



APPENDIX C

BIAC EMD committee: Chairman's report 2024

Interviews

We have continued with the "online" approach for all interviews primarily because it continues to make logistical sense and has significantly shortened the time between application and interview.

Thanks to Alex in the BIAC office for their efforts distributing the necessary documents and sorting out the zoomy stuff!

Thanks also for Ros Gough and others who have stepped in for their time and content input for the interviews. The process has been well received by all those interviewed and generally less daunting than applicants were expecting.

I would therefore urge all those who have been Associates for some time to apply for full membership.

Since our last Annual General Meeting, BIAC has welcomed 27 new members as follows: Jack Ancell SBIAC, Harvey Hughes; Mr Macaulay Austwick SBIAC, Leeds Beckett University; Robyn Barcham SBIAC, RAU; Miss Alex Benbow ABIAC, The Andersons Centre; Guy Bicknell MBIAC, Wilson Wraight; Rachel Brooks ABIAC, Wilson Wraight; Rachel Bush MBIAC, Wilson Wraight; Charles Clack ABIAC, Wallace Daniels Ltd; Dr Austin Cogan MBIAC, Air Pollution Services (trading name of KALACO Group Limited); Camilla Cummins ABIAC Savills (UK) Ltd; Ewen Dangerfield ABIAC, Wilson Wraight; Jason Gale MBIAC, SLR Consulting Ltd; Gareth Griffiths ABIAC, Menter a Busnes; Pamela Jacobs MBIAC, Andersons Eastern; Millie Joseph ABIAC, Douglas Green Consulting; Jack Pierce ABIAC Savills (UK) Ltd; Kate Pritchard SBIAC; Matt Riddington ABIAC Savills (UK) Ltd; Megan Rogers SBIAC, Berrys; Ellie Sinclair SBIAC, Sinclair Agricultural & Recycling Services Ltd; Trystan Sion ABIAC, Menter a Busnes; John Strickland ABIAC, Simmons and Sons Surveyors LLP; Paul Sweeney MBIAC, Paul Sweeney Agronomy Ltd; Jack Thurley ABIAC, Simmons and Sons; Madeleine Vaughan ABIAC Berrys; Georgina Wallis MBIAC, HL Hutchinson Ltd & George Whittaker MBIAC CEnv, Symonds & Sampson LLP.

Review of the Code of Conduct

The Entrance & Disciplinary Committee oversee complaints against BIAC members. Complaints are assessed against the Code of Conduct and therefore it is necessary for ongoing review of the Code of Conduct.

BIAC Council have identified a need to update the Code of Conduct as follows:

2. In particular but without prejudice to the generality of the foregoing rule, no member shall:

(a) be employed or have any other financial relationship with any Company, firm or organisation if such employment or relationship shall in the opinion of Council be inconsistent with his duty to advise his Clients impartially nor be engaged in any trade, profession or occupation which might in the opinion of the Council be or become inconsistent with such duty.

(b) be in any way connected with or have any relationship with any other person or body if such connection or relationship might be or become prejudicial or inconsistent with his duty to any of his Clients without making a full disclosure to that Client



(c) disclose or allow any disclosure of the affairs of any of his Clients to any other Client or to any other person for his own advantage or for the advantage of any other person.

(d) take an instruction where there is a conflict of interest or a conflict could reasonably be expected as clients have a substantial common interest and/or the parties are competing for the same objective unless all the clients have consented, given or evidenced in writing, and/or members have put in place effective safeguards to protect confidential information

(e) engage in any work outside the sphere of his competence.

(f) seek to obtain instructions from a Client in a manner considered by the Council to be unprofessional or knowingly seek to procure instructions from a Client for whom another member of the Institute is already acting without the consent of the member.

(g) make any charge for his services in a manner considered to be unprofessional by the Council.

Mentoring

BIAC Council identified the need for BIAC members to provide a Mentoring Scheme and the following Guidelines have been developed:

BIAC MENTOR SCHEME – GUIDANCE NOTES

1. Understanding the Purpose: This Mentor Scheme is designed to foster professional growth, knowledge sharing, and personal development within BIAC.
2. Eligibility Criteria: Only Members or Fellows of BIAC are eligible to take part in the BIAC Mentor Scheme to ensure appropriate experience and expertise.
3. Registration Process: Log into your Member portal of the BIAC website and tick the box under Sector/ Expertise 18. 'Mentor assistance'.
4. Setting Expectations: Once matched, schedule an initial meeting to establish your goals and expectations. Discuss and agree upon the frequency of meetings, communication methods, and the overall timeline of the mentorship.
5. Confidentiality and Professionalism: Maintain a high level of professionalism and confidentiality. The information shared within the mentor-mentee relationship should be respected and kept private.
6. Active Participation: Engage actively in the programme. Provide guidance, share experiences, and offer constructive feedback.
7. Feedback and Evaluation: Participate in regular feedback sessions. Provide honest feedback about the Mentor Scheme and your mentor/mentee relationship to help improve the Mentor Scheme.



The success of the Mentor Scheme depends on the commitment and engagement of mentors. Embrace this opportunity to learn, grow, and contribute to the BIAC community.

If you are interested in becoming a BIAC Mentor, please go into your online account and tick the 'Mentoring' box in your Index Selection alongside your other specialisms.

Society of the Environment (CEnv)

During the year BIAC announced a new opportunity to enhance professionalism via your BIAC membership. As a member of BIAC, you may be eligible to apply for the Chartered Environmentalist (CEnv) designation if this is of interest to you and if you feel your work would align to the CEnv practice directives.

The CEnv is a prestigious recognition awarded overseen by the Society of the Environment to individuals who demonstrate their expertise and commitment in the field of environmental management and sustainability. This designation signifies professional competence, ethical behavior, and dedication to protecting and improving the environment.

By becoming a Chartered Environmentalist, you join a network of like-minded professionals who are leading the way in promoting more resource efficient practices across various industries. BIAC believe that this designation could significantly widen your skills set in an area where practical expertise will be required to secure future work and potentially enhance your career prospects through the increased expertise gained.

To apply for the CEnv designation, you need to meet specific criteria set by the Society for the Environment and BIAC. This typically includes a combination of relevant education, professional experience, and a commitment to continuous professional development. The application process involves completing an application form, submitting supporting documentation, and attending an interview. Full details on the process are attached in the guidance note.

We encourage you to take advantage of this opportunity and consider applying for the Chartered Environmentalist designation. It will not only recognise your expertise in the field but also demonstrate a knowledge based commitment to the achievement of environmental and potential financial gains for your clients. Such objectives align with the values and goals of BIAC.

Should you require any further information or assistance regarding the application process or the benefits of becoming a Chartered Environmentalist, please do not hesitate to contact us. Attached is an application form for your information.

We hope these initiatives above are of interest to you and we look forward to discussing participation, where appropriate, with you in the near future.

Any observations on any related matters are welcome via the BIAC office.

George Cook, Chairman EMD 09/02/22