession to improve their awareness of the role of policy and the ways they can influence policy to address major environmental challenges.

### A new look

We promised this in 2022, but could not deliver due to the workload of our acquisition of FWR. In 2023 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 the organisation's mission to stakeholders.

### 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.

### Revitalised student membership

We implemented changes to our student membership offering, launching a new student membership and a student ambassador scheme.

### New water remit

We extended our activities around the supply, conservation and stewardship of water, after being selected by the Foundation for Water Research (FWR) trustees to continue the FWR's legacy, vision and mission.

### Implementing change

Phase 2 of the Diversity Initiatives has kicked off, with a focus on evidence-based action to improve ethnic diversity in the environment sector. This phase of the Initiatives will act on the recommendations from our research report and will focus on inspiring those from diverse backgrounds to pursue and sustain a career in the sector.

### Better pathways

In 2023 we will be publishing new guidance on competency levels for IAQM membership and will be amending application forms to support a competency-based structure to IAQM membership. We will also be changing our IES membership criteria to create pathways to membership for individuals with a technical education background.

### New water panels

We will be launching new member-led technical panels to inform and shape our new remit in water research. These panels will work collaboratively to support a systemic approach to water issues.





“I HOPE WE CAN CONTINUE SHAPING ENVIRONMENTAL SCIENCE SO THAT FUTURE RESEARCHERS WILL LOOK BACK ON OUR WORK WITH A SENSE OF WONDER.”



2022 saw the Institution celebrate its 50th anniversary – a moment in history that provided a chance to take stock of what we have achieved, but to also think about the work that still needs to be done to ensure that scientific evidence underpins a rapid transformation to a more sustainable society.

## 50 years of shaping environmental science

Researching the history of an organisation feels similar to looking into your family tree. We are motivated to undertake this task to uncover family traditions, embrace our culture, and understand what decisions in the past led us to being who we are today. Our research even uncovered unknown connections to aristocracy and a few forgotten family disputes! As I spent a bit of time in our rich archive of the early years of the Institution, I wondered whether the founders would have recognised, and been proud of, the organisation 50 years in the future.

Reading their correspondence gives a feeling of both the familiar and the distant. The formal tone of communications and the medium (letters) has change greatly, the environmental terminology less than you might imagine, but the frustrations – at perceived inertia, a lack of joined up thinking, and a desire to bring together different actors within society – remains the same.

The founding of the IES in 1972 was very much part of the birth of modern environmentalism, with the 1972 United Nations (UN) Conference on the Human Environment, the influential Club of Rome report *The Limits to Growth*, and the founding of the UN Environment Programme. The Institution's founding members foresaw that a professional association was needed

to support both academics teaching the emerging discipline of environmental science and the new scientific profession that would grow across government and industry to support this rising tide of environmental concern and consciousness.

50 years on, the IES is now a thriving Institution with 5,800 members, and I believe the fastest growing environmental institution in the UK. 2022 will be remembered, not just as our 50th year, but also the year when the Foundation for Water Research (FWR) joined the IES family. This has greatly increased our capacity in water, meaning we can have a truly holistic approach to the environment, building on strengths in land and air. Over the year we ran an incredible 94 events, workshops and webinars, awarded 100 Charterships, published 12 journals and reports, and produced 37 policy outputs. I would like to pay tribute to my staff team who did such a fantastic job in achieving this incredible result. I would like to say a special thank you to the volunteers, who gave 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. Our staff undertook an audit of the number of individuals who volunteered with us during the year, and we were surprised to come to a figure of over 400! It is through your

commitment and dedication that the IES has managed to achieve so much.

Whilst there have been substantial societal changes – with the IES playing a big part – in environmental and social awareness since 1972, viewed as a midpoint in a century-long process of cultural transformation, there is much work still to be done. Alarming, growing knowledge of the natural world and systems interactions, and increasingly comprehensive legislation are still correlating with declining environmental health, resilience and supportive capacities. So, as we reflect on 50 years of the IES shaping environmental science, the tone must be celebratory, but not congratulatory.

I don't know how long there will be a need for the Institution of Environmental Sciences, but I suspect even after 50 years we are nearer the start of our journey than the end. Due to path dependency, this means that the decisions we make now will have a large impact on the future. Our theme for 2023 is horizon scanning for the future of environmental science; as we close one chapter, we begin planning the next. With your support I hope we can continue shaping environmental science so that future researchers will look back on our work with a sense of wonder at the impact we had.

“WE ARE NEARER THE START OF OUR JOURNEY THAN THE END.”

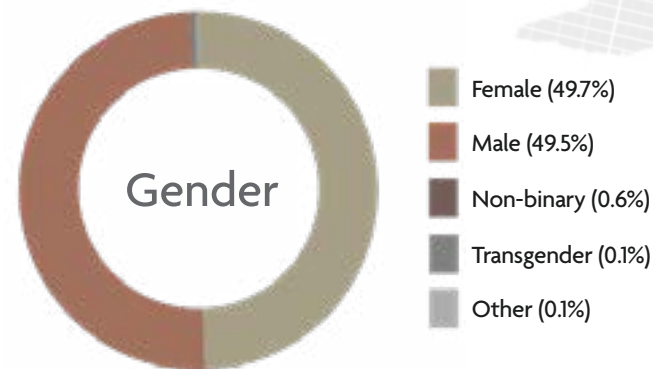
## Membership demographics

### 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.

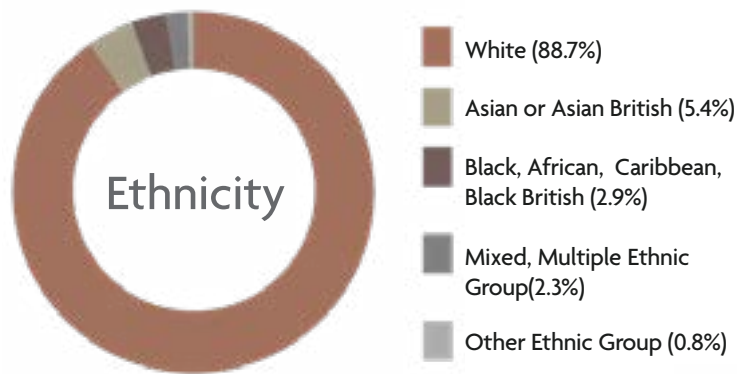
### Gender

Across all UK-based members, 5,861 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%.



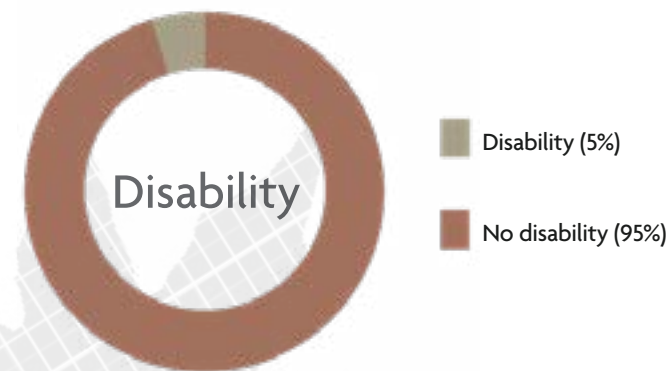
### Ethnicity

Looking specifically at our membership cohort with UK addresses, of the 2,039 members that volunteered their data, White is the most commonly identified ethnic group, with 88.7% of UK-based members. Asian or Asian British forms the second largest ethnic group at 5.4%, followed by Black, African, Caribbean and Black British at 2.9%. 14% of the UK population aged 16-64 in employment is from a non-White background. This means our diversity gap at the end of 2022 was 2.7%.



### Disability

We currently only ask if members consider themselves to have a disability, as defined under the UK Equality Act 2010. Of the 2,568 members who volunteered this data, 5% consider themselves to have a disability. The percentage of the total UK population with a disability is 17.8%.



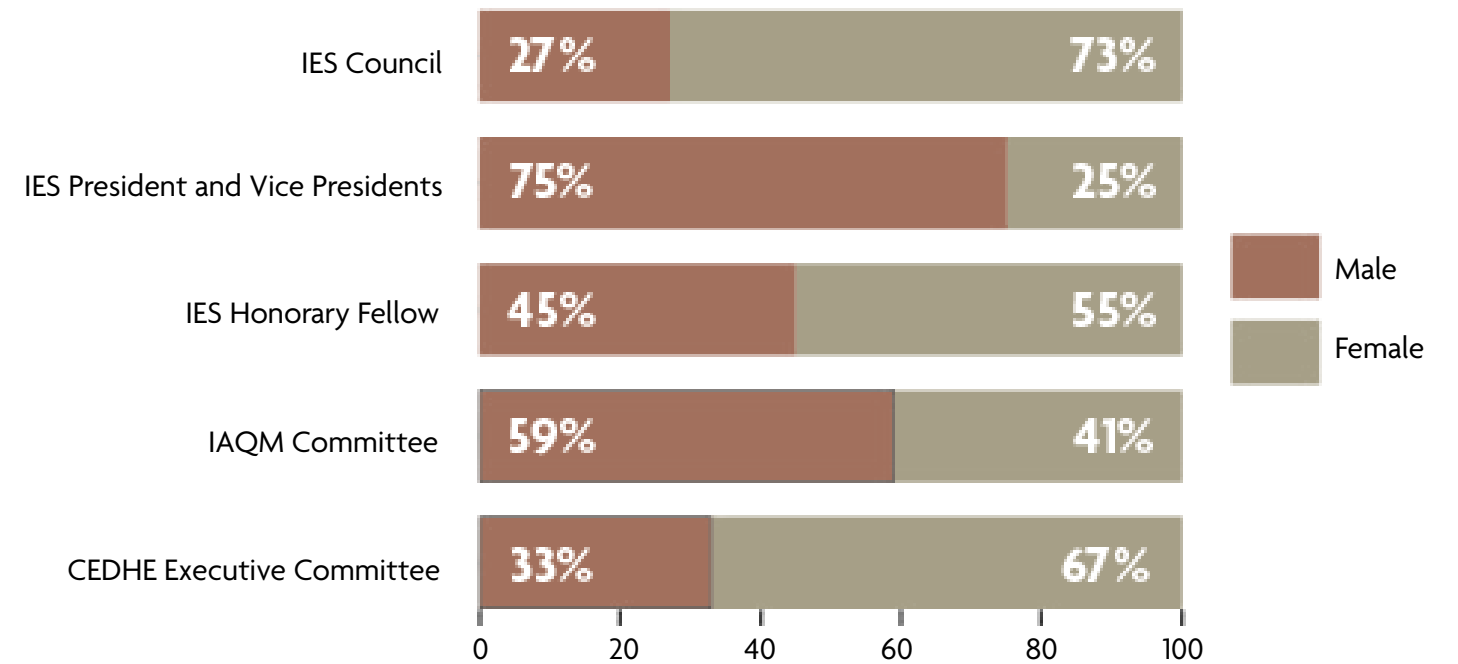
▲ Gender, ethnicity and disability data for our membership

## 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: **4%**  
 Increase in expenditure: **14%**



## Statement of financial activities

July 2021 - June 2022

	2022 £	2021 £
Voluntary income	33,137	24,160
Charitable income	497,125	486,314
Investment income	32	98
<b>Total incoming resources</b>	<b>530,294</b>	510,572
<b>Total resources expended</b>	<b>537,488</b>	460,105
Net movement in funds	(7,194)	50,467
<b>Fund balances at 30 June</b>	<b>263,690</b>	270,883

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](http://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.

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

- Set and deliver a GHG reduction target in line with a well below 2°C climate change scenario;
- Measure and publicly report our GHG 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 GHG 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's reporting period is February 2022 to January 2023.

▼ Current and target GHG for all three scopes

	Baseline 2019 GHG emissions (tCO <sub>2</sub> e)	2021 GHG emissions (tCO <sub>2</sub> e)	2022 GHG emissions (tCO <sub>2</sub> e)	2025 target GHG emissions (tCO <sub>2</sub> e)	GHG target reduction from base
Scope 1	0	0	0	0	0%
Scope 2 (location-based)	0 (1.58)	0 (0.82)	0 (1.07)	0 (1.34)	0% (15%)
Scope 3	7.13	1.04	2.03	6.06	15%

## Post holders, trustees & staff members

**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 2022 AGM were:**

**Chair:** Julie Hill MBE MIEEnvSc CEnv

**Vice Chair:** Eleni Antoniadou Snell MIEEnvSc CEnv

**Treasurer:** Ian Byrne CEnv

**Members of Council and trustees from the 2022 AGM were:**

Dr Bernard Devereux FIEEnvSc

Professor Ed Hill CBE

Rebecca Jessup MIEEnvSc

Dr Christine McHugh MIEEnvSc MIAQM CSci

Elizabeth Mullings-Smith MIEEnvSc

Nicola Parker MIEEnvSc

Professor Liz Price MIEEnvSc CEnv

Dr Jackie Rogers MIEEnvSc

**Staff members and contractors on 31st December 2022 consisted of:**

**Chief Executive Officer:** Adam Donnan

**Communities & Membership Engagement Officer:**

Jo Maniscalco

**Education Officer:** Rebecca Finbow

**Engagement & Communities Lead:** Ethny Childs

**Events & Training Officer:** Derek Jardine

**Journal Graphic Designer:** Kate Saker

**Journal Sub-editor:** Christina Petrides

**Office Administrators:** Lisa Abbott & Benn

Townend

**Policy Lead:** Joseph Lewis

**Publications Lead:** Rosie Bowyer

**Publications Officer:** Bea Gilbert