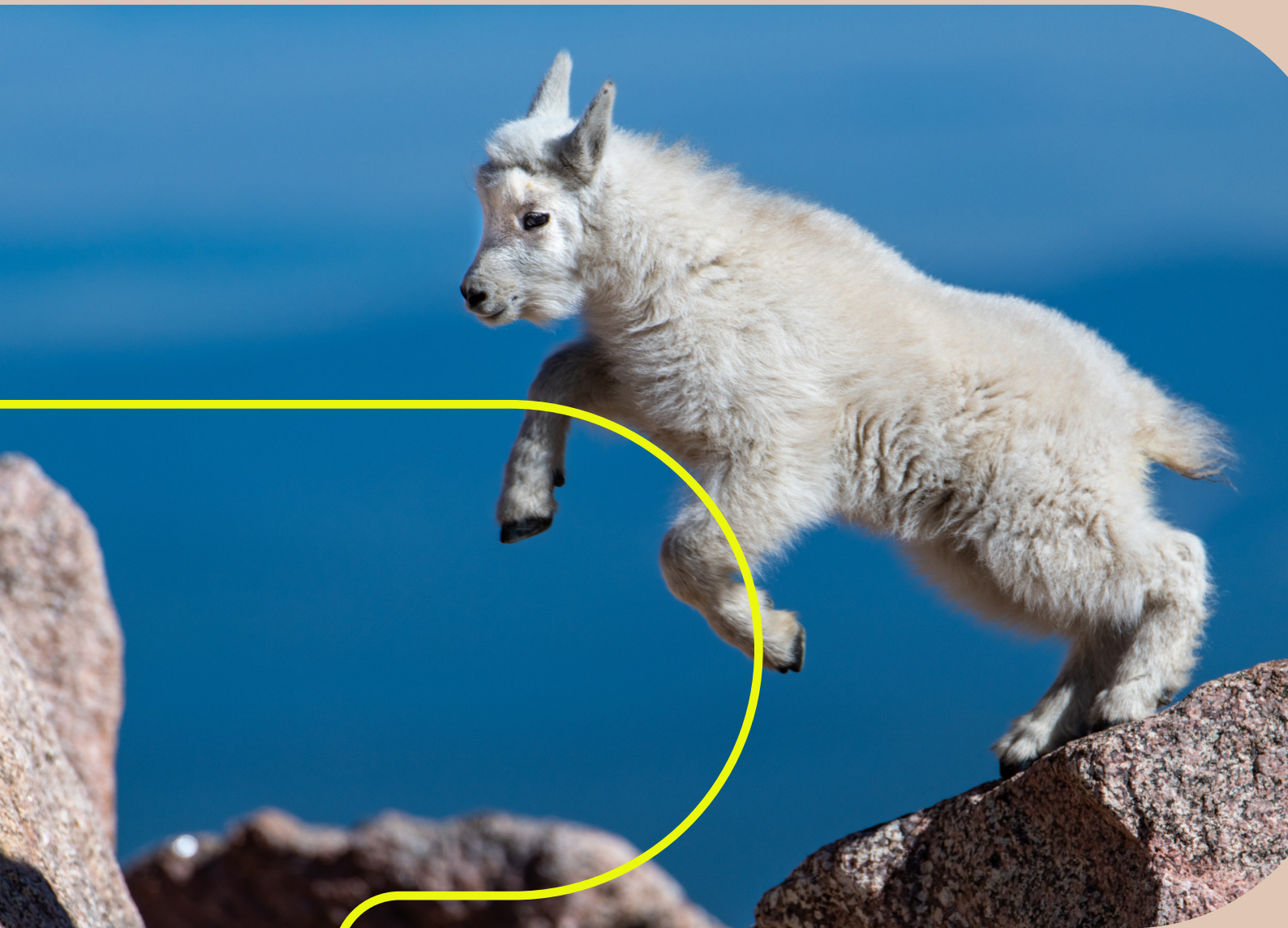


Annual Report 2025

Our activities over the last year

April 2026



the-ies.org

**The Institution
of Environmental
Sciences**

Contents

3	A note from our Chair
5	The new website
7	Net Promoter Score
8	Communities
9	Embedding interdisciplinarity
10	Foundation for Water Research
11	Education
12	IAQM
13	EPIC
14	NCLOG
16	Journal
17	Policy
19	Reports and guidance
20	Analysis
21	Events
22	Equity, diversity and inclusion
23	Past and present
25	CEO report: Principles into practice
27	Demographics
29	Financial accounts
30	The IES carbon footprint
31	Post holders, trustees & staff members



A note from our Chair

It gives me great pleasure to introduce our Annual Report, which showcases an extremely successful year for the IES. Our financial position further strengthened, our membership continued to grow, our Communities continued to thrive, and the organisation continued to deliver a breathtaking array of support, training and career development materials.

Sadly, these organisational successes took place against a tide of negative environmental headlines across the world stage. The year will be remembered as the one in which the USA left the Paris Agreement for a second time, and efforts to stay within a somewhat arbitrary increase in global mean temperature of 1.5°C were widely recognised as a lost hope. In his recent, thought-provoking Burntwood Lecture, Professor Richard Betts MBE provided us with a masterclass in communicating the complexities of what this statistic means in practice for global climate and sustainable development going forward.

For me, the talk highlighted some basic truths. First and foremost, as environmental practitioners, the only certainty we can rely on is ongoing uncertainty! This basic uncertainty about the acceptable limits of warming stems from our incomplete understanding of its consequences: we are now in uncharted territory. This underlines the importance of continued development and support for our IES Communities. It also highlights the need to follow our ethos of identifying solutions based on solid evidence and rigorous science – which can translate into effective policy for implementation by decision-makers and decision-takers.

Increasingly, our policy work is conducted against growing public frustration over failure by government to address pressing environmental problems. The impacts of pollution and global warming on family income, health and wellbeing are becoming clear for all to see. Polls show remarkably high levels of support for action to address these problems and equally low levels of confidence in government's ability to solve them.

The IES mission – to unite people and science to solve environmental problems – thus has huge support, leaving our organisation uniquely and strategically placed to facilitate progress.

A new, completely restructured website launched during the year. It showcases our work and provides much-improved support for our growing membership. The website offers an exceptional platform for our members to receive the support, information and encouragement to accelerate towards a better, more prosperous and more sustainable future for us all.

Bernard Devereux
IES Chair

“I urge everyone with an interest in achieving a sustainable future to draw upon the resources on our website and engage with our Communities”

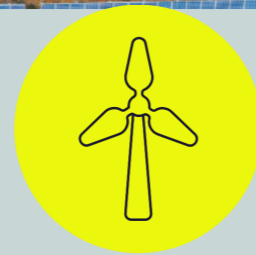
The new website

In 2025 we launched our new website. The difference is huge: our new brand, launched in 2024, is now fully integrated. The navigation is clearer and better organised, meaning visitors can find exactly what they want – whether this is one of 19 navigable environmental fields, any category of publication, or information about membership.



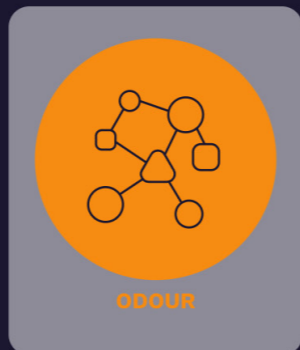
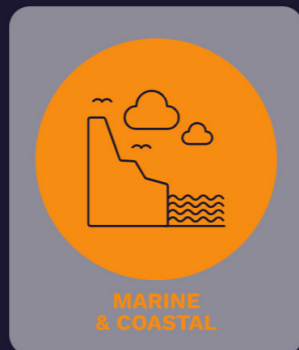
A clean energy future

Energy sector professionals working in the environmental field develop, manage, and optimise energy production, distribution, and consumption. This often includes minimising the negative environmental impacts of energy generated from renewable and non-renewable sources, improving energy efficiency, and implementing sustainable practices. Their work involves designing, monitoring, and maintaining energy systems, assessing energy needs, and addressing challenges such as energy security, environmental impacts, and climate change mitigation.



Energising the sector

Effective action in the energy sector is dependent on knowledge of the industry, but also an understanding of noise, biodiversity, groundwater and air quality impacts, amongst others. Being part of the IES provides an opportunity to connect with environmental professionals across disciplines, providing myriad opportunities for interdisciplinary knowledge-sharing and development of systems-led solutions. There are several relevant Communities for energy professionals, including our Climate Action Community, EIA Community, Air Quality Community and Noise and Vibration Forum.



The Institution of Environmental Sciences

Our Communities take centre stage on the new website. The work of each community is showcased on dedicated pages, making it easier to follow these dynamic networks of dedicated professionals taking a leading role in the sector.



Land Condition

The Land Condition Community (LCC) connects members and partners to share expertise, shape resources, and drive standards across the field, supporting sustainable practice in land remediation and development. Its Early Careers Network supports those starting out with mentoring, learning, and peer connection. The Community leads the annual Land Condition Symposium, runs webinars and discussions, develops professional guidance, and contributes to policy and consultation responses.

[Visit the land condition community](#)



Marine & Coastal

The Marine & Coastal Science Community is a community of like-minded professionals looking to promote an interdisciplinary approach to marine and coastal issues to support the sustainable management of our coasts and oceans. They aim to develop tailored professional development opportunities to support researchers and professionals in the marine and coastal sector and to further advance the specialism through the promotion of their work and engagement with key stakeholders.

[Read about this community](#)



The completely rebuilt Members' Portal is a step change in how membership can be managed and tailored resources can be accessed.

Our upgraded member tools include making membership certificates available on demand, so it's simpler for members to prove their membership and professional standing.

There are also new careers pages, a database of placements, and new options such as paying membership by Direct Debit.

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 continue to score highly in this index, with an impressive score of 45.

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** bring members together around shared professional interests, goals, or challenges. They are an integral part of the IES ecosystem, providing thought leadership for their area of focus, and creating a forum for members to network, collaborate and shape their sector. This year has seen the launch of our new dedicated Communities webpages, showcasing the breadth and impact of the work done across our Communities and signposting opportunities for members to engage.

We are proud that our Communities have been growing year on year and we have made it easier than ever for members to connect with them via the **IES Members' Portal**. This year we have also established Steering Groups for all IES Communities, providing more opportunities for members to shape activities and providing valuable CPD. Our Communities would not exist without the dedicated members who volunteer their time for community work – this year we estimate that over 120 people have regularly volunteered in Community activities!

Climate Action Community



Ran an online discussion event series: the **ROAD to COP30**.

Contributed to multiple ISO Working Groups on standards related to net zero and GHG emissions.

Held events on unlocking multiple benefits for nature and climate, local climate action, and cross-cutting environmental topics.

Marine and Coastal Science Community



Established its first Steering Group and elected a Chair. The Steering Group supports in delivering activities and shaping the work of the Community.

Curated a **range of webinars**, covering topics from autonomous sensing to the impacts of offshore windfarms.

Launched a quarterly newsletter to keep Community members up to date with activities, events and opportunities.



Land Condition Community

Published a resource on **routes to registration for land condition professionals**.

Contributed to multiple POSTnotes and consultations, including on PFAs and managing legacy landfills.

Held events including the annual Land Condition Symposium in Wolverhampton and **online events** on topics including PFAs management, mine remediation and soils.

Collaborated with organisations to support good practice in the sector, including SiLC, National Brownfield Forum, CIRIA etc.

Early Careers Network continued providing tailored support and opportunities to those in the first 10 years of their land condition careers.



Environmental Impact Assessment Community

Convened discussions on the **carbon impacts of EIAs/heritage assessments and the future of EIAs**.

Held webinars on the use of AI in EIA, marine habitat restoration, and careers in EIA.

Endorsed a new **short course** on cumulative impacts in Antarctica.

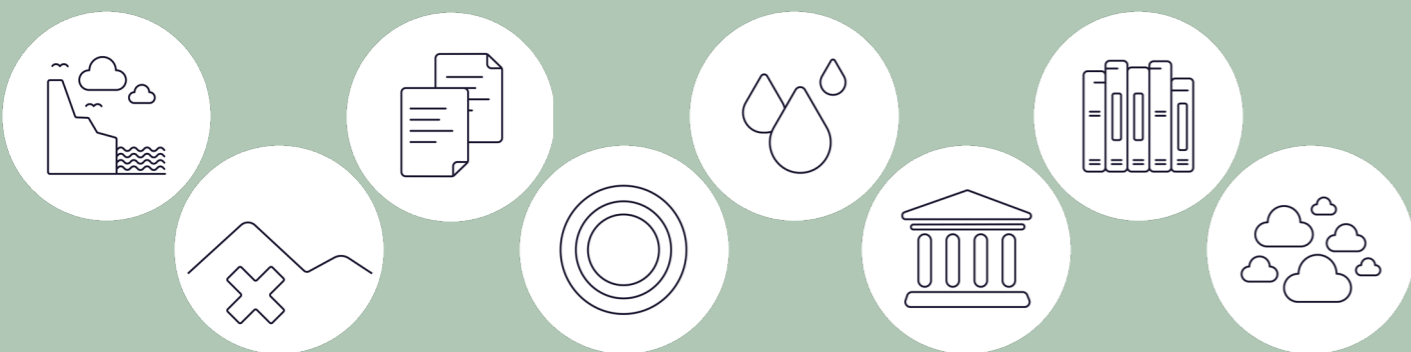
Embedding interdisciplinarity

Communities are central to our current organisational strategy: *Enabling interdisciplinary solutions through science and connections*. Aligned with this strategy, the Communities continued embedding opportunities for interdisciplinary knowledge exchange across their work, resulting in 2025 being a bumper year for cross-cutting events and activities.

Highlights from 2025:

- Community members joined forces to drive the development of the second *Dialogue Between Disciplines Conference*. Building on the success of 2024, this conference included dedicated skill-building workshops on systems thinking approaches and nature-based solutions
- IAQM and Land Condition Community collaborated on guidance: 'Good practice on air quality monitoring for brownfield projects'
- Joint project announced between IES and ACCESS to co-develop resources to support environmental and social scientists to engage in interdisciplinary working
- Over 20 IES events involved more than one Community
- Environmental SCIENTIST journal published on *Interweaving Disciplines*

An inaugural meeting of Community Chairs held at the end of the year examined areas of shared interest and opportunities for collaboration and knowledge exchange. The outcomes have been used to integrate interdisciplinary topics within Community workplans for 2026, setting the stage for Communities to further develop pioneering approaches to cross-cutting environmental challenges.



Foundation for Water Research

The **FWR Community** welcomed new members to both the Committee and each of the Technical Panels in 2025, adding new expertise and insights to support workplan delivery.

FWR Community members span the entire water sector, with representation from consultancy, industry, NGOs, regulators and academia, helping to support a systems approach to water challenges.

2025 has been a big year in the water sector, with Asset Management Period 8 (AMP8) starting in April 2025 and the publication of the Independent Water Commission Report taking place in June 2025. The FWR has been engaging with these changes and providing opportunities for members to discuss and feed in their expertise.

Work has ramped up across all aspects of FWR activities, ranging from policy engagement, to webinars and discussion events, and new publications. Some of the highlights are:

Events

- Roundtable discussion events explored how nature-based solutions can be enabled and delivered in the sector, water trading across regions, and tackling water pollution
- Case study **webinars** on integrated water management, groundwater quality, citizen science monitoring, working with farmers for river restoration, and Water Framework Directive economics

- Supported the organisation of the IES's *Dialogue Between Disciplines Conference*

Publications

- Briefing paper published on the **future of water resources**
- Updated Review of Current Knowledge (RoCK) published on **water for food security**
- Online **articles** published on natural flood management, water resources management and infrastructure, water use for cotton cultivation, skills for the water sector, and hydropower

Policy engagement

- FWR Community members fed into the Independent Water Commission's Call for Evidence
- Supported the IES response to the Land Use Consultation
- Engaged with Ofwat and the Environment Agency to call for an **open access water resources map**

Education

In 2025, CEDHE continued to support high standards and professional relevance in environmental science education both in the UK and internationally. As the education arm of the IES, CEDHE administers the **world's largest accreditation scheme** for environmental science degree programmes, with 53 member institutions and 202 accredited programmes. The scheme, underpinned by the **ES3 Benchmark Statement**, provides a consistent framework for academic quality and alignment with professional practice.

The 2025 CEDHE Forum explored the integration of **Artificial Intelligence in environmental education**, supporting evidence-led discussion on implications for teaching and assessment. The 2026 Forum will focus on graduate preparedness, curriculum professionalisation, and professional competencies, drawing on employer and student perspectives.

CEDHE contributed to wider sector dialogue as a signatory to a letter convened by the **Mammal Society**, highlighting concerns about the reduction of fieldwork opportunities within UK life science programmes and its implications for skills development.

The **Student Ambassador Scheme** supported 12 ambassadors across 10 universities, strengthening peer-led engagement through promoting and actively engaging with IES activities. Student members were also supported through a monthly newsletter providing sector updates, events, and engagement opportunities.



IAQM

Supporting professionalism and competence in the air quality community has been a key focus of the IAQM throughout 2025, providing members with valuable CPD, industry standard technical guidance, and opportunities to drive improvements in air quality through improved practice and advocacy for clean air.

We launched a **competency-based application process**, supporting excellence in the sector and providing clear pathways for professional development through the associated competency framework.

Events

- Routes to Clean Air returned bigger than ever, with over 160 attendees. The excellent speakers included Sir Stephen Holgate, Prof. Frank Kelly, Sir Michael Marmot and a live interview with Rosamund Adoo-Kissi-Debrah CBE.
- Our popular **lunchtime webinars** explored themes related to indoor air quality, the UK's clean air hospital framework, and EALs.
- At our AGM, our new Honorary Fellow, Dr Nat Easton, presented the keynote speech: **Achieving Cleaner Air – from transdisciplinary and multisectoral action to policy opportunities**.

Guidance and position statements

- Our latest guidance, **'Good practice on air quality monitoring for brownfield projects'**, was produced in collaboration with the Land Condition Community.
- New position statement published on: **'Use of Low-Cost Sensor Systems for PM₁₀'**.

Policy engagement

- The IAQM **submitted a response** to the call for Parliamentary inquiry topics as part of a wider IES response. We were delighted that the Environmental Audit Committee have since confirmed the inquiry, following a pitch from Jemima Hartshorn, founder of campaign group Mums for Lungs, and Dr Nat Easton from University of Southampton.

Early Careers Network

- The **ECN Subcommittee** hosted events including a field trip to the Vehicle Emissions Research Centre at Shoreham Technical Centre; a webinar on the future of artificial intelligence in air quality; and two in-person workshops. Eve Brooks-Parkin won the Ian McCrae Award for her essay addressing key future challenges in air quality. The ECN delivered a session at Routes to Clean Air, as well as a networking breakfast for members.



Institute of
Air Quality
Management

EPIC

NCLOG

Over 2025, the **Environmental Policy Implementation Community (EPIC)** experienced significant growth, now bringing together more than 800 members, many of whom work in local authorities. At the start of 2025, EPIC integrated two new partner organisations: Environmental Protection Scotland, and the National Contaminated Land Officers Group.

EPIC has continued to demonstrate leadership in environmental implementation. In October 2025, the community published **new guidance** for local authority professionals, developed through an innovative project applying implementation science approaches commonly used in healthcare and education to the environmental sector. This work represents an important step forward in supporting effective policy delivery on the ground.

EPIC also led the Biodiversity Net Gain (BNG) in Practice project, working in collaboration with the Environmental Impact Assessment Community and the Association of Local Government Ecologists. In February, the project culminated in the publication of the **BNG in Practice report**, which highlighted the challenges faced by practitioners implementing BNG requirements. EPIC also delivered a successful BNG in Practice event series,

including a Small Sites Symposium and a range of knowledge-sharing sessions. In addition, EPIC led the IES response to the consultation on BNG for small, medium, and brownfield sites

In 2025, in partnership with IAQM, EPIC began updating its Land-Use Planning and Development Control Guidance, ensuring it remains relevant and reflective of current policy and practice.

The **EPIC Conference** brought together professionals from across the sector to explore the theme “How can planning deliver for the environment?”. The event featured a brilliant keynote address from outgoing RTPI Chief Executive Victoria Hills.



In 2025 the National Contaminated Land Officers Group (NCLOG) joined the IES family as part of the Environmental Policy Implementation Community (EPIC). This has enabled NCLOG to strengthen its role as the national voice for contaminated land officers, delivering a wide range of professional support and engagement activities.

NCLOG delivered an extensive and well-received events programme, including a Ground Gas Forum, a Radon Forum, and a full-day event commemorating the 25th anniversary of Part 2A legislation. These events provided valuable opportunities for knowledge exchange, professional development, and reflection on the evolution of contaminated land regulation and practice.

The group continues to work closely with key partners, including the Environment Agency. During 2025, NCLOG supported the Environment Agency’s State of Contaminated Land survey by gathering practitioner feedback and delivering a dedicated member support workshop and troubleshooting sheet.

NCLOG has also strengthened national coordination by establishing a Regions Forum, bringing together contaminated land groups from across the UK to share expertise and promote consistency in practice. In addition, NCLOG has contributed to the wider policy landscape by submitting evidence on PFAS and supporting the development of a POSTnote on the management of legacy landfills.





“I’m really enjoying the IES actively trying to do something to support interdisciplinary working. Elsewhere, it feels like everyone agrees it’s a good idea, but no action happens.”

– Elaine White CSci, IES Member

environmental SCIENTIST

Who pays?



This issue explored how finance can be leveraged to accelerate environmental improvement, fund the net-zero transition, and reshape economic, political, and communication systems toward a resilient, equitable, and sustainable future.

Interweaving disciplines



Interdisciplinarity – working across traditional boundaries – is central to enabling research and practice to tackle complex, interconnected challenges. This edition highlighted the methods and communities that drive collaboration and lead to innovative problem-solving across the sector.

Are we measuring what matters?



Indicators are the standards we set and the benchmarks we measure, often used as a shortcut for communicating complex science. This edition asked: how are they sculpted by science, politics, and philosophy? And how can they best be leveraged to help us to solve challenges?

Fields of change



To adapt to new climatic conditions, consumption and farming practices must change. This issue examined new ways of reducing some of the negative impacts of agriculture, and routes to a more nature-positive system, aiming for methods that work for nature and for humans.

2026 themes

March: Infrastructure
June: Tipping points

September: Marine and coastal science
December: Certification

Policy

The world is changing at an ever-faster pace. Policy engagement is crucial if we want to manage that change, which is why 2025 was a year characterised by the back and forth between environmental experts and decision makers. The IES puts an expert perspective at the heart of those discussions, standing up for the voice of science, scientists, and the natural world.

Informing members in a year of policy change

2025 saw significant shifts in policy affecting the environment. The IES responded with an updated **Essential Environment** bulletin, providing 17 insights articles throughout the year. Towards the end of the year, we kept members informed with our ROAD to COP30 event series, culminating in a briefing on the climate summit and key messages in our report, 'Delivering change in a complex world'.



Empowering members to create policy change

In line with our strategy, we also spent the year giving IES members the skills needed to engage in policy themselves. The year started with a collection of case studies for effective policy engagement, '**Speaking up for science**', as well as a series of primers on key policy skills. The year ended with a refresh of our annual horizon scanning, including a briefing on the latest changes in land and nature policy.

Driving ahead the conversation on policy design

With so much at stake in 2025, the IES family continued its thought leadership on policy to drive forward transformative change. We published two new chapters for **Our Shared Mission for Sustainable Wellbeing** on changing the narrative on nature and embedding the circular economy. We also published a popular briefing on the Land Use Framework and submitted interdisciplinary responses to consultations on Land Use, the Independent Water Commission, and Biodiversity Net Gain for small sites.

Leading the discussion on policy implementation

While working to support the best policy design possible, we also put a focus on implementing policy well. Our **Environmental Policy Implementation Community (EPIC)** published a Guide on Environmental Implementation for Local Authorities and leading research on Biodiversity Net Gain, one year on from mandatory implementation in partnership with the Association of Local Government Ecologists.

In 2026, the IES will be focusing on supporting members to fight back against environmental degradation, leading us forth towards a sustainable future. We will be launching a series of **on-demand policy training** courses and carrying out new work on convening delivery conversations and meeting environmental targets in practice.

Our shared Mission for Sustainable Wellbeing

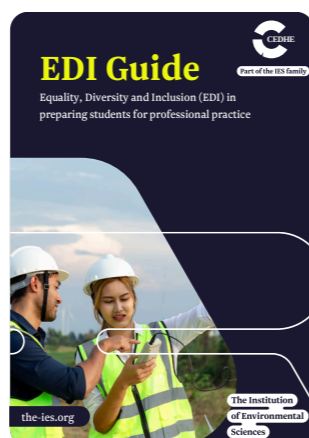
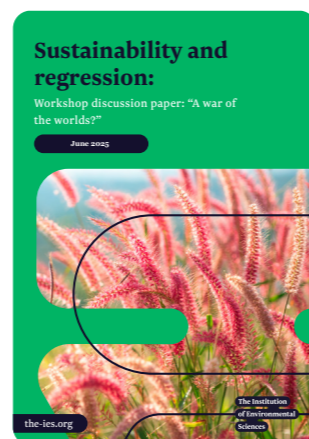
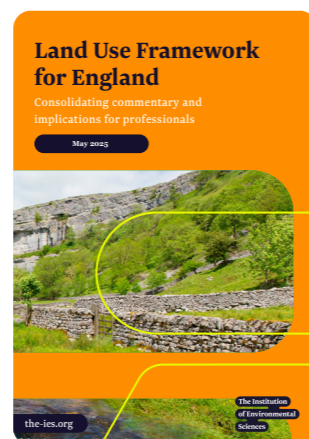
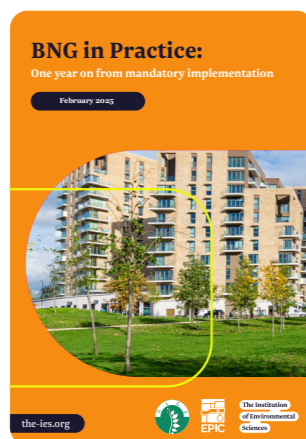
2024-2029 priorities for the UK Government, from the Institution of Environmental Sciences

Reissued November 2025



Reports and guidance

In 2025, we published 19 reports, briefings, and guidance, covering a multitude of topics across both specialist and interdisciplinary topics and introducing a new case study report format.



Our reports and policy resources were viewed more than 17,000 times this year, and more than 6,000 people used our Essential Environment bulletin to find useful information. Our recommendations and analysis have been picked up across the sector; the BNG in Practice report received coverage in sector media and led to a high-level roundtable with policy makers.

Analysis

In 2025 the IES published 60 pieces of analysis, providing in-depth analysis of news stories, topical issues and emerging science. Here are a few of the highlights.

Water Commission: What next?



Towards sustainable wellbeing: a collective flourishing approach



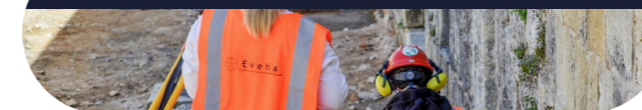
Environmental Outcomes Reports – Where are we now?



Uncovering best practice for PFAS management



Digging deeper for net zero



Water resources management and infrastructure: the challenges and the future



Enabling nature-based solutions in the water sector



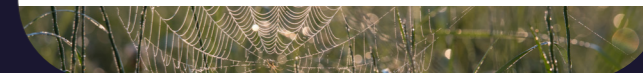
Systems Thinking: common ground for social sciences and STEM-B



What defines a healthy river?



Dialogue Between Disciplines: Navigating a path through the borderlands



How a skilled workforce is vital to our water future



What happened at COP30?



Events

Online Events

In 2025 we ran and supported 110 events across our broad range of specialisms, delivering easily accessible CPD. Continuing to offer a comprehensive webinar programme, we are also offering an increasing number of dynamic, interactive panel discussions, roundtables, and forums. Most of our online events are available on demand on our [YouTube channel](#).



Conferences

We kicked off 2025 with the Land Condition Symposium (LCS) in Wolverhampton in March, followed by our second Dialogue Between Disciplines (DBD) in London in June, finishing the year with the IAQM's Routes to Clean Air, which took place across two busy days in London in late October.

Training

We continued to run our highly regarded 'Chartership in a Day' workshops, with 13 'CEnv in a Day' and 3 'CSci Accelerated' workshops delivered during 2025.

We paused delivery of our policy training while we convert the content to an updated and expanded 'on-demand' programme. We recently launched the introductory policy training programme, with further courses coming in 2026.

Burntwood

Professor Richard Betts MBE gave this year's lecture: 'The World after 1.5°C'. Richard's talk set out the latest climate science, how current warming is reshaping our environment, and what we can expect in the decades ahead. He distinguished between changes that are now unavoidable and those that remain within our power to prevent, grounding the discussion in the best available evidence.

The lecture was followed by a thought-provoking discussion amongst our panel of experts; Vicki Hird, William Wilson and Ed Hill.



Equity, diversity, and inclusion

As the representative body for environmental science, it is essential that we proactively seek to enhance diversity and inclusion across the sector, act as agents of change, and lead by example for the betterment of our environment, society and economy. We have progressed as planned through our [Equity, Diversity & Inclusion \(EDI\) Plan 2023-2026](#) in the five key areas of Governance, Committees and Employment; Membership and Registers; Events and Training; Communications and Publications; and Education and Accreditation. These categories align with the [Science Council's EDI framework](#).

A highlight of our EDI work in 2025 was our new status as a [Disability Confident Committed](#) employer. This means positive action for disabled applicants is now embedded in our recruitment practices, as we recognise disability is an underrepresented characteristic across the environmental sciences. We continue to take part in a wide range of external diversity reporting schemes, including: the [RACE Report](#) and the [Wildlife and Countryside Link Route Map](#).

Past and present

2025

Accelerating together

We launched a new website, transforming how we connect with members. This platform introduced enhanced benefits including electronic certificates and an enhanced communication preference centre, whilst providing a more intuitive and engaging user experience.

2026

Building careers

We will sharpen our focus on careers: upgrading the CPD tool, expanding careers content, and building a database of placement opportunities that connect employers with student members, to support the next generation of environmental professionals.

2025

Policy insights

We launched Essential Environment, a policy bulletin delivering timely analysis and insight. Alongside a series of in-depth primers and briefings, it kept members informed and equipped to respond to a fast-moving policy landscape.

2026

Enhanced CPD opportunities

We are scaling up our training offer. Following the launch of our first on-demand course, 'Understanding Environmental Policy', we will offer intermediate policy training, freshwater biology and ecology modules, and ethics training. An expanded RTCA conference will bring together themes previously covered by DMUG and MAQ events.

2025

Strengthening interdisciplinary practice

In line with our strategy to encourage more cross collaboration between our Communities, we published joint guidance, held cross-community meetings and webinars and dedicated an edition of environmental SCIENTIST to interdisciplinarity.

2026

Embedding social science

We will be co-creating practical resources with social scientists from ACCESS and build a network that connects researchers and practitioners. This is the next chapter in our strategy to make environmental science truly interdisciplinary.

2025

AQ pathways

IAQM introduced a new competency-based membership application process, creating clearer and more structured development pathways within the air quality profession.

2026

Elevating Fellowship

We will launch a clearer, more accessible route to Fellowship that better reflects the diversity of the profession. At the same time, we will enhance the benefits of Fellowship, positioning it as a meaningful and aspirational milestone for members.

2025

Equity in education

Our CEDHE committee published new ED&I guidance to support higher education providers in delivering inclusive programmes and enabling students from diverse backgrounds to thrive in professional practice.

2026

Closing the Disability Gap

We will place a stronger focus on disability inclusion, responding to clear evidence of a gap within our membership and the wider sector. As a Disability Confident Committed employer, we will lead by example, including offering structured shadowing opportunities.

2025

Supporting local delivery

We supported the critical work of Local Authorities through guidance on implementation science and practical insights into Biodiversity Net Gain (BNG). The EPIC project also grew, welcoming Environmental Protection Scotland and the National Contaminated Land Officers Group into the IES family.

2026

Driving system-level change

We will publish the outcomes of our Presidential Challenge on securing the "golden thread" of governance. New and updated guidance will address odour assessment in planning and systems thinking in the water sector to support more integrated decision-making.

“Our fourth core principle is that ‘we get things done’. For our members, that means that environmental professionals do not simply analyse problems; we help to solve them.”



CEO report: Principles into practice

In September 2026, Adam Donnan will mark 20 years working for the IES. Reaching that milestone, alongside a recent opportunity to deliver the Honorary Fellow Lecture for the Society for the Environment, has put him in a reflective mood.

After two decades in a profession, patterns emerge. At what is probably the halfway point of my working life, I’ve developed clearer sense of what helps environmental progress, and what holds it back.

One thing that has increasingly struck me is our continual search for new ways of framing environmental challenges. There is value in refining how we communicate, particularly as science evolves and political and economic contexts change. But there are times looking for the next compelling narrative risks becoming a distraction from the more difficult task of delivery.

Over the past decades, the environmental sciences have developed a strong conceptual foundation in the form of sustainability. While sometimes criticised for being too broad or too easily co-opted, its core principles remain sound. Too frequently, sustainability has been incorrectly applied and interpreted through a weak lens which assumed that losses of natural capital can readily be offset by social or economic gains.

In recent years, the conversation has shifted towards regeneration and restoration. These reflect a growing recognition that environmental systems must not only be protected, but actively improved. Yet this shift does not invalidate the underlying sustainability framework; it should strengthen it. As a profession, we should not treat each new concept as a replacement for what came before. Terms such as doughnut economics, net gain and other emerging frameworks each bring valuable insights, but they sit most effectively within a shared and widely understood foundation of sustainability.

From outside the profession, this rapid turnover of terminology can appear confusing.

For those working in business, government, or local communities, the environmental sciences can seem to move quickly from one concept to the next. Yet the underlying goal has remained remarkably consistent: ensuring that human progress takes place within the limits of the natural systems on which we depend. Maintaining this clarity is important if we are to sustain trust and build lasting partnerships with those delivering change on the ground.

There has also been a growing sense within the Institution of the importance of moving from ambition to implementation. Strategies, targets, and frameworks all have their place, but their value depends on leading to tangible improvements. As Gary Kass wrote in his introduction to our recent guide, implementation “is the difference between having an air quality strategy and children growing up breathing clean air.”

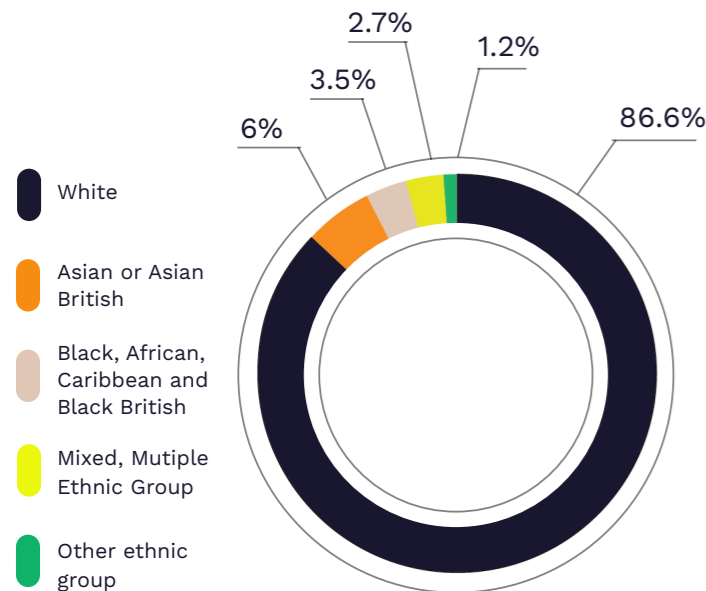
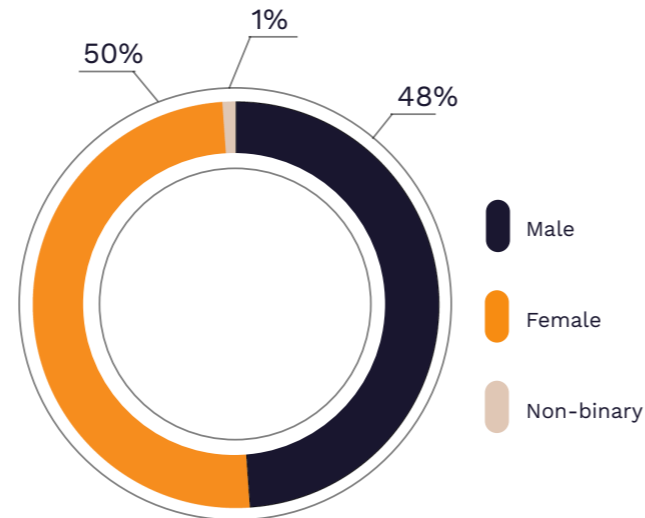
This focus on delivery has shaped our work. Through initiatives that strengthen policy implementation, support professional practice, and bring together expertise from across disciplines, we have sought to ensure that environmental science translates into real-world outcomes. Our fourth core principle is that “we get things done”. For our members, that means that environmental professionals do not simply analyse problems; we help to solve them.

The environmental challenges facing society are profound, but the foundations for addressing them already exist. The task ahead is not to endlessly reinvent the framework, but to apply it with clarity, consistency, and determination. Credibility in our sector will be defined not by the ideas we develop, but by the difference those ideas make in practice.

Demographics

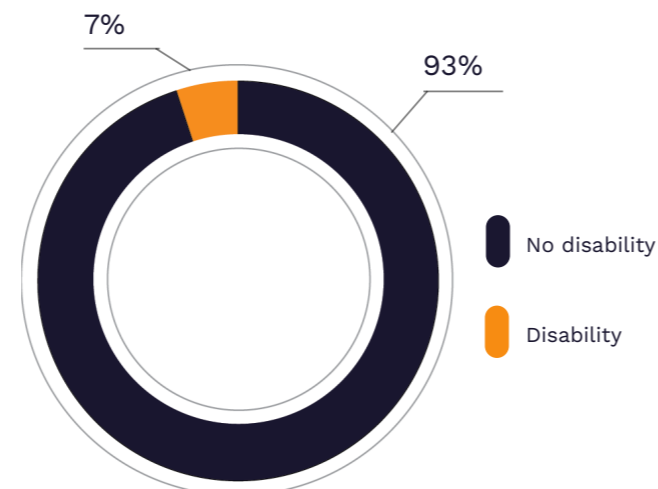
As the representative body for environmental sciences, it is essential that we proactively seek to enhance diversity and inclusion across the sector, act as agents for change, and lead by example for the betterment of our society, economy and environment. Our decisions are always backed by evidence, 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.

Of the 6,485 who supplied details of their gender, 50% are female, and 48% male, with non-binary genders making up slightly more than 1% of the membership.

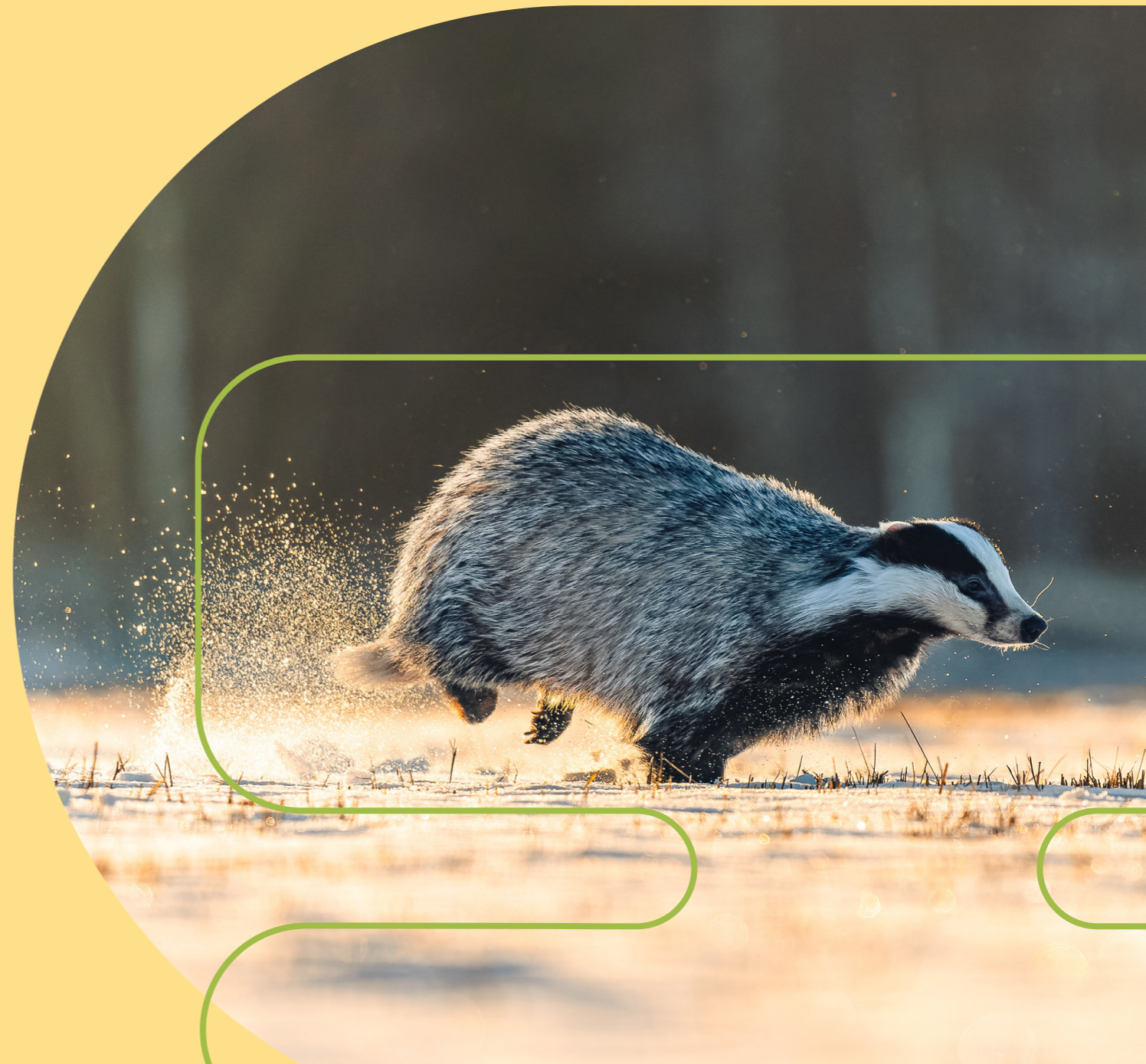


Of the 2,471 members with a UK address who supplied ethnicity data, White is by far the largest demographic, with 86.6% identifying as such. Asian or Asian British makes up 6%; Black, African, Caribbean or Black British 3.5%; Mixed, multiple ethnic groups 2.7%; and other ethnic groups 1.2%. 18% of the UK population aged 16-64 and in employment is from a non-white background, meaning our diversity gap is 4.6%.

We ask our members to disclose whether they have a disability as defined by the UK Equality Act 2010. Of the 3,113 members who volunteered this information, 7% reported having a disability, up from 4.8% 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.



“It is essential that we proactively seek to enhance diversity and inclusion across the sector”



Financial accounts

Income from:	Restricted (£)	Unrestricted (£)	2025 Total (£)	2024 Total (£)
Donations and legacies	65,562	89,995	155,557	1,307,454
Charitable activities:				
Publications and services for members	-	587,600	587,600	557,197
Conferences and consultancy	-	44,344	44,344	44,042
Investments	59,424	12,702	72,126	30,649
Total income	124,986	734,641	859,627	1,939,342
Expenditure on:				
Raising funds	-	19,400	19,400	37,350
Charitable activities:				
Publications and services for members	141,815	575,545	717,360	719,512
Conferences and consultancy	-	84,643	84,643	92,005
Total expenditure	141,815	679,588	821,403	848,867
Net income / (expenditure)	(16,829)	55,053	38,224	1,090,475
Net gains on investment	(30,94)	(2,084)	(33,078)	63,566
Net movement in funds	(47,823)	52,969	5,146	1,154,041
Reconciliation of funds:				
Total funds brought forwards	1,774,043	44,386	1,818,429	664,388
Total funds carried forward	1,726,220	97,355	1,823,575	1,818,429

The IES carbon footprint

As signatories to the Pledge to Net Zero initiative, the IES collects data 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 2025 – 31st January 2026)

GHG emissions (tCO ₂ e)	2019/20 baseline (tCO ₂ e)	2025/6 (tCO ₂ e)	2025/26 target
Scope 1	0	0	0
Scope 2 (location based)	0 (1.58)	0 (0.12)	0 (1.34)
Scope 3	7.13	8.96	6.06
Total	8.71	9.08	7.4

This year, our reported carbon footprint is 9.08 tCO₂e.

At first glance, this represents an increase compared to last year. However, this change is primarily the result of improved reporting, particularly relating to our printed journal, rather than a significant rise in our underlying emissions. The main driver of the increase is a substantial improvement in how we account for emissions linked to the production and distribution of our printed journal (reported under Scope 3). As a result, emissions from journal distribution are now reported at 2.18 tCO₂e, more than double last year’s reported figure.

To put the IES’s GHG emissions in perspective, our total carbon footprint of 9.08 tCO₂e is the equivalent to 20 return flights in economy from London to the winter Olympics (Milan). Dividing the total by our number of members results in a figure of approximately 1.4 kgCO₂e per member. That’s roughly equivalent to 6 large cappuccinos.

Post holders, trustees & staff members

Trustees, council members and presidents on 31st December 2025:

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
Dr Mark Everard FIEnvSc CEnv CSci
Phil Holmes MIEnvSc
Dr Gary Kass FIEnvSc CSci
Professor Jim Longhurst FIEnvSc CEnv CSci
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 2025 AGM were:

Chair: Dr Bernard Devereux FIEnvSC
Treasurer: Dr Ian Byrne CEnv

Members of Council and trustees from the 2025 AGM were:

Itunu Allison MIEnvSc CEnv
Dr Kerry Dinsmore MIEnvSc
Professor Ed Hill CBE MIEnvSc
Roisin Lindsay MIEnvSc CEnv
Iain McLellan MIEnvSc CEnv
Denise Okpala MIEnvSc
Professor Liz Price MIEnvSc CEnv
Brigitte Reid MIEnvSc
Chris Rush MIEnvSc MIAQM
Dr Alison Stokes MIEnvSc
Dr Eric Valentine

Staff members and contractors on 31st December 2025:

Chief Executive Officer: Adam Donnan

Head of Communities & Partnerships: 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 & Zaynah Rahman

Head of Policy: Joseph Lewis

Policy Officer: Ellie Savage

Publications Lead: Bea Gilbert

Publications Officer: Lucy Rowland

Journal Graphic Designer: Kate Saker

Journal Sub-editor: Christina Petrides

Image credits

Front cover, back cover – Mountain goat, Colorado

© Kerry Hargrove | Adobe Stock

p. 3 – Barn Owl hunting at sunset

© Naeem | Adobe Stock

p. 15 – Urban plants growing in colourful drainpipes

© Jakob Fischer | Adobe Stock

p. 25 – Heron on a canal barge in London

© javiindy | Adobe Stock

p. 28 – Badger running in the snow at sunrise

© Jan Rozehnal | Adobe Stock



**The Institution
of Environmental
Sciences**

Institution of Environmental Sciences
130-132 Tooley Street | London
SE1 2TU
+44 (0)20 3862 7484
info@the-ies.org
the-ies.org
Registered charity no. 277611