

Annual Report 2024

Our activities over the last year

March 2025



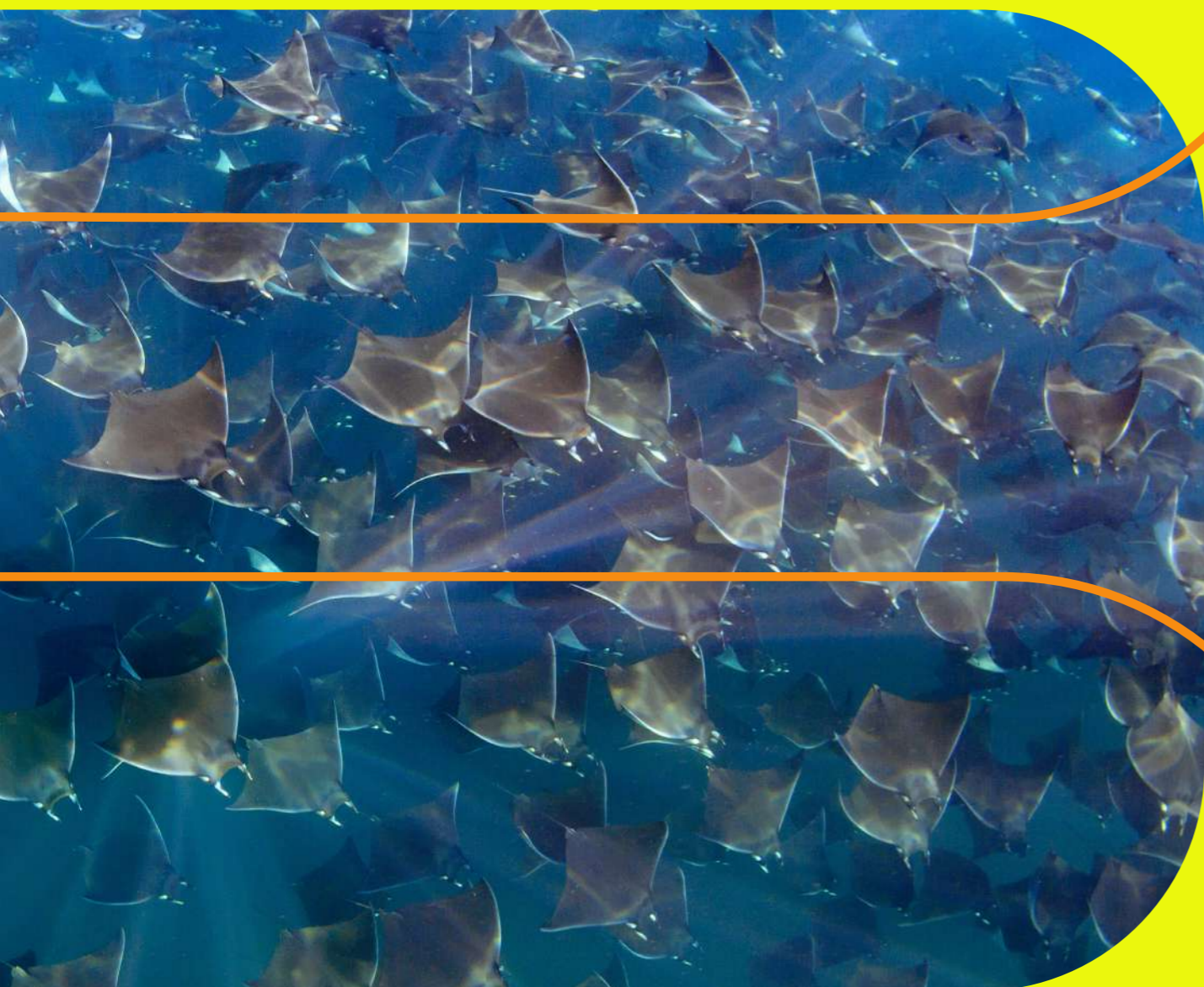
the-ies.org

The Institution
of Environmental
Sciences

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“By being part of our organisation, you are contributing to a growing movement focused on creating a better world for us all to live in”



A note from our chair

2024 has been a year in which the IES has continued to develop significantly in both financial terms and in our ability to address the most pressing environmental issues of the day. In a world where headline news presents bleak accounts of ever-growing environmental degradation it's great to know that our organisation remains focused, agile and successful in uniting the best scientific professionals in an ongoing drive to offer realistic, authoritative and balanced solutions.

As Chair of the IES it's a great pleasure to introduce our 2024 Annual Report. It contains a rich account of organisational success across multiple areas. Notably there has been an increase in income of over 60% linked to the merger with the Foundation for Water Research. Membership has increased by almost 5%; courses accredited by our Education Committee (CEDHE) have increased by almost 10%; we have seen a growth in our number of Chartered Environmentalists of almost 10% and an increase in Chartered Scientists of 6%.

These statistics show solid evidence of success, but the report is about much more. It reveals how the IES is harnessing its funds and status to support our member-led Communities in their efforts to bring about environmental change and improvement across the UK and beyond.

Our programme of meetings and webinars has continued to thrive. Our journal, environmental SCIENTIST, has continued to provide expert reviews of topical environmental issues throughout the year. Our ever-popular Burntwood lecture explored the role environmental science can play in bringing potential murderers or negligent companies and individuals to justice. With an enhanced focus on

environmental policy and its implementation, the IES will have a vastly improved capability to represent the voice of our members on the national and local levels when it comes to influencing environmental decision making.

There are many ingredients for this success. Solid financial performance is fundamental. The incredible work and efforts of our IES staff team are of central importance and the report is a tribute to their achievements. However, at the centre of it all is the participation of our members. I encourage you all to read this report, be impressed by its content and reflect on the opportunities the IES offers for everybody with a scientific interest in creating an improved natural environment. This report is about your success. By being part of our organisation, you are contributing to a growing movement focused on creating a better world for us all to live in. Please continue to do so by joining our webinars, volunteering for a committee or for our assessment panels, attending our events, contributing to our reports, and telling us about your ideas on how we should continue to move forward.

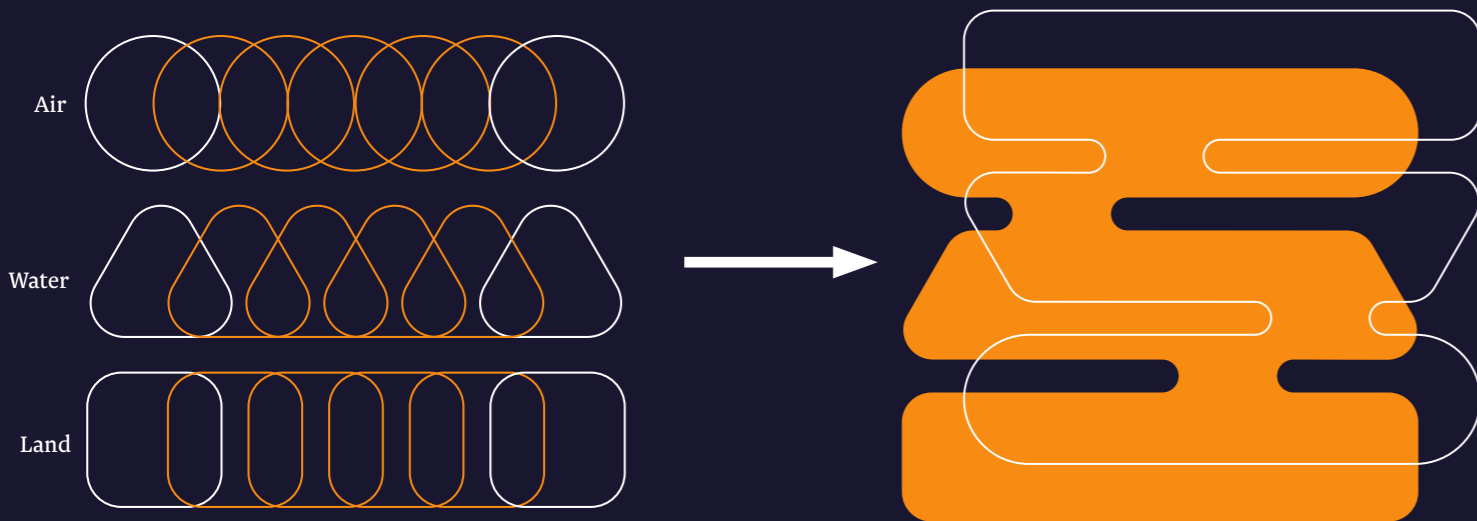
Bernard Devereux
IES Chair

Our new brand

You may have noticed that in 2024, we began to usher in a very different look. Deserving a fresh face that reflects our mission, values and high ambitions, the IES went through a rebranding process with B-Corp certified creative agency Nice and Serious. Workshops were held to gather input across the organisation, from students through to Vice Presidents, gathering opinions on what the IES means to our members and stakeholders now and in the future. This left us with our 4 new principles:

- 1 We start with science
- 2 We connect different perspectives
- 3 We inspire a way forward
- 4 We get things done

Recognising that our key strength is our interdisciplinary membership, we decided that we should visibly represent air, water and land. Not only this; we also wanted to show how we are leading in the acceleration to a just transition, and that the key to a thriving environment is collaborative, decisive action. Using this knowledge and principles, we settled on the following logic for our recognisable graphic shape.



Incorporating our name into the shapes, and rounding them all off for consistency and style, we landed on our logo, which above all, shows the connectedness of our organisation.

**The Institution
of Environmental
Sciences**



The branding agency created a number of unique new assets, including this short-form version of the IES logo.

The Institution of Environmental Sciences

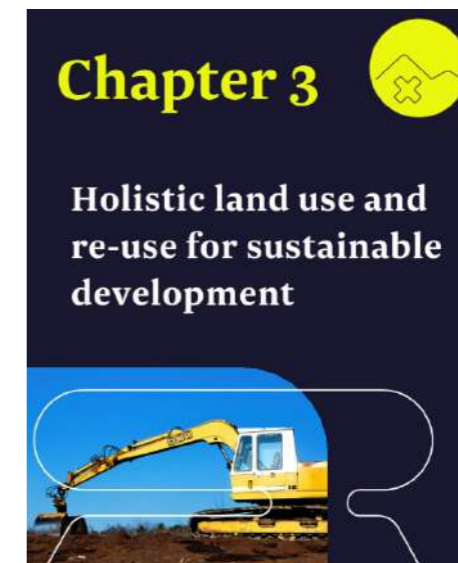
We developed a bright, bold and adaptable colour palette of primary and secondary colours, helping us to stand out from other environmental organisations, and demonstrating our commitment to looking to the future. We also created new icons in the primary colours for all 19 of our environmental science fields.



We now use aesthetically striking photography that conveys moods and movement, and we are committed to depicting a diverse range of people.



Our logos, shapes, colours, icons, photography and fonts come together to make a dynamic and memorable brand. We will continue rolling this out across our publications, social media and website over the coming months.



Net Promoter Score

We use the Net Promoter Score (NPS), gathered from our membership survey, to measure the overall quality of our services. NPS is an index that measures how many people would recommend the IES to a friend or colleague. We have continued to score highly in this index, with our already impressive score increasing from 46 in 2021 to 53 in 2024.

The average NPS for individual-only membership organisations is 32, putting the IES far ahead of the field.¹



¹ Frogatt, S. (2017) The 2017 Membership Benchmarking and Research Report

Communities

Our Communities are groups of members brought together around a shared professional interest, goal, or challenge. Communities are an integral part of the IES ecosystem, providing thought leadership for their area of focus, and a forum for members to network, collaborate and shape their sector. This year has been the busiest year yet for our Communities, with our members leading an ambitious workplan of activities, including numerous events, publications and networking opportunities!

The IES family has continued to grow with the launch of our Environmental Policy Implementation Community (EPIC), following the integration of EPUK into the IES. 2024 also saw our inaugural Dialogue Between Disciplines Conference, a groundbreaking event dedicated to fostering collaboration and knowledge-sharing between environmental professionals from across specialisms and sectors. This event was led by representatives from across our Communities and is just one example of the cross-community work that has been going on throughout the year and into 2025.

Climate Action Community



Members have attended key events including UNFCCC's COP29 and CBD's COP16

Members joined ISO's Working Group to develop a standard for net zero organisations

Delivered events related to interdisciplinary climate action, TNFD and TCFD, and how we can address the nature and climate crises holistically



Land Condition Community

Collaborated with the IAQM to produce joint guidance on air quality monitoring on contaminated land sites

Launched a working group to support resourcing/careers in the sector, including delivering 'A Day in the Life of a Land Condition Professional' webinars

Launched a new Steering Group for their Early Careers Network

Marine and Coastal Science Community



Sponsored the Coastal Futures Conference

Finished the final themes in the UN Decade endorsed Turning the Tide: Systems thinking for a sustainable ocean project, including events related to the blue economy and marine conservation and restoration



Environmental Impact Assessment Community

Held discussions on designing infrastructure for extreme weather and climate resilience

Held webinars on the landmark Finch Case

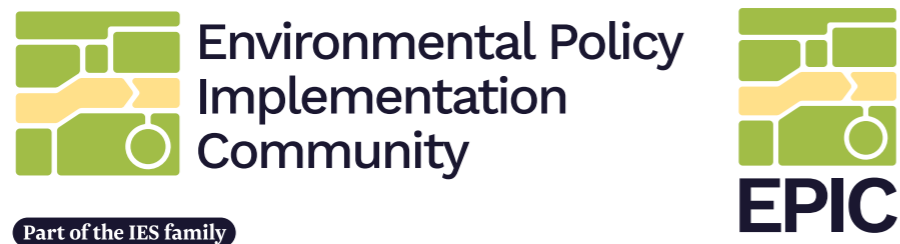
Formed a joint working group with EPIC and ALGE to take forward a project exploring BNG in Practice

Community brands

The refreshed FWR logo uses the new IES brand's representation of water. This triangular 'drop' is integral to the IES graphic language, demonstrating the connected nature of water and the rest of the IES family. In October we launched the new **FWR website** under the re-brand, reissuing heritage publications with fresh covers.



The EPIC identity gives prominence to the application of policy at a local level. Using the IES brand as inspiration, the new logo is a nod to the work of EPIC in translating ideas into action.



Accredited university courses now receive a fresh CEDHE stamp, ensuring our education arm is brought along with the rest of the family.

Foundation for Water Research

Following FWR joining the IES family in 2022, the FWR established a Committee to oversee FWR activities, along with three Technical Panels on:

- Water Environment & Ecosystem Services
- Water Resources & Quality
- Sustainable Wastewater Management.

This year has seen an expansion in the activities and outputs of the FWR Community. The Technical Panels have been working to review and update heritage FWR Reviews of Current Knowledge (RoCKs), as well as launching projects to draft new RoCKs on wastewater-based epidemiology and earth observation techniques. The FWR also launched a new publication type with publication of their first briefing paper on integrated water management and sustainable economic growth.

The FWR Community have hosted a busy events calendar, covering diverse water topics, ranging from ecosystem services assessment to highways pollution to nutrient neutrality. The Technical Panels have also held expert roundtable discussions on the future of water resources and enabling nature-based solutions, allowing for in-depth discussion on key challenges and opportunities facing the water sector. These roundtable discussions have brought together key stakeholders in the sector, including public/civil bodies, NGOs, consultants, and industry professionals.

The FWR Community have continued to embed a collaborative approach to their work, engaging with CIWEM and the Rivers Trust at events, and partnering with CIWEM on relevant projects, including exploring an update to the FWR's Urban Pollution Management (UPM) Manual. The FWR have also worked closely with the Freshwater Biological Association to develop pilot training on freshwater biology and ecology.

The FWR newsletter was reconceptualised in 2024, and now acts as a bulletin that signposts subscribers towards analysis pieces on the new website. As before, these are short yet informative pieces, discussing key concepts or pertinent topics in the water sector.

The newsletter can be signed up to [here](#).

Education

The Community for Environmental Disciplines in Higher Education (CEDHE) is the education arm of the IES, administering the largest global accreditation scheme for environmental science degree programmes. As of the end of 2024, it included 52 member institutions, delivering 180 accredited programmes. The accreditation scheme, based on the ES3 Benchmark Statement, promotes an active community which champions environmental disciplines both academically and professionally.

The 2024 CEDHE Forum focused on Innovating Environmental Science Education, highlighting themes such as Education for Sustainable Development, Climate Anxiety and Optimism, and Communicating Environmental Science. The 2025 Forum will focus on Integrating AI in Environmental Education. Membership benefits include a teaching supplement with the environmental SCIENTIST journal, increasing its use as a teaching resource.

The Student Ambassador Scheme appointed 8 ambassadors, representing 6 universities. The ambassadors organised IES membership talks, shared news on LinkedIn, and contributed to the CEDHE Forum. Student members receive a monthly newsletter with sector news, IES events, and engagement opportunities.

To ensure diverse and inclusive programmes and to further support the education community, the CEDHE committee have published an **Equity, Diversity and Inclusion Guide**, informed by examples from accredited institutions. The guidance addresses EDI in preparing students for professional practice, aligning with the QAA ES3 Benchmark Statement and the CEDHE accreditation process.



IAQM

The IAQM have gone from strength to strength, delivering an ambitious workplan of activities ranging from guidance development to events and partnerships across the sector. A key focus for the IAQM this year has been increasing engagement with its membership by providing more opportunities for member input, this includes through working groups, publishing new Insights Articles, and expanding the size of the Committee. The IAQM Early Careers Network have also continued to provide tailored opportunities and events for those at the beginning of their careers.

Guidance has been high on the agenda for IAQM this year. Updated **guidance on Assessment of Dust from Demolition and Construction** was published at the beginning of the year and working groups were launched to support the development of new guidance and update existing guidance to reflect the changing regulatory context and best practice. The IAQM have been collaborating with other Communities within the IES family, including developing guidance with the Land Condition Community on air quality monitoring on contaminated land sites, with EPIC on reviewing the EPUK/IAQM Land-use planning and development control guidance, and with all Communities at the IES's inaugural Dialogue Between Disciplines Conference.

IAQM have had a bumper year for events, hosting a record number of in-person events including DMUG, Routes to Clean Air, AirTime events, Early Careers Network fieldtrips, and joint events with ADMLC, Defra and the National Centre for Atmospheric Science. The webinar series has also continued with diverse topics covered, including indoor air quality, net zero and air quality, and impacts of agricultural scenarios on air quality.

As part of its commitment to promoting quality and competence in the field of air quality, the IAQM developed a **new competency-based membership application process**, launching in 2025. This will support the professional development of its members by providing a clear overview of the competencies expected at different membership levels.



Institute of
Air Quality
Management

EPIC

The Environmental Policy Implementation Community (EPIC) had an incredibly successful first year, growing rapidly and introducing free membership for all environmental professionals working in local authorities. As well as numerous events throughout the year, EPIC held a launch event and inaugural Conference, with Dame Glenys Stacey (Chair of the OEP) and Oliver Harmar (COO at Natural England) as the respective keynote speakers.

EPIC took action in several key areas for environmental implementation, including nature, climate, air quality and noise. EPIC's landmark guidance, *Integrating Action on Air Quality & Climate Change: A Guide for Local Authorities*, was published in October on the IES website and Defra's Air Quality Hub. The guidance was well received by officers, with positive coverage in the sector press, as well as being welcomed by Air Quality Minister Emma Hardy.

EPIC also launched a sector leading BNG in Practice project with the EIA Community and the Association of Local Government Ecologists (ALGE), with survey, workshop and interview data collected from over 200 practitioners. Earlier in 2024 it also delivered a workshop and published a briefing on ensuring Local Nature Recovery Strategies drive delivery.

EPIC's Implementation Science working group was established in 2024 with representatives from the OEP, Natural England, LGA, Centre for Implementation Science, Centre for Effective Services and the Education Endowment Foundation, following an expert roundtable, discussion paper and member workshop. EPIC continued to provide the secretariat for the Sound, Noise & Vibration Forum, which submitted a consultation response on permitted development rights and a joint letter with CIEH on proposed revisions to ETSU guidance, with a response received from the Minister for Energy.



Journal

Britain's Natural Capital



This issue explored some of Britain's most important ecosystems, ranging from the ecological benefits provided by kelp farming on the Isle of Mull, to the significance of our urban green spaces in London.

Where Green Meets Machine



Innovations in AI, machine learning, and other digital technologies are offering enormous benefits for environmental science. This edition asks: how can we support new environmental science research in areas of digital technology that are evolving so fast?

Counting on Net Gain



Articles in this issue responded to important questions about the usage and implementation of net gain: what challenges do policymakers face under nascent biodiversity laws? Should net gain be extended further still?

A Planetary Prescription



Human health and the environment are inextricably linked. This edition raised important questions about unevenly distributed effects, suggesting how we might remedy the countless health challenges intensified by climate change.

2025 themes

March: Finance
June: Indicators

September: Interdisciplinarity
December: Agriculture

Policy

Solving the environmental policy puzzle

2024 was a major year for environmental policy developments. In the UK, a new government has set out its policy agenda, while international progress on environmental challenges has faced

renewed barriers. Through it all, the IES continues to give members a voice in puzzling policy conversations.

“In a pivotal year for the environment, the IES continued to stand up for the voice of our members”

In 2025...

We are now halfway through the decade, so even as we adapt to the changing policy landscape, the IES will be speeding up its work to engage with policy makers.

Key areas of work will include a focus on transforming the UK water environment, governance and priorities for nature and resources, and how we can take create a society with thriving people, a healthy economy, and a flourishing environment.

A voice for science, scientists, and the natural world

In a pivotal year for the environment, the IES continued to stand up for the voice of our members. During the UK general election, we held seven discussion events with hundreds of environmental professionals, leading to the production of our landmark message to government: ‘Our Shared Mission for Sustainable Wellbeing’, which sets out priority actions, how they can be delivered, and how they support the new Government’s agenda.

Briefing members on the latest developments

Throughout 2024, the IES has kept members informed of the biggest policy developments. We published briefing papers with all the latest information and implications for professionals, including on COP29 of the UNFCCC, COP16 of the UNCBD, the Land Use Framework for England, policy affecting water, policy affecting air quality, and the effects of cross-departmental policy issues for the environment.

Putting policy into practice

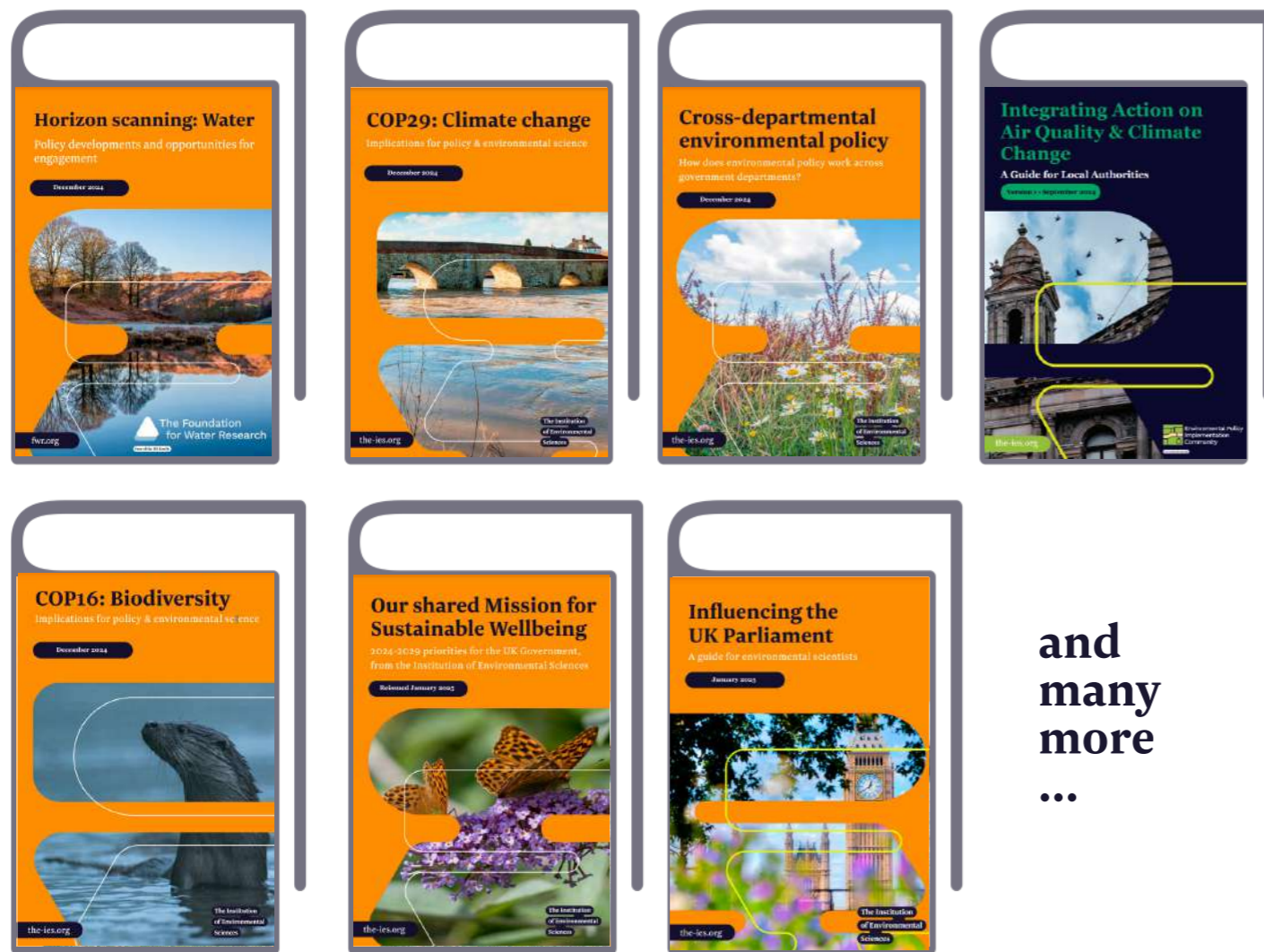
The IES has also been supporting professionals to deal with the consequences of policy in their own work. We continued to hold our popular environmental policy training sessions throughout 2024. We also worked with members on responses to proposed changes to the NPPF, Permitted Development Rights, and ETSU-R-97 Guidance.

Thinking ahead: what do we need to know?

Our policy theme for 2024 was ‘knowledge’, answering the question: ‘what do we need to know?’ The theme included panel discussions on green skills and future generations, a collection of case studies for effective engagement with environmental policy, and a deep dive research project on issues around data and evidence, the final report of which was published in March 2025.

Reports and guidance

In 2024, we published 17 reports, briefings, and guidance, covering a multitude of topics across both specialist and interdisciplinary topics. Those published in the latter half of the year were released under the new branding.



and
many
more
...

The **Integrating Action on Air Quality and Climate Change guidance**, published in October through EPIC, received over 2,500 views in its first month alone, and has gained coverage in press and newsletters across the sector.

Analysis

In 2024 the IES published 34 pieces of analysis, providing in depth analysis of news stories, topical issues and emerging science

Sustainability, interdisciplinarity and solutions in the environmental workforce

Emergence of the dragonfly: the role of transformative change

Meet our 2024 Student Ambassadors

Skills to secure a sustainable future

Raising SPIRES to unite science, policy, and the public

Transforming data to transform the environment

Environmental improvement: safeguarding a valuable natural world

#IESTurningTheTide - Examining the impacts of deep-sea mining

Adaptation and resilience: how can we live with the choices we make?

Scientific literacy: What do we need to know to make informed choices?

Redefining environmental science for the next generation

#IESTurningTheTide: An Innovative Approach to Saltmarsh Restoration

Looking back at COP28 - What has been achieved?

Designing infrastructure for climate resilience and extreme weather

Lethal Leaching Landfills

CEDHE Forum: Innovating Environmental Science Education - wrap-up

A day in the life of an academic

#IESTurningTheTide: Systems thinking for a sustainable ocean – Blue Economy wrap-up

Dialogue Between Disciplines - Post event reflections

How to transform the UK for sustainable wellbeing

Guest editing Environmental Scientist with ChatGPT: An interview

PFAS in our water: a global problem demands a sustainable solution

#IESTurningTheTide: Systems thinking for a sustainable ocean – Marine conservation & restoration wrap-up

Proposed Labour Planning Reforms and Economic Growth

Speed networking to summer placement: securing work experience as a university student

Reflecting on 20 years of SocEnv

Environmental Improvement Plan for Northern Ireland 2024

IES Questions: A Day in the Life - Sophie Hoyland

Access to knowledge in a world of uncertainty and politicisation

Trustees Week 2024: diversifying our governance

The Wellbeing of Future Generations Act: A Success Story

What does Labour's autumn budget mean for the Environment?

Briefing: "COP29 missed a critical opportunity"

Environmental Land Management Schemes: where are we now?

Events

Online Events

In 2024 we ran and supported 85 online events across our broad range of specialisms, delivering easily accessible CPD. Whilst we continue to offer a comprehensive webinar programme, we are offering an increasing number of dynamic, interactive panel discussions and forums. Most of our online events are available on demand on our YouTube channel.



Burntwood

This year's **Burntwood Lecture** took place in early December. The lecture was delivered by Professor Carolyn Roberts and explored the evolution of applied environmental science activity over the last thirty years. It also delved into the role that environmental science can play in bringing potential murderers or negligent companies and individuals to justice. The lecture was followed by a thought-provoking discussion amongst our panel of experts; Dr Claire Holman, Prof. Simon Spooner, and Kyle Lischak.

Conferences

We kicked off with the Dispersion Modelling User Group (DMUG) in London in April, followed by the inaugural Dialogue Between Disciplines (DBD) in May, which brought together all IES Communities to discuss practical actions to address climate change, biodiversity loss, and pollution. The final conference of the year was the IAQM's annual Routes to Clean Air (RTCA), which took place across two jam-packed days in Birmingham.

Training

During 2024 we continued to deliver training on policy and ethics, which continue to be well-received by both members and non-members. We held policy training sessions on land and nature, climate, and water, delivered by Joseph Lewis, Policy Lead. Ethics Training is led by our CEO, Adam Donnan.

We also continued to run our highly regarded 'Chartership in a Day' workshops, with 13 CEnv in a Day and 3 CSci Accelerated workshops during 2024.



Equity, Diversity, and Inclusion

To support our education community in delivering equitable, diverse and inclusive programmes, and to help ensure students from diverse groups are supported to succeed in professional practice, the CEDHE committee published an EDI Guide. The guide explores how to address EDI in preparing students for professional practice in line with the QAA ES3 Benchmark Statement and Section B of the CEDHE accreditation application. Informed by examples from accredited institutions, the guidance was developed by the CEDHE EDI Working Group to compliment the accreditation process.

This project highlighting and sharing examples of EDI best practice also forms an important part of the IES's **EDI Plan 2023-2026**, which seeks to enhance diversity and inclusion across the sector, help the IES to act as an agent for change, and lead by example for the betterment of our society, economy and environment.

Past and Present

2024

A new IES direction

We published our new organisational strategy for 2024-27, focusing on building connections between Communities to promote an interdisciplinary approach to environmental challenges. Another key priority was the development of competency frameworks for specialisms within the IES, ensuring professional standards and career progression for environmental scientists.

2025

Mapping your career direction

In January, the IAQM launched a new competency framework for air quality professionals and aligned its membership criteria accordingly. In 2025, we will develop a similar framework for Land Condition professionals to support their development. Additionally, we will introduce a streamlined mapping process between CSci and CEnv, enabling members to enhance their credentials through a simplified application.

2024

A year in events

We hosted or supported 110 events in 2024—an average of one every 3.3 days. While our 38 lunchtime seminars remained a staple, we expanded our offerings to include more in-depth panel debates, forums, and community discussions.

2025

Enhanced training opportunities

In 2025, we will revamp our policy and ethics training and build on our pilot training project Freshwater Biological Monitoring and Assessment for Integrated Catchment Management, broadening the professional development opportunities available to our members.

2024

A new look

Throughout 2024, we gradually rolled out our refreshed IES branding, which you will see in this and other reports. The updated branding and logos reflect the IES family's core values and communicate our mission more effectively to stakeholders.

2025

Accelerating together

At the end of the membership renewals period, we will launch a new website, transforming how we engage with our members. This platform will introduce a range of enhanced member benefits and provide a more intuitive and engaging user experience.

2024

Informing the sector

We published new guidance on integrating air quality and climate change, alongside an unprecedented ten policy reports and briefings to keep members informed of the latest policy developments. Additionally, we produced newsletters for CEDHE, FWR, NCLOG, EPIC, and our student members.

2025

Expanding our support

2025 will be our most prolific year for publications. In March, we will launch Essential Environment—a policy round-up and analysis service. Other highlights include a summary report on our Turning the Tide project, a briefing on the Clean Air Strategy, and new guidance on air quality monitoring at contaminated land sites.

2024

Interdisciplinary links

With the IES Communities now well established, our focus in 2024 was on fostering interdisciplinary knowledge exchange. We hosted the inaugural Dialogue between Disciplines conference, facilitating collaboration between environmental professionals, and launched new cross-community working groups to develop interdisciplinary resources supporting professional practice.

2025

The golden thread of governance

In 2025, we will launch the Presidential Challenge, exploring governance structures from international to local levels. Using case studies from the circular economy and biodiversity sectors, this initiative will examine leadership, accountability mechanisms, regulations, principles, and role definitions in environmental governance.

2024

Strengthening the IES family

In February 2024 the IES launched the Environmental Policy Implementation Community (EPIC) to expand its support for local authority environmental professionals. In December, the National Contaminated Land Officers Group (NCLOG) joined the IES Family as EPIC's land contamination local authority experts, following a 96% vote in favour from its members.

2025

Come awa in

In January 2025, Environmental Protection Scotland (EPS) voted to join the IES family. This marks the fourth organisation to join us in three years, strengthening our collective impact and enhancing the sector's ability to support environmental professionals and communities.

“Each new addition to the IES family has strengthened our ability to support professionals, advocate for environmental standards, and deliver on our mission.”



CEO report: Our fast-growing family

In the past three years, four organisations have joined the IES family. **Adam Donnan** looks at the importance of these additions and how they have strengthened the IES family.

UK environmental professional bodies and NGOs have faced significant challenges in recent years, with pressures from rising costs, funding uncertainties, and shifting policy landscapes. Smaller organisations, operating in isolation, often struggle to sustain high-quality services, adapt to emerging challenges, or advocate effectively for their members. To better serve our community, the sector must find ways to consolidate expertise, maximise resources, and build a stronger, more resilient network for environmental professionals.

In 2002, the IES helped establish the Institute of Air Quality Management (IAQM). At the time, we estimated there were c.400 UK air quality professionals, making it logical for IAQM to partner with the IES to share costs. After 20 years of collaboration on accreditation, the Committee of Heads of Environmental Sciences (now CEDHE) merged with the IES in 2013 to become our education committee.

By 2017, land condition had become the largest specialism within our membership, as increasingly, professionals in the field chose the IES as their professional body. To better serve this growing group, we established a Land Condition Community. This was followed by new Communities for Marine & Coastal Science (2019), Environmental Impact Assessment (2020), and Climate Action (2021). Internally, we began using the term “IES family” to capture our expanding network of organisations and communities working under a shared mission.

This flexible governance model enabled like-minded professionals to come together, shaping workplans tailored to their fields and cross-cutting challenges. As a result, when in 2021 the Foundation for Water Research

(FWR) sought a new home for its mission, the IES was well-positioned. After a rigorous selection process, FWR’s trustees chose the IES as the inheritor organisation, ensuring the continuation of its vital mission.

This model also appealed to Environmental Protection UK (EPUK) trustees when, in 2023, they sought an inheritor organisation. EPUK became the Environmental Policy Implementation Community (EPIC), aligning with our ambition to strengthen support for policy implementation and deepen engagement with local authorities. This effort was reinforced when the National Contaminated Land Officers Group (NCLOG) joined EPIC in 2024, followed by Environmental Protection Scotland (EPS) in 2025. These steps have established the IES as the primary organisation supporting environmental professionals in local authorities, enhancing our capacity to drive policy implementation and professional development in this crucial area.

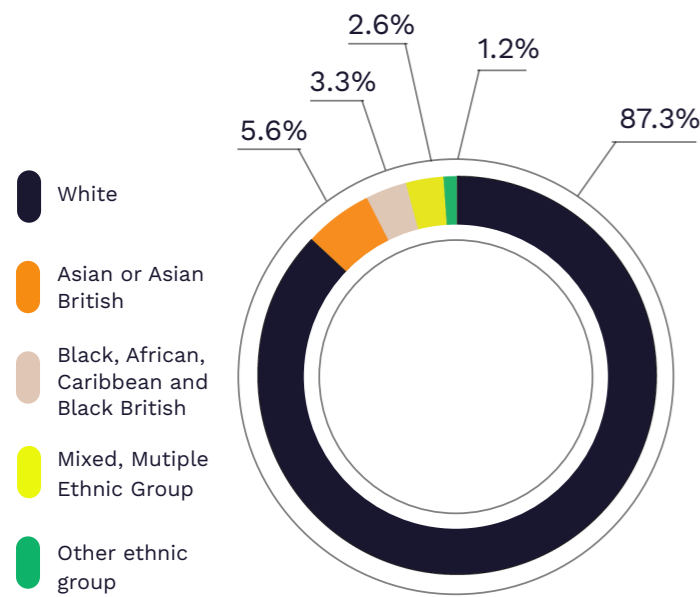
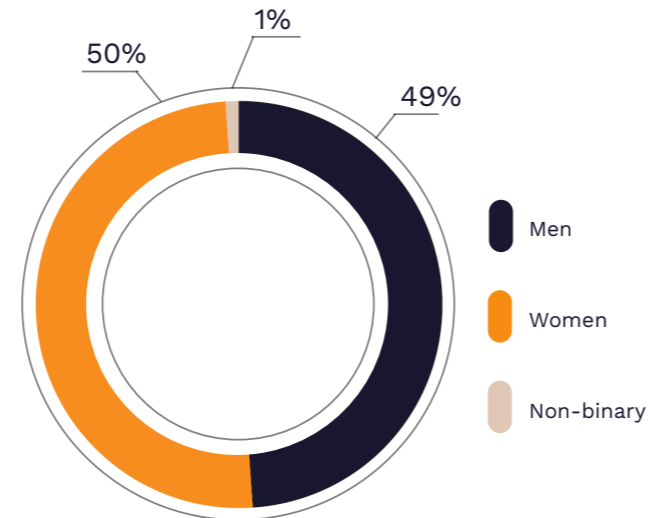
I want to express my gratitude to IES staff, trustees, and community volunteers for their dedication and support throughout this period of growth. I also extend my thanks to the leaders of the organisations that have joined the IES family for placing their trust in us.

Expanding the IES family through mergers and amalgamation was not part of our strategy. Instead, they emerged as a natural response to the evolving needs of our sector. Each addition has strengthened our ability to deliver on our mission. By coming together, we have built a more resilient, collaborative, and impactful organisation - one that is better equipped to face the challenges ahead.

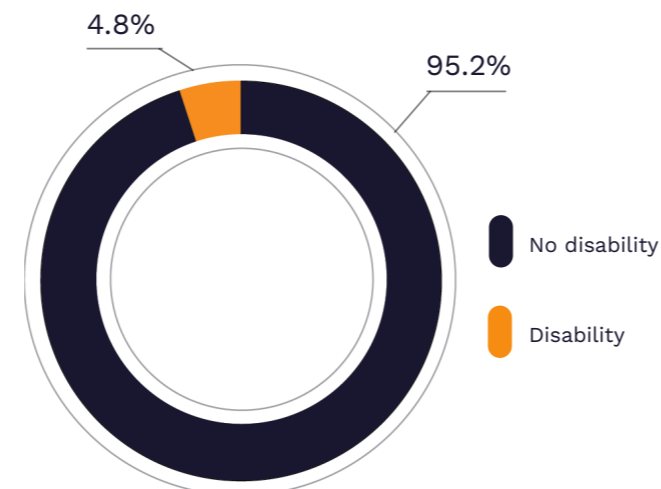
Demographics

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.

We received gender information from 6,446 members. Of these, 50% indicated that they are female and 49% indicated that they are male, a change from 48% female and 52% male last year. Nonbinary genders now make up 1% of our membership, with the majority of this number represented in the student membership.



Of the 2,008 members with a UK address who supplied ethnicity data, White is by far the largest demographic, with 87.3% identifying as such. Asian or Asian British makes up 5.6%; Black, African, Caribbean or Black British 3.3%; Mixed, multiple ethnic groups 2.6%; and other ethnic groups 1.2%. 16% of the UK population ages 16-64 and in employment is from a non-white background, meaning our diversity gap is 3.3%.



We ask our members to disclose whether they have a disability as defined by the UK Equality Act 2010. Of the 2,568 members who volunteered this information, 4.8% reported having a disability. This is a slight drop from 5.1% last year. Estimates from the Department for Work and Pensions in 2023 indicated that around 24% of the UK population had a disability as defined by the Equality Act 2010.



“We hope to create and sustain a knowledgeable, skilled, diverse, and trusted environmental profession”

Financial accounts

Income from:	Restricted (£)	Unrestricted (£)	2024 Total (£)	Restated 2023 total (£)
Donations and legacies	1,300,000	7,454	1,307,454	653,581
Charitable activities:				
Publications and services for members	-	557,197	557,197	496,491
Conferences and consultancy	-	44,042	44,042	41,067
Investments	15,353	15,296	30,649	975
Total income	1,315,353	623,898	1,939,342	1,192,114
Expenditure on:				
Raising funds	-	37,350	37,350	214
Charitable activities:				
Publications and services for members	160,878	558,634	719,512	514,744
Conferences and consultancy	-	92,005	92,005	59,581
Total expenditure	160,878	687,989	848,867	574,539
Net income / (expenditure)	1,154,475	(64,000)	1,090,475	617,575
Net gains on investment	63,566	-	63,566	-
Net movement in funds	1,218,041	(64,000)	1,154,041	617,575
Reconciliation of funds:				
Total funds brought forwards	556,002	108,386	664,388	46,813
Total funds carried forward	1,774,043	44,386	1,818,429	664,388

The IES Carbon Footprint

As signatories to the Pledge to Net Zero initiative, the IES staff team have been hard at work collecting the data needed to calculate our current greenhouse gas (GHG) emissions. The data covers as many aspects of our operations as we can accurately determine across all three scopes as defined by the GHG Protocol.

- “Scope 1: Direct GHG emissions occurring from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment.”
- “Scope 2: Indirect greenhouse gas emissions from consumption of purchased electricity, heat or steam.”
- “Scope 3: Other indirect emissions, such as the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the reporting entity, electricity-related activities (e.g. transportation and distribution losses) not covered in Scope 2, outsourced activities, waste disposal, etc.”



Our Carbon Footprint (1st February 2024 – 31st January 2025)

GHG emissions (tCO2e)	2019/20 baseline (tCO2e)	2024/25 (tCO2e)	2025/26 target
Scope 1	0	0	0
Scope 2 (location based)	0 (1.58)	0 (0.65)	0 (1.34)
Scope 3	7.13	4.26	6.06
Total	8.71	4.91	7.4

What does this mean?

In 2024, our total carbon footprint was 4.91 tCO2e – but what does that actually mean? To put it into perspective, each member of the IES contributed approximately 0.6 kgCO2e. That’s roughly equivalent to boiling a kettle or taking a 10-minute car journey. Another way to translate our carbon footprint would be to convert it into an action that you complete. Our total carbon footprint of 4.91 tCO2e is the equivalent to the electricity consumption of 3 average households for a year or a return flight in economy from London to New York.

Post holders, trustees & staff members

Trustees, council members and presidents on 31st December 2024:

President: Julie Hill MBE

Senior Vice President: John Baines MBE
MIEnvSc CEnv

Vice Presidents:

Eleni Antoniadou MIEnvSc CEnv
Dr Heather Barrett-Mold OBE FIEnvSc CEnv CSci
Jenny Blumhof FIEnvSc CEnv CSci
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Dr Noel Nelson MIEnvSc MIAQM
Professor William Pope FIEnvSc CEnv CSci
Professor Carolyn Roberts FIEnvSc CEnv
Dr Jim Whelan MIEnvSc CEnv CSci

Honorary Officers of Council, who are also trustees, from the 2024 AGM were:

Chair: Dr Bernard Devereux FIEnvSC
Treasurer: Ian Byrne CEnv

Members of Council and trustees from the 2024 AGM were:

Denise Adaoyibo Okpala CSci
Dr Kerry Dinsmore MIEnvSc
Dr Ed Hill CBE MIEnvSc
Rebecca Jessup MIEnvSc
Iain McLellan MIEnvSc CEnv
Elizabeth Mullings-Smith MIEnvSc
Nicola Parker MIEnvSc
Professor Liz Price MIEnvSc CEnv
Mr Christopher Rush MIEnvSc MIAQM
Mr Tony Rachwal
Dr Eric Valentine

Staff members and contractors on 31st December 2024:

Chief Executive Officer: Adam Donnan

Communities & Partnerships Lead: Ethny Childs

Communities & Membership Engagement Officer: Amy Bond

Education & Professional Development Officer: Sally Hughes

Events & Training Lead: Siân Kear

Office Administrators: Lisa Abbott & Benn Townend

Policy Lead: Joseph Lewis

Policy Officer: Ellie Savage

Publications Lead: Bea Gilbert

Publications Officer: Lucy Rowland

Journal Graphic Designer: Kate Saker

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