

Joint Nature Conservation Committee and JNCC Support Co

Annual Report and Accounts for year ending 31 March 2022

Report presented to Parliament pursuant to paragraph 18 of Schedule 4 of the Natural Environment and Rural Communities Act 2006.

Accounts presented to Parliament pursuant to Article 6 of the Government Resources and Accounts Act 2000 (Audit of Non-profit-making Companies) Order 2009.

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Any enquiries regarding this publication should be sent to us at:
communications@jncc.gov.uk

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JNCC Support Co.

Directors' report and financial statements for the year ending 31 March 2022

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Chair's and Chief Executive's Foreword

JNCC believes that a thriving natural world is crucial for people and the planet. We work across land and sea to achieve this 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 recovery.

Despite the ongoing coronavirus (COVID-19) restrictions, 2021 to 2022 was a particularly successful year for JNCC. Our core grant in aid (provided by the Department for Environment, Food and Rural Affairs, the Scottish Government, the Welsh Government and the Northern Ireland Department for Agriculture, Environment and Rural Affairs) was supplemented by additional income (primarily from other government bodies). In total, JNCC received £20.1 million funding for the year. This funding was deployed to deliver a critical programme of work in the UK and internationally for nature conservation and recovery.

A particular highlight was the UK-hosted United Nations Climate Change Conference (UNFCCC) CoP26, where the role of nature in mitigating and adapting to climate change was a central theme. Our experts worked with international partners and Natural England, Natural Resources Wales, NatureScot and the Northern Ireland Environment Agency across numerous events, showcasing our collective scientific expertise on nature-based solutions. This partnership approach is at the heart of JNCC's work.

Political leaders participating in the United Nations Summit on Biodiversity at the 75th United Nations General Assembly in September 2020 committed to reversing biodiversity loss by 2030. To mark the first anniversary of the 'Leaders' Pledge for Nature', JNCC and the country nature conservation bodies launched the Nature Positive 2030 report. The report recommends 9 priority actions, which can be delivered rapidly by national and local governments, landowners, businesses and others, that will have a high impact on reversing biodiversity loss this decade. These include - ensuring wildlife thrives within protected areas on land and at sea - better conserving wildlife habitats outside protected areas, particularly those identified as parts of nature networks or as important blue/green infrastructure - developing the market for green finance and deploying nature-based solutions by default with decision makers asking themselves at the outset, 'can nature provide a solution?'

The following are further highlights of JNCC's work in 2021 to 2022.

UK Coordination

Environmental policy is devolved but ecology does not respect country borders. For the UK to be able to demonstrate meeting its global commitments there needs to be a consistent and robust overview of the state and change of nature at the UK level. This evidence base also supports implementation within the countries. The [UK](#)

[Biodiversity Indicators](#) are the key measures of the state and change of nature in the UK. The indicators are dependent on a wide variety of data, provided by government, research bodies, and the voluntary sector – in total nearly 100 organisations are involved. We published the latest update in October 2021.

It is important that the UK's domestic implementation does not lead to increased impact abroad, effectively offshoring the UK's environmental footprint. JNCC published a new experimental statistic and associated interactive dashboard, providing an assessment of the international impact of UK consumption. This includes assessments of the hectares of deforestation, biodiversity loss and water scarcity and allows interrogation by commodity type and producing country. With 78% of agricultural crop commodities consumed within the UK originating from overseas, and no previous way to measure the impacts associated with this, the indicator fills a vital niche in improving our understanding and targeting action. We are building on this evidence and making extensive preparations for the Convention on Biological Diversity (CBD) CoP15, where new biodiversity targets for the next decade are due to be agreed and will shape our future work for nature recovery.

Of significant note was the completion of the Quinquennial Review of Schedules 5 and 8 of the Wildlife and Countryside Act 1981 (QQR 7) and the provision of our advice to the Great Britain governments. Natural England, Natural Resources Wales and NatureScot acted jointly through JNCC to provide this advice. This was an intensely collaborative team effort, which produced high quality advice and has involved a robust scientific assessment of the available evidence as well as a proactive, open, and transparent dialogue with stakeholders.

As a key contribution to the biodiversity indicators and to support implementation within the countries, JNCC coordinates the annual publication of trends in a wide range of species, including plants, butterflies, birds and bats. This year was slightly different as COVID-19 restrictions affected some of the fieldwork. However, official statistics were published for the Wetland Bird Survey (WeBS), the UK Butterfly Monitoring Scheme, and the National Bat Monitoring Programme, alongside annual reports for the Breeding Bird Survey, Avian Demographic Scheme and the Rare Breeding Birds Panel. This wealth of data allows a wide range of different analyses, for instance dividing the country into different regions or habitats to assess change. Overall, we were able to provide trends for 111 waterbirds, 99 rare breeding birds, 56 out of the 59 butterfly species and 11 out of 17 bat species. Highlights here include:

WeBS is the principal scheme for monitoring the UK's wintering waterbird populations and provides an important indicator of their status and the health of wetlands. Highlights from the [latest report](#) include a record number of registered counters – 3,450, and a record-breaking number of sites surveyed – 2,964. The report also shows positive news for Spoonbills but concerning trends for the Scaup.

The [Wetland Bird Survey](#) is a partnership jointly funded by JNCC along with the British Trust for Ornithology and the Royal Society for the Protection of Birds, in association with the Wildfowl and Wetlands Trust, with fieldwork conducted by thousands of volunteers.

The Rare Breeding Birds Panel (RBBP) supports the recording and reporting of rare breeding birds in the UK. The Panel collates data on species with fewer than 2,000 breeding pairs in the UK and reports annually on their numbers, trends and distribution. These data play an important role in setting context for the conservation of some of our most iconic breeding bird species, such as Eurasian Bittern and Osprey. The RBBP's latest report, 'Rare breeding birds in the UK in 2019', was published giving details on the populations of 99 species of rare breeding birds reported in the UK in 2019.

UK butterflies have been monitored annually since 1976 by thousands of volunteers as part of the UK Butterfly Monitoring Scheme. This makes butterflies 1 of the best monitored groups of animals in the UK. Butterflies are considered to provide a good indication of the broad state of the environment because they respond rapidly to changes in environmental conditions and habitat management - occur in a wide range of habitats - and are representative of many other insects, in that they utilise areas with abundant plant food resources. The latest official statistics on the abundance of UK butterflies, produced through the UKBMS were recently released. This update provides population trends up to the year 2021 for 56 of the 59 species of butterflies that occur regularly in the UK.

In 2021 to 2022, JNCC was also a key partner in the publication of 'The Birds of Conservation Concern 5'. This report is compiled by a coalition of the UK's leading bird conservation and monitoring organisations. It reviews the status of all regularly occurring birds in the UK, Channel Islands, and Isle of Man. The latest assessment shows that 70 species are now of 'highest conservation concern' and have been placed on the assessment's Red List.

In addition to assessing the conservation status of species, under the Natural Capital Ecosystem Assessment (NCEA) programme, JNCC accelerated the use of earth observation and citizen science to detect much more local change in habitat condition and biodiversity, primarily to assess how effective investment in nature recovery is being.

UK Marine

In the UK's marine environment JNCC has statutory responsibility to advise regulators on whether proposed human activities in the UK offshore zone will adversely affect protected marine habitats and species. One of our key priorities has been supporting the UK's net zero ambition through developing the Offshore Wind Environmental Evidence Register ([OWEER](#)). Developed in collaboration with Defra

and hosted by the Crown Estate, we created a publicly accessible UK-wide register of evidence gaps and relevant research projects to support the knowledge base for the development of new offshore wind farms.

Continuing to meet our ambitions to provide high quality support to UK government on managing pressures on the marine environment, we also fulfilled our statutory advisory casework responsibilities to Department for Business, Energy and Industrial Strategy (BEIS) Offshore Petroleum Regulator for Environment and Decommissioning (OPRED) on permit applications for offshore oil and gas industries.

To support the designation and management of Marine Protected Areas (MPAs), JNCC supported an ambitious programme, led by Marine Management Organisation (MMO), to put in place management measures for offshore MPAs under repatriated powers in the Fisheries Act. We also supported Marine Scotland in progressing management proposals for MPAs in offshore Scottish waters. In addition, JNCC and Natural England provided the first round of ecological advice to Defra on a list of potential locations for Highly Protected Marine Areas.

As seabirds spend most of their lives at sea, it is vital that we monitor them in this environment but at sea surveys can be expensive and logistically challenging. As a result, surveys have often been opportunistic with very little, if any, regular monitoring. Volunteer Seabirds at Sea (VSAS) is an initiative led by JNCC using ferries as platforms for citizen science surveys, gathering data on the distribution and relative abundance of seabirds and other marine species, as well as raising awareness among both visitors and locals using the routes.

To continue to support marine wildlife, JNCC co-ordinated across the 4 countries to develop a key joint interim statement, which set out a position on the use of lower noise alternatives to high order detonation of unexploded ordnance (UXOs) in the marine environment. All UK SNCBs and the relevant regulators signed up to the joint position statement resulting in adoption and publication on [GOV.UK](https://www.gov.uk).

JNCC and the UK Hydrographic Office (UKHO) share a mutual commitment to improving the environment – with a common purpose of achieving a clean, healthy, safe, productive and biologically diverse ocean. We both specialise in marine geospatial data, supporting the monitoring and management of our seas, and our data sets are helping to mitigate the effects of climate change and protect our marine environment for the future. We also develop data solutions to help people make better decisions about the environment, especially in the blue economy. Through our partnership's first Memorandum of Understanding we are looking forward to adding value to our respective assets and applying them to a broader range of activities and customers. We are already seeing the benefit of our partnership through our collaboration on surveys in the UK Overseas Territories, exchange of expertise in

marine habitat mapping and our drive towards higher standards for our benthic surveys.

International

After 2 years of virtual meetings, March finally saw the return of face-to-face meetings of CBD in Geneva, with [resumed sessions](#) of the 24th meeting of the Subsidiary Body on Scientific, Technical and Technological Advice (SBSTTA 24), the 3rd meeting of the Subsidiary Body on Implementation (SBI 3) and the 3rd meeting of the Open-ended Working Group on the Post-2020 Global Biodiversity Framework (GBF) (WG2020-3). JNCC played a key role on the UK delegation - leading on crucial agenda items such as the [proposed monitoring framework](#) for the post-2020 GBF, [health](#), [invasive alien species](#) and [soils](#), and providing strong technical input on the draft goals, milestones and targets of the [proposed GBF](#).

JNCC's unique role as the only statutory nature advisor to all 4 governments of the UK means that we have an important contribution to the UK's international nature commitments. This includes providing advice on Official Development Assistance (ODA) to help achieve sustainable development goals. In 2021 to 2022 we began work on the [Ocean Country Partnership Programme](#) (a new UK government led initiative delivered under the Blue Planet Fund). Our experts are leading on the biodiversity and MPAs theme, playing a pivotal role with our partner bodies in alleviating poverty through supporting protection of the global ocean. Demand-led technical assistance on MPAs was provided to countries requesting this assistance.

The Reducing Pollution through Partnership Project funded by ODA worked in low to middle income countries, exploring landscape-scale approaches to managing the impact of pollution on biodiversity. JNCC analysed publicly available data to show where pollution will affect biodiversity globally. Engagement workshops in 6 countries considered where and how pollution effects can most effectively be mitigated in each country. Our report [Guidance on Decision-making Thresholds for Air Pollution](#) provides the evidence basis for decision-making thresholds to inform the assessment of air quality impacts on designated conservation sites.

The Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) is an international agreement between countries, aimed at ensuring that international trade in wild species does not endanger their survival. JNCC was appointed as the UK CITES Scientific Authority for fauna in 1991 and in 2021 we celebrated our 30th anniversary. We were delighted that our Senior CITES Policy Adviser Alison Prince was recognised at the recent UK Wildlife Crime Conference. Alison received a lifetime achievement award for her efforts supporting the fight against illegal wildlife trade.

JNCC has a long standing and collaborative relationship with the UK Overseas Territories. In 2021 to 2022 two new reports were published as part of our Darwin

Plus funded project in the Turks and Caicos Islands – Technical assistance programme for effective coastal-marine management in the TCI (DPLUS119). The aim of the project is to build the evidence base to support assessment and management programmes in the coastal and marine environment of the Islands.

JNCC Report 692 – ‘Developing an Asset Register for the Turks and Caicos Coastal-Marine Area’ – investigates natural capital approaches through a study of the shallow marine coastal areas of the islands to create a Natural Capital Asset Register for the TCI for the first time. JNCC Report 693 – ‘Marine indicators to monitor changes in marine-coastal natural capital: Review of indicators from the literature’ – consists of a preliminary literature review, providing an overview of marine ecological indicators and types of data required.

JNCC – working together for nature

JNCC’s scientists and technical experts delivered high-profile outputs and outcomes and led on significant UK and international initiatives. This was only possible due to the excellent teamwork across all parts of the organisation. As well as scientists, it is important to recognise the role of each of our Corporate Services (Finance, HR, Communications and Business Development), Digital and Data Solutions, and Governance staff, whose work is crucial to the delivery of each of the successes highlighted above and to the effective and efficient operation of the organisation.

Each of these functions has supported JNCC to develop its capability, impact and influence while maintaining careful stewardship of its resources and successfully adapting to the new hybrid working models accelerated by the COVID-19 pandemic.

As an inclusive organisation, we have continued to collaborate, innovate and evaluate, providing robust evidence and advice to help policy makers turn science into action. We are hugely impressed with the dedication of our people and equally inspired by our purpose. JNCC exists to turn science into action for nature, people and the planet. It’s an honour to be part of this mission.

Professor Colin Galbraith

(Chair)

Dr Gemma Harper

(Chief Executive)

Facal-toisich a' Chathraiche agus an Àrd-oifigeir

Tha JNCC a' creidsinn gu bheil saoghal nàdarra fallainn riatanach do dhaoine is don t-saoghal againn. Tha sinn ag obair air muir is tìr airson seo a choileanadh le com-pàirtichean san Rìoghachd Aonaichte, an Ranntairean Thall Thairis na Rìoghachd Aonaichte is air feadh an t-saoghail. Tha an t-eòlas, an dìcheall is na sgilean againn air glèidhteachas is ath-bheothachadh nàdair a neartachadh fad còrr is 30 bliadhna.

Bha JNCC air leth soirbheachail ann an 2021 gu 2022 a dh'aindeoin nam bacaidhean leantainneach an cois COVID-19. Chaidh cur ris a' phrìomh thabhartas mhaoineachaidh againn (air a liubhairt le Roinn na h-Àrainneachd, Biadh is Chùisean Dùthchail, Riaghaltas na h-Alba, Riaghaltas na Cuimrigh agus Roinn Àiteachais, Àrainneachd is Chùisean Dùthchail Èirinn a Tuath) le teachd a-steach a bharrachd (sa chiad dol a-mach bho bhuidhnean riaghaltais eile). Uile gu lèir, fhuair JNCC maoinachadh de £20.1 millean airson na bliadhna. Chaidh am maoinachadh seo a chur gu feum airson prògram obrach riatanach a libhrigeadh san RA agus gu h-eadar-nàiseanta a dh'ionnsaigh glèidhteachas is ath-bheothachadh nàdair.

Bha Co-labhairt nan Dùthchannan Aonaichte air Atharrachadh na Gnàth-shìde (COP26) air aon de na prìomh thachartasan, far an robh an t-àite aig nàdar ann a bhith a' dìon is ag atharrachadh ri linn atharrachadh na gnàth-shìde mar phrìomh chuspair. Bha na h-eòlaichean againn a' co-obrachadh le com-pàirtichean eadar-nàiseanta cho math ri Natural England, Natural Resources Wales, NatureScot agus Northern Ireland Environment Agency thar grunn thachartasan, a' taisbeanadh ar cuid eòlas saidheansail air fuasglaidhean stèidhichte air nàdar. Tha a leithid a chom-pàirteachadh aig teis-meadhan obair JNCC.

Chuireadh an cèill le ceannardan poilitigeach a bha an sàs an Àrd-choinneamh nan Dùthchannan Aonaichte air Bith-iomadachd aig 75mh Seanadh Coitcheann nan Dùthchannan Aonaichte san t-Sultain 2020 gun robh e fa-near stad a chur air call bith-iomadachd ro 2030. Chuir JNCC agus na buidhnean glèidhteachais nàdair an aithisg Nature Positive 2030 air bhog. airson a' chiad cheann-bliadhna de *Leaders' Pledge for Nature* a chomharrachadh. Tha an aithisg a' moladh naoi prìomh ghnìomhan, a b' urrainn do riaghaltasan nàiseanta is ionadail, sealbhadairean fearainn, gnìomhachasan is eile a libhrigeadh gu luath is a bheir buaidh mhòr air stad air call bith-iomadachd san deichead seo. Mar eisimpleir le bhith a' dèanamh cinnteach gun soirbhich le fiadh-bheatha taobh a-staigh raointean dìon air muir is tìr - a' gleidheadh àrainnean fiadh-bheatha taobh a-muigh raointean dìon ann an dòigh nas fheàrr, gu h-àraid an fheadhainn a tha mar phàirt de lìonraidhean nàdair no mar bhun-structar gorm/uaine - a' leasachadh na margaid airson ionmhas uaine - agus a' cleachdadh fuasglaidhean nàdarra mar bhunait agus na daoine a nì co-dhùnaidhean a' cur na ceist orra fhèin bhon toiseach, 'a bheil fuasgladh ri lorg ann an nàdar?'

Tha na leanas mar eisimpleirean a bharrachd air obair JNCC ann an 2021 gu 2022.

Co-òrdanachadh na Rìoghachd Aonaichte

Tha poileasaidhean àrainneachd tiomnaichte sna ceithir dùthchannan ach chan eil eag-eòlas a' cumail ri crìochan dùthcha. Feumar sealladh farsaing is seasmhach a chumail air staid is atharrachadh nàdair aig ìre na Rìoghachd Aonaichte gus am bi e comasach a bhith a' coileanadh geallaidhean cruinneil na Rìoghachd. Tha an stèidh fianais seo a' cumail taic ri stèidheachadh taobh a-staigh nan dùthchannan cuideachd. Is iad [Comharran Bith-iomadachd na RA](#) na prìomh cheuman a thaobh staid is atharrachadh nàdair san RA. Tha na comharran an urra ri measgachadh farsaing de dh'fhiosrachadh, ga thoirt seachad leis an riaghaltas, buidhnean rannsachaidh is an roinn shaor-thoileach - uile gu lèir tha mu 100 buidheann an sàs. Dh'fhoillsich sinn am fiosrachadh as ùire san Dàmhair 2021.

Tha e cudromach nach bi stèidheachadh san RA ag adhbharachadh buaidh a bharrachd thall thairis is ag aiseag làrach àrainneachail na RA a-null thairis. Dh'fhoillsich JNCC staitistig dheuchainneach ùr is uidheam eadar-ghnìomhach co-cheangailte, is iad a' toirt seachad sgrùdadh air buaidh eadar-nàiseanta air na tha an RA a' cosg. Tha seo a' toirt a-steach sgrùdaidhean air na heactairean de dhith-choillteachadh, call bith-iomadachd is gainnead uisge agus a' ceadachadh ceasnachadh a rèir seòrsa bathair agus na dùthcha às a bheil e. Le 78% de bhàrr àiteachais taobh a-staigh na RA a' tighinn bho thall thairis agus gun dòigh sam bith air a' bhuaidh a tha co-cheangailte ri seo a thomhas, tha an comharra a' lìonadh beàrn dheatamach airson ar tuigse a neartachadh is gnìomhan a shònrachadh. Tha sinn a' togail air an fhianais seo agus a' dèanamh ullachadh mòr airson a' Chùmhnaint air Iomadachd Bith-eòlais (CBD) COP15, far a bheil targaidean bith-iomadachd ùra ann airson an ath dheich bliadhna gu bhith air an aontachadh agus a dhealbhas ar cuid obrach airson nàdar a shlànachadh san àm ri teachd.

Bha e cudromach gun deach Quinquennial Review of Schedules 5 and 8 de Wildlife and Countryside Act 1981 (QQR 7) a thoirt gu crìch cho math ri coileanadh ar comhairle do riaghaltasan Bhreatainn. Rinn Natural England, Natural Resources Wales agus NatureScot co-obrachadh tro JNCC airson a' chomhairle seo a chur an cèill. B' e obair sgioba dhlùth a bha seo, a thug seachad comhairle aig ìre àrd agus a thug a-steach dian-mheasadh saidheansail air an fhianais a bha ri lorg cho math ri conaltradh for-ghnìomhach, fosgailte is follaiseach le luchd-ùidh.

Tha JNCC a' co-òrdanachadh foillseachadh bliadhnail air gluasadan ann an raon farsaing de sheòrsachan, a leithid lusan, dealain-dè, eòin is ialtagan, mar obair chudromach a dh'ionnsaigh nan comharran bith-iomadachd agus airson taic a chumail ri buileachadh anns na dùthchannan fa leth. Bha a' bhliadhna sa beagan eadar-dhealaichte leis gun tug bacaidhean COVID-19 buaidh air cuid den obair-

làraich. Ach chaidh figearan oifigeil fhoillseachadh airson Sgrùdadh Eòin Bhoglaich (WeBS), Sgeama Sgrùdaidh Dealain-dè na RA (UKBMS) agus Prògram Sgrùdaidh Nàiseanta nan Ialtagan, còmhla ri aithisgean bliadhnail airson Suirbhuidh Eòin Bhriodaidh, Sgeama Deamografach nan Eun agus Pannal Eòin Bhriodaidh. Tha am pailteas dàta seo ag adhbharachadh raon farsaing de mhion-sgrùdaidhean, mar eisimpleir a' roinn na dùthcha na diofar roinnean no àrainnean airson atharrachadh a mheasadh. B' urrainn dhuinn gluasadan a shònrachadh airson 111 eun-uisge, 99 eòin bhriodachaidh thearc, 56 de 59 gnèithean dealain-dè agus 11 de 17 gnèithean ialtagan.

Am measg nam prìomh thachartasan an seo tha na leanas:

Is e WeBS am prìomh sgeama airson àireamhan eun-uisge geamhraidh na RA a chumail fo sgrùd agus tha e a' toirt seachad fiosrachadh cudromach air staid is fallainneachd talamh fliuch. Tha an àireamh as àirde de chunntairean clàraichte - 3,450 agus an àireamh as àirde de làraichean a chaidh sgrùdadh - 2,964, am measg nam prìomh thachartasan san [aithisg as ùire](#). Tha an aithisg a' taisbeanadh deagh naidheachd cuideachd a thaobh ghoban-leathann ach cuideachd a thaobh ghluasadan nan lachan-mara. 'S e com-pàirteachas a th' anns an t-[Wetland Bird Survey](#) a tha air a cho-mhaoineachadh le JNCC cuide ri British Trust for Ornithology agus Royal Society for the Protection of Birds, cho math ri Wildfowl and Wetlands Trust, le obair-làraich air a stiùireadh le mìltean de shaor-thoilich.

Tha Rare Breeding Birds Panel (RBBP) a' cumail taic ri clàradh is aithris air eòin bhriodachaidh thearc san RA. Bidh am Pannal a' cruinneachadh dàta air gnèithean le nas lugha na 2,000 paidhir briodachaidh san RA agus ag aithris gach bliadhna air àireamhan, gluasadan is sgaoileadh. Tha an dàta seo cudromach airson an co-theacs a chur an cèill a thaobh glèidheadh cuid de na gnèithean eòin bhriodachaidh as suaicheanta againn, a leithid na corra-grian agus na h-iolair-uisge. Chaidh an aithisg as ùire aig RBBP, 'Rare breeding birds in the UK in 2019', fhoillseachadh anns a bheil mion-fhiosrachadh air na h-àireamhan de 99 gnèithean de dh'eòin bhriodachaidh thearc a chaidh aithris san RA ann an 2019.

Tha na mìltean de shaor-thoilich air dealain-dè na RA a chumail fo sgrùd a h-uile bliadhna bho 1976 mar phàirt de Sgeama Sgrùdaidh Dealain-dè na RA. Tha seo a' fàgail dealain-dè mar aon de na buidhnean ainmhidhean as fheàrr fo sgrùd san RA. Thathar den bheachd gu bheil dealain-dè nan deagh chomharra air staid na h-àrainneachd is iad iad a' freagairt gu luath ri atharrachaidhean ann an suidheachaidhean àrainneachd is riaghladh àrainn - tha iad rin lorg an raon farsaing de dh'àrainnean - agus tha iad a' riochdachadh mòran bhiastagan eile, leis gu bheil iad a' cleachdadh raointean le pailteas stòrasan bidhe. Chaidh na figearan oifigeil as ùire air tricead dealain-dè na RA, a chaidh libhrigeadh tro UKBMS, fhoillseachadh o chionn ghoirid. Tha an t-ùrachadh seo a' cur an cèill gluasadan sluaigh chun na

bliadhna 2021 airson 56 de na 59 gnèithean de dhealain-dè a bhios a' nochdadh gu cunbhalach san RA.

Ann an 2021/22, bha JNCC na phrìomh chom-pàirtiche cuideachd ann am foillseachadh 'The Birds of Conservation Concern 5'. Chaidh an aithisg seo a chur ri chèile le com-pàirteachas eadar prìomh bhuidhnean glèidhteachais is sgrùdaidh èoin san RA. Bidh e a' dèanamh sgrùdadh air staid nan eun a tha a' nochdadh gu cunbhalach san RA, Eileanan Caolas Shasainn agus Eilean Mhanainn. A rèir a' mheasaidh as ùire, tha 70 gnè a-nis aig an ìre glèidhteachais as àirde a tha fo chunnart agus chaidh an cur ri Liosta Dearg a' mheasaidh.

A thuilleadh air measadh inbhe glèidhteachais ghnèithean, leudaich JNCC, fon phrògram Natural Capital Ecosystem Assessment (NCEA), cleachdadh sgrùdadh talmhainn is saidheans an t-sluaigh airson atharrachadh ionadail a thomhas a thaobh staid àrainnean is bith-iomadachd agus gu sònraichte airson èifeachd maoinachaidh a thaobh slànachadh nàdair a thomhas.

A' Mhuir san RA

Tha dleastanas reachdail aig JNCC air àrainneachd mara na RA airson comhairle a thoirt do luchd-riaghlaidh feuch an toir gnìomhan daonna a tha sa bheart ann an sgìre far cladaich na RA droch bhuaidh air àrainnean is gnèithean mara dìonta. Tha e mar aon de na prìomhachasan againn a bhith a' cumail taic ri amasan net zero na RA tro bhith a' leasachadh Offshore Wind Environmental Evidence Register ([OWEER](#)). Dhealbhaich sinn an com-pàirteachas le Defra agus le cuireadh Oighreachd a' Chrùin, clàr de bheàrnan san fhianais air feadh na RA a bha ruigsinneach don mhòr-shluagh agus pròiseactan rannsachaidh iomchaidh airson taic a chumail ris an stòr eòlais airson tuathan-gaoithe ùra a leasachadh aig muir.

Tha sinn a' cumail oirnn a' coileanadh nan àrd-amasan againn airson taic aig ìre àrd a thoirt do riaghaltas na RA mu bhith a' stiùireadh dhleastanasan an cois àrainneachd na mara, is choilean sinn na dleastanasan comhairleachaidh reachdail do Offshore Petroleum Regulator for Environment and Decommissioning (OPRED) a thaobh iarrtasan cead do na gnìomhachasan ola is gas aig muir.

Chuir JNCC taic ri prògram àrd-amasach, air a stiùireadh le The Marine Management Organisation (MMO), airson taic a chumail ri sònrachadh is riaghladh Sgìrean Dìon Mara (MPA), airson ceumannan riaghlaidh a chur an sàs sna Sgìrean Dìona Mara far cladaich fo chumhachdan air an toirt air ais a rèir Achd an Iasgaich. Thug sinn taic do Marine Scotland cuideachd is iad a' cur air adhart molaidhean riaghlaidh airson Sgìrean Dìon Mara ann an uisgeachan far cladaich na h-Alba. Agus thug JNCC agus Natural England seachad a' chiad chuairt de chomhairle eag-eòlais do Defra air liosta de dh'àiteachan a dh'fhaodar sònrachadh mar Sgìrean Mara fo Dhìon Àrd.

A chionn is gu bheil eòin-mhara a' caitheamh a' mhòr-chuid dem beatha aig muir, tha e riatanach gun cùm sinn iad fo sgrùd san àrainneachd seo ach faodaidh sgrùdaidhean mara a bhith daor is dùbhlanaich. Mar thoradh air sin, tha sgrùdaidhean gu tric air a bhith a' glacadh chothroman nuair a dh'èireadh iad le glè bheag de sgrùdadh cunbhalach. 'S e iomairt a th' ann an Volunteer Seabirds at Sea (VSAS) a th' air a stiùireadh le JNCC is a' cleachdadh aiseagan mar dòigh air sgrùdaidhean saidheans a dhèanamh, a' tionail dàta mu chuirteachadh is pailteas eòin-mhara is ghnèithean mara eile, cho math ri bhith a' togail aire an luchd-tadhail is muinntir an àite a bhios a' cleachdadh nan slighean.

Is sinn a' cumail oirnn a' toirt taic do fhiadh-bheathaichean na mara, rinn JNCC co-òrdanachadh air feadh nan ceithir dùthchannan air aithris eadar-amail chudromach, a chuir an cèill suidheachadh mu chleachdadh roghainnean nas neo-fharamaich nuair a thathar a' sgrios òrdanais nach deach a spreadhadh (UXO) ann an àrainneachd na mara. Chuir a h-uile buidheann glèidhteachais nàdair reachdail san RA (SNCB) agus na riaghladairean iomchaidh an ainm ris a' cho-aithris às an tàinig aonta is foillseachadh air [GOV.UK](https://www.gov.uk).

Tha JNCC is UK Hydrographic Office (UKHO) a' co-roinn gealladh airson a bhith a' leasachadh na h-àrainneachd - le amas coitcheann airson cuan glan, fallain, sàbhailte, torrach is eadar-mheasgte gu bith-eòlasach a thoirt gu buil. Tha sinn le chèile a' spèisealachadh ann an dàta mara *geospatial*, a' toirt taic do sgrùdadh is riaghladh ar cuantan agus tha na stòran-dàta againn a' cuideachadh le bhith a' lùghdachadh buaidh atharrachadh na gnàth-shìde agus a' dìon ar n-àrainneachd mara airson an ama ri teachd. Bidh sinn a' leasachadh fhuasglaidhean dàta cuideachd airson daoine a chuideachadh gus co-dhùnaidhean nas fheàrr a dhèanamh mun àrainneachd, gu sònraichte san eaconamaidh ghorm. Tron chiad Mheòrachan Tuigse aig a' chom-pàirteachas againn, tha sinn a' dèanamh fiughair ri bhith a' cur luach ris na stòrasan againn agus gan cur an sàs ann an raon nas fharsainge de ghnìomhan is luchd-ceannaich. Tha sinn mar-thà a' faicinn buannachd sa chom-pàirteachas tro ar co-obrachadh air suirbhidhean ann an Ranntairean Thall Thairis na RA, aiseag eòlais ann am mapadh àrainn mara agus ar dicheall a dh'ionnsaigh ìrean nas àirde airson nan suirbhidhean aig bonn na mara.

Eadar-nàiseanta

Às dèidh dà bhliadhna de choinneamhan air-loidhne, thill coinneamhan aghaidh-ri-aghaidh de CBD ann an Geneva sa Mhàrt 2022, le seiseanan air an ath-thòiseachadh den 24mh coinneamh de Subsidiary Body on Scientific, Technical and Technological Advice (SBSTTA 24), an treas coinneamh de 3rd Subsidiary Body on Implementation (SB-3) agus an treas coinneamh de Open-ended Working Group on the Post-2020 Global Biodiversity Framework (GBF) (WG2020-3). Bha àite cudromach aig JNCC air buidheann-riochdachaidh na RA - a' stiùireadh nithean deatamach air a' chlàr-ghnothaich leithid am frèam sgrùdaidh a thathar a' moladh

airson GBF às dèidh 2020, slàinte, gnèithean ionnsaigheach coimheach agus ùirean, agus a' toirt seachad fiosrachadh teicnigeach làidir air dreach amasan, chlachan-mìle is thargaidean an GBF a thathar a' moladh.

Tha dleastanas sònraichte JNCC mar an aon chomhairliche nàdair reachdail do na ceithir riaghaltasan san RA agus mar sin tha sinn a' cur gu mòr ri geallaidhean nàdair eadar-nàiseanta na RA. Mar eisimpleir, bidh sinn a' toirt seachad comhairle air Official Development Assistance (ODA) airson cuideachadh le bhith a' coileanadh amasan leasachadh seasmhach. Ann an 2021/22, thòisich sinn ag obair air [Ocean Country Partnership Programme](#) (iomairt ùr air a stiùireadh le Riaghaltas na RA air a lìbhrigeadh fo Blue Planet Fund). Tha na h-eòlaichean againn a' stiùireadh bith-iomadachd agus Roinnean Dìon Mara, is obair riatanach aca le ar buidhnean com-pàirteachais is sinn a' lùghdachadh bochdainn tro bhith a' cumail taic ri dìon cuan na cruinne. Chaidh taic theicnigeach a thoirt seachad air Roinnean Dìon Mara do dhùthchannan a bha a' sireadh na taic seo.

Chaidh Reducing Pollution through Partnership Project a chur an sàs ann an dùthchannan le teachd-a-steach eadar ìosal is meadhanach is a tha air a mhaoineachadh le ODA, is e a' sgrùdadh dhòighean-obrach aig ìre cruth-tìre airson a bhith a' riaghladh buaidh truailleadh air bith-iomadachd. Rinn JNCC mion-sgrùdadh air dàta a bha ri fhaighinn gu poblach airson sealltainn far an toir truailleadh buaidh air bith-iomadachd air feadh na cruinne. Bheachdaich bùthan-obrach ann an sia dùthchannan air càite is ciamar as urrainnear buaidhean truailleadh a lùghdachadh anns gach dùthaich. Tha an aithisg againn [Guidance on Decision-making Thresholds for Air Pollution](#) a' toirt seachad stèidh fianais do chrìochan co-dhùnaidh airson fiosrachadh a chumail ri measadh buaidh càileachd adhair air làraichean glèidhteachais comharraichte.

Tha Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) na aonta eadar-nàiseanta eadar dùthchannan, a tha ag amas air dearbhadh nach bi malairt eadar-nàiseanta de ghnèithean fiadhaich a' cur na gnè ann an cunnart. Chaidh JNCC ainmeachadh mar Ùghdarras Saidheansail CITES na RA airson ainmhidhean ann an 1991 agus ann an 2021 chomharraich sinn an 30mh ceann-bliadhna againn. Bha sinn air leth toilichte gun deach an t-Àrd-chomhairliche Poileasaidh CITES againn, Alison Prince, aithneachadh aig Co-labhairt Eucoir Fiadh-bheathaichean na RA o chionn ghoirid. Fhuair Alison duais buileachadh fad-beatha airson a cuid oidhirpean a' toirt taic san strì an aghaidh malairt fiadh-bheatha mhì-laghail.

Tha com-pàirteachas fada is co-obrachail aig JNCC le Ranntairean Thall Thairis na RA. Ann an 2021 gu 2022, chaidh dà aithisg ùr fhoillseachadh mar phàirt den phròiseact againn air a' mhaoineachadh le Darwin Plus anns Na h-Eileanan Turcach is Caiceo - Technical assistance programme for effective coastal-marine management in the TCI (DPLUS119). 'S e amas a' phròiseict stèidh fianais a thogail

airson taic a chumail ri prògraman measaidh is stiùiridh ann an àrainneachd cladach is mara nan Eilean.

JNCC Report 692 – ‘Developing an Asset Register for the Turks and Caicos Coastal-Marine Area’ – a’ sgrùdadh dòighean-obrach calpa nàdarra tro sgrùdadh air raointean cladaich staoin nan eilean airson Clàr Maoin Calpa Nàdarra a chruthachadh airson an TCI airson a’ chiad uair. JNCC Report 693 – ‘Marine indicators to monitor changes in marine-coastal natural capital: Review of indicators from the literature’ – a’ toirt a-steach ath-sgrùdadh litreachais, a’ toirt seachad sealladh farsaing air comharran eag-eòlais mara is an seòrsa dàta a tha a dhìth.

JNCC – ag obair còmhla airson nàdar

Thug luchd-saidheans is eòlaichean teicnigeach JNCC toraidhean is builean àrd-ìre seachad agus stiùirich iad iomairtean cudromach san RA agus gu h-eadar-nàiseanta. Cha robh seo air a bhith comasach mura b’ e sàr-obair-sgioba thar gach pàirt den bhuidhinn. A thuilleadh air luchd-saidheans, tha e cudromach gun aithnich sinn dleastanas gach neach-obrach sna Seirbheisean Corporra againn (Ionmhas, Sgiobachd, Conaltradh agus Leasachadh Gnothachais), Fuasglaidhean Didseatach is Dàta, agus Riaghladh, a rinn is a nì obair dheatamach airson gach soirbheachas a gu h-àrd a thoirt gu buil agus airson libhrigeadh èifeachdach na buidhne.

Tha gach aon de na gnìomhan sin air taic a chumail ri JNCC airson a chomas agus a bhuidh a leasachadh fhad ’s a ghleidheas iad stiùireadh faiceallach air a chuid ghoireasan agus is iad ag atharrachadh gu soirbheachail a rèir nam modalan obrach measgaichte ùra a thàinig a-steach ri linn lèir-sgaoileadh COVID-19.

Mar bhuidheann chom-pàirteach is in-ghabhaltach, tha sinn air leantainn oirnn a’ co-obrachadh, ag ùr-ghnàthachadh agus a’ measadh, is sinn a’ toirt seachad fianais is comhairle làidir airson luchd phoileasaidhean a chuideachadh airson saidheans a chur an gnìomh. Tha dealas ar luchd-obrach na adhbhar toileachais is sinn air ar brosnachadh a cheart cho math leis an amas againn. Tha JNCC ann airson saidheans a chur an gnìomh do nàdar, do dhaoine agus don phlanaid. Tha e na urram a bhith an sàs anns a’ mhisean seo.

An t-Àrd-ollamh Colin Galbraith
(Cathraiche)

Dr Gemma Harper
(Àrd-oifigear)

Rhagair y Cadeirydd a'r Prif Weithredwr

Mae JNCC o'r farn bod byd naturiol llewyrchus yn hollbwysig i bobl a'r blaned. Rydym yn gweithio ledled y tir a'r môr i gyflawni hyn ar y cyd â phartneriaid yn y DU, Tiriogaethau Tramor y DU a phob cwr o'r byd. Ers dros 30 mlynedd, bu i'n harbenigedd, ein hymroddiad a'n sgiliau dibynadwy gryfhau'r gwaith cadwraeth ac adfer natur.

Er gwaethaf y cyfyngiadau COVID-19 parhaus, bu 2021 i 2022 yn flwyddyn arbennig o lwyddiannus i JNCC. Cafodd ein cymorth grant craidd (gan Adran yr Amgylchedd, Bwyd a Materion Gwledig, Llywodraeth yr Alban, Llywodraeth Cymru ac Adran Amaethyddiaeth, yr Amgylchedd a Materion Gwledig Gogledd Iwerddon) ei ategu gan incwm ychwanegol (gan gyrrff llywodraethol eraill yn bennaf). Bu i JNCC dderbyn cyfanswm o £20.1 miliwn mewn nawdd ar gyfer y flwyddyn. Cafodd y nawdd ei ddsbarthu er mwyn cyflawni rhaglen hanfodol o waith yn y DU ac yn rhyngwladol yn ymwneud â chadwraeth ac adfer natur.

Un uchafbwynt penodol yn ystod y flwyddyn oedd Cynhadledd Newid Hinsawdd y Cenhedloedd Unedig (COP26) wedi'i gynnal gan y DU. Thema ganolog y gynhadledd honno oedd rôl natur er mwyn lliniaru ac addasu i newid mewn hinsawdd. Bu i'n harbenigwyr gydweithio gyda phartneriaid rhyngwladol a Natural England, Cyfoeth Naturiol Cymru, NatureScot ac Asiantaeth yr Amgylchedd Gogledd Iwerddon ledled sawl digwyddiad gan arddangos ein harbenigedd gwyddonol cyfunol yn ymwneud ag atebion sy'n seiliedig ar natur. Mae'r dull ar y cyd hwn wrth wraidd gwaith JNCC.

Bu i arweinwyr gwleidyddol, oedd yn rhan o Uwchgynhadledd y Cenhedloedd Unedig ar Fioamrywiaeth yn 75ain Cynulliad Cyffredinol y Cenhedloedd Unedig ym mis Medi 2020, ymroi i wrthdroi colledion bioamrywiaeth erbyn 2030. I nodi blwyddyn ers cyflwyno *Addewid Natur yr Arweinwyr*, bu i JNCC a chyrrff cadwraeth natur y gwahanol wledydd lansio'r adroddiad Natur Bositif 2030. Mae'r adroddiad yn argymhell naw cam blaenoriaeth, gellir eu cyflawni'n gyflym gan lywodraethau cenedlaethol a lleol, tîrfeddianwyr, busnesau ac eraill. Bydd y camau hyn sicrhau effaith sylweddol ar wrthdroi colledion bioamrywiaeth y degawd hwn. Ynghlwm â'r gwaith hwn bydd sicrhau bod bywyd gwyllt yn ffynnu mewn ardaloedd wedi'u gwarchod ar y tir a'r môr - gwarchod cynefinoedd bywyd gwyllt yn well y tu hwnt i ardaloedd gwarchodedig, yn enwedig y rheiny sydd wedi'u hadnabod fel rhannau o rwydweithiau natur neu fel seilwaith glas/gwyrdd pwysig - datblygu'r farchnad ar gyfer cyllid gwyrdd - a dosbarthu atebion yn seiliedig ar natur yn ddiodyn gan ofalu fod y rheiny sy'n gwneud penderfyniadau'n gofyn iddyn nhw eu hunain o'r cychwyn cyntaf 'oes modd i natur gynnig ateb i broblemau?'.

Dyma uchafbwyntiau gwaith pellach JNCC yn ystod 2021 i 2022.

Cydlynu'r DU

Mae polisi Amgylcheddol wedi'i ddatganoli ond nid yw ecoleg yn parchu ffiniau gwledydd yn y bôn. Er mwyn i'r DU allu dangos eu bod yn bodloni eu hymrwymiaidau byd-eang, mae angen sicrhau trosolwg cyson a chadarn o gyflwr a newidiadau natur ar lefel y DU. Mae'r sail tystiolaeth hwn hefyd yn ategu gweithredu o fewn y gwledydd. [Dangosyddion Bioamrywiaeth y DU](#) ydy'r mesurau allweddol ar gyfer mesur cyflwr a newidiadau natur yn y DU. Mae'r dangosyddion yn ddibynnol ar ystod eang o ddata, wedi'i ddarparu gan y llywodraeth, cyrff ymchwil, a'r sector gwirfoddol – mae bron i 100 o fudiadau ynghlwm â'r gwaith. Bu inni gyhoeddi'r diweddaraf ym mis Hydref 2021.

Mae'n bwysig nad ydy gweithrediad domestig y DU yn arwain at effaith cynyddol dramor, gan ysgogi ôl-troed amgylcheddol y DU i symud yn ei hanfod. Bu i JNCC gyhoeddi ystadegyn arbrofol newydd a dangosfwrdd rhyngweithiol cysylltiedig, gan gynnig asesiad o effaith rhyngwladol treuliant y DU. Ynghlwm â hyn bu asesiadau o'r hectarau o ddatgoedwigo, colledion bioamrywiaeth a phrinder dŵr ac mae'n caniatáu holi o ran y math o nwydd a'r wlad sy'n cynhyrchu. Gyda bod 78% o nwyddau cnydau amaethyddol caiff eu bwyta yn y DU yn deillio o dramor, a gan nad oedd ffordd flaenorol i fesur yr effeithiau yn sgil hyn, mae'r dangosydd yn diwallu bwch hollbwysig er mwyn gwella ein dealltwriaeth a thargedu ein camau gweithredu. Rydym yn ategu'r dystiolaeth hon ac yn cyflawni paratodau helaeth ar gyfer y Gynhadledd ar Amrywiaeth Fiolegol (CBD) COP15. Mae disgwyl caiff targedau bioamrywiaeth newydd ar gyfer y degawd nesaf eu cytuno arnyn nhw a byddan nhw'n llywio ein gwaith sy'n ymwneud ag adfer natur yn y dyfodol.

Un nodwedd o bwys sylweddol oedd cyflawni'r Adolygiad Pum Mlynedd o Atodlenni 5 ac 8 Deddf Bywyd Gwyllt a Chefn Gwlad 1981 (QQR 7) a chynnig ein cyngor i Lywodraethau Prydain. Bu i Natural England, Cyfoeth Naturiol Cymru a NatureScot weithredu ar y cyd drwy JNCC i gynnig y cyngor hwn. Roedd hyn yn ymdrech ar y cyd hynod gydweithredol, lle cynhyrchwyd cyngor o safon a lle bu asesiad gwyddonol cadarn o'r dystiolaeth sydd ar gael yn ogystal â sgysiau rhagweithiol, agored a thryloyw gyda rhanddeiliaid.

Fel cyfraniad allweddol i'r dangosyddion bioamrywiaeth ac i ategu gweithredu yn y gwledydd, mae JNCC yn cydlynu cyhoeddiad blynyddol ynghylch tueddiadau ystod eang o rywogaethau, gan gynnwys planhigion, glöynnod byw, adar ac ystlumod. Roedd eleni ychydig yn wahanol gan y bu i gyfyngiadau COVID-19 effeithio ar rywfaint o'r gwaith maes. Fodd bynnag, cafodd ystadegau swyddogol eu cyhoeddi ar gyfer yr Arolwg Adar Tir Gwlyb (WeBS), Cynllun Monitro Glöynnod Byw y DU (UKBMS), a'r Rhaglen Monitro Ystlumod Cenedlaethol, ar y cyd ag adroddiadau blynyddol ar gyfer yr Arolwg Adar sy'n Bridio, Cynllun Demograffig Adar a'r Panel Adar sy'n Bridio Prin. Mae'r doreth o ddata hwn yn caniatáu ystod eang o wahanol ddadansoddiadau, megis rhannu'r wlad yn wahanol rhanbarthau neu gynefinoedd er

mwyn asesu newidiadau. Ar y cyfan, bu modd inni gynnig tueddiadau ar gyfer 111 o adar dŵr, 99 o adar sy'n bridio prin, 56 o'r 59 o rywogaethau glöynnod byw ac 11 o'r 17 o rywogaethau ystlumod. Ymysg yr uchafbwyntiau oedd y canlynol:

Arolwg Adar Tir Gwlyb (WeBS) ydy'r prif gynllun ar gyfer monitro poblogaethau adar dŵr gaeafu'r DU ac mae'n cynnig dangosydd pwysig o'u statws ac iechyd y tiroedd gwlybion. Ymhlith uchafbwyntiau'r [adroddiad diweddaraf](#) mae nifer uchaf erioed o gyfrifwyr cofrestredig – 3,450, a'r nifer uchaf erioed o safleoedd sydd wedi'u harolygu – 2,964. Mae'r adroddiad hefyd yn ymdrin â newyddion cadarnhaol ar gyfer Llydanbigau ond tueddiadau pryderus ar gyfer yr Hwyaden Benddu. Mae'r [Arolwg Adar Tir Gwlyb](#) yn bartneriaeth sydd wedi'i ariannu ar y cyd gan JNCC ynghyd ag Ymddiriedolaeth Adaryddiaeth Prydain a Chymdeithas Frenhinol er Gwarchod Adar, ar y cyd â'r Ymddiriedolaeth Adar Hela a Thiroedd Gwlybion, gyda gwaith maes wedi'i gynnal gan filoedd o wirfoddolwyr.

Mae'r Panel Adar sy'n Bridio Prin (RBBP) yn cefnogi cofnodi ac adrodd am adar sy'n bridio prin yn y DU. Mae'r Panel yn casglu data am rywogaethau gyda llai na 2,000 o barau bridio yn y DU ac yn adrodd yn flynyddol am eu niferoedd, tueddiadau a'u dosbarthiad. Mae'r data hyn yn chwarae rhan hollbwysig i osod cyd-destun ar gyfer gwarchod rhai o'n rhywogaethau adar mwyaf eiconig, megis Aderyn y Bwn Ewrasiaidd a Gwalch y Pysgod. Cafodd adroddiad diweddaraf y Panel Adar sy'n Bridio Prin, *Adar sy'n Bridio Prin yn y DU yn 2019*, ei gyhoeddi gan grybwyll manylion am boblogaethau'r 99 o rywogaethau adar sy'n bridio prin cafodd eu cofnodi yn y DU yn 2019.

Mae Glöynnod Byw y DU wedi'u monitro'n flynyddol ers 1976 gan filoedd o wirfoddolwyr fel rhan o Gynllun Monitro Glöynnod Byw y DU. Mae hyn yn golygu fod glöynnod byw ymysg y grwpiau o anifeiliaid caiff eu monitro orau yn y DU. Fe ystyrir fod glöynnod byw yn cynnig dynodiad da o gyflwr eang yr amgylchedd gan eu bod yn ymateb yn gyflym i newidiadau yng nghyflyrau amgylcheddol a rheolaeth cynefinoedd - maen nhw'n ymddangos mewn ystod eang o gynefinoedd - ac maen nhw'n cynrychioli llawer o drychfilod eraill, o ran eu bod yn defnyddio mannau sydd â digonedd o adnoddau bwyd planhigion. Yn ddiweddar fe gyhoeddwyd yr ystadegau swyddogol diweddaraf ar y doreth o löynnod byw'r DU drwy'r UKBMS. Mae'r diweddariad hwn yn cynnig y tueddiadau o ran poblogaethau hyd at y flwyddyn 2021 ar gyfer 56 o'r 59 rhywogaeth o löynnod byw sy'n ymddangos yn rheolaidd yn y DU.

Yn 2021/22, roedd JNCC hefyd yn bartner allweddol ynghlwm â chyhoeddi 'The Birds of Conservation Concern 5'. Mae'r adroddiad hwn wedi'i lunio gan gynghrair o fudiadau monitro a gwarchod adar mwyaf blaenllaw y DU. Mae'r adroddiad yn adolygu statws yr holl adar sy'n ymddangos yn rheolaidd yn y DU, Ynysydd y Sianel ac Ynys Manaw. Dengys yr asesiad diweddaraf bod 70 o rywogaethau o'r 'pryder uchaf o ran cadwraeth' ac maen nhw wedi'u gosod ar Restr Goch yr asesiad.

Yn ogystal ag asesu statws cadwraeth y rhywogaethau, o dan y rhaglen Asesu Ecosystem Naturiol Cyfalaf (NCEA), bu i JNCC fynd rhagddi gyda gwaith arsylwi'r ddaear a gwyddoniaeth dinasyddion er mwyn canfod llawer mwy o newidiadau lleol yng nghyflwr cynefinoedd a bioamrywiaeth. Nod pennaf hyn oedd asesu effeithiolrwydd buddsoddi mewn adfer natur.

Y Môr yn y DU

Yn amgylchedd morol y DU, mae cyfrifoldeb statudol ar JNCC i gynghori rheoleiddwyr ynghylch a fyddai gweithgarwch arfaethedig pobl ym mharth alltraeth y DU yn effeithio'n andwyol ar gynefinoedd a rhywogaethau morol gwarchoddedig. Un o'n prif flaenoriaethau oedd cefnogi uchelgais net zero y DU drwy ddatblygu'r Cofrestr Tystiolaeth Amgylcheddol Gwynt Alltraeth ([OWEER](#)). Cafodd y gofrestr ei datblygu ar y cyd â Defra ac mae wedi'i chynnal gan Ystâd y Goron. Bu inni lunio cofrestr y DU eang cyhoeddus o fylchau tystiolaeth a phrosiectau ymchwil perthnasol er mwyn cefnogi'r sylfaen gwybodaeth ar gyfer datblygu ffermydd gwynt alltraeth newydd.

Gan barhau i fodloni ein huchelgeisiau i gynnig cymorth o safon i Lywodraeth y DU ynghylch rheoli'r pwysau ar yr amgylchedd morol, bu inni hefyd gyflawni ein cyfrifoldebau gwaith achos cynghorol statudol i'r Rheoleiddiwr Petrolewm Alltraeth ar gyfer yr Amgylchedd a Dadgomisiynu (OPRED) ar geisiadau trwydded ar gyfer diwydiannau olew a nwy alltraeth.

I ategu'r gwaith dynodi a rheoli Ardaloedd Morol Gwarchoddedig (MPAs), bu i JNCC gefnogi rhaglen uchelgeisiol, o dan arweiniad y Mudiad Rheoli Morol (MMO), i weithredu mesurau rheoli ar gyfer Ardaloedd Morol Gwarchoddedig alltraeth o dan rymoedd dychweledig yn y Ddeddf Pysgodfeydd. Bu inni hefyd gefnogi Marine Scotland gyda chyflwyno cynigion rheoli ar gyfer Ardaloedd Morol Gwarchoddedig yn nyfroedd alltraeth yr Alban. At hyn, bu i JNCC a Natural England gynnig y rownd gyntaf o gyngor ecolegol i Defra ynghylch rhestr o leoliadau dichonol ar gyfer Ardaloedd Morol Hynod Warchoddedig.

Gan fod adar y môr yn treulio rhan helaeth o'u bywyd ar y môr, mae'n hanfodol ein bod ni'n eu monitro yn yr amgylchedd hwn. Fodd bynnag, gallai arolygon môr fod yn ddrud ac yn heriol o ran logisteg. O ganlyniad, bu arolygon yn aml yn fanteisgar gydag ychydig iawn, os o gwbl, o fonitro rheolaidd. Mae Volunteer Seabirds at Sea (VSAS) yn fenter o dan arweiniad JNCC gan ddefnyddio llongau mawr a llwyfannau ar gyfer arolygon gwyddoniaeth dinasyddion, casglu data am ddsbarthiad a thoreth berthynol adar y môr a rhywogaethau morol eraill, ynghyd â chodi ymwybyddiaeth ymysg ymwelwyr a thrigolion lleol sy'n defnyddio'r llwybrau.

Er mwyn parhau i gefnogi bywyd gwyllt morol, bu i JNCC gydweithio ledled y pedair gwlad er mwyn datblygu datganiad interim allweddol ar y cyd. Bu i'r datganiad grybwyll y safbwynt o ddefnyddio dewisiadau sŵn is yn hytrach na ffrwydradau trefn

uchel o Ordnans Heb eu Ffrwydro (UXOs) yn yr amgylchedd morol. Bu i holl Gyrrff Cadwraeth Natur Statudol (SNCBs) y DU a'r rheoleiddwyr perthnasol gofrestru gyda'r datganiad ar y cyd gan arwain at ei fabwysiadu a'i gyhoeddi ar [GOV.UK](https://www.gov.uk).

Mae JNCC a Swyddfa Hydrograffeg y DU (UKHO) yn rhannu'r un ymrwymiad i wella'r amgylchedd – gyda diben cyffredin o sicrhau cefnfor glân, iach, diogel, cynhyrchiol ac amrywiol yn fiolegol. Mae'r ddau ohonom yn arbenigo mewn data geo-ofodol morol, gan ategu gwaith monitro a rheoli'n moroedd. At hyn, mae ein setiau data yn helpu i liniaru effeithiau newid mewn hinsawdd a gwarchod ein hamgylchedd morol ar gyfer y dyfodol. Rydym hefyd yn datblygu atebion data i gynorthwyo pobl i wneud gwell benderfyniadau ynghylch yr amgylchedd, yn enwedig yn yr economi glas. Drwy Femorandwm Dealltwriaeth gyntaf ein partneriaeth rydym yn edrych ymlaen at ychwanegu gwerth at ein hasedau priodol a'u gweithredu i ystod fwy eang o weithgareddau a chwsmeriaid. Rydym eisoes yn gweld budd ein partneriaeth drwy ein gwaith ar y cyd ar arolygon yn Nhiriogaethau Tramor y DU, cyfnewid arbenigedd yn ymwneud â mapio cynefinoedd morol ac ein hymdrech tuag at safonau uwch ar gyfer ein harolygon dyfnforol.

Rhyngwladol

Wedi dwy flynedd o gyfarfodydd rhithiol, o'r diwedd yn ystod Mawrth 2022, fe ddychwelodd cyfarfodydd wyneb yn wyneb Cynhadledd ar Amrywiaeth Fiolegol yn Geneva, gyda [sesiynau a aildddechreuwyd](#) o 24ain cyfarfod yr Is-gorff ar Gyngor Gwyddonol, Technegol a Thechnolegol (SBSTTA 24), 3ydd cyfarfod yr Is-gorff ar Weithredu (SB-3) a 3ydd cyfarfod y Gweithgor Penagored ar y Fframwaith Bioamrywiaeth Fyd-eang (GBF) Ôl-2020 (WG2020-3). Bu i JNCC chwarae rhan allweddol ar ddirprwyaeth y DU - gan arwain ar eitemau agenda hanfodol megis y [fframwaith monitro arfaethedig](#) ar gyfer y Fframwaith Bioamrywiaeth Fyd-eang Ôl-2020, [iechyd](#), [rhywogaethau estron goresgynnol a phriddoedd](#), ynghyd â chynnig mewnbyn technegol cadarn ar y nodau, cerrig milltir a thargedau drafft y [Fframwaith Bioamrywiaeth Fyd-eang arfaethedig](#).

Mae rôl unigryw JNCC fel unig gynghorydd natur statudol ar ran pob un o bedair llywodraeth y DU yn golygu ein bod yn cynnig cyfraniad hollbwysig i ymrwymadau natur y DU. Ynghlwm â hyn rydym yn cynnig cyngor ar y Cyngor Datblygu Swyddogol (ODA) i helpu gyda chyflawni nodau datblygu cynaliadwy. Yn 2021/22, bu inni fwrw iddi gyda gwaith ar yr [Ocean Country Partnership Programme](#) (menter newydd o dan arweiniad Llywodraeth y DU wedi'i gyflawni drwy Gronfa'r Blue Planet). Mae ein harbenigwyr yn arwain y gwaith ar y thema bioamrywiaeth ac Ardaloedd Morol Gwarchodedig, gan chwarae rhan ganolog gydag ein cyrff partner i leihau tlodi drwy gefnogi gwarchod y cefnfor byd-eang. Fe gynigwyd cymorth technegol yn ôl y galw am Ardaloedd Morol Gwarchodedig i'r gwledydd hynny wnaeth holi am gymorth o'r fath.

Bu'r Prosiect Lleihau Llygredd drwy Gydweithio wedi'i ariannu gan y Cyngor Datblygu Swyddogol ar waith mewn gwledydd incwm isel i ganolig, gan fwrw golwg ar ddulliau ar raddfa tirwedd o reoli effaith llygredd ar fioamrywiaeth. Bu i JNCC ddadansoddi data oedd ar gael yn gyhoeddus i ddangos lle byddai llygredd yn effeithio ar fioamrywiaeth yn fyd-eang. Bu i weithdai ymgysylltu mewn chwe gwlad ddwyn i ystyriaeth lle a sut gallai effeithiau llygredd eu lliniaru'n fwyaf effeithiol ym mhob gwlad. Mae ein hadroddiad [Canllaw ar Drothwyon gwneud Penderfyniadau ar gyfer Llygredd Aer](#) yn cynnig y sail tystiolaeth ar gyfer trothwyon gwneud penderfyniadau i lywio'r asesiad am effeithiau ansawdd aer ar safleoedd cadwraeth ddynodedig.

Mae'r Confensiwn ar Fasnachu Rhyngwladol mewn Rhywogaethau sydd Dan Fygythiad o Blanhigion ac Anifeiliaid (CITES) yn gytundeb rhyngwladol rhwng gwledydd sydd â'r nod o sicrhau nad ydy masnach ryngwladol o ran rhywogaethau gwyllt yn peryglu eu goroesiad. Cafodd JNCC eu penodi fel Awdurdod Gwyddonol CITES y DU ar gyfer anifeiliaid yn 1991 ac yn 2021 bu inni ddathlu 30 mlynedd o wasanaeth. Roeddem ni wrth ein bodd fod ein Uwch Gynghorydd Polisi CITES Alison Prince wedi'i chydabod yn y Gynhadledd Troseddau Bywyd Gwyllt y DU yn ddiweddar. Bu i Alison dderbyn gwobr cyflawniad oes am ei hymdrechion yn cefnogi'r frwydr yn erbyn masnach bywyd gwyllt anghyfreithlon.

Mae JNCC yn meithrin perthynas hirdymor a chydweithredol gyda Thiriogaethau Tramor y DU. Yn 2021 i 2022 fe gyhoeddwyd dau adroddiad newydd fel rhan o'n prosiect wedi'i ariannu gan Darwin Plus yn Ynysoedd y Turks a'r Caicos – Rhaglen cymorth technegol ar gyfer rheolaeth morol arfordirol effeithiol yn Ynysoedd y Turks a'r Caicos (DPLUS119). Nod y prosiect ydy datblygu'r sail tystiolaeth i ategu rhaglenni asesu a rheoli yn amgylchedd arfordirol a morol yr Ynysoedd.

JNCC Report 692 – 'Datblygu Cofrestr Asedau ar gyfer Ardal Morol-Arfordirol y Turks a'r Caicos' – mae'n ymchwilio dulliau cyfalaf naturiol drwy astudiaeth o ardaloedd morol arfordirol bas yr ynysoedd i lunio Cofrestr Asedau Cyfalaf Naturiol ar gyfer Ynysoedd y Turks a'r Caicos am y tro cyntaf un. Adroddiad JNCC 693 – 'Dangosyddion morol i fonitro newidiadau mewn cyfalaf naturiol morol-arfordirol: Adolygiad o'r dangosyddion o'r llenyddiaeth' – mae'n cynnwys adolygiad rhagarweiniol o lenyddiaeth, sy'n cynnig trosolwg o ddangosyddion morol ecolegol a'r mathau o ddata sy'n ofynnol.

JNCC – cydweithio er lles natur

Bu i wyddonwyr ac arbenigwyr technegol JNCC fynd ati i gynnig canlyniadau a deilliannau proffil uchel ynghyd ag arwain ar fentrau sylweddol yn y DU ac yn rhyngwladol. Roedd hyn ond yn bosibl yn sgil y gwaith tîm ardderchog ledled holl adrannau'r mudiad. Yn ogystal â'r gwyddonwyr, mae'n bwysig cydnabod rôl pob un o'n Gwasanaethau Corfforedig (Cyllid, AD, Cyfathrebu a Datblygu Busnes),

Datrysiadau Digidol a Data, a staff Llywodraethau gan fod eu gwaith yn annatod er mwyn cyflawni pob un o'r llwyddiannau sydd wedi'u hamlygu uchod. At hyn, mae eu gwaith hefyd yn sicrhau caiff y mudiad ei weithredu'n effeithlon.

Bu i bob un o'r swyddogaethau hyn gynorthwyo JNCC i ddatblygu ei allu, effaith a dylanwad gan hefyd gynnal stiwardiaeth ofalus o'i adnoddau ac addasu'n llwyddiannus i fodolau gweithio hybrid newydd gafodd eu datblygu yn sgil y pandemig COVID-19.

Fel mudiad hollgynhwysol, rydym wedi parhau i gydweithio, arloesi a gwerthuso ynghyd â chynnig tystiolaeth a chynngor cadarn i gynorthwyo gwneuthurwyr polisi i roi gwyddoniaeth ar waith. Rydym yn edmygu ymroddiad ein pobl yn fawr ac wedi ein hysbrydoli gan ein diben. Mae JNCC yn bodoli er mwyn rhoi gwyddoniaeth ar waith er lles natur, pobl a'r blaned. Mae'n fraint bod yn rhan o'r genhadaeth hon.

Yr Athro Colin Galbraith
(Cadeirydd)

Dr Gemma Harper
(Prif Weithredwr)

Summary Performance Report

Table 1: Performance Measures 2021 to 2022

Performance Measure Ratings	Description	Number of performance measures reporting in this category at end of year
Green	Achieved or exceeded	32
Amber	Substantial progress made with full achievement anticipated early in 2022 to 2023	5
Red	Limited progress	1
Black	Deferred or dropped	0

JNCC summary

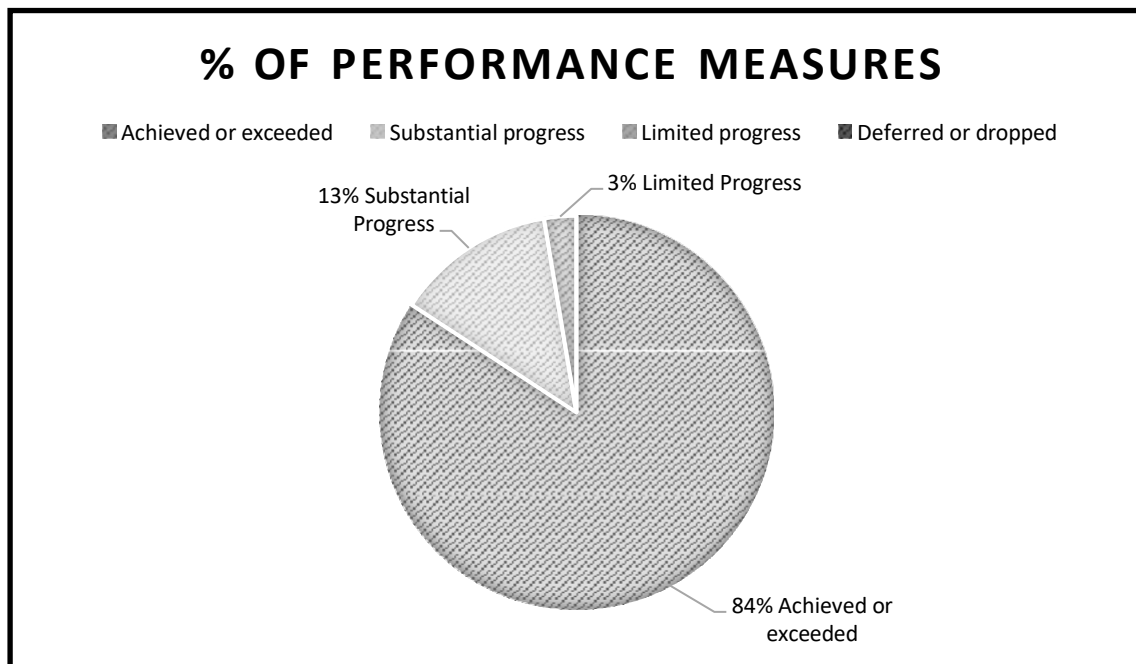


Figure 1: JNCC progress on performance measures

Reporting on our performance measures focuses on a limited number of priority outputs only rather than covering the full range of activities and outputs across the organisation as a whole.

Priority outputs are those which are most closely aligned to the organisation's forward strategy and where it is considered that failure to achieve these outputs will have a significant impact on achieving this. Non-priority outputs, while still important to stakeholders, are not considered critical to achieve - these are reported on by exception only (Amber or Red status only).

Details of the Performance Measures can be found on page 129.

Sustainability Report for JNCC operations

As the provider of science and evidence advice on biodiversity and nature conservation at the UK and international level to governments across the UK, JNCC plays a key role as a leader in tackling the twin threats of climate change and biodiversity loss. Embedding sustainability into all aspects of our operations demonstrates to all stakeholders, including our staff and local communities, our commitment to this mission. This report relates to the environmental sustainability of JNCC's operations in Peterborough and Aberdeen

Monkstone House, Peterborough - JNCC solely occupies 2 floors of a leased building. The Peterborough office has been limited in occupancy throughout the year due to COVID-19 restrictions. Utilising only 1 of the 2 floors leased for the majority of the year has been reflected in reductions across a range of the data we record and report on sustainability throughout the 2021 to 2022 reporting period.

Inverdee House, Aberdeen office is situated in a BREEAM (Building Research Establishment Environment Assessment Method) rated building, where facilities and office space are shared with Scottish Environment Protection Agency SEPA and NatureScot. JNCC staff with a business critical or wellbeing need were able to return to Inverdee House in December 2021 in line with the restrictions put in place under the Scottish Government at the time. SEPA have been unable to provide the sustainability figures for Inverdee House due to their continued work to recover their systems and information following a cyber-attack they suffered in December 2020.

Overall the office based environmental sustainability figures for this reporting year are reduced due to the COVID-19 restrictions and implementation of hybrid working. These changes have both also led to a continued reduction in domestic and international travel. These reductions will have been offset in part by increased consumption by staff working at home. We have not attempted to quantify this effect in this report.

The environmental sustainability focus for JNCC 2021 to 2022 has been in developing capability in reporting to Greening Government Commitments and the Defra Group Carbon footprint. The Carbon footprint reporting (2018 to 2019) and Greening Government Commitments (2017 to 2018) will be utilised in JNCC sustainability reporting going forward.

In preparation for the planned move from Monkstone House to a new BREEAM excellent rating government Hub building at Fletton Quays in Peterborough, JNCC are increasing collaboration with Defra Group Property services who are working towards utilising best practice across core Defra and its Arm's Length Bodies for future reporting with the creation of a sustainability hub. An established sustainability leadership group is allowing JNCC to work with and utilise data, systems and

incorporate strategies to ensure we are meeting or exceeding the targets as we move towards NetZero. Through access to this wider community and to improved data, as we move to the new building, we will aspire to move beyond the standard requirements on sustainability reporting expected of public bodies.

Embedding sustainability into all aspects of our operations builds on our core mission in working across the UK and internationally to support governments in tackling the twin threats of climate change and biodiversity loss.

Fuel and power usage

Combined gas and electricity – financial year 2021 to 2022, figures are reduced due to the partial closure of the office during the COVID-19 pandemic. Monkstone House did not require the use of the 3rd floor during the majority of the reporting period thus reducing the power and fuel consumption by a further 14.5% compared to 2020 to 2021.

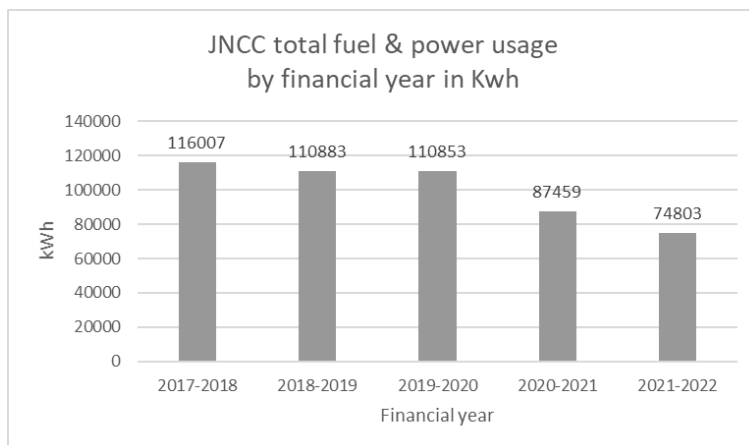


Figure 2: JNCC Peterborough office total fuel and power usages per financial year per Kilowatt hour (kWh)

Water usage

Due to a system malfunction the Monkstone House landlord was only able to provide figures for October 2021 to March 2022. Total reported usage was 42 cubic meters. Considering relatively stable occupation levels through the year in Monkstone House we assess that overall water usage would have remained comparatively unchanged

throughout the year and similar to the 84 cubic meters in the reporting year 2021 to 2022.

Waste disposal

JNCC disposes of mixed municipal general waste and mixed recyclable waste, the baseline figures for 2017 to 2018 were compiled for Defra Greening Government Commitments and have been used to report against 2021 to 2022.

Overall, there has been a decrease in waste disposal which is a result of the office partial closure and minimal use due to the COVID-19 pandemic.

There has been a 18% decrease in mixed municipal waste and 47% decrease of mixed recycled waste. JNCC expects an increase of waste in 2022 to 2023 with expected increases in office usage in line with our hybrid working policy and due to the imminent office move to Fletton Quays.

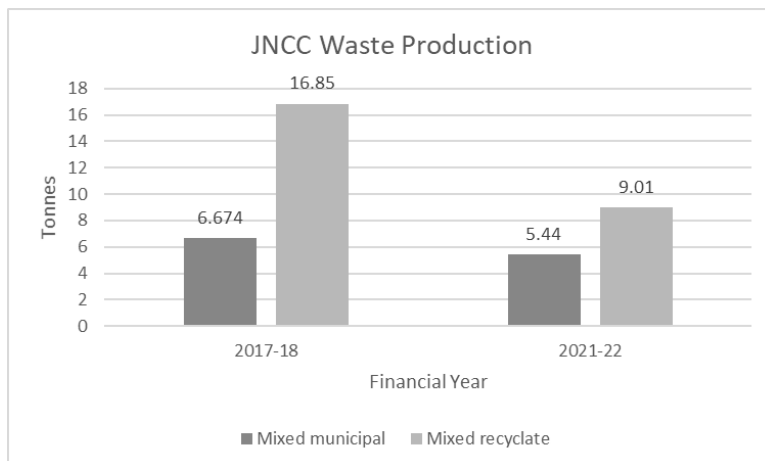


Figure 3: JNCC Peterborough Office waste production in tonnes

Hazardous waste – including electronic waste

All waste including electronic waste is stored safely until there is enough accumulated to permit economic collection and disposal. Therefore collection is periodic. Due to partial office closure, there was minimal waste collection during the financial year 2021 to 2022.

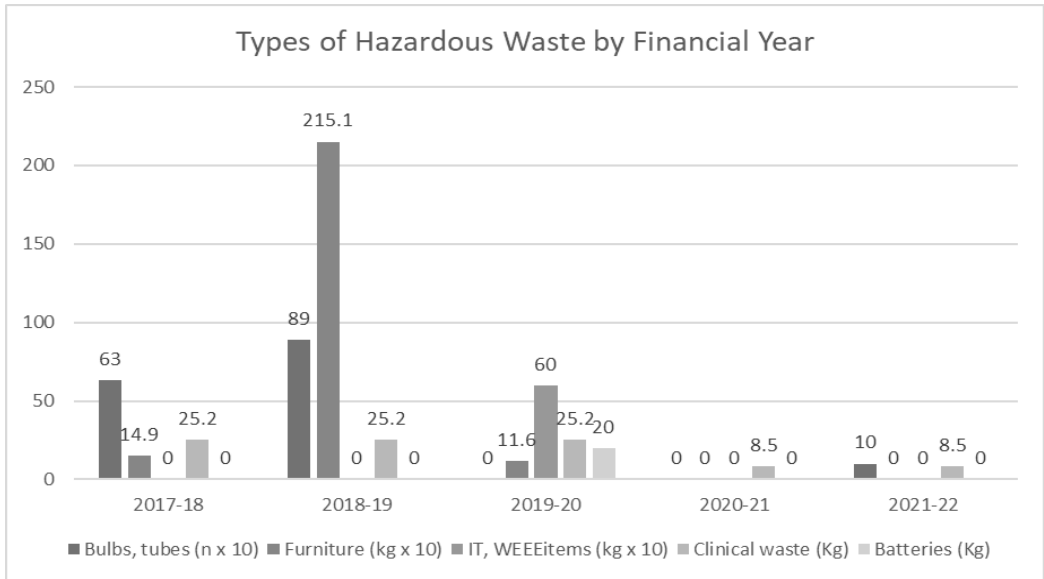


Figure 4: Types of hazardous waste by financial year

Redundant fluorescent tubes and other bulbs are disposed of through the landlord’s building service contractor with only 10 being collected and disposed of during this reporting year.

No redundant office furniture disposed during this reporting year.

JNCC disposes of all electronic equipment in compliance with WEEE Directive requirements with no recorded disposals in 2021 to 2022.

Clinical wastes are collected monthly under a service contract with PHS and are still reduced due to the low staff numbers within Monkstone House.

No battery collections were recorded in 2021 to 2022.

There are separate arrangements for the collection and recycling of printer cartridges and toners through approved disposal contractors, a box weighing 15 kilograms was collected during 2021 to 2022.

Sustainable procurement

As a public sector body, we adhere to the Public Contracts Regulations. We are continually reviewing our office supplier-base to examine each supplier's 'Green Credentials'. Where possible, we expect our preferred suppliers to be certified to ISO 14001 or equivalent and or have an implemented environmental policy and or a sustainability policy and or a social responsibility policy.

JNCC has increased the number of contracted suppliers from 70 in 2020 to 2021 to 86 this year, of which 60 suppliers meet the expectations of JNCC Greening Credentials. Our suppliers' certified green credentials have gone from 46% to 70% this year further to the review and increase in suppliers. We will continue to engage with contracted suppliers to improve their performance and to consider the greening credentials of suppliers when tendering.

The review has also brought to light improvements that can be made through the agreements we have with our Business Associates Framework. This framework provides us with a wide network of trusted individuals who can assist us in providing specialist expertise to our customers in a flexible way without taking on long term staff resources. As the majority of the associates are sole traders, they often do not have the resource to implement environmental practices and, as a result, only 40% of the 27 associates have an implemented environmental policy or similar. JNCC is investigating templates for our associates to utilise in the future which will assist the associates and JNCC in meeting our shared environmental aims.

Out of our total number of 114 contractors and business associate agreements, 77 have Greening Credentials. This represents 67.5%, an increase of 21.5% on reporting year 2020 to 2021.

Sustainable travel

JNCC's commuting and wider travel policy supports the most sustainable and cost-effective travel option where possible - walking, cycling and the use of public transport are the preferred options.

The travel policy was reviewed during 2021 to 2022 to implement further measures assisting staff in the reduction of non-sustainable travel with the possible option of offsetting where travel is unavoidable and to assess the ongoing impacts of COVID-19 restrictions on domestic and international travel controls.

Most significantly due to the pandemic JNCC has reduced Domestic & International flights considerably, utilising technology to attend conferences and meetings virtually. In person attendance at business meetings and conferences will increase as we recover from the pandemic, but we expect to maintain an approach whereby virtual meetings will be the default approach with travel agreed by exception.

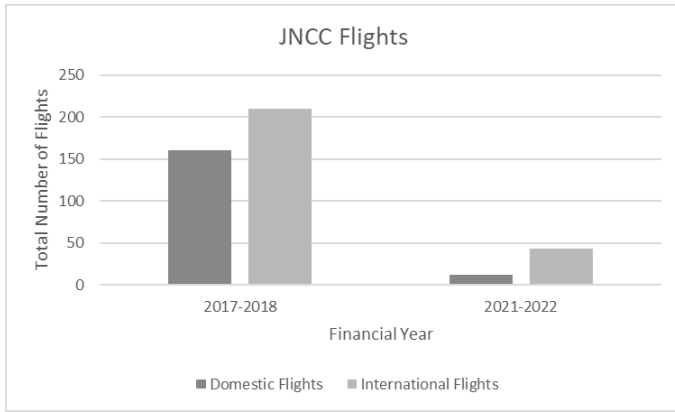


Figure 5: JNCC international and domestic flights

Biodiversity measurements

A key function of JNCCs work is to improve biodiversity. 'Biodiversity improvement' will be included as a key performance indicator within our environmental management system. As part of our planned move to the new government Hub at Fletton Quays in Peterborough we have been working closely with the Government Property Agency (GPA) and Defra Group Property services to develop appropriate metrics and to promote opportunities to create green areas to support biodiversity and nature recovery in and around JNCC occupied buildings and across the broader Government Estate.

Staff greening group

Our Greening group has continued to provide advice to staff on ways to improve recycling, repurposing and re-use of items.

The plan move to the new Fletton Quays government hub and the return to Inverdee House will provide a platform for shared ideas through initiatives where building partners work together to provide a platform for organisations across government to work together in becoming greener.

Directors' Report for the year ended 31 March 2022

Joint Committee and Support Co

The Joint Nature Conservation Committee, originally established under the Environmental Protection Act 1990, and starting operations on 1 April 1991, was reconstituted by the Natural Environment and Rural Communities Act 2006.

The Joint Committee comprises 14 members: a Chair and 5 independent members appointed by the Secretary of State for Environment, Food and Rural Affairs, the Chair of the Council for Nature Conservation and the Countryside (Northern Ireland), the Chair or Deputy Chair of Natural Resources Wales, Natural England and NatureScot, and 1 other member from each of these bodies. The term of appointments for the Chair and independent members is initially for 3 years. Members from the UK Country nature conservation bodies may continue as members of the Committee as long as they retain their membership of the Councils or Boards of their respective bodies.

Support is provided to the Joint Committee by the JNCC Support Co, a Company limited by guarantee. The Company was established with the consent of the Secretary of State for Environment, Food and Rural Affairs under the provisions of Schedule 4 para 13 (1) of the Natural Environment and Rural Communities Act 2006. The Company Board consists of the Joint Committee members and the Chief Executive.

The Committee has adopted the Guidance on Codes of Practice for Board Members of Public Bodies issued by the Cabinet Office, for the purposes of corporate governance.

JNCC Support Co information

Company number: 05380206 (England and Wales)

Peterborough office and registered office

Joint Nature Conservation Committee

Monkstone House, City Road, Peterborough, PE1 1JY

Tel: +44 (0) 1733 562626

Email: feedback@jncc.gov.uk

Web: jncc.gov.uk

Aberdeen office

Joint Nature Conservation Committee

Inverdee House, Baxter Street, Aberdeen, AB11 9QA

Tel: +44 (0) 1224 266564

Email: feedback@jncc.gov.uk

Senior staff in 2021 to 2022

Chief Executive	Dr GC Harper (appointed interim 1 April 2021, permanent 1 September 2021)
Director of Finance and Resources	Mr CM Brooks (resigned 30 July 2021) Mr D Collins (appointed 12 July 2021)
Chief Scientist	Professor CA Maggs
Director of Marine Evidence and Advice	Dr JC Goold
Director of Ecosystem Evidence and Advice	Dr S Wilkinson
Director of Economics	Dr M Konar

Company directors in 2021 to 2022

Professor MCV Austen

Mr CER Banner

Professor IJ Bateman (resigned 1 February 2022)

Rt Hon Lord Blencathra

Ms CS Denholm

Professor CA Galbraith

Sir DG Henshaw

Dr AH Kirkpatrick

Professor SJ Ormerod

Professor EM Scott

Professor DM Winter

Dr GC Harper (appointed 1 April 2021)

Ms AA Martin (appointed 27 April 2021)

Dr JD Orford (appointed 1 November 2021)

Company Secretary

Mr CM Brooks (resigned 30 July 2021)

Mr David Collins (appointed 31 July 2021)

Donations

There were no political or charitable donations made in the financial year ending 31 March 2022.

Losses and special payments (subject to audit)

JNCC reported no losses (3 losses totalling £800 reported in the year to 31 March 2021) and no special payments during the year to 31 March 2022 (1 special payment of £400 was reported in the year to 31 March 2021). Four fruitless payments were recorded in the year to 31 March 2022 with a total value of £600 (3 fruitless payments totalling £1,500 were reported in the year to 31 March 2021).

Data security

In the year to 31 March 2022, no security incidents were detected at JNCC (Section 12, Governance report) and hence there were no resultant penalties or financial impacts.

There were no incidences of fraud or attempted fraud identified or reported in the year.

Events since the end of the financial year

There are no events that have happened since the end of the financial year to materially affect the contents of these financial statements.

Restrictions imposed by UK governments to reduce the risk of COVID-19 transmission in the community and workplaces were gradually removed over the final quarter of 2021 to 2022 and, in the case of Scotland, the first quarter of 2022 to 2023. While we do not expect that comparable restrictions would be reintroduced in 2022 to 2023 we now have hybrid working practices firmly established across the organisation which would allow the organisation to respond effectively to any likely further changes in restrictions in the event of further outbreaks. Our technology and ways of working fully

support effective remote operations for all staff while our workplaces continue to be adapted to minimise risks to increasing numbers visiting the office.

The Annual Report and Accounts were authorised for issue on the date that the Comptroller and Auditor General signed his certificate and audit report.

Results and dividends

The Company has no share capital and consequently the question of the payment of a dividend does not arise. Any surplus at the year-end is transferred to the forthcoming year and applied to meet the objectives of the company.

Directors' interests

As the company has no share capital, directors have no rights to subscribe for additional shares or debentures.

The Articles of Association do not require any of the directors to retire by rotation. However, directors must retire if they are no longer members of the company. A member will cease to be a member of the company if they cease to be a member of the Joint Committee.

A register of the interests of all Company Board members is held by the Company Secretary and may be viewed during office hours at the company's registered office by request to Mrs Tracey Quince, Monkstone House, City Road, Peterborough, PE1 1JY or tracey.quince@jncc.gov.uk.

Sickness absence

In 2021 to 2022 the average sickness absence per full-time employee was 4.1 days (0.8 days in 2020 to 2021). The sickness absence rate for 2019 to 2020, which was largely pre-COVID-19, was 3.5 days per full time employee.

Health and safety

JNCC is committed to complying with all legal obligations for health and safety and is proactive in anticipating and assessing problems to remove or reduce any risks to staff. The table below details the number of health and safety incidents recorded at JNCC for the past 2 years.

Table 2: Recorded health and safety incidents for the past 2 years

Health and safety incidents	2021 to 2022	2020 to 2021
Minor Accidents	2	1
Near Miss Incidents	1	-
Lost Time	-	1

Trade Union Facility Time

Under the Trade Union (Facility Time Publication Requirements) Regulations 2017, JNCC is required to disclose information relating to paid Trade Union activities undertaken by relevant union officials.

Table 3: Relevant union officials

Union officials	2021 to 2022	2020 to 2021
Number of employees who were relevant union officials during the relevant period	8.0	12.0
Full-time equivalents (FTEs)	7.5	11.5

Table 4: Percentage of time spent on facility time

Percentage of time	Number of employees	Number of employees
	2021 to 2022	2020 to 2021
0%	266	221
1% – 50%	5	6
51% – 99%	-	-
100%	-	-

Table 5: Percentage of pay bill spent on facility time

Total cost of facility time	£8,630
Total pay bill	£11.213 million
Percentage of the total pay bill spent on facility time	0.08%

Table 6: Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time	0.09%
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Pension liabilities

Full details of pension liabilities and their accounting treatment are given in the accounting policies note on page 103 of this report.

Responsibilities of the Chief Executive

The Chief Executive of JNCC (Dr GC Harper) is the Accounting Officer for JNCC, appointed by the Permanent Secretary of the Department for Environment, Food and Rural Affairs, as Principal Accounting Officer for the Defra Group.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records, and for safeguarding JNCC Support Co's assets, are set out in 'Managing Public Money' published by the HM Treasury.

Auditors

Following the passing of the Government Resources and Accounts Act 2000 (Audit of Non-profit-making Companies) Order 2009 the Comptroller and Auditor General (C&AG) is empowered to audit JNCC Support Co's financial statements. The C&AG's certificate and report (Auditors' Report) commence on page 89. The audit fee charged in the Profit and Loss Account was £24,500 (£23,000 in 2020 to 2021) which reflects the NAO fee for the external audit for the financial year. The auditor received no fees for non-audit services. The GIAA Internal audit fees for the year were £23,000.

The Directors confirm that:

There is no relevant audit information of which the auditor is unaware and

They have taken all the steps they ought to have taken to make themselves aware of any relevant audit information and to establish that JNCC's auditor is aware of that information.

Dr Gemma Harper

Chief Executive

On behalf of the board of directors

14 June 2021

Strategic Report for the year ended 31 March 2022

The Directors present their report and the financial statements for the year ending 31 March 2022. This report should be read in conjunction with the Governance Statement commencing on page 46 and the Directors' report commencing on page 32.

JNCC Support Co

The Joint Nature Conservation Committee (JNCC) is the statutory adviser to the UK government and devolved administrations on UK and international nature conservation.

JNCC exists because, while UK environmental policy is devolved, ecological systems do not respect geographical or political boundaries. As an impartial scientific authority on UK and international nature conservation and recovery JNCC will continue to focus on providing advice on bending the curve of biodiversity loss across the UK. On the international stage, the UK needs to be able to assess the state and change of nature at a UK level in a consistent and scientifically robust way for effective international negotiations and credible global leadership. JNCC will continue to have a leading role in this.

JNCC delivers the UK and international responsibilities of the Council for Nature Conservation and the Countryside, Natural Resources Wales, Natural England and NatureScot (formally Scottish Natural Heritage).

JNCC's strategy to 2025 comprises 4 themes:

- Assessing environmental status in the UK – Continuing to maintain and enhance a UK-scale evidence base, which integrates data from across the 4 countries with other sources, to support UK-scale assessments and international reporting obligations as well as informing devolved policies within each of the countries
- Supporting better decisions – Supporting decision makers to make the best use of evidence to understand the potential outcomes of decisions and evaluate options within the UK, in the UK's Overseas Territories and internationally
- Influencing international action – Advising on the development and implementation of global and regional environmental agreements to help address the main drivers of biodiversity loss through co-ordinated global action
- Advising on offshore management – Using JNCC's advisory responsibilities in the UK offshore environment to demonstrate improved use of evidence and analysis in decision making and to support the delivery of clean, healthy, safe, productive and biologically diverse seas.

A review of the strategy will be carried out during 2022 to 2023 to reflect the changing policy imperatives of UK governments and the renewed domestic and international focus on nature conservation and recovery. The renewed strategy will look to set JNCC's vision to 2030 with intermediate outputs and outcomes for the short and medium term.

Business model

JNCC, originally established under the Environmental Protection Act 1990, was reconstituted by the Natural Environment and Rural Communities Act 2006. JNCC Support Co is a company limited by guarantee established in 2005 whose principal activity is the provision of support to JNCC.

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

The total budget for JNCC's core activities is set each year by Ministers of the Department for Environment, Food and Rural Affairs (Defra) after consultation and in agreement with their Scottish, Welsh and Northern Irish counterparts. Additionally, the Committee agrees longer-term financial plans related to its non-core activity.

Budget

The budget for 2021 to 2022 comprised 2 parts:

Core activities

Grant in aid for JNCC's core activities is from 4 sources:

- UK co-ordination work funded through Natural England, NatureScot and Natural Resources Wales (the Great Britain conservation bodies) and the Department of Agriculture, Environment and Rural Affairs in Northern Ireland, for work which applies across the UK including UK marine waters, for example development of common guidelines, standards and tools and UK-level co-ordination
- 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 3 funding streams.

Under the provisions of the government's alignment process, all JNCC's grant in aid, including that funded by devolved administrations through the UK conservation bodies, is channelled through Defra and therefore counts towards Defra's Departmental Expenditure Limit. Internal organisation structures and governance arrangements reflect these 4 sources of funding while retaining flexibility to deploy resources to respond effectively to priority outcomes. JNCC's grant in aid for 2021 to 2022 included an amount of £60,000 (2020 to 2021 £60,000) ringfenced Official Development Assistance (ODA) funding.

Non-core activities

Non-core activities are funded from a range of sources, including from EU grants and royalties and fees. Financial plans and risks related to such activities are reported on a quarterly basis.

Funding, which is usually linked to specific projects, is detailed in the accounts.

Risks

Overall responsibility for risk lies with the Joint Nature Conservation Committee. Responsibility for the effective management of risk within JNCC rests with the Executive Leadership Team, with leadership of the risk management process provided by the Chief Executive and Accounting Officer. Effective risk management and governance is critical to the ability of JNCC to achieve its objectives and manage the risks it faces. Any significant risks identified by management considered likely to affect the performance of the business have been reported as part of the Governance Statement commencing on page 46 of this report.

Review of business

During the financial year ending 31 March 2022, the company made a significant contribution to nature conservation on both the national and international stages through an extensive and varied programme of work. 32 of the 38 success measures relating to priority outputs set in our annual business plan were fully achieved, and substantial progress was made on 6 other success measures, whilst 1 objective was delayed to 2022 to 2023. Further details of performance against success measures are given on pages 129 to 138.

It is notable that this level of performance was achieved in the context of the continuing disruption to business operations as a result of COVID-19 restrictions and a

significant increase in the demand for JNCC services, with an associated increase in revenue, over the course of the year. This performance relied on extraordinary efforts of talented and committed staff across all teams. With the increased revenue and continuing demand for our services we were able to plan for an increase in headcount this year. Note 7 to the accounts shows that the average number of full-time equivalent (FTE) staff increased from 201 in 2020 to 2021 to 239 over 2021 to 2022. However, despite the increase in resources, such efforts are not sustainable over a long period with increased reports through staff surveys of elevated levels of stress and burn-out. Addressing these concerns will be the priority for Executive Leadership Team (ELT) and all managers across the organisation in our business planning and recruitment activity for 2022 to 2023 and as we review our longer-term strategy.

For the year-ending 31 March 2022 the company made a surplus on ordinary activities of £1,035,000 (compared to surplus on ordinary activities of £726,000 in 2020 to 2021). The surplus has increased the reserves to £2,890,000 as at 31 March 2022 (£1,855,000 as at 31 March 2021).

JNCC manages both its core and non-core activities closely, evaluating the extent to which value for money has been achieved and costing, where practicable, its activities according to its strategic outcomes.

JNCC plans to operate on a break-even basis, recovering all costs in line with Managing Public Money, for activities related to its statutory responsibilities and core functions in supporting UK governments. Cash-flow forecasting largely mirrors its budgeted funding profile. Activities supported by income from wider markets including commercial entities are planned on the basis of a fair commercial rate providing opportunities to pump-prime future activity and to enhance JNCC's financial resilience and ability to withstand, to an extent, decreases in grant in aid funding.

Future developments

JNCC's priorities for 2022 to 2023 have been determined in consultation with Defra and the devolved administrations with JNCC retaining a pivotal role working with the 4 countries of the UK to:

- Engage with the countries to understand the different approaches, share experiences across the countries and ensure best use is made of JNCC's evidence sources to ensure a 'high nature, low carbon' approach
- Enable nature recovery across the UK and internationally by providing evidence to underpin policy and action

- Identify and enable opportunities for UK-scale evidence to support and assess strategies, for example JNCC analytical expertise can be used in conjunction with the evidence sources to help pilot new approaches
- Enable sufficient overall consistency to ensure that the UK can meet its international commitments, particularly in terms of coherent reporting to international conventions and bodies
- Support the UK's International Nature Strategy to help ensure access to UK expertise and approaches.

In 2022 to 2023, our performance will be measured primarily in terms of delivering outputs of advice, evidence and services, described in terms of success measures set out in JNCC's business plan. Following final consultation with Defra and the devolved administrations, the plan will be submitted to ministers for approval.

The work described in the business plan for 2022 to 2023 will contribute to the achievement of the national and international obligations of the UK government, the Scottish Government, the Welsh Government and the Northern Ireland Executive.

Going concern

The balance sheet at 31 March 2022 shows the reserves of the company as £2,890,000 (£1,855,000 in 2020 to 2021). The future financing of JNCC is to be met by grant in aid from Defra and the devolved administrations. Grant in aid for the year ending 31 March 2023, taking into account the amounts required to meet JNCC's liabilities falling due in that year, has already been included in Defra's and the devolved administrations' estimates for that year.

Due to parliamentary control processes, Defra does not have authority to commit to providing grant in aid to JNCC beyond March 2023. However, JNCC's funding is guaranteed by legislation. The Natural Environment and Communities Act 2006, schedule 4, paragraph 14.1 states that the funding bodies must provide the Joint Committee with such financial resources as the appropriate authorities consider are needed for the proper discharge of the functions conferred by Part 2.

Defra has provided indicative baseline budgets for 2023 to 2024 and 2024 to 2025 (years 2 and 3 of the period covered Comprehensive Spending Review 2021) which would continue to sustain JNCC's core operations and, along with expected additional non-core funding from UK governments and other sources, provides a sustainable medium term funding formula. During the course of 2022 to 2023 JNCC will develop a medium-term financial plan to cover baseline grant in aid funding along with forecasts for additional non-core funding.

Consequently, it is considered appropriate to adopt the going concern basis for the preparation of these financial statements.

The directors are not aware of any significant risks which may have an impact on the ability of the company to continue to operate at the current level of activity.

Our staff

During the year ending 31 March 2022 JNCC Support Co employed, on average, 239 full-time equivalent staff, based primarily in offices in Peterborough and Aberdeen. Our staff bring together scientific and technical expertise, extensive knowledge of policy at global, European and national levels, and skills in working with other organisations.

Appointments are made in line with the Civil Service Commissioners' Recruitment Code, which requires appointment to be on merit on the basis of fair and open competition. We promote equality of opportunity for all staff, irrespective of their gender, sexual orientation, marital status, age, pregnancy and maternity, disability, race, religion or belief. Conditions of employment, policies and procedures are available on the [JNCC website](#). A performance management system was in operation throughout the year ending 31 March 2022. To maximise effectiveness, increase performance and develop staff for the future JNCC has an ambition to be a 'learning organisation'. This means providing learning and development opportunities for all staff alongside a culture of continual improvement in the development and deployment of our systems, structures and processes.

We set out to be a socially responsible organisation, providing flexibility to enable our staff to combine work with home responsibilities and to contribute to the communities in which they live. During 2021 to 2022 staff led groups on EDI and Neurodiversity worked alongside HR colleagues to prepare new policies to support all staff on subjects including Menopause, Hybrid Working, Bullying and Harassment, Alcohol and Drugs and Safeguarding.

JNCC employees are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS). Details of the scheme and the company's liabilities in this regard can be found in the remuneration report and account policies note.

The breakdown of staffing by gender at the year-end was as follows:

Table 7: Breakdown of staff by gender

Staff by gender	Number of staff Male	Number of staff Female	Number of staff Total	Percentage of total 2021 to 2022	Percentage of total 2020 to 2021
Directors of the company (Joint Committee members and Chief Executive)	3	4	7	3	4
Executive directors	3	2	5	2	2
Other staff	74	185	259	95	94
Total	80	191	271	100	100

Sustainability

Whilst JNCC is exempt from the requirement to provide a Sustainability Report under the government's Greening Government Commitments, a Sustainability Report for 2021 to 2022 has been provided on page 26.

Dr Gemma Harper

Chief Executive

On behalf of the board of directors

14 June 2022

Annual Governance Statement for the Joint Nature Conservation Committee for the year ending 31 March 2022

1. Introduction

This statement sets out how JNCC has managed and controlled its resources during the year. It provides assurance on how JNCC has carried out its corporate governance responsibilities, managed organisational risks and addressed control issues. As the Chief Executive and Accounting Officer I am responsible for maintaining a sound system of internal control that supports the achievement of the policies, aims and objectives of JNCC, whilst safeguarding public funds and the assets for which I am personally responsible, in accordance with the responsibilities assigned to me in 'Managing Public Money'. I am required to provide assurances of operating sound systems of internal control and to set out how these duties have been discharged.

As Chief Executive, I am responsible for all executive matters carried out by the JNCC Support Co. In delivering this role, I am supported and challenged by the Joint Committee which provides strategic leadership for JNCC within a framework of prudent and effective controls, which enables risk to be assessed and managed. In my Accounting Officer role, I have responsibilities (and associated powers) to advise the Joint Committee and to take action if I feel that the Committee makes any decisions that would infringe their governance or statutory responsibilities.

Overall, I am satisfied there are no significant control weaknesses to report and the effectiveness of the overall governance and risk frameworks has continued to be demonstrated. A comprehensive process of risk management and systems of internal control have been in place in JNCC for the year ended 31 March 2022, up to the approval of the Annual Report and Accounts and accords with HM Treasury guidance.

2. Governance arrangements

The governance framework

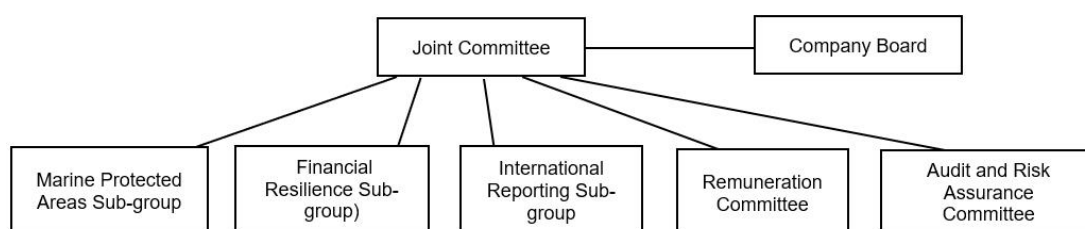
JNCC is an executive Non-Departmental Public Body (NDPB) sponsored jointly by Defra and the devolved administrations. It carries out its UK and international functions with technical expertise, impartiality, and transparency, and at arm's length from its sponsors.

JNCC is led by the Joint Committee, which brings together 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 under an independent Chair.

Governance arrangements for JNCC, and the relationship between JNCC, UK government departments, devolved administrations, and the country nature conservation bodies, are described in a [Governance Framework document](#) which was approved in 2018. The revised framework document has been drafted in compliance with the new HM Treasury template for non-executive NDPBs, published in May 2021. In addition to the revisions set out in the HM Treasury template, the revised framework document further clarifies the role of the JNCC Support Company, sets out a schedule of performance reviews to ensure accountability to the Sponsor Department (Defra), and where appropriate, outlines the role of the devolved administrations in JNCC's governance.

A diagram of the governance structure is presented below.



JNCC operates to a Corporate Governance Framework that is based on the 7 core principles ('the Nolan Principles') of good governance for public services. Through this framework, JNCC complies with the Principles of Good Governance in Executive NDPBs as they apply to JNCC.

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control and this is informed by the work of the internal auditors and the senior managers responsible for the development and maintenance of the internal control framework.

3. Joint Committee and sub-committees

The Joint Committee has overall responsibility for fulfilling the statutory functions of JNCC, maintaining an effective framework of corporate governance, and promoting the efficient and effective use of resources. The Joint Committee is responsible for setting the strategic direction of the organisation, for ensuring that JNCC has appropriate policies and procedures in place to fulfil its statutory and administrative

obligations with regard to the use of public funds, and for challenging and supporting organisational performance. It meets 4 times a year.

The membership of the Joint Committee is defined in Schedule 4 of the Natural Environment and Rural Communities Act 2006, and in total comprises 14 non-executive members and is chaired by Professor Colin Galbraith. Membership provides an appropriate balance of skills, experience, independence, and knowledge to discharge duties effectively. The Joint Committee welcomes a diverse range of members and considers diversity to be a key strength. Differences in ideas, backgrounds, patterns of thinking and approaches to work generate value for the organisation and its stakeholders.

Conflicts of interest declared by Joint Committee members are managed by the Chair to ensure any necessary separation of the topic and the individual. During the year, 1 conflict was reported by Professor Marian Scott in relation to her appointment to the Defra Science Advisory Council as from 1 June 2022. This new appointment has necessitated Professor Scott's resignation from the Joint Committee which became effective on 1 June 2022.

The COVID-19 pandemic afforded the opportunity for the Joint Committee to consider new ways of working, in order to strengthen governance, maximise members time, and reduce the organisation's carbon footprint and cost to the public purse. Members agreed to retain the 4 Committee meetings per year, with 2 meetings in-person and 2 meetings online, but to support the 4 main meetings with 4 intersessional meetings, in-depth briefings on particular issues and workshops, all of which would be online. Main Committee meetings are now split over 2 half days with a themed engagement event involving stakeholders and external guests juxtaposed between the 2 meetings.

Attendance by members at meetings of the Joint Committee, its standing sub-committees, and the Company Board during 2021 to 2022 is detailed in Table 8.

Standing agenda items for the Joint Committee include a report from the Chief Executive on topical issues, a report on discussions held at meetings of the inter-agency Chief Scientists' Group, the Committee's forward programme, reports from the Joint Committee's sub-committees, and strategic developments.

In 2021 to 2022 key items of business included:

- overseeing delivery of the 2021 to 2022 business plan through the scrutiny of quarterly performance reports and discussing preparation of a business plan for 2022 to 2023
- undertaking a quarterly review of significant risks and an annual review of risk management in JNCC, including approval of the risk appetite statement

- spending Review priorities
- setting direction for strategic priorities, such as marine natural capital
- Quinquennial Review (QQR 7) of Schedules 5 and 8 of the Wildlife and Countryside Act
- participation in the UN Framework Climate Change Conference of the Parties (CoP26)
- organisational development programme
- relationship with the UK environmental governance bodies
- science and evidence strategy
- volunteer surveys
- species surveillance schemes

The Joint Committee agreed in 2021 to 2022 to undertake assessments of its performance every 2 years, this had previously been every 3 years. The next assessment will take place in July 2022, in line with biennial performance assessments undertaken by the Audit and Risk Assurance Committee.

Annually, the Joint Committee agrees a small number of work objectives that are aligned with selected organisational goals, to identify where non-executive members can add significant value and help to deliver the organisation's strategic objectives. The objectives are revisited each year to ensure they remain fit for purpose. A workshop held in March 2022, considered the work objectives for the next 12 months in light of a refresh of JNCC's strategy. The objectives form the basis of an annual appraisal for independent members of the Joint Committee.

In September, the Joint Committee and Company Board reviewed their standing orders and agreed some minor changes to bring the document up to date in relation to virtual meetings, sustainability, cost, attendance at meetings by staff and advice to the Joint Committee and Company Board.

In September, the Committee held a workshop to develop ideas for greater engagement between Joint Committee members and staff. Members engaging with staff offers a 2 way dialogue that can contribute to setting strategy, effective governance and to the long-term success of JNCC. JNCC recognises the value of connecting staff with non-executives on key issues such as people surveys, mental health, and wellbeing, working environment, diversity and inclusion, career development and climate change and sustainability, with individual Committee members acting as a conduit for dialogue between staff and the rest of Committee. This work also aligned to a task in the organisational development plan, to ensure good mutual understanding of the respective (and complementary) roles and responsibilities of the non-executive and the executive. The workshop developed a clear set of actions to enhance the interactions between Committee and staff. These actions such as implementing a staff observer programme for Committee meetings,

members attendance at team meetings and coffee chats will be taken forward in 2022 to 2023.

The Joint Committee is supported by 5 sub-committees: Audit and Risk Assurance Committee, Remuneration Committee, Marine Protected Areas Sub-Group, International Reporting Sub-Group and Financial Resilience Sub-Group. The Marine Protected Areas, International Reporting and Financial Resilience Sub-Groups are all time-limited committees. Sub-committee terms of reference remain under constant review to ensure they reflect the current needs of the Joint Committee. In 2022 to 2023, the Remuneration Committee's terms of reference will be revised to realise its aspiration to become a People Committee.

A schedule of delegations is in place which is revised and updated as necessary to reflect the responsibilities of the Joint Committee, Company Board, and sub-committees in the JNCC Framework Document.

Sub-committees

The Audit and Risk Assurance Committee (ARAC) meets 4 times a year and meets intersessionally as required up to 4 times a year. Its meetings are attended by JNCC's internal audit providers (Government Internal Audit Agency) and the National Audit Office. In 2021 to 2022, ARAC members agreed to move to 3 meetings a year online and 1 in-person meeting, to reduce the organisation's environmental footprint and reduce costs to the public purse.

During 2021 to 2022, ARAC was chaired by Mr Charles Banner QC. ARAC's membership consisted of 2 Joint Committee members and 2 independent external members. ARAC monitors JNCC's corporate governance and control systems and advises on internal and external audit matters, risk, and governance in JNCC. Key topics during the year included delivery of the annual internal audit programme, reviewing the financial statements and annual report, seeking assurance on information risks and cyber security, a risk drill-down report on staffing risks and equality, diversity and inclusion (EDI), Spending Review, HR priorities and HR policies in relation to anti-bullying and harassment and EDI, the Peterborough accommodation move, and monitoring the adequacy and efficacy of JNCC's approach to corporate risk management.

In 2021 to 2022 ARAC agreed to align its own assessment of performance with those of the Joint Committee. The last review of performance took place in July 2020. The results of this exercise indicated that ARAC is an effective committee which provides an appropriate level of challenge and oversight, ensuring that sufficient and relevant assurance was provided to the Joint Committee and to me as Accounting Officer. In

the survey, ARAC members noted the need to consider the skills gap in the IT and cyber security areas. To address this concern, in January 2022, a cyber security training course for board members was arranged and was well attended by both ARAC and Joint Committee members.

The Remuneration Committee sets the overall pay remit for staff employed by the company on the Joint Committee's behalf (with the approval of Defra and HM Treasury as required) and sets and reviews the terms and conditions and performance objectives for the Chief Executive. The Remuneration Committee is chaired by Professor Colin Galbraith and has 2 additional members from the Joint Committee. It met 4 times in 2021, and discussions focussed on the JNCC pay remit for 2020 to 2021 and 2021 to 2022, pay and performance for Senior Civil Servants (SCS) and SCS recruitment for the Director of Finance and Resources.

The Marine Protected Areas Sub-Group advises the Joint Committee, and in some cases makes decisions on the Joint Committee's behalf, on matters relating to the identification, designation, and management of the various types of Marine Protected Area (primarily in offshore waters) and the achievement of an ecologically coherent site network in UK waters. The Sub-Group is chaired by Professor Mel Austen. In 2021 to 2022, the Sub-Group met once. The purpose of the meeting was for JNCC staff to provide an overview to the sub-group on the Highly Protected Marine Areas (HPMAs) work in English waters and requested their endorsement for the process JNCC has followed to provide advice on suitable locations for pilot HPMAs in English waters. The sub-group agreed to endorse the process and all members agreed to meet again prior to JNCC providing post consultation advice, as this stage will require formal Joint Committee approval.

The Financial Resilience Sub-Group was established in October 2018 to provide direction for JNCC's income generation activities. The Sub-Group was chaired by Mr Charles Banner and has 3 additional members from the Joint Committee. In 2021 to 2022 a new Chair, Professor Marian Scott was appointed. The Sub-Group held 2 meetings in 2021 to 2022. Key business included revising the Sub-Group's remit and associated strategy and discussing opportunities for income generation and stakeholder engagement.

The International Reporting Sub-Group was established in April 2019 to advise on how the Joint Committee can optimise its role in international reporting, fulfilling the requirements of the UK government and strengthening the communication of key messages. The Sub-Group is chaired by Professor Steve Ormerod and has 2 additional members from the Joint Committee. The sub-group held 3 meetings in 2021 to 2022. Meeting topics included the terms of reference for the sub-group, changing dates of international meetings as a result of the COVID-19 pandemic, JNCC's involvement in international meetings and the information required for the

Joint Committee, and discussion of the role of the JNCC country liaison officers. Professor Ormerod provides oral updates on international matters to each main meeting of the Joint Committee.

4. Company Board

Support is provided to the Joint Committee by a company limited by guarantee, JNCC Support Co, which was incorporated on 2 March 2005. The Joint Committee has delegated the operational delivery of JNCC's functions and duties to the company through me as Chief Executive. The Company Board comprises Joint Committee members and me as Chief Executive.

The Company Board meets annually in June to approve the Annual Report and Accounts.

Table 8: Attendance at meetings in 2021 to 2022

	Joint Committee	Joint Committee	JNCC Support Co Board	JNCC Support Co Board	ARAC	ARAC	Remuneration Committee	Remuneration Committee
Member	Meetings	Attended	Meetings	Attended	Meetings	Attended	Meetings	Attended
Professor Melanie Austen	4	4	1	1	4	4	N/A	N/A
Mr Charles Banner	4	3.5	1	1	4	4	3	3
Professor Ian Bateman	3	1	1	1	N/A	N/A	N/A	N/A
Lord Blencathra	4	3.5	1	1	N/A	N/A	N/A	N/A
Ms Cath Denholm	4	3.5	1	1	4	4	N/A	N/A

	Joint Committee	Joint Committee	JNCC Support Co Board	JNCC Support Co Board	ARAC	ARAC	Remuneration Committee	Remuneration Committee
Professor Colin Galbraith	4	4	1	1	N/A	N/A	3	3
Sir David Henshaw	4	0	1	0	N/A	N/A	N/A	N/A
Dr Hilary Kirkpatrick	4	4	1	1	N/A	N/A	3	3
Ms Aoife Martin	4	-	1	-	N/A	N/A	N/A	N/A
Professor Julian Orford	2	2	N/A	N/A	N/A	N/A	N/A	N/A
Professor Steve Ormerod	4	4	1	1	N/A	N/A	N/A	N/A
Professor Marian Scott	4	4	1	1	N/A	N/A	N/A	N/A
Professor Michael Winter	4	3.5	1	1	N/A	N/A	N/A	N/A
Mr Nigel Reader	N/A	N/A	N/A	N/A	4	4	N/A	N/A
Ms Karen Balmer	N/A	N/A	N/A	N/A	4	4	N/A	N/A
Dr Gemma Harper	4	4	1	1	4	3	N/A	N/A

Notes on table 8

- Meetings may take place over a number of days, where a committee member does not attend all of the sessions the number of meetings reflected in the table may be expressed as a multiple of 0.5.
- Ms Aoife Martin was appointed to the Joint Committee on 26 April 2021.
- Professor Julian Orford was appointed to the Joint Committee on 01 November 2021.

Chief Scientists' Group

The Chief Scientists' Group (CSG) is a Director-level group of the Statutory Nature Conservation Bodies (Natural England, Natural Resources Wales, NatureScot, the Northern Ireland Environment Agency and JNCC). Each member of CSG is accountable to their own Chief Executive Officer with the delegated authority to take decisions and commit resources on behalf of their employing organisation. Its scope is terrestrial and marine nature conservation in its broadest sense, focussed on the United Kingdom but covering wider concerns as appropriate. The goals are to share best practice and to discuss, develop and jointly resource solutions for common nature conservation issues. It exchanges information among the 5 organisations, thereby avoiding duplication of effort and identifying opportunities for further collaborative working.

The CSG is advisory to the Joint Committee and is open to its requests. CSG operates at the strategic level, devolving detailed business to well-defined and regulated Interagency Working Groups. It oversees these groups and has responsibility for approving processes and outputs such as the Guidelines for Site of Special Scientific Interest (SSSI) Designation, Common Standards Monitoring, and the Quinquennial Reviews (QQR) of Schedules 5 and 8 of the Wildlife & Countryside Act 1981, some of which are formally signed off by the Joint Committee.

CSG meets in person 3 times a year on a rotational basis, each of the 5 member organizations acting as host and chairing the meetings. (Due to COVID-19, all meetings have been held virtually for the last 2 years.) JNCC acts as the Secretariat and hosts monthly intersessional teleconferences. The meetings consist of a workshop and a formal meeting. One or 2 representatives from each organisation attend meetings and other members are regularly involved to represent the full breadth of work of the organisation. Workshops include presentations by the host organisation and guests, as well as the SNCBs.

5. Executive governance

Executive Leadership Team

The ELT is a corporate decision-making group. It decides issues pertaining to the management of JNCC, in relation to the authority delegated by the Company Board and supports me in my role as Accounting Officer.

During 2021 to 2022, membership of ELT consisted of:

- Dr Gemma Harper, Chief Executive
- Mr Chris Brooks, Director of Finance and Resources (resigned 30 July 2021)
- Mr David Collins, Director of Finance and Resources (from 12 July 2021)
- Professor Christine Maggs, Chief Scientist
- Dr John Goold, Director of Marine Evidence and Advice
- Dr Steve Wilkinson, Director of Ecosystem Evidence and Advice
- Ms Manaswita Konar, Director of Economic Analysis and Evidence (from 23 August 2021)

The chairing of ELT meetings rotates around the group.

During 2021 to 2022, ELT:

- held formal business meetings every 4 weeks to oversee corporate performance, agree policies and approaches, and undertake forward planning - attendance at meetings was excellent
- held weekly meetings to allow members to keep abreast of 'live' issues and make timely decisions when required
- held weekly Monday bird table meetings to update members on issues for the coming week

ELT is supported by a Science Management Board and a Resource and Planning Board. A comprehensive schedule of delegations is in place. A review of the terms of reference of both Boards is undertaken by the Executive Leadership Team, led by the Chief Executive.

Science Management Board

The Science Management Board oversees JNCC's scientific and technical work. This Board has specific responsibilities to support the Chief Scientist and Directors in ensuring coherent delivery of scientific and technical components of JNCC's strategy and business plan. The Board meets monthly.

Membership includes:

- Chief Scientist (Chair)
- Science Directors
- Science Team Leaders
- Finance, HR, Strategy and Communications representatives

Resource and Planning Board

The Resource and Planning Board was established to optimise the efficient delivery of JNCC's work by enabling resources to be allocated flexibly to meet changing demands. The Board meets monthly.

Membership includes:

- Director of Finance and Resources (Chair)
- Science Directors
- Science Team Leaders
- Head of Business Development
- Finance, HR, and Digital & Data representatives

6. Financial management and control

JNCC's system of internal financial control is based on a framework of administration procedures including the segregation of duties, and a system of delegation and accountability. Financial management is supported through monthly management accounts and quarterly financial reporting to the Executive Leadership Team and Joint Committee. Financial information is made available monthly to all budget holders so that they can monitor performance against budget closely through the year.

7. Internal control framework

The internal audit function is independent of management and is overseen by the Audit and Risk Assurance Committee (ARAC). It provides assurance that financial and operational risks are being managed appropriately and the internal control framework is operating effectively. In 2021 to 2022, internal audit of JNCC and JNCC Support Co was carried out by the Government Internal Audit Agency (GIAA).

The Head of Internal Audit (HIA) role was undertaken by a staff member of the GIAA. In February 2022, the HIA stepped down and an interim appointment was made by the GIAA. A permanent HIA was appointed at the end of March 2022.

The Internal Audit service provides regular reports to the Chief Executive and ARAC, on its programme, recommendations and their implementation. During the year, ARAC received regular reports from internal audit in accordance with the requirements of Government Internal Audit Standards. Internal audit activity is targeted at assessing the adequacy and effectiveness of the systems of internal control and governance in the areas reviewed. The areas for review were determined by reference to JNCC's risk registers and through discussion with directors, senior managers, and members of ARAC.

The Internal Audit Strategy and Plan are approved by ARAC and the auditors provide ARAC with regular updates on progress against the annual operational plan. Any changes to the internal plan require authorisation by ARAC and ELT.

JNCC shares the audit strategy, periodic audit plans, all final audit reports and annual audit report, including JNCC's Head of Internal Audit opinion on risk management, control and governance with Defra. The Internal Audit service has direct access to the Chief Executive and Accounting Officer and to the Members of the Joint Committee, through the Audit and Risk Assurance Committee. There are arrangements in place for the Joint Committee and Audit and Risk Assurance Committee to have direct access to the Head of Internal Audit to raise any concerns.

Head of Internal Audit's annual opinion

For 2021 to 2022, the annual opinion of the Head of Internal Audit was to give a moderate assurance rating over the framework of governance, risk management and control. The opinion is based on the following information:

- outcomes of the engagements on the 2021 to 2022 internal audit plan
- cumulative knowledge gained from attendance at ARAC meetings, access to risk registers, and discussions with management
- all internal audit work is completed in accordance with Public Sector Internal Audit Standards

Government Functional Standards

Cabinet Office and HM Treasury launched the full suite of Government Functional Standards during 2021 to 2022 to create a coherent, effective and mutually understood way of doing business within government organisations and across organisational boundaries, and to provide a stable basis for assurance, risk management and capability improvement. By the end of March 2022, all central government departments and their arm's length bodies were required to review each functional standard and, where necessary, prepare plans to address any gaps in compliance.

JNCC has completed a review of the Government Functional Standards. During 2022 to 2023 work will continue with plans developed to address any priority areas for development to ensure compliance and to embed the use of the standards into JNCC's operations including through the development our annual business plan and our strategy refresh which we will be refreshing during 2022 to 2023. Progress against the standards will be referenced in annual report and accounts.

External audit of JNCC

The external audit of the financial statements is undertaken by the National Audit Office (NAO). The audit is planned to respond to the risks of material misstatement to transactions and balances and irregular transactions. In 2021 to 2022 NAO found no issues of irregularity or impropriety during their audit.

ARAC assurance statement

ARAC is required to provide an opinion on the adequacy and effectiveness of the organisation's arrangements for risk management, control and governance, efficiency, and effectiveness. ARAC's opinion is based on its consideration of the organisation's risk registers, the internal auditor's annual report and opinion, the external auditor's Audit Completion Report and Letter of Representation, other work undertaken or commissioned by ARAC such as risk drilldowns and discussions at its meetings. In addition, ARAC receives a range of written reports throughout the year. These include annual reports on information management and cyber security, updates to the organisation's counter-fraud and anti-corruption policy and an annual paper on legislative compliance.

During 2021 to 2022, ARAC has operated to a high standard and has received appropriate, regular, and timely information regarding the production of JNCC's Annual Report and Accounts and about JNCC's internal control environment. ARAC assists the Accounting Officer and Joint Committee to formulate their assurance needs and to consider how well these needs are met by gauging the extent to which assurance on the management of risk is comprehensive and reliable.

Assurance draws attention to the aspects of risk management, governance and control that are functioning effectively and, just as importantly, the aspects which need to be given attention to improve. Assurance cannot be absolute, so it is important for ARAC to know, that the organisation is making effective use of the assurance mechanisms at its disposal and is targeting these at areas of greatest risk.

The establishment of JNCC's internal control and risk management systems is based on the identification of the numerous external and internal risk factors that could influence the operational and financial objectives of the organisation. It includes an effective system of monitoring, reporting and operational reviews. All material risk management activities have been discussed with ARAC and subsequently reported to the Joint Committee through quarterly performance reports and an annual discussion paper on risk assessment and management.

ARAC places reliance upon the findings and advice of internal audit. The delivery of internal audit services in 2021 to 2022 and the performance of the internal audit team in ARAC's view have been less than satisfactory. While the Committee views as a positive step the recent appointment of a new Head of Internal Audit for JNCC, ARAC will continue to keep the quality of the internal audit service under close review while exploring other options for future delivery.

Financial management in JNCC has continued to be applied robustly, and reliance can be placed on the financial statements and disclosures presented in JNCC's Annual Report and Accounts. During the year, a more in-depth fraud risk assessment of JNCC's potential fraud risks was conducted. This was carried out by the Finance & Planning Team in conjunction with other areas of the organisation. ARAC found this in-depth assessment to be a useful exercise drawing out questions and considerations particularly within the commercial and procurement areas.

As with other organisations, cyber security incidents continue to pose an increasing threat to the management of JNCC's information, with the possibility of hacking, ransomware, cyber fraud, and potential accidental information losses. ARAC was pleased to see the Executive's IT security change programme in March 2022 and subsequent investment in IT security over the next 2 years. ARAC members also attended an externally run training course on cyber security, developed for non-executive members of Boards and ARACs. This training enhanced members' understanding of this important area.

The Peterborough office move into the government hub being built by the Government Property Agency (GPA) at Fletton Quays has been a prominent feature of ARAC agendas this year. During the year, ARAC has monitored the risks around the move, including the additional running costs of the new building and the subsequent partnership agreement with Defra, and the suitability of the new accommodation to meet JNCC's long-term requirements as the organisation embarks on a new hybrid working model. In particular, ARAC focussed on the building's environmental credentials and the importance of ensuring these reflect an environmental body such as JNCC. ARAC will continue to monitor the risks, through to completion of the project in early 2023.

JNCC's accounts for 2021 to 2022 were unqualified. This demonstrates the strength of JNCC's internal controls, and the quality of information presented. During the year, there were no significant losses and no fraud. Staff turnover in JNCC has seen significant increases through the year, reflecting workforce challenges across the wider economy, but levels have stabilised towards the end of the year and remain within the Executive's expectations. The Executive remained responsive to challenges throughout the year and delivery of strategic objectives was strong.

ARAC, on behalf of the Joint Committee, has monitored and considered the effectiveness of JNCC's risk management, control, and governance arrangements. These arrangements support the organisation in fulfilling its policies, aims and objectives, enabling it to identify, understand and manage its significant risks, and to be accountable and transparent in its governance. ARAC considers that JNCC has continued to make clear and sustained efforts to understand, communicate and incorporate best practice in risk management, governance, and internal controls throughout 2021 to 2022.

ARAC has agreed that the Governance Statement, provided in the Annual Report & Accounts, is an accurate reflection of the risk management, control, and governance arrangements in place. ARAC is satisfied that these arrangements were adequate and effective during 2021 to 2022.

8. Risk management

Overall responsibility for risk lies with the Joint Committee. Responsibility for the effective management of risk within JNCC rests with ELT, with leadership of the risk management process provided by me as Chief Executive and Accounting Officer. Effective risk management and governance is critical to the ability of JNCC to achieve its objectives and manage the risks it faces.

JNCC ensures that the risks that it faces are dealt with in an appropriate manner, in accordance with relevant aspects of best practice in corporate governance, and adopting the principles contained within the HM Treasury guidance [Management of Risk: Principles and Concepts](#).

The risk management system in JNCC, is based on a hierarchical structure, with risk escalation processes in place up to corporate levels. This structure allows and promotes the escalation of risks that cannot be controlled at lower levels or which may have an impact on teams or the organisation as a whole. JNCC's risk management process comprises:

- a high-level corporate risk register, which includes the principal long-term risks affecting JNCC
- an annual significant risk register capturing a small number of significant risks which are 'live' and require active management during the year
- a comprehensive risk appetite statement
- quarterly reporting on significant risks to ELT, the Joint Committee, the Audit and Risk Assurance Committee and Defra
- risk drill-downs undertaken by non-executives to evidence and challenge the mitigation measures in place and propose additional action where required

In addition to quarterly risk reporting on the annual significant risks register, regular consideration and reporting of new or fast-evolving risks is undertaken by ELT, ARAC and the Joint Committee.

The corporate risks register provides a profile of the entirety of the risks the organisation faces and forms an integral part of the internal audit process in informing the internal audit operational plan and in conjunction with the significant risks register helps to focus audit effort on key risk areas. A review of the corporate risk register is undertaken annually by ELT, ARAC and the Joint Committee. In 2021 to 2022, the corporate risks register was revised to provide links with risks on the significant risks register. Risks on the corporate risks register are now referenced to risks on the significant risks register where relevant and vice versa, creating a better read across the 2 registers.

JNCC's significant risks in 2021 to 2022 can be found in Table 9 below

Table 9: JNCC significant risks in 2021 to 2022

Significant Risk	Key mitigation
Decline in staff wellbeing, morale, motivation and productivity and increased staff turnover due to impacts of COVID-19, low pay, retirements, short notice periods and management practices which affect organisational performance	<ul style="list-style-type: none"> • Executive coaching support to help develop ELT and produce a Team Charter. • Supporting the development of the Team Leader cadre into a Senior Leadership Team (SLT) through 'teaming' sessions and exploring access to talent programmes, to support business delivery and career development. • Undertaking a people survey and implement an action plan to address the findings. • ARAC risk drill down into EDI, based on EDI survey results and action plan. • JNCC specific training for addressing bullying and harassment issues. • Audit on learning, development, and CPD.

Significant Risk	Key mitigation
	<ul style="list-style-type: none"> • Build a new business case for pay flexibility and reward. • Ensure all staff buy-in to a new financial management system through project group engagement. • Broaden the remit of Remuneration Committee to cover strategic people issues. • Implementing an observer programme for Joint Committee and ARAC meetings. • Central budget for in-person team meetings.
<p>JNCC's organisational culture and cohesion suffers as a result of implementing a new hybrid working model</p>	<ul style="list-style-type: none"> • Assessment of Monkstone House COVID-19 arrangements and risk assessments for staff returning to JNCC offices. • Implementing a hybrid working policy, empowering Team Leaders to create a cohesive culture to meet business needs. • Arrangements to support interactions between teams and to maintain a unified culture across JNCC. • Regular all-staff meetings and informal interactions between staff. • Rigorous induction for new starters. • TEAMS training rollout.
<p>Reputational risk to JNCC as the UK scientific authority on nature conservation and nature recovery in the UK and internationally due to political climate, NGO campaigning and potential perceived gap between JNCC's work/outputs and ambition for nature.</p>	<ul style="list-style-type: none"> • New external communications risk assessment. • Greater collaboration between JNCC Comms Team working with Statutory Nature Conservation Bodies and Defra Comms leads. • New staff guidance on use of social media. • Enhanced project management and stakeholder engagement. • New litigation protocol report quarterly on legal risk and litigation.
<p>New Peterborough office accommodation at Fletton Quays does not meet JNCC's long-term requirements and is not cost effective</p>	<ul style="list-style-type: none"> • User requirement and floor plan design for Fletton Quays. • Funding agreement with Defra. • Implementation of a hybrid working model. • Staff engagement activities – workshops/presentations.

Significant Risk	Key mitigation
<p>Unreliable funding and weaknesses in resource and delivery planning resulting in reputational damage and risk to future funding. In particular a mismatch between resourcing and capacity to deliver in 2021 to 2022 is causing bottlenecks in recruitment, resource allocation and procurement with associated risks to delivery</p>	<ul style="list-style-type: none"> • Fiscal strategy. • Input to Spending Review to secure multi-year funding. • Support and training to increase accountability amongst team leaders and Directors. • Increase capacity to manage projects and secure effective and timely delivery.
<p>Divergence in priorities, approaches, and structures between the 4 nations of the UK affects JNCC's ability to undertake its core functions and deliver its strategy</p>	<ul style="list-style-type: none"> • Assessment of stakeholder priorities in light of the Spending Review. • Dedicated JNCC posts in each of the 4 countries of the UK to improve 2-way communication between JNCC and governments. • Interactions with Chief Scientists Group and the inter-agency working groups. • Building a trusting and supportive relationship with country environmental governance bodies. • ARAC risk drill-down into devolution and divergent approaches across the UK
<p>Cybercrime and/or failure of information technology systems results in financial loss, disruption, or damage to JNCC's reputation</p>	<ul style="list-style-type: none"> • Revise password policies to ensure more robust passwords across staff. • Revise IT setup to reduce the risk of cyber-attack and ability to detect attempts to access JNCC's network. • Rollout of Multifactorial Authentication to alleviate risk of passwords being inadvertently shared.
<p>Failure to take advantage of opportunities for international action on biodiversity and climate change</p>	<ul style="list-style-type: none"> • Work closely with UK and devolved governments and country conservation bodies to provide input to CBD COP15, UNFCCC COP26 and other international events. • Develop and implement plans to deliver actions agreed at COPs. • Strengthen support to government on ODA spend.

Significant Risk	Key mitigation
	<ul style="list-style-type: none"> • Build and maintain capability in priority areas, for example environmental economics.
Leadership changes in JNCC cause problems with delivery, stakeholder relationships or corporate governance	<ul style="list-style-type: none"> • Induction programme for new Chair and CEO. • Handover period between outgoing CEO and incoming interim CEO. • Appointment of a permanent CEO to ensure continuity of executive leadership. • Complete appointment of 2 non-executives for the Joint Committee.

Risk drill-downs by members of ARAC provide detailed scrutiny of JNCC’s significant risks and are a useful exercise in gaining assurance on mitigation activity and identifying any gaps that need to be filled. ARAC agrees at the start of each financial year a robust programme of drill downs, based on the significant risks. The programme is agreed by the Joint Committee. Non-executives are selected to undertake drill downs based on their expertise and knowledge. A documented procedure is followed to ensure consistency of approach.

During 2021 to 2022 two risk drill-downs were undertaken in the following areas:

- People risks.
- Equality, Diversity, and Inclusion.

A third risk drill-down to consider the Executive’s management of risks about divergent approaches across the UK was planned towards the end of 2021 to 2022, to be completed in Q1 of 2022 to 2023.

The ARAC Chair refers to the Joint Committee all issues that pose a major risk to the business integrity of JNCC and those that in his judgement require disclosure to the full Committee or need immediate action. In addition, the Chair of ARAC informs the Joint Committee of any fraud, misappropriation, or malpractice immediately that it is discovered or suspected.

Russia – exposure of investments

This does not apply to JNCC.

Risk appetite

Defining JNCC's risk appetite means defining as an organisation the amount and type of risk that it is prepared to seek, accept, tolerate, or be exposed to in the pursuit of its long-term objectives. Being clear at all levels of the organisation about the amount of risk JNCC is willing to take ensures that performance and delivery are maximised, and opportunities are seized.

JNCC's risk appetite is set, with an appreciation that it has to include a degree of risk-taking in order for the organisation to achieve its strategic objectives. The risk appetite statement gives an indication of the amount and type of risk that the organisation is prepared to accept or be exposed to in eleven different categories. During the year, the risk appetite statement was reviewed by ELT, ARAC and the Joint Committee, who consider the risk landscape and then propose changes to reflect the current risk picture, in light of previous risk discussions and taking into account, new and emerging risk.

Key changes to JNCC's risk appetite in 2021 to 2022 included: -

- changing references to 'commercial' in the statement to 'income diversification activities'. This change was made to reflect the organisation's focus on core statutory duties
- Reducing the risk appetite in 3 areas: income diversification activities, information accessibility and security and data management.

Management of fraud risk

JNCC has zero tolerance towards fraud, bribery and corruption, and all staff are required to undertake mandatory 'Responsible for Information' training which includes content relating to fraud, bribery, and corruption.

JNCC continued to contribute to government counter-fraud initiatives and activities through collaboration with the Defra Fraud and Error Board where best practice is shared between Defra and its arm's-length bodies. During the year, the Defra Group counter-fraud team have been working on a Defra Group 'Fraud Landscape Report'. To inform this work, they have been updating analysis of group risks and as part of this requested an updated Fraud Risk Assessment from JNCC.

An in-depth Fraud Risk Assessment of JNCC's potential fraud risks was carried out in October, by the Finance & Planning Team in conjunction with other areas of the organisation. Four risk areas in the organisation are now separately assessed in the assessment as follows:

- Finance
- Commercial
- Cyber & Security
- HR

In each of these areas, fraud risks were identified, and the risk assessed and scored. The risk owner identified whether the risk could be tolerated and, in cases where it could not and further action was necessary, identify the action necessary. The assessment was presented to ARAC in November.

Regular training and internal communications with staff continue to provide an effective way of maintaining awareness of obligations and reporting arrangements for dealing with potential fraud, bribery, information security and whistleblowing matters.

COVID-19 pandemic

The majority of staff have been working from home for the past 2 years, with a small number returning to JNCC's Peterborough office. JNCC's Aberdeen office has remained closed except for a small number of staff being able to access the building in the final quarter of 2022 to 2023. IT support for home working has continued to work well and JNCC has made a step change in the use of tools to support communication and collaborative working.

The pandemic has presented many challenges, particularly in relation to managing staff wellbeing, morale, motivation, and productivity. JNCC's work programmes are characterised by the breadth of subject matter, interdependence, dependence on external collaboration but also the need for flexibility to respond to changing requirements. JNCC has developed new ways of working over the past 12 months, with the launch of a new hybrid working policy in October 2021 and has shifted the balance between full dependency on office workspaces, to using technology that has enabled all staff to continue to work effectively and stay engaged. JNCC now allows flexible working requests from 'day 1' of employment, and all roles are advertised as open to applications for hybrid working. JNCC has a trust-based culture that focuses on management of results and not presence.

The risks and issues arising from the COVID-19 pandemic have been effectively managed to date. ARAC has been kept well-informed and has been able to offer advice to management at key points in the response process. During 2022 to 2023 the focus will be on maintaining team cohesion and organisational culture which are fundamental to the achievement of JNCC's objectives.

Fraud and error analysis on COVID-19 government support schemes is not applicable to JNCC.

Equality, diversity, and inclusion

Following concerns expressed by ARAC members about a lack of proactive activity by senior management in the EDI area, in 2020 to 2021, an EDI group, led by the Chief Scientist, was formed. This group led the development of a refreshed EDI policy, which was approved by ARAC in September 2021. As CEO, I have been clear, consistent, and visible in my intent to lead JNCC as a path-setting, inclusive organisation within the nature field. ARAC members have welcomed this change in energy, action and intent and have taken assurance that JNCC is on a sustainable track of EDI development.

The challenge during 2022 to 2023 will be to capture the enthusiasm of staff, prioritise and integrate action into core planning, delivery, and governance mechanisms. This will require resourcing decisions, in order to avoid the risk of burn out of the initial enthusiasm of individuals and overload of actions onto a small group of people. During 2022 to 2023, I will personally oversee the implementation of the EDI action plan, strengthening the oversight of this area to ensure priority actions in the plan are taken forward, resource additional capacity at a governance, planning and strategic level to lead on overall mainstreaming of activity and develop and deliver a plan to improve and encourage workforce diversity data reporting.

9. Assurance reporting

Throughout 2021 to 2022, JNCC had quarterly assurance reporting in place. Quarterly reporting assists in identifying gaps in assurance and strengthens accountability and ownership of control and risk issues within JNCC teams. Returns from teams are collated and an average organisational rating is calculated for each of 7 assurance areas. Action plans are devised to address any weaknesses with the Governance Team offering support where required. Outputs from reporting are shared with team leaders, ARAC and the Joint Committee. JNCC executive directors use outputs from assurance reporting to provide evidence to support their annual Director Assurance Statements.

10. JNCC strategy and values

JNCC's strategy for 2020 to 2025 sets out the direction of the organisation and contains 4 themes:

- assessing environmental status in the UK
- supporting better decisions
- influencing international action
- advising on offshore management

The strategy provides a high-level framework for JNCC's annual business plan. In 2021 to 2022, Alongside the strategy, JNCC has a set of values that help to shape the culture of the organisation. Communicating and living these values provides standards to guide actions, judgements, and attitudes. JNCC's values during 2021 to 2022 were:

- be agile and embrace change
- meet challenges creatively
- communicate openly
- grow our expertise
- deliver quality
- work collaboratively
- be accountable for our actions and decisions
- be respectful

The values form part of JNCC staff performance appraisals and are communicated to JNCC partners and contractors.

In 2021 to 2022, ELT set out their plans to revise the JNCC strategy. Over the first 6 months of 2022 to 2023 these plans will deliver a strategy refresh, a new vision and mission and a recharge of JNCC's values.

11. Income diversification

In 2021 to 2022 JNCC continued its approach to income generation to meet organisational priorities and enhance financial sustainability. Income generation was more closely aligned with JNCC's strategic priorities and core statutory duties and the Financial Resilience Sub-Group amended its terms of reference to reflect the changing approach. The Sub-Group's amended responsibilities are to advise the Joint Committee on the balance of funding from different sources and the associated risks and opportunities, align funding with JNCC's 5-year strategy and develop strategic approaches to stakeholder engagement to achieve financial resilience.

The Joint Committee retains ultimate responsibility for making decisions on JNCC's priorities and funding, within the policy and resources framework determined by Defra and the devolved administrations.

12. Information management and cyber security

JNCC is an information-rich organisation. This information needs to be managed appropriately. JNCC maintains an information management policy which details processes and procedures to be used by staff when handling both scientific data and personal information. All JNCC staff undergo annual information management training in line with standard Civil Service policy enhanced by additional training in GDPR and countering social engineering attempts. Through the processes of financial management and control, ARAC considers the information used by the Joint Committee to be of good quality.

Improvements in data protection continue, with staff awareness and use of the 'Data Protection inbox' increasing as a result of staff training, providing a single point of contact for incident reporting, guidance, and questions on data protection, GDPR and information security. Further development in this area has been delayed due to the departure of the Data Protection Manager and difficulties in recruitment. Cover has been provided by redeploying existing staff and increased reliance on the Data Protection Officer role provided by Defra.

Cyber-crime continues to increase in volume and complexity. The cyber security arena has changed dramatically over the past 2 years, with the severity and sophistication of threats rising rapidly cyber security incidents continue to pose an increasing threat to management of JNCC's information, with the possibility of hacking, ransomware, cyber fraud, and potential accidental information losses. JNCC is benefitting from the openness of the SEPA in publishing their analysis of the serious ransomware attack experienced by them in December 2020. In response, in January 2022, ELT agreed to a 4-phase plan to ensure JNCC has a robust disaster recovery process in the event of a compromise, and improved processes and defences to reduce the likelihood of an issue arising. After all the phases are completed, during 2022 to 2023, JNCC will be in a better position to combat cyber criminals and other cyber threats.

In 2021 to 2022, JNCC held data that is classified (under the standard classification system) as:

- OFFICIAL
- OFFICIAL – SENSITIVE

JNCC does not hold any data of higher standard classification. All previous systems requiring special handling have been discontinued.

As a UK body, JNCC is uniquely placed to benefit from regular contact with a wide range of bodies, including UK government departments, the devolved administrations, and the country nature conservation bodies. Technical collaboration around remote working, incident remediation and cloud computing have enabled all parties to reduce costs, plan work, and learn from each other's experiences.

In January 2022, the Executive Leadership Team agreed a 4-phase work plan to be implemented over the next 2 years, to set JNCC on a better footing to both resist a cybercriminal attack and to recover from an IT disaster. To enable JNCC to recover from a worse-case scenario data loss we are also investing in an emergency communication system, key personnel will have work-provided mobile phones pre-programmed with the numbers of all key staff and we will review backup policies to ensure that we have easy access to off-site, and offline backups of our data. A key phase of this work will be restructuring IT governance with modern Information Technology Infrastructure Library (ITIL) processes and establishing new boards and reporting lines.

13. Organisational Performance management

JNCC maintains a comprehensive organisational performance management system. A dashboard style quarterly reporting format is used to provide information in a concise and accessible form, enabling executives and non-executives to quickly review important information.

Outputs are set annually through JNCC's business planning process and are endorsed by the Joint Committee and the UK and devolved governments. The outputs are used to assess performance in-year. During the year, ELT and the Joint Committee undertook quarterly reviews of JNCC's performance against its success measures and its financial position. JNCC also submits quarterly performance reports to its government sponsors.

JNCC performed well in 2021 to 2022, Out of a total of 38 performance measures, 32 were fully achieved and 5 were partially achieved. One performance measure made limited progress.

The JNCC Chair and I have a ministerial performance review meeting every 6 months with the Defra Minister responsible for JNCC. In 2021 to 2022, 2 meetings between Minister Pow and JNCC took place, these were in June 2021 and February 2022. These meetings are a formal accountability moment and an opportunity for reflection on all aspects of JNCC's work in light of the Minister's priorities for the organisation

and to review JNCC's contribution to the policy objectives set out in the Defra group outcome framework. In January 2022, 6-weekly meetings with Minister Pow were instigated and will continue throughout 2022 to 2023.

During the year, quarterly meetings take place between myself, supported by Directors and the Defra Director responsible for JNCC. These are formal accountability moments, which punctuate the narrative of the relationship between JNCC and Defra. These meetings discuss JNCC's performance against agreed priorities, risks, and key achievements over the quarter.

14. Compliance with the Corporate Governance Code

In 2021 to 2022 JNCC complied with all appropriate revisions to sections of Corporate Governance in Central government departments: [Code of Good Practice](#), with the following exceptions:

- JNCC does not currently undertake an annual evaluation of Joint Committee performance. The Joint Committee evaluates its performance every 2 years, this is commensurate with the size of the Committee and number of meetings each year. The Chair undertakes a comprehensive annual performance review for each of the independent members of the Joint Committee.
- JNCC monitors performance in handling Freedom of Information and Environmental Information Regulations requests and reports this information quarterly on the JNCC website. Significant resources would be required to develop and implement systems to monitor and report on other correspondence, and there are currently no plans to do this. JNCC has a [complaints procedure](#) documented on its website which explains who is responsible for investigating and adjudicating on any complaints. All correspondence is handled on a need-to-know basis and held in a confidential file with restricted access.

15. Evidence quality

JNCC has robust evidence quality assurance processes in place to maintain its reputation for scientific excellence. Policies and associated guidance notes provide a standard for JNCC staff to follow to ensure that the quality of JNCC scientific advice and evidence is fit for purpose. A key principle is that quality assurance should be proportionate to the intended use of the advice or evidence. JNCC's policy is compliant with 'The Government Chief Scientific Adviser's Guidelines on the Use of Scientific and Engineering Advice in Policy Making' (2010).

In 2021 to 2022, a series of in-house audits was conducted on projects subject to the evidence quality assurance process. These audits assessed whether processes had been followed and relevant documentation produced. Recommendations were raised to address any perceived weaknesses and ensure consistency across projects. Best practice was shared with JNCC project managers.

JNCC does not own any business-critical models.

16. Ministerial directions

In 2021 to 2022 JNCC received no ministerial directions.

17. Whistleblowing

JNCC has a Public Interest Disclosure Policy (Whistleblower's Charter) in place. The policy promotes openness in dealing responsibly with wrongdoing in the workplace and if staff have concerns, they can raise them as a 'qualifying disclosure'. Compliance with the policy is monitored and reported to the Audit and Risk Assurance Committee each quarter. In 2021 to 2022, there were no instances of whistleblowing reported.

18. Plans and challenges for future years

During 2022 to 2023, we will deliver a refreshed JNCC strategy for nature recovery to 2030 and an ambitious and diverse programme of work in support of Defra and the devolved administrations.

The key risks facing JNCC in 2022 to 2023, in Table 10 below, are considered to be:

Table 10: JNCC significant risks 2022 to 2023

Significant Risks 2022 to 2023
<p>Risk 1</p> <p>People and place</p> <p>JNCC’s ambition for nature conservation and recovery is impeded by ineffective design and implementation of the organisation’s strategy and priorities and its people policies, inadequate senior focus on organisational culture, and an inability to make JNCC an attractive place to work.</p>
<p>Risk 2</p> <p>Devolution</p> <p>Progress of devolution, and the increased divergence this enables, reduces the opportunity for consistency of approach across the UK which could limit JNCC’s UK role.</p>
<p>Risk 3</p> <p>Reputation</p> <p>Poor political/social/cultural understanding of the external environment and/or poor science quality damages JNCC’s reputation, undermines the fiscal strategy and increases the legal risk.</p>
<p>Risk 4</p> <p>Relationships</p> <p>Relationships with key sponsors, funders and partners are damaged due to a failure to articulate clearly JNCC’s mission, impact, and value for money across the UK and internationally.</p>
<p>Risk 5</p> <p>Funding strategy</p> <p>Failure to achieve a balanced budget or portfolio prevents effective delivery and work-life balance because JNCC’s ambitions are not matched to available resources/capabilities, risk appetite, rising costs or securing additional investment.</p>

Risk 6**Cyber and information security**

Reduced ability of the organisation to operate and/or loss of JNCC data assets as a result of inadvertent staff behaviour or malicious intrusion.

The extent to which these risks are successfully managed will be kept under review during 2022 to 2023 by the Joint Committee, ARAC and ELT. A programme of risk drill-downs for 2022 to 2023, undertaken by non-executive members of the Joint Committee and ARAC, has been devised and will focus on fiscal strategy, building a learning organisation and environmental performance.

19. Conclusion

During 2021 to 2022, JNCC fulfilled its role as the UK's scientific authority on nature conservation and recovery by delivering a wide-ranging programme of work on behalf of government and other stakeholders across the UK and internationally. Governance arrangements continued to support JNCC's aims as evidenced through scientific capability, sustainable finances, engaged staff and stakeholder satisfaction. In forming my opinion of the governance arrangements, I have taken into account the various sources of assurance available to me, which include the Head of Internal Audit's opinion and the ARAC assurance statement.

In 2022 to 2023, JNCC will continue to face a number of significant risks especially in relation to the complex and uncertain environment in which it operates. These risks are detailed in section 18 of this Governance Statement.

Dr Gemma Harper

Chief Executive

June 2022

JNCC Support Co Remuneration Report

Remuneration policy

The remuneration for the JNCC Chair and independent Committee members is set by the Department for Environment, Food and Rural Affairs (Defra).

The remuneration of the Chief Executive is reviewed regularly against the advice issued by the Review Body on Senior Salaries. Any proposed changes are then subject to the approval of Defra.

All pay awards for staff other than the Chief Executive have to conform to the annual Civil Service Pay Guidance document issued by HM Treasury. This guidance document forms part of the pay remit process and is intended to ensure that pay awards are affordable, offer value for money, and meet the needs of individual businesses. As part of this process JNCC has to submit its recommended pay award to Defra, who have delegated authority to approve pay remits that conform to HM Treasury guidance. Pay remits that do not conform to the guidance require HM Treasury approval.

The JNCC applies a number of reward principles which aim to:

- meet business needs of the organisation
- be affordable for the organisation in the short- and long-term
- provide a pay structure which is sustainable in the longer term
- reward, retain and motivate staff
- support equal pay
- be fair and transparent
- ensure that appropriately skilled and experienced staff can be recruited
- recognise and reward good performance
- offer comparable salary levels with other relative workforce groups
- aim to maintain the total staff remuneration package at a level which is appropriate given the financial environment and reflects competitiveness in the appropriate market
- contracts of employment

The Constitutional Reform and Governance Act 2010 requires Civil Service appointments to be made on merit on the basis of fair and open competition. The Recruitment Principles published by the Civil Service Commission specify the circumstances when appointments may be made otherwise.

Unless otherwise stated below, the directors and other staff covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme. Independent members of the Committee, who

are appointed by Defra under an instrument of appointment, would not be eligible for compensation under the Civil Service Compensation Scheme.

The periods of appointment for independent Committee members are detailed below.

Table 11: Independent Committee member appointment periods

Independent Committee Member	Term (Years)	Commencement date
Professor CA Galbraith (reappointed)	3	25 January 2021
Professor IJ Bateman (reappointed)	4	1 November 2017
Professor MCV Austen (reappointed)	3	15 December 2020
Mr CER Banner (reappointed)	3	15 December 2020
Professor EM Scott (reappointed)	3	15 December 2020

Further information about the work of the [Civil Service Commissioners](#).

Remuneration (including salary) and pension entitlements (subject to audit)

The following sections provide details of the remuneration and pension interests of the most senior JNCC staff, and those of the Chair and independent members of the Committee. JNCC is advised of the salaries of the Chair and independent Committee members by the Department for Environment, Food and Rural Affairs. Members appointed by the country nature conservation bodies are remunerated directly by those bodies. This information is subject to audit.

Salary

‘Salary’ includes gross salary and any allowances, such as recruitment and retention allowances, to the extent that it is subject to UK taxation. This report is based on payments made by JNCC Support Co and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by Her Majesty's Revenue and Customs as a taxable emolument. At the present time, no senior member of staff of JNCC Support Co is in receipt of taxable benefits.

Bonuses

Bonuses are based on performance levels and are made as part of the formal staff appraisal process. The bonuses awarded in 2021 to 2022 relate to performance in 2020 to 2021.

Single total figure of remuneration (subject to audit)

Table 12: Committee member remuneration

Committee members	Period of appointment	Days service 2021 to 2022	Salary (£000) 2021 to 2022	Salary (£000) 2020 to 2021
Prof CA Galbraith (Chair)	25 January 2021 to 24 January 2024	104	40-45	10-15
Prof IJ Bateman (Independent members)	19 November 2014 to 31 January 2022	30	5-10	5-10
Prof MCV Austen (Independent members)	15 December 2017 to 14 December 2023	30	5-10	5-10
Mr CER Banner (Independent members)	15 December 2017 to 14 December 2023	43	10-15	10-15
Prof EM Scott (Independent members)	15 December 2017 to 14 December 2023	30	5-10	5-10

Note on table 12

- No Committee members received bonus payments or pension benefits in either 2020 to 2021 or 2021 to 2022.

Table 13: ARAC member remuneration

ARAC members who are not also members of the Committee	Period of appointment	Days service 2021 to 2022	Salary (£000) 2021 to 2022	Salary (£000) 2020 to 2021
Mr NF Reader	1 September 2016 to 31 August 2023	6	0-5	0-5
Ms K Balmer	2 September 2019 to 1 September 2024	6	0-5	0-5

Note for table 13

- Ms K Balmer has had the term of her contract extended from 2 September 2021 to 1 September 2024.

Table 14: Non-Exec Expenses (Not subject to audit)

Quarter	Rt Hon Lord Blencathra	Prof DM Winter	Prof GA Galbraith
Qtr 1	-	£23	-
Qtr 2	-	-	-
Qtr 3	£35	-	-
Qtr 4	-	-	£629
Total	35	£23	£629

Table 15: Senior staff remuneration

Senior staff	Salary (£,000) 2021 to 2022	Salary (£,000) 2020 to 2021	Bonus payments (£,000) 2021 to 2022	Bonus payments (£,000) 2020 to 2021	Pension benefits (£,000) 2021 to 2022	Pension benefits (£,000) 2020 to 2021	Pension benefits (£,000) 2021 to 2022	Total (£,000) 2020 to 2021
Dr GC Harper (Chief Exec)	100-105	-	-	-	39	-	135-140	-
Dr JC Goad (Executive directors)	60-65	55-60	0-5	0-5	24	23	85-90	80-85
Professor C Maggs (Executive directors)	60-65	55-60	0-5	-	24	23	85-90	80-85
Dr SB Wilkinson (Executive directors)	55-60	55-60	0-5	0-5	14	36	70-75	95-100
Mr CM Brooks (Executive directors)	30-35	70-75	-	-	10	28	40-45	100-105
Mr DP Collins (Executive directors)	50-55	-	-	-	12	-	60-65	-
Dr M Konar (Executive directors)	25-30	-	-	-	16	-	40-45	-

Notes for table 15

- Pension Benefits - The value of benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increase excludes increase due to inflation or any increase or decreases due to a transfer of pension rights.
- Mr Chris Brooks resigned as an executive director on 30 July 2021. His salary expressed as a full-year equivalent falls into the band £70,000-£75,000
- Mr David Collins was appointed as an executive director on 12 July 2021. His salary expressed as a full-year equivalent falls into the band £70,000-75,000.
- Dr Mansawita Konar was appointed as an executive director on 23 August 2021. From 23 August 2021 to 6 February 2022 at an FTE of 0.6 and from 7 February 2022 to 31 March 2022 at an FTE of 0.9. Her salary expressed as a full-time and full-year equivalent falls into the band £60,000-£65,000.

Pay multiples (subject to audit)

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the 25th, 50th (median) and 75th percentiles remuneration of the organisation's workforce.

The banded remuneration of the highest-paid director in JNCC Support Co in the financial year 2021 to 2022 was £100,000 -105,000 (£95,000 -100,000 in 2020 to 2021). Table 16 shows the ratio of this to the percentiles as above. The increase in the median pay between 2021 to 2022 and 2020 to 2021 is due to a mixture of factors which include pay rises between years and the change in the blend of grades employed in the organisation. The ratio to the highest paid directors salary has conversely decreased, reflecting that the highest paid director's pay is sitting in a higher band than in the previous year.

Tables 17 and 18 contain disclosures of the percentage changes in the highest paid director's salaries and bonuses and of the average salary and average bonus of the organisation (excluding the highest paid director) which are also required as part of the fair pay disclosure.

Table 19 discloses the percentage change in average allowances paid and relates to recruitment and retention allowances paid to a small number of staff.

Table 16: Fair pay disclosure percentile comparisons

	25th percentile pay ratio 2021 to 2022	25th percentile pay ratio 2020 to 2021	Median pay ratio 2021 to 2022	Median pay ratio 2020 to 2021 (Restated)	75th percentile pay ratio 2021 to 2022	75th percentile pay ratio 2020 to 2021
Pay	£28,390	£28,234	£35,277	£35,226	£37,913	£37,741
Ratio	£3.61	£3.28	£2.91	£2.63	£2.70	£2.45

Note for table 16

- Median pay for 2020 to 2021 has been restated to include bonuses and allowances

Table 17: Percentage changes in pay and bonuses

Highest Paid Director Salary 2021 to 2022	Highest Paid Director Salary 2020 to 2021	% Change	Highest Paid Director Bonus 2021 to 2022	Highest Paid Director Bonus 2020 to 2021	% Change
£102,500	£92,500	10.81%	£-	£7,500	-100%

Table 18: Percentage changes in average pay and bonuses of the organisation (excluding the highest paid director)

Average Pay 2021 to 2022	Average Pay 2020 to 2021	% Change	Average Bonus 2021 to 2022	Average Bonus 2020 to 2021	% Change
£34,839	£34,432	1.18%	£367	£313	17.54%

Table 19: Percentage changes in average allowances for the organisation (excluding the highest paid director)

Average Allowances	Average Allowances	% Change
2021 to 2022	2020 to 2021	
£354	£492	-28.03%

In the period 2021 to 2022 the highest paid director's emoluments were £100,000 (£92,319 in 2020 to 2021) with pension contributions of £28,179 (£27,973), accrued pension benefits at 31 March 2022 were £32,742 (£51,003 at 31 March 2021).

No employees received remuneration in excess of the highest paid director in either 2021 to 2022 or 2020 to 2021. Remuneration in the organisation, including the highest paid director, in 2021 to 2022 ranged from £14,822 to £100,000, (£9,478 to £92,310 in 2020 to 2021).

The median pay ratio is consistent with the application of JNCC's pay remit which is developed annually in line with the Cabinet Office pay guidelines in effect at the time. The pay remit document forms the basis of the pay policy for each year and is agreed by the Remuneration Committee, on behalf of the Joint Committee.

Total remuneration includes salary, non-consolidated performance-related pay and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

Pension benefits (subject to audit)

Table 20: Pension benefits

Senior staff	Total accrued pension at pension age at 31 March 2022 and related lump sum £000s	Real increase in pension and related lump sum at pension age £000s	CETV at 31 March 2022 £000s	CETV at 31 March 2021 £000s	Real increase in CETV £000s
Dr GC Harper (Chief Executive)	30-35	0-2.5	495	444	26
Dr JC Goold	15-20	0-2.5	271	244	14
Professor C Maggs	5-10	0-2.5	135	107	21
Dr SB Wilkinson	20-25 plus lump sum of 35-40	0-2.5 plus lump sum of 0	365	339	5
Mr DP Collins	20-25 plus lump sum of 40-45	0-2.5 plus lump sum of 0	369	356	4
Dr M Konar	10-15	0-2.5	158	143	5
Mr CM Brooks	5-10	0-2.5	76	66	6

Note for table 20

- Dr GC Harper, Professor C Maggs, Mr CM Brooks, Mr JC Goold and Dr M Konar are members of pension schemes that do not include a lump sum payment.

Civil Service Pensions

Pension benefits are provided through the Civil Service pension arrangements. From 1 April 2015 a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or alpha, which provides benefits on a career average basis with a normal pension age equal to the member's State Pension Age (or 65 if higher). From that date all newly appointed civil servants and the majority of those already in service joined alpha. Prior to that date, civil servants participated in the Principal Civil Service Pension Scheme (PCSPS). The PCSPS has 4 sections: 3 providing benefits on a final salary basis (classic, premium or classic plus) with a normal pension age of 60, and 1 providing benefits on a whole career basis (nuvos) with a normal pension age of 65.

These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under classic, premium, classic plus, nuvos and alpha are increased annually in line with Pensions Increase legislation. Existing members of the PCSPS who were within 10 years of their normal pension age on 1 April 2012 remained in the PCSPS after 1 April 2015. Those who were between 10 years and 13 years and 5 months from their normal pension age on 1 April 2012 switch into alpha sometime between 1 June 2015 and 1 February 2022. Because the government plans to remove discrimination identified by the courts in the way that the 2015 pension reforms were introduced for some members, it is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period (and this may affect the Cash Equivalent Transfer Values shown in this report – see below). All members who switch to alpha have their PCSPS benefits 'banked', with those with earlier benefits in 1 of the final salary sections of the PCSPS having those benefits based on their final salary when they leave alpha. (The pension figures quoted for officials show pension earned in PCSPS or alpha – as appropriate. Where the official has benefits in both the PCSPS and alpha the figure quoted is the combined value of their benefits in the 2 schemes.) Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a defined contribution (money purchase) pension with an employer contribution (partnership pension account).

Employee contributions are salary-related and range between 4.6% and 8.05% for members of classic, premium, classic plus, nuvos and alpha. Benefits in classic

accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to 3 years initial pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum. classic plus is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per classic and benefits for service from October 2002 worked out as in premium. In nuvos a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is uprated in line with Pensions Increase legislation. Benefits in alpha build up in a similar way to nuvos, except that the accrual rate is 2.32%. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The partnership pension account is an occupational defined contribution pension arrangement which is part of the Legal & General Mastertrust. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member). The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus, 65 for members of nuvos, and the higher of 65 or State Pension Age for members of alpha. (The pension figures quoted for officials show pension earned in PCS or alpha – as appropriate. Where the official has benefits in both the PCS and alpha the figure quoted is the combined value of their benefits in the 2 schemes, but note that part of that pension may be payable from different ages.)

Further details about the [Civil Service pension arrangements](#).

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension

scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Dr Gemma Harper

Chief Executive

14 June 2022

Statement of Directors' Responsibilities

Under Section 393 of the Companies Act 2006 directors of a company must not approve accounts unless they are satisfied that they give a true and fair view of the assets, liabilities, financial position and profit or loss of the company.

For the purposes of these accounts it should be noted that in referring to the directors, this includes the Chief Executive who also holds the position of Accounting Officer.

Section 394 of the Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit and loss of the company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently
- make independent judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and maintained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Where amounts are presented within items in the profit and loss account and balance sheet, the directors have had regard to the substance of the reported transactions or arrangement, in accordance with generally accepted accounting principles or practice. In the case of each of the persons who are directors at the time when the Directors' Report is approved:

- so far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing the report) of which the company's auditors are unaware
- each director has taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information

The Accounting Officer confirms that the annual report as a whole is fair, balanced and understandable and that she takes personal responsibility for the annual report and accounts and the judgements required for determining that it is fair, balanced and understandable.

The certificate and report of the Comptroller and Auditor General to the Members of Joint Nature Conservation Committee Support Co, the Houses of Parliament and the Scottish Parliament

Opinion on financial statements

I certify that I have audited the financial statements of Joint Nature Conservation Committee (JNCC) Support Co for the year ended 31 March 2022 under the Government Resources and Accounts Act 2000. The financial statements which comprise JNCC Support Co's:

- Balance sheet as at 31 March 2022;
- Profit and Loss Account
- Statement of Total Recognised Gains and Losses
- Cash Flow Statement and
- The related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In my opinion the financial statements:

- give a true and fair view of the state of the JNCC Support Co's affairs as at 31 March 2022 and its gain for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and
- have been prepared in accordance with the requirements of the Companies Act 2006

Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are

further described in the 'Auditor's responsibilities for the audit of the financial statements' section of my certificate.

Those standards require me and my staff to comply with the Financial Reporting Council's 'Revised Ethical Standard 2019'. I have also elected to apply the ethical standards relevant to listed entities. I am independent of the JNCC Support Co in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. My staff and I have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the JNCC Support Co's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the JNCC Support Co's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises information included in the Annual Report, but does not include the financial statements and my auditor's certificate thereon. The directors are responsible for the other information.

My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my certificate, I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially

inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In my opinion the part of the JNCC Support Co Remuneration Report to be audited has been properly prepared in accordance with the Companies Act 2006.

In my opinion, based on the work undertaken in the course of the audit:

- the Strategic Report and the Directors' Report been prepared in accordance with applicable legal requirements
- the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements

Matters on which I report by exception

In the light of the knowledge and understanding of the JNCC Support Co and its environment obtained in the course of the audit, I have not identified material misstatements in the Strategic Report or the Directors' Report.

I have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires me to report to you if, in my opinion:

- adequate accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my staff
- the financial statements and the parts of the Remuneration Report to be audited are not in agreement with the accounting records and returns
- certain disclosures of director's remuneration specified by law are not made
- a corporate governance statement has not been prepared by the parent company
- I have not received all of the information and explanations I require for my audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities the directors are responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view
- internal controls as directors determine are necessary to enable the preparation of financial statement to be free from material misstatement, whether due to fraud or error
- assessing the JNCC Support Co's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Government Resources and Accounts Act 2000.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting non-compliance with laws and regulations including fraud

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud is detailed below.

Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, we considered the following:

- the nature of the sector, control environment and operational performance including the design of the JNCC Support Co's accounting policies, key performance indicators and performance incentives
- inquiring of management, JNCC Support Co's head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the JNCC Support Co's policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations including the JNCC Support Co's controls relating to the JNCC Support Co's compliance with the Natural Environment and Rural Communities Act 2006, Companies Act 2006, Government Resources and Accounts Act 2000 and Managing Public Money
- discussing among the engagement team and involving relevant specialists, regarding how and where fraud might occur in the financial statements and any potential indicators of fraud

As a result of these procedures, I considered the opportunities and incentives that may exist within the JNCC Support Co for fraud and identified the greatest potential for fraud in the following areas: revenue recognition, posting of unusual journals, complex transactions and bias in management estimates. In common with all audits under ISAs (UK), I am also required to perform specific procedures to respond to the risk of management override of controls.

I also obtained an understanding of the JNCC Support Co's framework of authority as well as other legal and regulatory frameworks in which the JNCC Support Co operates, focusing on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of the JNCC Support Co. The key laws and regulations I considered in this context included the Companies Act 2006, the Natural Environment and Rural Communities Act 2006, the Government Resources and Accounts Act 2000, Managing Public Money, employment law, pensions legislation and tax legislation.

Audit response to identified risk

As a result of performing the above, the procedures I implemented to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements
- enquiring of management, the Audit and Risk Committee concerning actual and potential litigation and claims
- reading and reviewing minutes of meetings of those charged with governance and the Board and internal audit reports
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias
- evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business, and testing the appropriateness of accounting entries around year-end

I also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

Other auditor's responsibilities

I am required to obtain evidence sufficient to give reasonable assurance that the income and expenditure reported in the financial statements have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Report

I have no observations to make on these financial statements.

Gareth Davies

Date 20th June 2022

Comptroller and Auditor General (Statutory Auditor)
National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP

Profit and loss account for the year ended 31 March 2022

Table 1 summarises the principal items of income and expenditure and the net gain or loss for the period

	Note	2021 to 2022	2020 to 2021
		£000s	£000s
Turnover	2	20,105	15,259
Cost of activities	2	(16,531)	(12,682)
Gross profit		3,574	2,577
Administrative expenditure	3	(2,539)	(1,852)
Operating gain/(loss)	2	1,035	725
Gain/(loss) on ordinary activities before interest		1,035	725
Other interest receivable and similar income	2	-	1
Gain/(loss) for the financial year		1,035	726

The notes commencing on page 103 to 128 form part of these accounts.

Statement of total recognised gains and losses for the year ended 31 March 2022

Table 2 shows the total gains or losses for the period

	Note	2021 to 2022	2020 to 2021
		£000s	£000s
Gain/(loss) for the financial year	2	1,035	726
Total gain relating to and recognised in the year		1,035	726

The notes commencing on page 103 to 128 form part of these accounts.

Balance sheet as at 31 March 2022

Table 3 summarises the principal assets and liabilities at the period end

	Note	As at 31 March 2022	As at 31 March 2021
		£000s	£000s
Fixed assets			
Intangible assets	8	2	5
Tangible assets	9	106	131
		108	136
Current assets			
Cash at bank and in hand	10	4,002	3,372
Debtors	11	2,141	1,180
		6,143	4,552
Creditors			
Amounts falling due within 1 year	12	(2,715)	(2,347)
Net current assets		3,428	2,205
Total assets less current liabilities		3,536	2,341

Provisions for liabilities	13	(646)	(486)
		<hr/>	
Net assets		2,890	1,855
		<hr/>	
 Capital and reserves			
Profit and loss account	14	2,890	1,855
		<hr/>	
Total reserves		2,890	1,855
		<hr/> <hr/>	

These accounts have been audited under the Government Resources and Accounts Act 2000 and are therefore exempt from the requirements of section 475 of the Companies Act 2006. The Financial Statements on pages 96 to 102 were approved by the board of directors on 14 June 2022 and signed on its behalf.

Dr Gemma Harper

Chief Executive

Company Number 05380206 (England and Wales)

The notes commencing on page 103 to 128 form part of these accounts.

Cash flow statement for the year ended 31 March 2022

Table 4 shows the principal sources and applications of cash during the period

	Note	2021 to 2022 £000s	2020 to 2021 £000s
Gain/(loss) on ordinary activities before interest	2	1,035	725
Adjustments for:			
Amortisation of intangible assets	8	3	5
Depreciation of property, plant and equipment	9	43	41
(Increase)/decrease in debtors	11	(961)	(406)
Increase/(decrease) in provisions	13	160	13
Increase/(decrease) in creditors	12	368	298
Net cash generated from operational activities		648	676

Cash flows from investing activities

Purchase of property, plant and equipment	9	(18)	(22)
Purchase of intangible assets	8		(3)
Interest received	2	-	1
		<hr/>	
Net cash outflow from investing activities		(18)	(24)
Net increase/(decrease) in cash and cash equivalents	10	630	652
		<hr/>	
Cash and cash equivalents at beginning of the year	10	3,372	2,720
		<hr/>	
Cash and cash equivalents at end of year	10	4,002	3,372
		<hr/>	

The notes commencing on page 103 to 128 form part of these accounts.

Table 5 shows the principal sources and applications of cash during the period

	As at 01 April 2021	Cash flows	As at 31 March 2022
Analysis of changes in net debt	£000s	£000s	£000s
Cash and cash equivalents			
Cash at bank and in hand	3,372	630	4,002
Short term debtors	1,180	961	2,141
	4,552	1,591	6,143
Debt			
Creditors due within 1 year	(2,347)	(368)	(2,715)
	(2,347)	(368)	(2,715)
Net debt	2,205	1,223	3,428

The notes commencing on page 103 to 128 form part of these accounts.

JNCC Support Co notes to the financial statements for the year ended 31 March 2022

Notes to the Accounts

1. Accounting policies

Statement of accounting policies

The financial statements are intended, without limiting the information given, to conform to the requirements of the Companies Act 2006 and have been prepared in accordance with the Financial Reporting Standard (FRS) 102. Where the requirements do not conflict with the Government Financial Reporting Manual (FReM) information has been presented utilising the FReM requirements.

Where the requirements of the Companies Act or the FReM permits a choice of accounting policy, the accounting policy which is judged to be more appropriate to the particular circumstances of the JNCC Support Co, for the purpose of giving a true and fair view, has been selected.

Accounting convention

These financial statements have been prepared under the historical cost convention.

Estimation

In the preparation of the financial statements the JNCC Support Co is required to make estimates and assumptions that affect the reported amounts of assets and liabilities and the reported amount of income and expenditure, such as in the calculation of the dilapidations provision (Note 13) and the amounts of income deferred (Note 12) and accrued (Note 11). In accordance with paragraph 2.9 of FRS 102, the Executive Leadership Team is satisfied that an appropriate degree of prudence has been applied in the exercise of any judgments needed where estimation of the value of assets or liabilities has been required in the production of these accounts.

Turnover

The principal form of income is grant in aid received from the Department for Environment, Food and Rural Affairs. This is treated as income in the accounts as it is provided to enable JNCC Support Co to provide the services necessary to support the Joint Nature Conservation Committee in the delivery of its objectives.

The bulk of the remaining turnover is in the form of contributions to project work, plus further income comprising grants from European Union sources, income for the provision of advice, and royalties.

Expenditure is stated gross of VAT because as a non-trading public sector organisation JNCC is only able to reclaim a fraction of the VAT paid on expenses incurred as part of its normal business. However, all income is stated net of VAT and trade discounts.

Going concern

Grant in aid for the next financial year, taking into account the amounts required to meet JNCC Support Co's budgeted liabilities for 2022 to 2023, has already been included in Defra's and the devolved administrations' estimates for the coming year. Due to parliamentary control processes, Defra do not have authority to commit to providing grant in aid to JNCC beyond March 2022, however JNCC's funding is guaranteed by legislation. The Natural Environment and Communities Act 2006, schedule 4, paragraph 14.1 states that the funding bodies must provide the Joint Committee with such financial resources as the appropriate authorities consider are needed for the proper discharge of the functions conferred by Part 2.

The directors have considered and discussed funding for the following financial year and the twelve months from the date of the approval of the accounts and as such are content that the anticipated funding is sufficient. It is therefore considered appropriate that these financial statements have been prepared on a going concern basis.

Expenditure

Expenditure is recognised on an accruals basis. Accrued expenditure is recognised when it is assessed that there is an unconditional obligation to pay suppliers and is based on agreed amounts, contractually, or by another form of mutual agreement.

Income

Income is received by JNCC for undertaking specific projects, these projects in some instances may span financial years and as such JNCC accrues or defers income as appropriate, based on the stage or percentage completion of the contract, using the method that measures most reliably the work performed.

Fixed assets

The FReM requires assets to be valued at current value in existing use, or fair value.

JNCC has elected to value fixed assets at depreciated historic cost as a proxy for fair value on the basis that the assets are low value and/or have short useful economic lives. This approach is permitted under paragraph 10.1.14 of the 2021 to 2022 FReM and paragraph 17.15 of FRS 102.

Individual assets costing £2,000 or more including VAT are capitalised as tangible or intangible assets, assuming they are intended to be used on a continuing basis. These assets are valued at depreciated historical cost. Assets costing less than £2,000 are charged to the profit and loss account in the year of purchase.

Depreciation

Depreciation is provided on all tangible and intangible fixed assets at rates calculated to write off the cost or valuation of each asset evenly over its expected useful life. Standard write-off periods, shown below, are normally used, although alternative lives may be used where relevant information is available to ascribe a more accurate expected useful life:

Table 6 gives company assets and their life span

Leasehold premises and fixtures	over the period of individual leases
Computer equipment	5 years
Other equipment	5 to 10 years
Software licences	5 years

Research and development

The company writes off all expenditure on research and development in the year it occurs.

Cash and cash equivalents

All cash and cash equivalents held throughout the year were held in a commercial bank or cash in hand.

Foreign exchange

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Receipts received in foreign currencies are normally converted to sterling on the day of receipt unless JNCC will be making payments to third parties in the currency received.

Transactions in foreign currencies are translated into sterling at the rate ruling at the date of the transaction. Exchange differences are recognised in the profit and loss account.

Leases

Rental costs arising in respect of operating leases are charged to the profit and loss account over the life of each lease. JNCC Support Co has no finance leases.

Accrued holiday pay

In accordance with paragraph 28.6 of FRS 102, JNCC accrues for all short-term compensated absences as holiday entitlement earned, but not taken at the date of the statement of financial position.

Pension costs

Pension benefits are provided through the Civil Service pension arrangements, full details of which are described within the remuneration report.

Although the Civil Service pension arrangements include defined benefit schemes (the Principal Civil Service Pension Scheme (PCSPS) and Alpha), entities such as JNCC Support Co covered by these schemes recognise the cost of the elements on a systematic and rational basis over the period during which it benefits from employees' services, by payment to the PCSPS and Alpha, of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS and Alpha.

Note 6 provides details of JNCC Support Co's pension costs.

Previous JNCC Chairs were entitled to accrue pension benefits but were not eligible to join the Principal Civil Service Pension Scheme (PCSPS). Individual "by analogy to the PCSPS" schemes were therefore established to provide pensions for the Chairs, with any ongoing liability arising from these arrangements being borne by JNCC Support Co. The future cumulative cost of these pensions was calculated and based on this valuation a provision was taken for the liability, in line with the requirements of Section 21 of FRS 102 (Provisions and Contingencies). The estimated liability is reviewed each year and the current value of this provision is disclosed in note 13 to these accounts.

Remuneration for the post of JNCC Chair no longer includes entitlement to membership of a pension scheme.

Early departure costs

JNCC Support Co is required to meet the additional costs of benefits beyond the normal PCSPS benefits in respect of certain qualifying employees who retire early. These benefits conform to the rules of the PCSPS. JNCC Support Co bears the costs of these benefits until normal retiring age of the employees retired under the Early Retirement Scheme.

The total pension liability up to normal retiring age in respect of each employee is charged to the net expenditure account, in the year in which the employee takes early retirement and a provision for future pension payments is created. Pensions and related benefits payments to the retired employee are then charged annually against the provision.

No qualifying early retirements have taken place or been approved since 31 March 2010.

Grants received

Grant in aid received of a revenue nature is credited to income for the year to which it relates and is recognised on a cash basis. Grants received from sources other than government grants, including from European Union sources, are matched to the corresponding project expenditure in the year in which it is incurred.

In respect of European Union funding, where JNCC Support Co was acting as the lead partner in respect of joint projects and where income for this work has been channelled to the individual partners through the lead partner, only income and expenditure related to JNCC's own work is shown in the financial statements. Any cash received by JNCC Support Co, but not distributed to the partners as at the date of the balance sheet, is shown as a third-party asset in the balance sheet.

Financial instruments

A financial instrument is any contract that gives rise to a financial asset of 1 entity and a financial liability or equity instrument of another entity. Financial assets and financial liabilities would be recognised in the balance sheet if JNCC became a party to the contractual provisions of an instrument.

JNCC has no borrowings and relies primarily on grant in aid from Defra and the devolved administrations for its cash requirements and is therefore not exposed to liquidity risks. All material assets and liabilities are denominated in sterling so it is not exposed to significant currency risk.

Taxation

Corporation Tax

JNCC Support Co's Corporation Tax liability is limited to that arising from Case III investment income and capital gains. In 2021 to 2022 there is no Corporation Tax charge for the year (2020 to 2021 £300).

Value Added Tax

Most of the activities of JNCC Support Co. are outside the scope of VAT so in general output tax does not apply and input tax on purchases is not recoverable. Expenditure is therefore charged gross to the relevant expense category or included in the capitalised purchase cost of non-current assets. Where output tax is charged, the amounts are stated net of VAT. JNCC uses an agreed formula to enable the quarterly calculation of the amount of reclaimable input tax, which is credited to the profit and loss account.

The amount of reclaimable input tax is small and is therefore shown as a credit to the profit and loss account. During 2021 to 2022 the amount of reclaimed input tax was £63,000 (£27,000 in 2020 to 2021).

JNCC Support Co receives grant in aid from the Department for Environment, Food and Rural Affairs and the devolved administrations, and this is treated as non-business income for the purposes of VAT.

Provisions

In accordance with section 21 of FRS 102, JNCC provides for obligations arising from past events where it is probable that it will be required to settle the obligation and a reliable estimate of it can be made. Future costs are not discounted unless this would significantly affect the valuation of an obligation.

2. Detailed trading profit and loss account for the year ended 31 March 2022

Table 7 summarises the principal items of income and expenditure and the net gain or loss for the period

Principal items of income and expenditure and the net gain or loss	2021 to 2022 £000s	2020 to 2021 £000s (Represented)
Turnover		
JNCC grant in aid	17,199	12,723
Secondment income	250	206
European Union funding	360	331
Royalties	5	6
Scientific advice and information	2,291	1,993
Total	20,105	15,259
Cost of activities		
Conservation support	5,689	3,381
Publicity and information	224	88
Direct staff costs	10,618	9,213
Total	16,531	12,682
Gross profit	3,574	2,577

Administrative expenditure

Directors' emoluments	595	569
Other administrative costs	1,944	1,283
Total	2,539	1,852
Operating gain/(loss)	1,035	725
Gain/(loss) on ordinary activities before interest	1,035	725
Other interest receivable and similar income	-	1
Gain/(loss) after tax	1,035	726

Note to table 7

- Represented - Income for the prior year has been re-presented to better reflect a contract for staff supplied to Defra which is more appropriately classified as Scientific advice and information.

Operating gain/loss

Table 8 summarises the principal items of the net gain or loss for the period

Principal items of the net gain or loss	2021 to 2022	2020 to 2021
This is stated after charging	£000s	£000s
Total directors' emoluments	595	569
Auditors' remuneration	25	22
Depreciation and amortisation of owned assets	46	46
Pension costs	2,127	1,804
Operating lease rentals	349	326

3. Schedule of overhead expenses for the year ended 31 March 2022

Table 9 summarises the principal items of the overhead expenses for the period

Principal items of the overhead expenses	2021 to 2022	2020 to 2021
	£000s	£000s
Directors' emoluments		
Directors' remuneration	491	472
Contribution to directors' pensions	104	97
Total	595	569
Other administration costs		
Cash items		
Auditors' remuneration	25	22
Rental costs under operating leases	349	326

Accommodation costs	258	224
Information technology	537	337
Human resources	221	106
Travel and subsistence	145	18
Printing, postage, stationery and subscriptions	69	48
Other expenses	1	30
Less reclaimed VAT	(63)	(27)
Legal and professional fees	82	48
Consultancy	99	79
Bank charges	3	2
Exchange rate losses	5	4
Total	1,731	1,217
Non-cash items		
Depreciation and amortisation for the year	46	46
Additions to provisions	167	20
Total	213	66
Administrative expenses	2,539	1,852

The fees payable to the National Audit Office for the audit of the annual accounts for the year were £24,500 (2020 to 2021: £23,000).

4. Directors' emoluments

Table 10 summarises the items of the directors' emoluments for the period

	2021 to 2022	2020 to 2021
Items of the directors' emoluments	£000s	£000s
Directors' emoluments	491	472
Company contributions to defined benefit schemes in relation to directors' pensions	104	97
Total	595	569

The Chief Executive and 6 executive directors accrued retirement benefits in respect of qualifying service for the defined benefit scheme during the year.

5. Staff costs

The aggregate payroll costs were as follows:

Table 11 summarises the principal items of staff costs for the period

	2021 to 2022	2020 to 2021
Principal items of staff costs	£000s	£000s
Directors' emoluments	491	472
Other wages and salaries	7,757	6,723
Movement in holiday pay accrual	34	105
Social security costs	778	659
Apprenticeship Levy	26	19

Other pension costs	2,127	1,804
Total	11,213	9,782

Total holiday pay accrued at 31 March 2022 was £490,000 (£466,000 at 31 March 2021).

6. Pension costs

JNCC's defined benefit pension schemes (the Principal Civil Service Pension Scheme (PCSPS) and Other Pension Scheme (CSOPS)) are unfunded multi-employer schemes for which JNCC is unable to identify its share of the underlying assets and liabilities. The scheme actuary valued the scheme as at 31 March 2016. Details can be found in the resource accounts of the Cabinet Office: [Civil Superannuation](#).

For 2021 to 2022, employers' contributions of £2,114,000 were payable to the PCSPS (£1,759,000 in 2020 to 2021) at 1 of 4 rates in the range 26.6% to 30.3% of pensionable pay, based on salary bands.

The scheme's actuary reviews employer contributions usually every 4 years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits accruing during 2021 to 2022 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £13,000 (£15,000 in 2020 to 2021) were paid to 1 or more of the panel of 3 appointed stakeholder pension providers. Employer contributions are age-related and ranged between 8% and 14.75%.

Employers also match employee contributions up to 3% of pensionable pay. In addition, employer contributions of £1,000 were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees (£1,000 in 2020 to 2021), this representing 0.01% of pensionable pay.

Contributions due to the partnership pension providers at the balance sheet date were £1,000 (£1,000 at 31 March 2021). There were no prepaid contributions at this date.

7. Staff numbers

The average number of full-time equivalent (FTE) persons employed by the company, including directors, during the year was as follows:

Table 12 summarises the staff numbers in their work area for the period

Staff numbers in their work area	2021 to 2022 FTEs	2020 to 2021 FTEs
Chief Executive and executive directors	6	6
Chair and non-executive directors	1	1
Team Leaders	26	23
Science and Data Services	165	136
Corporate Services	36	30
IT	5	5
Total	239	201

8. Intangible fixed assets

Table 13 summarises the intangible fixed assets for the period

2021 to 2022	£000s
Cost	
At 1 April 2021 (opening balance)	200
Additions during year	-
Disposals	-
At 31 March 2022 (closing balance)	200
Amortisation	
At 1 April 2021 (opening balance)	195
Charge for the year	3
Amortisation on disposals	-
At 31 March 2022 (closing balance)	198
Net Book Value	
At 1 April 2021 (opening balance)	5
At 31 March 2022 (closing balance)	2

Table 14 summarises the principal items of intangible fixed assets for the period

2020 to 2021

Cost	£000s
At 1 April 2020 (opening balance)	197
Additions during year	3
Disposals	-
	<hr/>
At 31 March 2021 (closing balance)	200
	<hr/>
Amortisation	
At 1 April 2020 (opening balance)	190
Charge for the year	5
Amortisation on disposals	-
	<hr/>
At 31 March 2021 (closing balance)	195
	<hr/>
Net Book Value	
At 1 April 2020 (opening balance)	7
	<hr/>
At 31 March 2021 (closing balance)	5
	<hr/> <hr/>

Intangible assets represent the value of the software licences held. Intangible assets are disposed of when no longer used or when superseded by an upgrade, in which case a new asset is created, reflecting the cost of the upgrade.

9. Tangible fixed assets

Table 15 summarises the tangible fixed assets for the period

Tangible fixed assets	Computer equipment	Other equipment	Total
Cost	£000s	£000s	£000s
At 1 April 2021 (opening balance)	443	118	561
Additions during year	18	-	18
Disposals	(13)	-	(13)
At 31 March 2022 (closing balance)	448	118	566
Depreciation			
At 1 April 2021 (opening balance)	325	105	430
Charge for the year	40	3	43
Depreciation on disposals	(13)	-	(13)
At 31 March 2022 (closing balance)	352	108	460
Net Book Value			
At 1 April 2021 (opening balance)	118	13	131
At 31 March 2022 (closing balance)	96	10	106

Table 16 summarises the tangible fixed assets for the period

	Computer equipment	Other equipment	Total
Tangible fixed assets	£000s	£000s	£000s
Cost			
At 1 April 2020 (opening balance)	439	134	573
Additions during year	18	4	22
Disposals	(14)	(20)	(34)
At 31 March 2021 (closing balance)	443	118	561
Depreciation			
At 1 April 2020 (opening balance)	302	121	423
Charge for the year	37	4	41
Depreciation on disposals	(14)	(20)	(34)
At 31 March 2021 (closing balance)	325	105	430
Net Book Value			
At 1 April 2020 (opening balance)	137	13	150
At 31 March 2021 (closing balance)	118	13	131

10. Cash at bank and in hand

Table 17 summarises the total cash for the period

	1 April 2021	Cash flows	31 March 2022
Analysis of changes in net funds	£000s	£000s	£000s
Cash at bank	3,371	630	4,001
Cash in hand	1	-	1
Total cash	3,372	630	4,002

11. Debtors – amounts falling due within 1 year

Table 18 summarises the debtors for the period

	2021 to 2022	2020 to 2021
Due within 1 year	£000s	£000s
Trade debtors	1,208	629
Other debtors	51	37
Prepayments and accrued income	882	514
Total	2,141	1,180

The balance relating to debtors included £1,172,000 (2020 to 2021: £505,000) of intra-government balances. All balances were reviewed, and it was not considered necessary to make provision for any bad debts. (2020 to 2021 £19,000).

12. Creditors – amounts falling due within 1 year

Table 19 summarises the principal creditors for the period

	2021 to 2022	2020 to 2021
Due within 1 year	£000s	£000s
Trade creditors	387	-
Other creditors	230	296
Taxation and social security	316	263
Accruals	1,394	1,119
Deferred income	388	669
Total	2,715	2,347

The balance for creditors at year end included £1,064,000 (2020 to 2021: £767,000) of intra-government balances.

13. Provisions for liabilities

Table 20 summarises the provisions for liabilities for the period

Provisions for liabilities	Pensions and similar obligations	Other provisions	Total provisions
2021 to 2022	£000s	£000s	£000s
Balance at 1 April 2021	68	418	486
Provision for year	16	237	253
Utilised	(7)	(86)	(93)
Balance at 31 March 2022	77	569	646
Provisions for liabilities	Pensions and similar obligations	Other provisions	Total provisions
2020 to 2021	£000s	£000s	£000s
Balance at 1 April 2020	75	398	473
Provision for year	-	20	20
Utilised	(7)	-	(7)
Balance at 31 March 2021	68	418	486

Other provisions of £569,000 represents the expected cost of dilapidations that will be required when JNCC ceases to occupy Monkstone House, the amount reflecting a review carried out in January 2022. This represents an increase of £237,000 charged to the accounts in year from the previous review carried out in March 2019. The pensions and similar obligations figure of £77,000 represents the remaining balance of a provision established in 2013 to 2014 to reflect the estimated cost of future pension payments to retired JNCC Chairs entitled to a pension 'by analogy to the Principal Civil Service Pension Scheme'. This provision was revalued during the current year.

14. Profit and Loss account

Table 21 summarises the principal items of income and expenditure and the net gain or loss for the period

Principal items of income and expenditure and the net gain or loss	2021 to 2022	2020 to 2021
	£000s	£000s
Balance at 1 April 2021	1,855	1,129
Gain/(loss) for the year	1,035	726
Balance at 31 March 2022	2,890	1,855

15. Leasing commitments

Table 22 summarises the leasing commitments for the period

	Land and buildings	Land and buildings
Leasing commitments	2021 to 2022	2020 to 2021
Operating leases which expire:	£000s	£000s
Within one year	150	164
Within 2 to 5 years	-	492
Total	150	656

The operating lease represents the lease on Monkstone House which expires on 17 March 2025 with an agreed rent of £164,000 per annum. Joint Committee have taken the decision to move to new premises in Fletton Quay before the end of the 2022 to 2023 financial year. We expect to exercise the 6-month break clause in the current lease for Monkstone House on 1 September 2022. The figure payable within 1 year above represents the rent payable to the end of February 2023.

JNCC also occupies Inverdee House in Aberdeen under a Memorandum of Terms of Understanding (MOTU) with the SEPA.

Although this is not a legal lease agreement, the arrangement is consistent with a lease.

The rolling MOTU with SEPA for Inverdee House expired on 1 April 2022, the renewal is currently under discussion with SEPA.

The annual charge for 2021 to 2022 was estimated at £60,000 (2020 to 2021: £58,000). The charge for 2021 to 2022 is estimated based on information received from SEPA, who at the time of preparing the accounts were still unable to invoice the costs because of a cyber-attack on their computer systems.

16. Legal status

The company is limited by guarantee. In the event of a liquidation, the liability of each member does not exceed £1 if they are a member at the date of the liquidation, or if they cease to be a member within 1 year of the date of the liquidation.

17. Contingent liability

There are no contingent liabilities to declare for either the current or prior year.

18. Ultimate controlling party

Eleven out of the twelve directors in post at 31 March 2022 are members of the Joint Nature Conservation Committee. The Committee sets the overall direction and priorities for the work of the support company. For these reasons the directors consider the Joint Nature Conservation Committee to be the ultimate controlling party.

19. Related party transactions

In order to ensure accuracy in the consolidation of Whole of government Accounts, the Clear Line of Sight Initiative requires that Arm's Length Bodies (ALBs) such as JNCC receive their grant in aid funding from a single source. As a result, from 1 April 2011 the JNCC Support Co received its grant in aid funding solely via the Department for Environment, Food and Rural Affairs (Defra), whereas prior to this date, grant in aid was received from the Great Britain conservation bodies, the Department of Agriculture, Environment and Rural Affairs in Northern Ireland and Defra. The Great Britain Conservation bodies are regarded as Non-Departmental Public Bodies sponsored individually by Defra, the Scottish Government and the Welsh Government. Because the grant in aid now received from Defra still originates from the Great Britain conservation bodies, the Department of Agriculture, Environment and Rural Affairs in Northern Ireland and Defra, these remain considered to be related parties. During the year, the Company has carried out a number of material transactions with these bodies in the normal course of business.

The quantum of the transactions between the Company and these bodies was as follows:

Table 23 summarises the material transactions between the company and the bodies for the period

Material transactions between the company and the bodies	2021 to 2022 £000s	2020 to 2021 (Re-presented) £000s	2021 to 2022 £000s	2020 to 2021 (Re-presented) £000s	2021 to 2022 £000s	2020 to 2021 £000s
Natural England	-	-	-	£51	-	£139
Defra	£17,199	£12,723	£708	£783	£136	£75
NatureScot	-	-	£6	£32	£50	£9
Natural Resources Wales	-	-	£10	£49	-	£35
Department of Agriculture, Environment and Rural Affairs Northern Ireland	-	-	£192	£173	-	-
Total	£17,199	£12,723	£916	£1,088	£186	£258

Note on table 23

- Re-presented - Amounts for Defra for the prior year has been re-presented to better reflect a contract for staff supplied to Defra which is more appropriately classified as Scientific advice and information.

Balances outstanding at the year-end were as follows:

Table 24 summarises the outstanding balances

Outstanding balances	Debtors and prepayments	Debtors and prepayments	Creditors and accrued expenditure	Creditors and accrued expenditure
	2021 to 2022	2020 to 2021	2021 to 2022	2020 to 2021
	£000s	£000s	£000s	£000s
Natural England	-	36	4	68
Defra	696	121	115	2
NatureScot	-	-	14	13
Natural Resources Wales	-	49	9	-
Department of Agriculture, Environment and Rural Affairs Northern Ireland	43	14	-	-
Total	739	220	142	83

The company discloses information for individual directors which relates to contracts in excess of £25,000. Any contract for a lesser sum is not considered to be material in the context of these financial statements.

The Remuneration and Staff report provides further information on Committee members and executive directors.

The directors consider a financial interest to be the ability to influence the company in placing a contract with a party with whom they have a position of influence, or the ability to influence the performance of that contract by the contractor.

There were no contracts or financial interests which met these criteria during the current or previous year.

20. Events after the reporting date

No adjusting or non-adjusting events have occurred after the balance sheet date that materially affect the contents of these financial statements.

Date of authorisation for issue

JNCC Support Co's financial statements are laid before the Houses of Parliament by the Secretary of State for Environment, Food and Rural Affairs. Section 32.9 of FRS102 requires disclosure of the date on which the financial statements are authorised for issue. The authorised for issue date is the date of the Comptroller and Auditor General's audit certificate on pages 89 to 95.

Performance Report detail

Strategic theme

Assessing environmental status in the UK

High-level output

[1.1] Surveillance

[1.2] Local change

[1.3] Marine surveillance

[1.4] MPA survey

[1.5] UK scale marine products

Table 1 Performance Measures for Assessing environmental status in the UK

PM number	Performance Measure	Year end rating
1.1.1	Revise contractual arrangements for species surveillance schemes (birds and bats) and publish a set of updated metrics which provide status and trends for a broad range of species	Green
1.1.2	Continue to innovate approaches for engaging with the recording community focusing on diversifying the volunteer base and improving the ability to detect change especially at a country level	Green
1.2.1	Enable better use of Earth Observation data across JNCC partners through maintenance of standard products and tools, providing advice on their use and sharing experience across users	Green
1.2.2	Develop citizen science protocols and analyses of Earth Observation data that together track local impacts and outcomes as a contribution to country monitoring programmes	Amber

1.3.1	Set a clear vision for the UK Marine Biodiversity Monitoring Programme and co-ordinate UK-wide marine monitoring programmes (for example for seabirds), incorporating new approaches and techniques	Green
1.4.1	Plan, manage and implement surveys of MPAs in offshore English and Scottish waters, and digitise and publish imagery, data and results from historic surveys	Green
1.5.1	Provide marine spatial services for UK users, including marine habitat classification, habitat mapping data, human activities database, Marine Recorder and UK noise registry	Green
1.5.2	Continue to develop international opportunities to produce benthic habitat maps and apply these to support improved management of the marine environment	Green

Strategic theme

Supporting better decisions

High-level output

[2.1] Consistent approaches

[2.2] Indicators

[2.3] Marine natural capital and NBS

[2.4] Land management

[2.5] Pollution

[2.6] Wildlife trade

Table 2 Performance Measures for Supporting better decisions

PM number	Performance Measure	Year end rating
2.1.1	Provide marine spatial services for UK users, including marine habitat classification, habitat mapping data, human activities database, Marine Recorder and UK noise registry	Green
2.1.2	Support the development of a UK narrative through the 2021 Super Year emphasising the role of the natural environment in addressing climate change	Green
2.2.1	Review the UK biodiversity indicators in light of post-2020 reporting requirements, produce an indicator of the global impacts of UK consumption and provide support to the 4 countries to evolve existing indicator sets to assess national policies	Amber
2.2.2	Develop, test and assess indicators to support OSPAR Quality Status Reporting, UK Marine Strategy and the 25 Year Environment Plan, and co-ordinate marine sensitivity assessments at UK and international (for example OSPAR) levels	Green

2.3.1	Develop a logic and science-based framework for a common geospatial benthic asset and risk tool for the UK, to assess and quantify ecosystem services and natural capital in the marine environment	Amber
2.3.2	Demonstrate the application of this framework through high priority case studies with a particular focus on MPAs and marine planning	Green
2.4.1	Develop practical models for assessing multiple environmental outcomes, incorporating biodiversity and ecosystem services, to support decision making	Green
2.5.1	Provide expert knowledge and partnerships to develop and apply tools for modelling air pollution and its effects on biodiversity in the UK	Green
2.5.2	Work in partnership in the UK and internationally in low to middle income countries to explore landscape-scale approaches to manage the impact of pollution on biodiversity	Green
2.6.1	Scale the CITES licensing service to meet demand following EU Exit and support Defra in moving towards a more equitable charging model	Green
2.6.2	Provide advice and support to Defra around key wildlife trade policy areas including CITES, zoonoses, trade in European eels, trophy hunting and ivory bans and the implementation of the Northern Ireland Protocol	Green

Strategic theme

Influencing international action

High-level output

[3.1] MEAs

[3.2] International policies

[3.3] OTs

Table 3 Performance Measures for Influencing international action

PM number	Performance Measure	Year end rating
3.1.1	Review UK reporting commitments and make recommendations on how these can be streamlined and undertake co-ordination to prepare draft UK national reports to AEWA and ASCOBANS	Red ^[1]
3.1.2	Support UK government with key negotiations including agreeing a new global biodiversity framework at CBD CoP15, integration of nature within UNFCCC CoP26, CITES CoP19, Ramsar CoP14, the OSPAR Convention and the NE Atlantic Environment Strategy refresh	Green
3.2.1	Explore potential practical approaches to enhancing the provision of ecosystem services in agricultural and forest systems in overseas landscapes that are directly connected to UK consumption	Green
3.2.2	Develop and test products which make best use of evidence to enable advisors to integrate consideration of the natural environment, alongside climate and economics, into UK Official Development Assistance (ODA) spend	Green
3.3.1	Work with Overseas Territory governments to establish natural solutions to maximise resilience for island	Green

	communities and biodiversity with a particular focus on the role of coral reefs	
3.3.2	Enable effective use of evidence to inform environmental decision making within the OTs including using the 25 Year Environment Plan as the basis for developing monitoring programmes and indicators	Green

Note on table 3

- 3.1.1 Delayed due to pressures of other work

Strategic theme

Advising on offshore management

High-level output

[4.1] MPAs

[4.2] Offshore industry

[4.3] Offshore wind

[4.4] Fisheries

Table 4 Performance Measures for Advising on offshore management

PM number	Performance Measure	Year end rating
4.1.1	Work with Defra and the Devolved Administrations to implement an ecologically coherent network of MPAs, including pre-consultation advice to Welsh Government on options to complete the Welsh MPA network, implementing recommendations from the expert panel on Highly Protected Marine Areas in England, and work with Marine Scotland to develop and implement a science plan for the Deep-Sea Reserve	Amber
4.1.2	Work with competent authorities across the UK to provide timely advice to develop and implement fisheries management measures in MPAs	Green
4.2.1	Respond to requests for advice on oil and gas operations (and other industries) in UK offshore waters	Green
4.3.1	Engage with country agencies, government regulators and industry to identify key issues constraining offshore wind energy, prioritise evidence and research to help reduce consenting risk and facilitate the adoption of consistent approaches across the UK	Green

4.3.2	Deliver specialist input and advice to offshore wind enabling programmes, including services under contract to support Round 4 offshore wind leasing and other industry sectors as requested	Green
4.4.1	Provide support in meeting Defra and devolved administration policy ambitions to deliver a more sustainable approach to fishing, specifically on how future approaches to fisheries management, including those in the high seas, could mitigate impacts on the marine environment	Green

Strategic theme

Supporting a high-performing business

High-level output

[5.1] Finance

[5.2] Human Resources

[5.3] Communications

[5.4] Governance

[5.5] Science strategy

Table 5 Performance Measures for Supporting a high-performing business

PM number	Performance Measure	Year end rating
5.1.1	Implement a funding strategy aligned with JNCC's strategic priorities and use this to guide input to the next Spending Review and to identify/pursue opportunities	Green
5.2.1	Maintain and develop policies that provide JNCC with the capabilities and capacity that it needs to achieve its objectives, with a focus on developing new approaches to strategic workforce planning, Equality, Diversity and Inclusion, and pay	Green
5.2.2	Implement and keep under review a flexible approach to blended working (combining office and home-based working) and ensure that requirements are supported by office facilities in Peterborough and Aberdeen	Green
5.3.1	Develop a structured and focused approach to stakeholder engagement, complemented by external communications across a range of media	Amber

5.4.1	Maintain effective systems of corporate governance at all levels in JNCC	Green
5.4.2	Create a 'roadmap' of system and process change and start to improve/replace corporate systems (IT, finance, project planning and management, information management, HR)	Green
5.5.1	Publish a science strategy for JNCC and implement across the organisation	Green