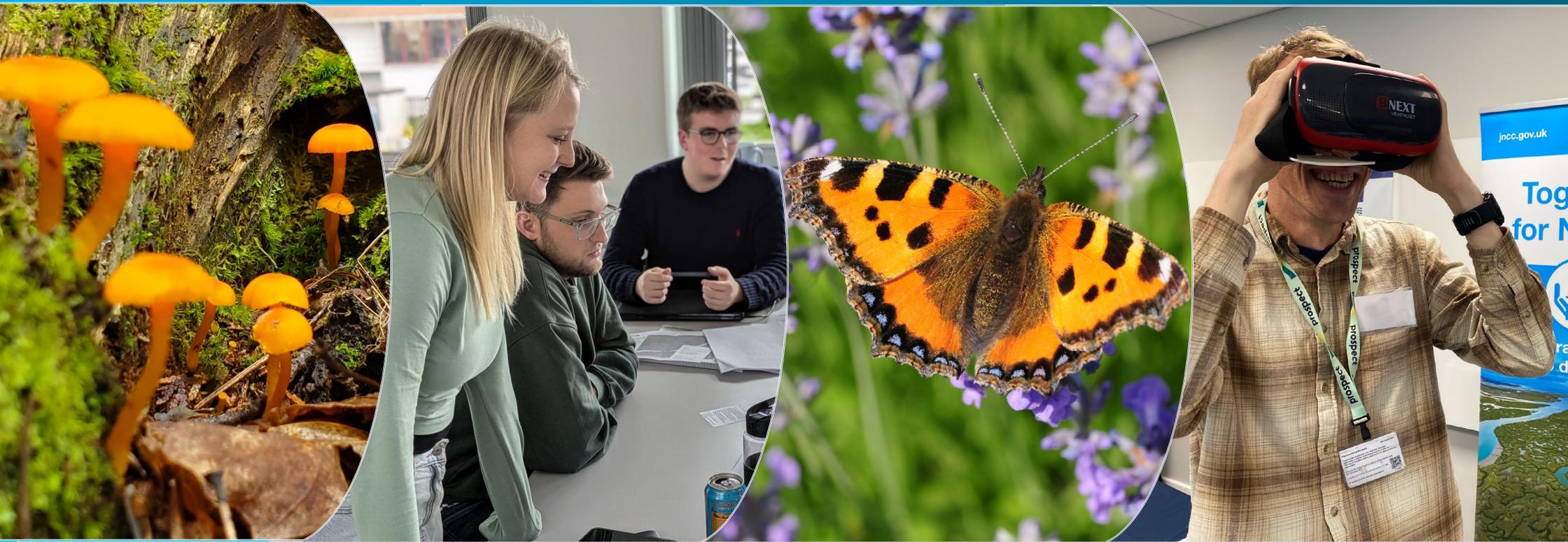


Impact Review 2024 to 2025



Turning science into action for nature, people and planet



Contents

1	Introduction from our CEO	5
2	Our vision and mission	6
3	About us	7
4	Respond to the global biodiversity crisis	9
5	Advise on policy to progress nature recovery	10
6	Align nature and climate change actions	13
7	Integrate nature into decisions	14
8	Support transitions to blue/green economies	17
9	Innovate and advance our learning	18
10	Invest in our people	21
11	Staff conference	23
12	Sustainability	23
13	Key priorities for 2025-26	25
14	Our digital engagement	26
15	Our funding	27

RECLAIMING NARRATIVES CELEBRATING BLACK VOICES IN LITERATURE



LINTON KWESI JOHNSON

Linton Kwesi Johnson (1942) is a revolutionary figure in British literature known for blending reggae rhythms with powerful poetry to address social and political inequalities. His collection 'Dread Beat an' Blood' vividly captures the struggles of Black Britons with a unique musical and lyrical style. Johnson's work challenges racist stereotypes and amplifies the voices of the marginalized.

"MY ROLE AS A WRITER IS TO GIVE VOICE TO THE OPPRESSED AND TO CRITIQUE THE INJUSTICES FACED BY MARGINALISED COMMUNITIES".

"POETRY IS A WAY TO RECLAIM OUR STORIES AND CONNECT OUR PAST WITH OUR PRESENT".

B:IM 1974 RECLAIMING NARRATIVES PIONEERS WHO SHAPED OUR WORLD

The Legacy of Black Innovators: Celebrating the Pioneers Who Transformed Science, Technology, and Society with Groundbreaking Contributions and Visionary Achievements

DR. GEORGE AFRICANUS 1763-1834

DR. GEORGE AFRICANUS WAS ONE OF THE EARLIEST AFRICAN AMERICANS TO BE GRANTED A DOCTORATE IN THE UNITED STATES. HE WAS A PIONEER IN THE FIELDS OF AGRICULTURE, EDUCATION, AND SCIENCE. HE ESTABLISHED THE AFRICAN AMERICAN SCHOOL IN PHOENIX, ARIZONA, AND WAS A PROponent of the Abolition of Slavery.

SIR GEOFF PALMER BORN 1940

RECENTLY AWARDED IN AFRICAN SCIENCE Sir Geoff Palmer's achievements in heavy industry transformed Britain by enhancing efficiency and quality. These innovations established new industry standards, influenced global practices, and ensured consistently high-quality beer, making a lasting impact on the brewing world.

FREDERICK MCKINLEY JONES 1893-1961

RECENTLY AWARDED IN AFRICAN SCIENCE Frederick McKinley Jones revolutionized the world of refrigeration and air conditioning. His invention of the vapor-compression refrigeration cycle made it possible to transport perishable goods and maintain comfortable living environments in hot climates.

MARIE VAN BRITTON BROWN 1922-1999

RECENTLY AWARDED IN AFRICAN SCIENCE Marie Van Britton Brown revolutionized the field of home security systems. Her invention of the first home security system, featuring sensors and monitors, laid the foundation for modern home security technology and inspired the development of advanced alarm systems.

ELIJAH MUHAMMAD 1844-1908

RECENTLY AWARDED IN AFRICAN SCIENCE Elijah Muhammad revolutionized the field of transportation. His invention of the first motorized vehicle, the "Elijah," paved the way for the development of modern automobiles and transformed the way people traveled.

Introduction from our Chief Executive, Dr Gemma Harper OBE

During 2024-25, we made significant progress in delivering [Together for Nature](#), which sets out our vision for thriving nature for a sustainable future. Our work continued to reflect our unique role as the UK's statutory advisor on nature, the scale of our ambition and the impact of our collective effort, based on our values of inclusion, collaboration and innovation. This team effort drew on the experience and skills of our talented corporate services who expertly enable delivery of our mission to turn science into nature for nature, people and the planet.

We played a central role in the Convention on Biological Diversity Conference of Parties (CBD COP16) as part of the UK negotiating team supporting the Kunming-Montreal Global Biodiversity Framework – the 'Paris moment for nature' – and in co-chairing the development of the Monitoring Framework. It was a pleasure to support Minister Creagh, Defra's Minister for Nature, to co-host a Marine Protected Areas event with the Government of The Maldives, as well as supporting The Turks and Caicos Islands delegation, amongst many other events. I was especially pleased to connect with Global Youth Biodiversity Network UK (GYBN UK) and, subsequently, to develop a strong relationship between JNCC and GYBN UK to help remove barriers to youth participation in nature recovery.

We continued to partner successfully with the UK Overseas Territories, working towards the UK Overseas Territories Biodiversity Strategy. We convened regional stakeholders to build capacity on coral reef conservation and recovery, helping to ensure reefs continued to provide critical ecological, economic and climate-related benefits, underpinning local livelihoods and cultural identity.

We strengthened our work on addressing the impact of changes in land and sea use on nature. On land, we made significant progress on tackling air pollution and in developing spatial prioritisation to support multifunctional land use. In the offshore marine environment, we supported identification, mitigation and management of the environmental impacts of offshore wind. Our marine expertise was effectively deployed to support marine protected areas around the world and to assist domestically and internationally with marine emergency response.

In addition to assessing the state and change of UK nature through our species surveillance schemes, JNCC led a joint statement – [Nature for all: diversity makes us stronger](#) – that pledged commitment to diversity, equity and inclusion action. This collaboration recognises the importance of inclusive scientific endeavour and a whole-of-society approach to nature recovery – part of our ongoing commitment to being a good ancestor.



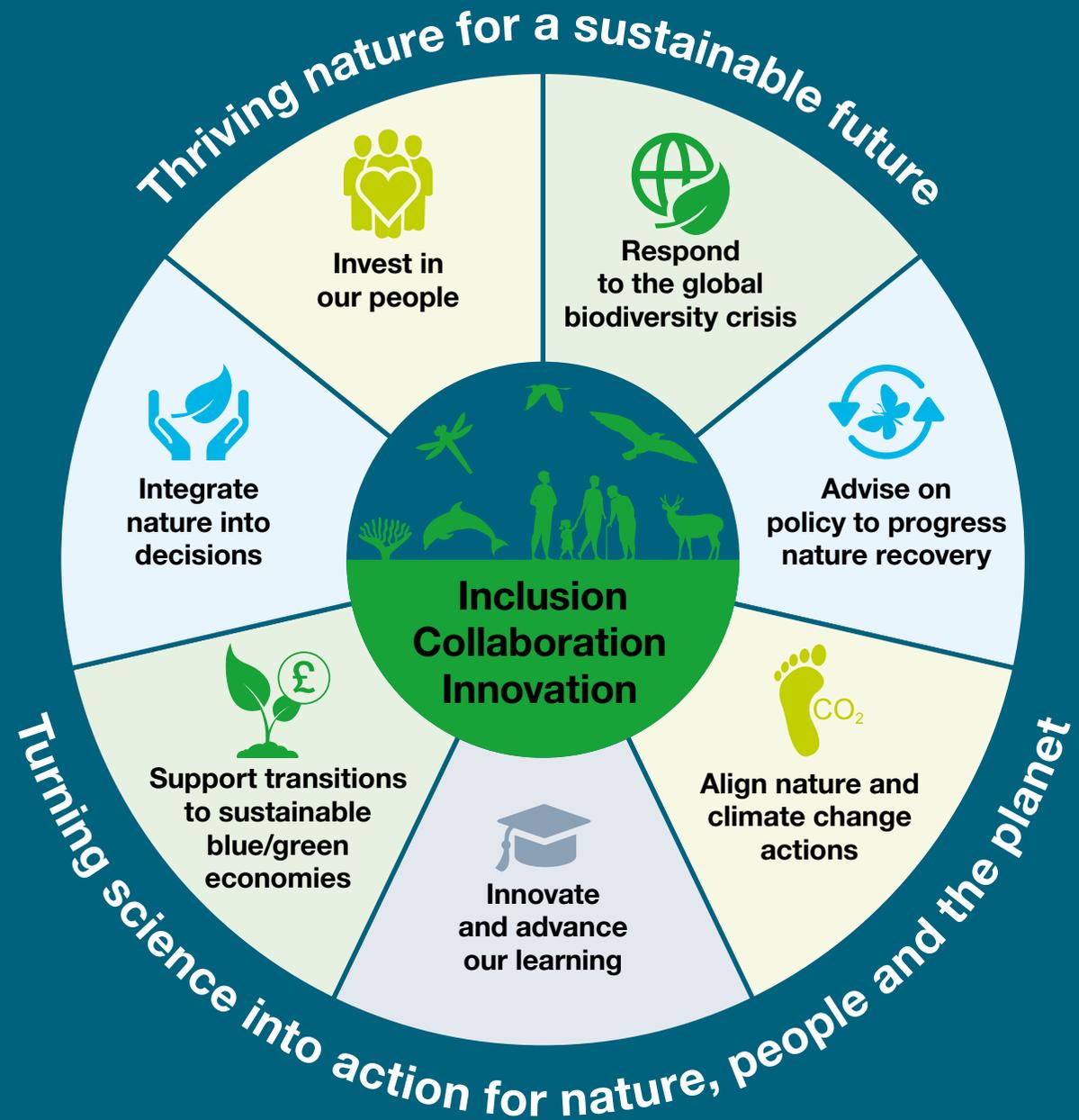
Dr Gemma Harper OBE, Chief Executive, JNCC

Vision

Thriving nature for a sustainable future.

Mission

Turning science into action for nature, people and the planet.



About Us

Nature embraces everything in the natural world: from wildlife to woodlands, landscapes to rivers, ocean to air. Nature has multiple values, which are mutually reinforcing – from intrinsic to cultural values and other important benefits to people.

As such, nature is the foundation of national security, climate resilience, just transition, economic growth and societal wellbeing.

JNCC plays a pivotal role in safeguarding nature by combining statutory authority with scientific expertise. JNCC convenes the four countries of the UK (each with their own environmental policies) – and works with the UK Overseas Territories and Crown Dependencies – to fulfil UK-scale statutory nature responsibilities and report on global environmental commitments.

JNCC produces official statistics, inter-disciplinary evidence, applied science, common standards, expert advice and maintains the public record on nature.

From the local to the global scale, JNCC is a trusted partner to shape and evaluate policies to safeguard nature. JNCC is led by the Joint Committee, which brings together, under an independent Chair, members from the nature conservation bodies for England, Scotland, Wales and Northern Ireland and independent members appointed by the Secretary of State for the Environment, Food and Rural Affairs.





COP16

COLOMBIA

az con la Naturaleza





Respond to the global biodiversity crisis

We use our scientific expertise to facilitate a collective response to the global biodiversity crisis

From collaborating with international organisations to shape multilateral environmental agreements to supporting the UK Government's international negotiations as its scientific advisor, find out how JNCC are leading the discussions and bringing stakeholders together.

Supporting the UK Government at the global nature treaty negotiations

At CBD COP16, JNCC played a leading role as part of the UK negotiating team with Defra, providing advice reflecting the positions of all four UK countries. We led negotiations on new agreements on invasive alien species and sustainable wildlife management, and co-led the negotiations in ensuring Parties adopted the Global Action Plan on Biodiversity and Health. This plan will help Parties to strengthen health and environmental coordination by embedding biodiversity and health interlinkages into national policies and strategies. We co-hosted a side event with the Government of Maldives to discuss progress towards the goal of protecting at least 30% of sea by 2030 through marine protected areas. We also co-led on the development of the Monitoring Framework, which comprises a set of agreed indicators for tracking progress towards the Goals and Targets of the Framework.

Protecting coral in the UK Overseas Territories

The Coral Conservation in the Overseas Territories (C-COT) working group is a unique platform for regional coral reef conservation, which JNCC provides Secretariat support and strategic guidance for. C-COT brings together governments, non-governmental organisations and regional networks from the six Caribbean and Western Atlantic UK Overseas Territories. The group was initially formed to respond to the spread of Stony Coral Tissue Loss Disease, an infectious waterborne disease which has resulted in massive die-offs in multiple coral species. The group now also covers broader coral reef conservation activities, knowledge-sharing and policy review through workshops and publications. The Overseas Territories have praised the C-COT's crucial role in coral conservation, enabling them to effectively address threats whilst also significantly improving working relationships.

Supporting Communities and Livelihoods

Historic approaches to conservation have been criticised for negatively affecting local communities, for example through displacement or restriction of customary rights. However, attitudes towards biodiversity conservation have changed in recent years towards a nature and people approach. JNCC authored a United Nations report which will help reframe debate on the issues faced by local communities on the conservation of migratory species. The report identifies ten guiding principles and case studies from 50 countries which can be used to inform global priorities and policies. The report and guiding principles were used to inform a new resolution, which was adopted at the latest Convention on Migratory Species meeting and encourages all Parties to implement the guiding principles.



Advise on policy to progress nature recovery

We use our trusted expertise and judgement to evaluate effectiveness of existing policies and advise on the design of new policies and action to progress nature recovery

Robust data are the fundamental baseline to ensuring that the UK is on track to halt and reverse biodiversity loss. Monitoring species and habitats over time can tell us a great deal about the state of the natural environment, how it is changing and why.

JNCC, in partnership with other organisations, has been funding schemes to monitor biodiversity across the UK for over 30 years. Thanks to these schemes, and the many experts and volunteers who give their valuable time, we're able to better understand how nature is faring in the UK.

Understanding long-term changes in nature across the UK

To help nature recover, we need to understand how things are changing over longer timescales. JNCC partner with multiple conservation organisations to run 11 long-standing monitoring schemes which help inform future policy and conservation action. This year we produced the latest Wetland Bird Survey Alerts which will help site managers understand how well birds are faring in protected areas across the UK and which management actions should be the priority for bird conservation on protected areas.

Tracking environmental change in the UK

These 11 monitoring schemes feed into the UK Biodiversity Indicators (UKBIs), which JNCC co-produces and publishes. The UKBIs track environmental change and are used to report progress towards internationally agreed goals and targets. The UKBIs are now being adapted for reporting under the Global Biodiversity Framework (GBF). The GBF is an ambitious international agreement which aims to halt and reverse biodiversity loss by 2030 and 2050 respectively. We will continue to leverage the UK's excellent environmental monitoring and data, demonstrate the development of internationally recognised indicators and support the global-scale tracking of progress.

Improving land management in England

JNCC's Spatial Prioritisation Project is aimed at improving land management by advising the best actions to take on specific parcels of land. This year focused on gathering evidence on stakeholder needs. There is a clear consensus about the requirement for landscapes which can deliver multiple benefits, balancing the needs of nature and society, and tools that help drive investment and funding.

This collaborative approach is already shaping thinking about multifunctional land use and laying the groundwork for evidence-based decision-making that can directly influence future land management policy and strategies, with a number of stakeholders agreeing to engage and build capacity over the next year.



JNCC
er
ure

jncc.gov
To
for

Eurasian Lynx and Forests

Forests provide many essential benefits which are vital for our health and wellbeing and the health of the planet. In Europe and Asia, forests store vast amounts of carbon, regulate and clean water, prevent soil erosion, and provide habitats for many species. They also provide us with materials such as food and timber, and support cultural services.

Not all forests are managed to protect biodiversity, and increasing demand for timber is putting strain on these important habitats from pollution, habitat loss, and encroaching urban areas.

Lynx is the largest wild cat species predator of Europe and Asia. They are the global apex predator of their habitats.

Lynx face threats from habitat loss due to logging, changing land use, human encroachment and poaching, alongside climate change which is altering its forest habitats.

Restoring degraded lands and creating wildlife corridors will help connect fragmented populations of Eurasian Lynx. Key efforts include reducing human-wildlife conflict and raising awareness of the lynx's importance for biodiversity and ecological health.

Lynx are a prey species of great importance to a wide range of predators, including golden eagles, buzzards, and foxes.



Scan the QR code to learn more about climate change and migratory species

Marine turtles and coral reefs

Marine turtles and coral reefs are the most diverse and productive ecosystems on Earth. They occupy less than 0.2% of the world's surface area but provide a home for at least 25% of all marine species, from fish and molluscs to sea turtles and sharks.

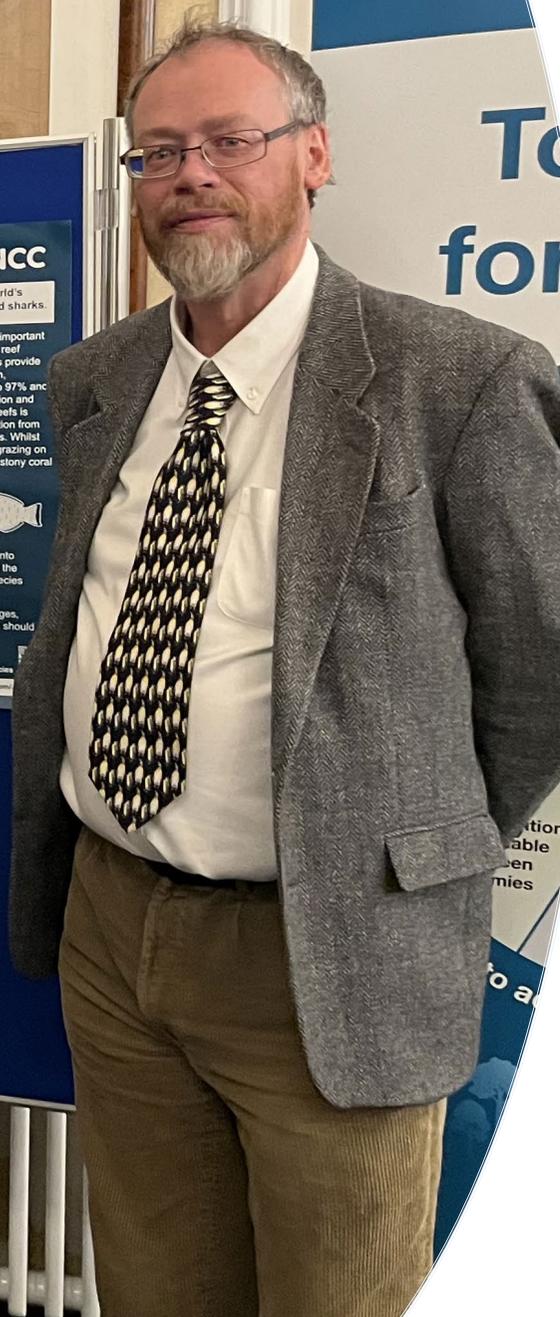
Marine turtles play an important role in maintaining coral reef health. Healthy coral reefs provide important coastal protection, reducing wave energy by up to 97% and protecting coastlines from erosion and flooding. The foundation of these reefs is built by stony corals which face competition from algae and sea sponges for space and resources. Whilst a balance of the three allow for a healthy reef, grazing on algae and sea sponges by marine turtles helps stony coral to flourish and remain healthy.

Other coral reef species, such as parrot fish, have been performing these services in the face of marine turtle declines. However, they are not as effective as marine turtles. This feeding behaviour also extends into the surrounding seagrass beds, highlighting the importance of protecting these migratory species that interact with many ecosystems.

Marine turtles include identifying and protecting critical habitats for all life stages, and to continue monitoring climate change impacts. Actions should be taken to ensure they target the full range of these species.



Scan the QR code to learn more about climate change and migratory species



Informational materials on a table including brochures, QR codes, and pens.

Brochures include: "Eurasian Lynx and Forests", "Marine turtles and coral reefs", and "Together for Nature".

QR codes are placed on the table for easy access to digital content.

A set of pens is also available for visitors.



Align nature and climate change actions

We lead the discussion to align action for nature and climate change to deliver outcomes that tackle climate breakdown and accelerate nature recovery

Climate change is one of the largest threats facing our natural world and its impacts have long been recognised. However, climate change not only affects species and habitats but also the services which benefit us. Coastal environments protect us from extreme weather events, peatlands and wetlands absorb and store carbon, and all can help minimise the impacts of a changing climate.

JNCC strives to improve our understanding of the impacts of climate change, both on biodiversity and the benefits and services nature provides. We undertake analyses and evaluations to identify and test approaches to adapting to, and mitigating, climate change impacts, and the costs and benefits of such actions.

Climate change and migratory species workshop

JNCC coordinated a United Nations report on the essential ecosystem services provided by migratory species, and the catastrophic impacts climate change is having on those species. JNCC and partners brought together more than 80 global experts to discuss impacts and opportunities at a critical workshop. Parties signed up to the Convention on Migratory Species will be able to use the report and workshop recommendations to help respond to climate change. The workshop recommendations will also inform a set of actions that stakeholders should aim to undertake over the next three years to support the conservation of migratory species in the face of climate change.

Identifying research gaps in offshore wind

JNCC completed the 6th update of the Crown Estate's Offshore Wind Environmental Evidence Register. This publicly accessible UK-wide register of evidence gaps and relevant research projects will support the knowledge base for the development of new offshore wind farms. This collaborative effort across offshore wind stakeholders will be instrumental in informing the Crown Estate's Offshore Wind Evidence and Change Programme. This will ensure research projects are targeted to make the biggest difference.

Supporting seabirds and offshore wind

Seabirds, an already threatened group, are at risk of collision and displacement from foraging areas as a result of offshore wind developments. JNCC's ProcBe project will help identify where Manx Shearwaters and European and Leach's Storm Petrels overlap with future offshore wind developments in the Celtic and Irish Seas. This evidence will help reduce the risk from offshore wind developments, allowing Governmental advancement of net zero objectives whilst protecting the populations of these species for years to come.



Integrate nature into decisions

We seek opportunities to integrate the value of nature into decision-making by mainstreaming nature recovery into social and economic policy areas

Our aim is to ensure that government and businesses are embedding nature's value in key strategic decisions and investments. Nature recovery can only be effective when the right information and data are in the hands of decision makers. JNCC's ability to synthesise complex information to build a shared understanding of the evidence facilitates better communication across the science-industry-policy sectors.

Supporting Marine Protected Areas in the Maldives

A JNCC-delivered programme supporting the effective management of Marine Protected Areas (MPAs) in the Maldives. This included assessments of six MPAs, training more than 40 people and bringing together 85 experts in the first Protected and Conserved Area Forum. A national MPA Management Framework developed by JNCC and partners, has been adopted by the Government of the Maldives. Since its publication, 11 management plans have been developed using the guidance. This work will help ensure sustainable marine management and decision making, which will make positive impacts on local communities and the economy of the Maldives.

Stena Immaculate Solong Incident

JNCC supported the response to a shipping collision in the North Sea involving the Stena Immaculate and the Solong. As part of the Environment Group, we collaborated with other agencies and expert advisors to provide guidance on Marine Protected Areas, seabirds, marine mammals and benthic habitats. Our advice helped with the successful containment and clean-up of aviation fuel and plastic nurdles released during the incident, helping to minimise risks to the marine environment and wildlife.

Balancing land use to support UK consumption

A significant proportion of the UK's total consumption and environmental impacts take place overseas. For example, 89% of the predicted species loss associated with UK consumption is estimated to take place outside of the UK. There is considerable pressure to change land use in the UK, but if agricultural land is converted to something else, we might produce less and therefore need to import more, increasing the environmental impacts we have outside of the UK.

A new tool by JNCC, in early stages of development, could have an instrumental impact on land use policy decisions. Building on data from JNCC's Global Environmental Impacts of Consumption Indicator and other sources, the tool would show the overseas impact of taking a particular area or crop out of production. This could ensure the impacts of policy decisions are considered in a holistic way, not just what happens within the boundaries of the land in question.







Support transitions to blue/green economies

We work collaboratively to support the transition to sustainable blue/green economies, linking nature recovery to economic prosperity and societal wellbeing

The competing demands for energy, food, housing, infrastructure, forestry and more puts pressure on finite resources on land and sea. This can limit nature recovery. JNCC provides strategic advice on prioritising the use of land and sea to benefit both the economy and nature. We also give practical support to innovative demonstration projects that aim to build sustainable livelihoods for local communities in the UK Overseas Territories and other countries.

Sustaining Queen Conch fisheries and livelihoods in Turks & Caicos Islands

The conch fishery is the second most important commercial fishery in the Turks and Caicos Islands (TCI), but is declining and vulnerable to collapse. JNCC partnered with the TCI government to surveys and assess how many were being harvested for domestic and tourist consumption. This informed a non-detriment finding, a scientific assessment through the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) which confirms that trade is sustainable, alongside recommendations for future fishery management. The project has been crucial in providing TCI with the tools and evidence needed to secure the future of the Queen Conch, safeguard the livelihoods that depend on it, and ensure compliance with CITES requirements for international trade.

Supporting South Asia marine pollution response

The risk of harmful pollutant spills from shipping incidents which can threaten marine biodiversity and livelihoods is increasing. JNCC works closely with Cefas and the Marine Management Organisation on the Ocean Country Partnership Programme. We helped build relationships within between the South Asia Cooperative Environment Programme (SACEP) countries to bolster joint response and working, mutual aid and effective resource sharing in the event of an incident. The programme has delivered environmentally critical training for over 150 delegates in five South Asian countries. We also provided critical equipment such as personal protective equipment for 70 oiled wildlife responders in Sri Lanka. This work highlights the power of collaboration in tackling complex environmental challenges; from capacity-building workshops to hands-on exercises. Such initiatives lay the groundwork for stronger marine pollution response systems and enhance environmental protection.

Monitoring Highly Protected Marine Areas

Highly Protected Marine Areas (HPMAs) are areas of the sea that allow the protection and full recovery of marine ecosystems. Following a two-year Defra funded project, JNCC collected and analysed ecological HPMA data, tested innovative monitoring technologies and developed recommendations on how offshore HPMAs should be monitored in the future. The evidence collected has been instrumental in understanding whether HPMA conservation objectives are being met and whether management is effective.



Innovate and advance our learning

We continue to innovate and advance our learning on nature recovery so that science, technology and new digital knowledge are applied to drive positive environmental outcomes

At JNCC, innovation is one of our core values. Only through innovation can we strive for excellence; our agile ways of working allow us to play a courageous role in nature conservation and recovery. We're adapting cutting-edge techniques and unique solutions and employing them to help nature recover.

Investigating illegal trade in Peregrine Falcons

A significant increase in the number of Peregrine Falcons being exported from the UK to the Middle East, together with reports of nests being robbed, gave rise to concern that wild birds are being laundered for breeding. JNCC, through the Forensic Working Group and the Partnership for Action Against Wildlife Crime, facilitated the development of DNA parental profiling techniques for peregrine falcons which will enable law enforcement agencies to verify breeding claims. DNA profiling technology has led to guilty pleas in cases and is supporting ongoing investigations.

Developing environmental DNA (eDNA) techniques for marine monitoring

Organisms are constantly shedding their DNA and increasingly this eDNA is being used to monitor marine environments to identify which species are present. JNCC have been testing techniques for gathering eDNA from offshore waters with metaprobes, novel devices which sample for fish, marine mammal and invertebrate DNA. Our research will support the development of best practice to apply these tools for future use. We also established the UK Marine Biomolecular Group as a forum for discussion, knowledge sharing and collaboration to support research and impact of this emerging technology.

Plotting pathways of positive change for nature

To achieve nature recovery, we need to understand how different policy choices will affect biodiversity. Multiple models and scenarios exist that try to explain this, but they can give very different answers and are based on different sets of assumptions. Work in the Biodiversity Pathways project is developing a common framework for comparing and using model outputs, particularly in planning policies aiming to restore nature. One particular focus of work has been in improving how we can predict the impacts of nature policy on species abundance measures, allowing for the comparison of different policy types and rate of implementation. This understanding is being used in our ongoing work with Welsh Government and Defra to shape how we consider the interaction of multiple policy areas in changing outcomes for biodiversity. This could help with promoting biodiversity across key policy areas.







Invest in our people

We invest in our people and culture to ensure an inclusive, collaborative and innovative learning organisation, where staff wellbeing is prioritised and our partners are engaged and respected

JNCC is committed to nature through people. We recognise that our greatest asset is our workforce, and we can only realise success for nature by fostering an inclusive culture built on respect and shared understanding in every team member.

Celebrating success

James Williams, JNCC's Senior International Biodiversity Adviser, was recognised on the ENDS Report Power List 2024. The Power List names the 100 UK environmental professionals who have made the greatest impact over the past two years – as nominated by their peers.

Our culture

During the year ending 31 March 2025 JNCC employed, on average, 283 full-time equivalent staff. As part of our corporate value of Inclusion we have:

- Published the UK Terrestrial Evidence Partnership of Partnerships Diversity Equity and Inclusion (DEI) Strategy. Hosted a DEI workshop to encourage development of DEI strategies within citizen science projects to make biodiversity monitoring more inclusive and accessible for all.
- Published a joint statement with ten partners pledging our commitment to DEI in UK species monitoring schemes signed by Chief Executives.
- Made progress on the gender pay gap which is now lower than the Civil Service average. The mean hourly pay gap reduced in 2024 to 5.3% with a median of 0.6% compared to 7.5% and 10.6% in 2023.
- For the second-year running, we have been awarded the Bronze Talent Inclusion and Diversity Evaluation (TIDE) standard from the Employers Network for Equality and Inclusion. TIDE is designed to measure how well an organisation is cultivating a positive and inclusive culture.

We continued to support action to address male violence against women and girls through awareness raising of White Ribbon. By the end of the year our White Ribbon Group had held five White Ribbon workshops with over 100 staff, with plans for further awareness raising and practical activities to support our aim for formal accreditation in 2025.

We rolled out our new integrated finance and HR corporate system, Nautilus, streamlining our finance and HR processes and reports.

In 2025 our People and Culture Committee agreed a new people strategy formed around our ambitions to create a fully inclusive and innovative organisational culture, where all our people are empowered to contribute and create our future, enabled by courageous and compassionate adaptive leadership. Implementation of this strategy will begin in 2025/26.

Our 4th leadership programme cohort graduated this year. This successful in-house training programme has supported more than 40 of our future leaders with practical opportunities to develop and test their leadership skills.

OUR STORY OF

Hope

• USING the POWER of the SOCIAL, POLITICAL & the SCIENTIFIC WORKING TOGETHER

- working in PARTNERSHIP with INDUSTRY, GOVERNMENT and NGOs -

- TURNING SCIENCE into ACTION for NATURE, PEOPLE & the PLANET!

THANK YOU for your WISDOM, EXPERTISE and PASSION!

BIODIVERSITY SONIFICATION

- TURNING BIOLOGICAL DATA into SOUNDSCAPES -

- INSPIRING people to make CHANGE

- MAKING REAL WORLD DATA - EMOTIONAL

- COMBINING ART and SCIENCE to win over HEARTS + MINDS

It's the THING with FEATHERS!

"HOPE is the BELIEF in the PROBABILITY of the POSSIBLE rather than the NECESSITY of the PROBABLE." - Marshall Ganz

It's a LEADERSHIP SKILL.



LEADING FROM THE FUTURE

We don't inherit the earth from our ancestors - we BORROW it from our CHILDREN!

TOGETHER for NATURE!

• ADAPTING to a CHANGING ENVIRONMENT

- being a LEARNING ORGANISATION.

BEING GOOD ANCESTORS

• USE YOUR ACORN BRAIN -

• HAVE A TRANSCENDENT GOAL - TAKING CARE OF THE PLACE THAT WILL TAKE CARE OF FUTURE GENERATIONS.

• ORGANISATIONAL IMAGINATION - EXTENDING OUR TIMELINES

• LEGACY MINDSET - build something that will BENEFIT FUTURE GENERATIONS. - IF YOU CARE ABOUT ONE LIFE YOU MUST CARE ABOUT ALL LIFE!

• INTERGENERATIONAL JUSTICE - BRING THE VOICE OF FUTURE CITIZENS into the ROOM!

- GIVING NATURE A SEAT AT THE TABLE!

• Can we MIMIC NATURE? - LIFE creates conditions conducive to LIFE!

IMPACT

• we have REVOLUTIONISED BIOLOGICAL RECORDING!

- It can be SUBTLE - MAKING A DIFFERENCE NOW AND IN THE FUTURE!

• we have created EVIDENCE BASES FOR ACADEMICS and CAMPAIGNERS.

• BRINGING in the voice of YOUTH.

- YOUNG PEOPLE WORKING as ACTIVE PARTNERS.

• MENTORING & INTERNSHIPS to BRING in NEW TALENT + fill the SKILLS GAP!

FUTURE

• we have to do things DIFFERENTLY to bend the CURVE on BIODIVERSITY LOSS!

• EVERY ACTION COUNTS!

• SMALL THINGS MATTER!

• TRY SOMETHING NEW. • BE BRAVE

• We HAVE to get NEW PEOPLE INVOLVED to MAKE THIS HAPPEN

• ADVISING on MAINSTREAMING BIODIVERSITY.

• we can become WORLD LEADERS

It's worth PREACHING to the CHOIR - to INSPIRE it, to EXPAND it, & to ACTIVATE it!

- JOINT TRADE UNIONS
- UK PROGRAMME BOARD
- MARINE PROGRAMME BOARD
- INTERNATIONAL PROGRAMME BOARD
- CORPORATE SERVICES PROGRAMME
- COMMUNICATIONS
- DEI + SUSTAINABILITY

Staff conference

JNCC colleagues came together for our second hybrid JNCC conference. The theme 'Being good ancestors' built on the work of writer Roman Krznaric who shared his ideas on long-term thinking and how this can support JNCC in delivering on our Strategy, 'Together for Nature'.

We celebrated the work of all JNCC colleagues while hosting our first People Awards ceremony to recognise contributions in innovation, collaboration, inclusion, investing in others, sustainability and acknowledging our unsung heroes. Our infographic on the left showcases some of the highlights from the conference.

Sustainability

JNCC is committed to sustainable working, as outlined in our Together for Nature 2023–30. In August 2024, we reached a major milestone when our Environmental Management System (EMS) was officially certified to ISO 14001 standard.

This certification is valid for three years and subject to annual surveillance audits. To support the EMS, several employees have volunteered and received training as internal auditors aligned with ISO 14001 requirements. Their involvement has not only strengthened our EMS but also provided valuable opportunities for professional growth and cross-team collaboration.

Our EMS objectives focus on three key areas: reducing emissions from business travel, reducing the environmental impact of our electrical and electronic equipment lifecycle, and increasing the proportion of goods and services procured with low environmental impact across their lifecycle. Over the past year, we have embedded sustainability more deeply into organisational policies and activities. This includes introducing a sustainable travel approach within our travel policies, implementing a waste electronic equipment procedure, and providing guidance on sustainability in the use of generative AI, among other initiatives. We also conducted a JNCC commuting and homeworking survey to better understand emissions associated with these activities.

JNCC maintains its Bronze Carbon Literate Organisation status (achieved in early 2024) and continues to offer carbon literacy training to all employees through the Defra group. The JNCC Sustainability Group remains active, with around 25 members contributing flexibly alongside their regular roles. Over the past year, the group has led a range of impactful initiatives, including launching a virtual advent calendar with daily sustainability tips, organising litter picks, exploring carbon offsetting options, initiating the development of a corporate sustainable food policy and designing an interactive sustainability stand for the JNCC conference.

Key priorities for 2025-26

IPBES12 in the UK

The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES), is an independent body that provides policymakers with scientific assessments on biodiversity and ecosystem services. The next meeting IPBES-12 will be held in Manchester, in February 2026 and will focus on the Business and Biodiversity Assessment, which assesses the impact and dependency of business on biodiversity and nature's contributions to people.

In addition to reviewing this assessment, JNCC is working with Defra on a Parallel Programme, an ambitious series of events which aim to highlight the importance of biodiversity and encourage the private sector to take actions that minimise their negative impacts on biodiversity.

7th National Report

In early 2026, the UK is planning to publish the 7th National Report to the Convention on Biological Diversity (CBD). Last year, JNCC coordinated the National Biodiversity Strategy and Action Plan, which outlined how the UK will respond to the CBD's Global Biodiversity Framework (GBF). All Parties are required to submit national reports on their actions and process in meeting the objectives of the GBF. JNCC is leading on the development of the 7th National Report, on behalf of Defra and the Devolved Governments, to collate and assess evidence from around the UK, Overseas Territories and Crown Dependencies.

CITES turns 50

July 2025 marked the 50th anniversary of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) entering into force. JNCC was appointed as the UK's CITES Scientific Authority for fauna in 1991, and our team of scientific advisors provide scientific advice to Defra and other government departments to make sure that wildlife trade to and from the UK does not harm wild species.

This year, UK government agencies and partners will meet to celebrate national and international efforts protect endangered species and promote sustainable wildlife trade

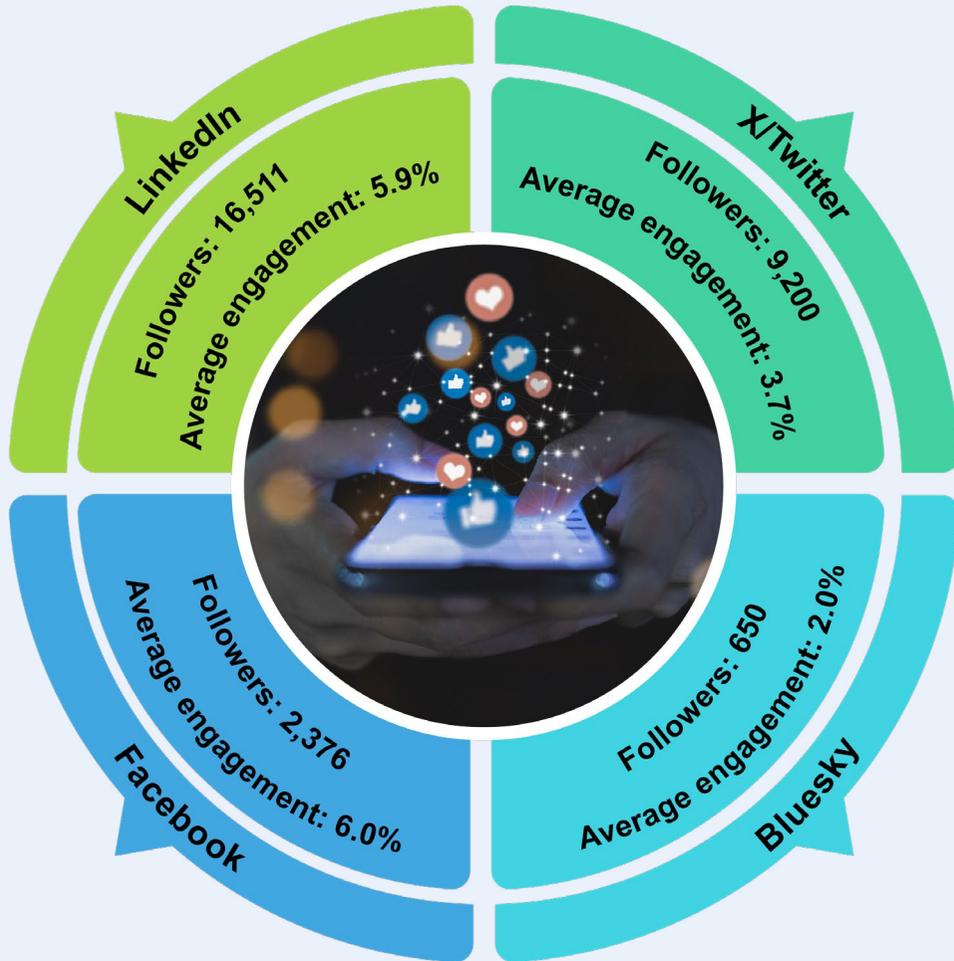
Celebrating 50 years of butterfly monitoring

In 2025 the UK Butterfly Monitoring Scheme (UKBMS) will be celebrating its fiftieth anniversary. UKBMS is one of JNCC's 11 schemes that monitor species throughout the UK. These monitoring schemes provide the evidence base that underpins effective conservation action.

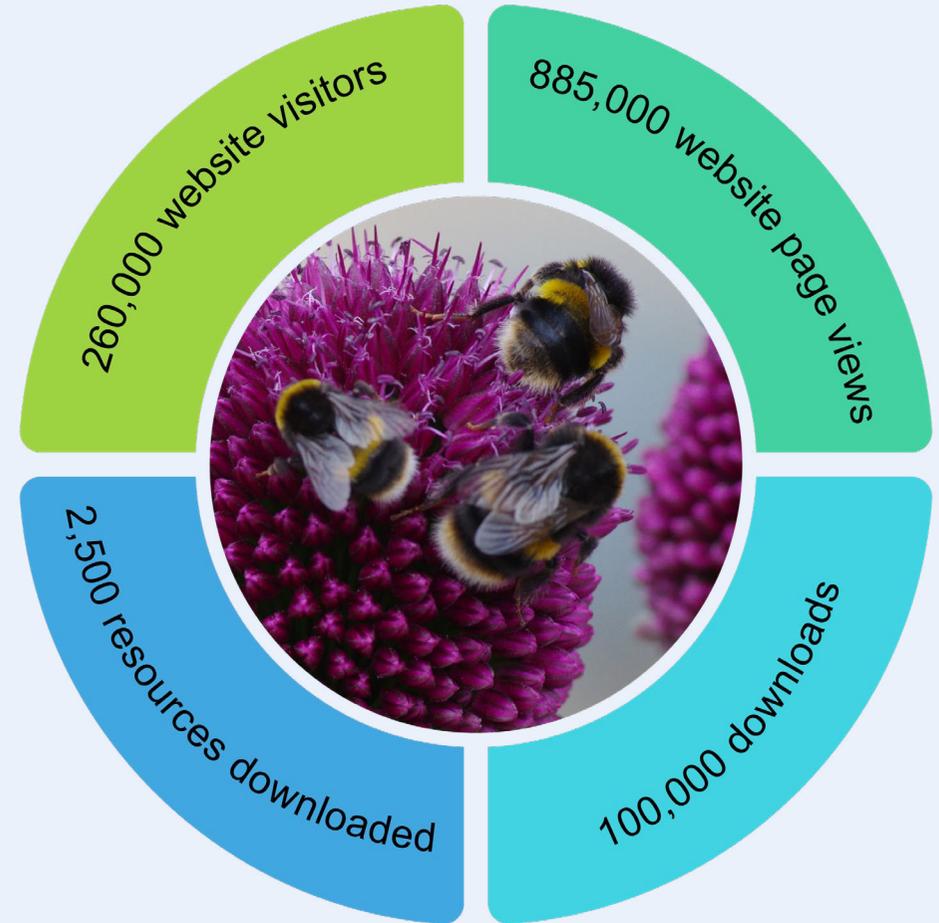
UKBMS began in 1975 and has consistently collected butterfly abundance data since then. It provides a wealth of important data for the government including the only Official Statistic produced on the topic of butterfly abundance. To celebrate, a conference is being held in Nottingham in October for volunteers, environmental non-governmental organisations, academic colleagues and policymakers.

JNCC's digital engagement 2024 to 2025

Social media



JNCC website



Social media average engagement rate is when people have shared, liked/reacted to, replied or commented on a post.

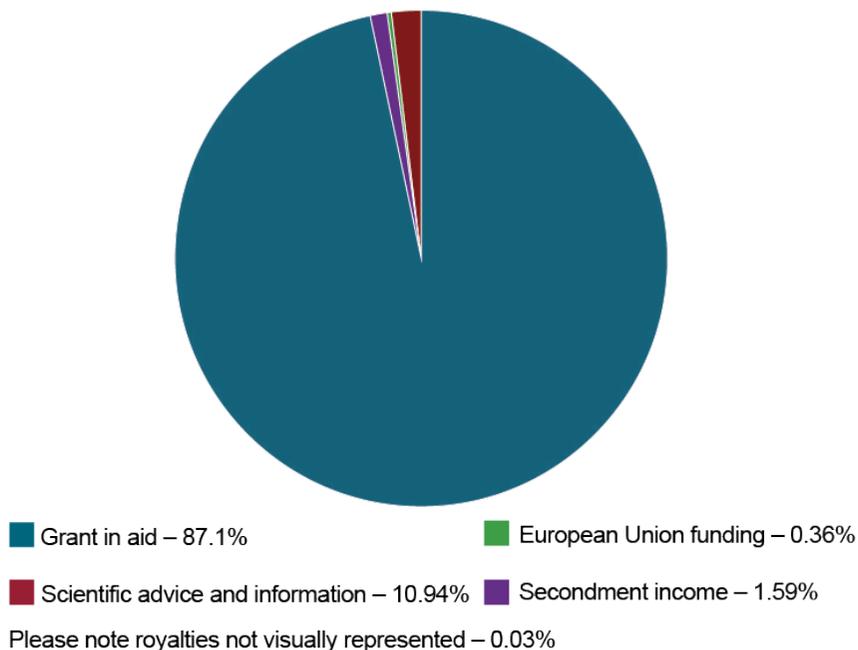
Our social media engagement rates are higher than average. According to Hootsuite, as of April 2025, the average engagement rates for the public sector on social media posts are:

X/Twitter: 1.7% | Facebook: 2.4% | LinkedIn: 2.7% JNCC joined Bluesky in January 2025, analytics are limited for that time period.

How we are funded

JNCC is funded primarily by grant in aid, with additional monies received for other work related to non-core activities.

JNCC 2024/25 Turnover



Our budget for core activities is set each year by Defra Ministers after consultation and in agreement with their Scottish, Welsh and Northern Irish counterparts.

Grant in aid for JNCC's core activities is from four sources:

- UK co-ordinating work funded through Natural England, NatureScot and Natural Resources Wales (the GB conservation bodies) and the Department of Agriculture, Environment and Rural Affairs in Northern Ireland, for work which applies across the UK, including marine waters.
- Funding provided by Defra for work relating to territories outside of the UK and work in support of, or on behalf of, UK Government in contributing to international, European or regional bodies.
- Funding provided by Defra for operational work in offshore waters (beyond 12 nautical miles); and
- Governance and corporate services, funded by all funding bodies, in proportion to their contributions to the other three funding streams.

Other income activities are funded from a range of sources, including from EU grants, royalties and fees.

More information is published in our Annual Report and Accounts, available on our website and at www.gov.uk/official-documents

We are JNCC, the only statutory nature advisor to the four governments of the UK. We know nature and believe that a thriving natural world is crucial for people and planet.

We are an inclusive organisation. We collaborate, innovate, and evaluate, providing robust evidence and advice to help policy makers turn science into action.

We work across land and sea with partners in the UK, the UK Overseas Territories and around the world. For over 30 years our trusted expertise, dedication and skills have strengthened nature conservation and we are working in collaboration to drive nature recovery.

We are for nature, for people and the planet.

Photo credits:

Cover – Yellow Waxcaps © Mike Gifford | Workshop participants © JNCC | Small Tortoiseshell © Alan Lagado/iStock | Exploring virtual reality © JNCC

Page 2 – JNCC staff, Aberdeen © JNCC

Page 4 – JNCC Chief Executive Dr Gemma Harper © Dr Gemma Harper

Page 8 – JNCC staff at COP16 © JNCC

Page 11 – Oystercatcher © Gannet77/iStock

Page 12 – JNCC staff at Climate change and migratory species workshop © JNCC

Page 15 – Oil seed rape field in bloom © PalleC/iStock

Page 16 – Conch shell © Shutterstock

Page 19 – Peregrine falcon © Matthew Pollard/iStock

Page 20 – Participants in JNCC's leadership course © JNCC

Page 22 – Live illustration from JNCC's staff conference © LiveIllustrations.co.uk

Page 24 – JNCC staff and partners monitoring the ocean environment © JNCC

 jncc.gov.uk  jncc.bsky.social  facebook.com/JNCCUK  linkedin.com/company/jncc  [JNCC_UK](https://twitter.com/JNCC_UK)  youtube.com/JNCC_UK

ISBN: 978-1-86107-649-6

Registered in England and Wales. Company no. 05380206