

3 April 2025

PAPER CLASSIFICATION: OPEN

**Minutes of the Meeting of the
Council
held on Thursday, 20 March 2025 at 15.00 hrs
via Virtual Meeting**

Present: Alkis Spyrou (Chair)
 Stephen Pybus (Deputy Chair)
 Rob Anderson
 Imran Ansari
 Wolf Byttner
 Jeremy Creasey
 Andy Downton
 Will Drury
 Nike Folayan
 Jeremy Green
 Sophie Harker
 Andy Hughes
 Katherine Jackson
 Susan Jones
 Callum Kidd
 Chiew-Foong Kwong
 King On Lee
 Yew Kee Lim
 Sena Mathobela
 Ben Obiri-Bonney
 Kenny Otiaba
 Sam Presley
 Anusha Rammohan
 Lara Suzuki
 Thilini Wasundara
 Farooq Yaqub
 Ahmed Zobaa

By Invitation: Warren East (President)
 Tim Dafforn (Trustee)
 Katy Deacon (Trustee)
 Anni Feng (Trustee)
 Mark Goudie (Trustee)
 Simon Hart (Trustee)
 Ian MacGillivray (Trustee)
 Carol Marsh (Trustee)

Paul Needham (Trustee)

In attendance: Ed Almond (Chief Executive and Secretary)
Toni Allen (Chief Engagement and Growth Officer)
Morna Dason-Barber (People Director)
Fiona Dew (Governance Manager – Engagement)
Sandra Godman (Governance Manager – Compliance)
Christopher Knibb (Governance and External Engagement Director)
Sara Sharman (Interim Operations Director)

1. Apologies for Absence

No apologies for absence were received from Council members prior to the meeting. Paul Needham sent apologies that he would miss the beginning of the meeting.

2. Conflicts of Interest

No conflicts of interest were declared.

3. Minutes

The Minutes of the meeting held on 3 October 2024 CO(24)M3, and the Minutes of the informal meeting held on 3 February 2025 CO(25)M1, were approved as a correct record.

4. Actions Taken

Council noted the paper CO(25)3 Actions Taken.

5. President

- 5.1. The President gave an oral report of his activities through the 2024/25 session so far. He referenced the themes in his President's Address and mentioned that he had attended the IET Industry Advisory Board earlier in the day. He also highlighted a ten-day trip to Asia he took in January to take part in IET activities happening in the region, including a conference the IET held in Hong Kong for the first time.
- 5.2. The President updated Council on key priorities for the Board of Trustees, including delivery of the Know Your Customer programme and the Governance Review, which Council have an item on later in the agenda.

6. Chief Executive and Secretary

- 6.1. Ed Almond gave an oral report to Council, summarising the 2024 KPI results and highlighting good growth in under 40s membership. He drew attention to uncertainty in the financial markets and political volatility resulting in some reduction in investment performance.
- 6.2. Ed reported that a number of successful volunteer listening sessions that had taken place in recent weeks, giving the team insight into the experience of volunteering at the IET. He also highlighted progress with the Transformation programme including the transition of colleagues into new teams and roles following the completion of the restructure at the end of 2024. Ed joined the President in drawing attention to delivery of the Know Your Customer programme as the focus for the organisation in the coming weeks.

7. Main Boards

- 7.1. Katy Deacon gave an oral report on the meeting of the Equality, Diversity and Inclusion Board meeting held earlier in the day. She drew attention to the decision by the Board to change its name from Equality, Diversity and Inclusion Board to Equity, Diversity and Inclusion Board, and gave a short description of the difference between Equality and Equity. She also highlighted the changes for WISE.
- 7.2. Simon Hart chaired the Knowledge Services and Solutions Board on behalf of Yewande Akinola who had to give apologies for this meeting. Simon drew attention to the financial performance, the issues around citations in publishing, upcoming events with CIRED, and that the Board had received updates from various staff areas.
- 7.3. Toni Allen gave an oral report on the meeting of the Membership and Professional Development Board on behalf of Paul Needham who was unable to join the first part of the Council meeting. Toni drew attention to the ongoing consultation from the Engineering Council, the KPI report and positive news on membership growth, and plans for change in Fellowship pricing.
- 7.4. Carol Marsh gave an oral report on the meeting of the Volunteer Engagement Board and drew attention to the Volunteer Net Promoter Score (NPS) measure, changes in the volunteer team and engaging with volunteers at every stage, the upcoming review of Communities and a request for the CRC and CCs to keep their existing constitutions for the 2025/26 session. Dawn Ohlson had led a session talking to the VEB about her upcoming Presidency and a focus on volunteering.

8. Annual General Meeting

Council approved the paper CO(25)1 Report to the AGM.

9. Formation of Working Parties

- 9.1. Fiona Dew gave an oral report on the formation of working parties on the topics:
 - Content Prioritisation
 - Education Activity
 - Member Value Proposition by Sector
- 9.2. Council Members also have the opportunity to engage with the Industry Advisory Board.

10. Interim Governance Changes

Council noted the paper CO(25)2 Interim Governance Changes.

11. Workshop – Governance Structure Review

- 11.1. Sandra Godman presented the findings of the research conducted by Research By Design and then invited questions.
- 11.2. Council members recognised the need for change and highlighted that volunteer engagement in the process would be key. Task and finish groups were popular particularly when clearly scoped but there can be challenges around finding volunteers. Some Council members felt that elections should be maintained, and it

was also highlighted that participation on Council gave a unique opportunity to learn about the breadth of the IET.

- 11.3. Council members requested that this topic be on the agenda in June.

12. Date of Next Meeting

Future meetings of the Council have been scheduled as follows:

Thursday 19 June 2025 at IET Birmingham, Austin Court, this meeting will be co located with the joint Board of Trustees and Council strategy input meeting on the 19th and 20th June.