



OUR STRATEGY 2025 - 2028

Driving Environmental Compliance
in the UK Construction Industry



Our Scope

Who we are

The Association of Environmental Clerks of Works (AEnvCoW) was set up in 2009 to support and represent Environmental Clerks of Works (EnvCoW) across the UK. We act as both a qualifying body and a unifying voice for EnvCoWs.

We exist to drive environmental compliance and reduce impacts on the Biodiversity and Climate Crises, to ultimately conserve and protect the natural environment. Our mission is to improve environmental standards within the construction industry whilst raising awareness amongst decision and policy makers.

What we do

- Connect with key stakeholders across construction, infrastructure, and government
- Deliver training, conferences, and events to grow knowledge and skills
- Inform best practice in environmental compliance monitoring on construction sites



Our three founding aims

- For the EnvCoW role to become standard practice on construction and engineering projects where risks to the environment exist
- To define, and promote, the role of EnvCoWs through the establishment of good practice and knowledge sharing
- Encourage engineers to think like environmentalists and environmentalists to think like engineers

Why this strategy matters

This strategy sets out AEnvCoW's operational framework and strategic priorities for 2025–2028. Developed through ongoing consultation with members and stakeholders, it brings structure to our work and focuses on the key challenges affecting environmental compliance.

Our Aims and Objectives

We've grouped our work into four aims. These guide our efforts and shape the objectives in our Action Plan:

- Promote Consistency in the EnvCoW Role
- Raise Professional Standards
- Develop Training, Skills & Research
- Community Support for Members.

Action Plan

We have created a detailed Action Plan to deliver on our aims. It includes:

- Clear objectives with defined actions
- Named members of the Delivery Team responsible for each task
- Timescales for delivery so we can track and review progress.

The Action Plan is available for download on our website and will be reviewed annually to make sure it stays relevant and achievable.

Delivery – Responsibilities and Accountability

The Delivery Team is responsible for delivering the Strategy. Each member is responsible for delivery of their objectives in the Action Plan and reports on their progress at Strategy meetings.

The Chairperson makes sure everyone is delivering on their commitments, using regular progress updates submitted before meetings.

Strategy progress is a standing item at bi-monthly Management Committee meetings, and all meetings are minuted to track actions and decisions.

We aim to be accountable and transparent in how we work, with regular reporting and review built in.

Governance and Operations

Our reach

We have members across the UK, and Ireland, giving us insight and influence at a national scale.

Our structure

The Management Team is the operational core of AEnvCoW. It consists of:

- The **Advisory Panel**, who offer strategic insight
- The **Delivery Team**, who lead on the delivery of our Action Plan and manage day-to-day operations.

These members are drawn from AEnvCoW's membership. All Management Team roles are voluntary, with three-year terms, which can be renewed if the volunteer Terms are staggered to ensure continuity and smooth succession planning.

Membership approvals

The Delivery Team also acts as our Membership Panel. New applications are assessed and approved following peer review in line with the criteria set out in the membership application guidance.

Conflicts of interest

All Management Team members are required to adhere to our Terms of Engagement, which include clear steps for managing and avoiding conflicts of interest.

Reporting lines

- The Management Team reports to the Chairperson
- The Chairperson manages the organisation's day-to-day affairs and reports to the Board of Directors, who hold ultimate responsibility for AEnvCoW
- The Chairperson also oversees financial and administrative functions.

How we work

To manage both strategic oversight and day-to-day operations, we run a structured meeting cycle:

Monthly Management Team Meetings are held throughout the year:

- Every second month, we hold a Strategy Meeting, focused on delivery of the Action Plan and strategic aims. These meetings are attended by both the Delivery Team and the Advisory Panel.
- In alternate months, we hold a Membership & Operations Meeting, covering routine business such as membership approvals, events, and administrative updates. These meetings are attended by the Delivery Team only.

This meeting cycle allows us to focus clearly on long-term objectives while keeping the organisation's operations running smoothly.



Governance – next steps

As AEnvCoW grows, we will formalise how we recruit and support the Management Team. Between 2025 and 2028, we will:

- Set the ideal size and structure of the Management Team
- Develop a recruitment plan to attract new team members from across the UK
- Continue to hold Annual General Meetings to ensure transparency and drive member engagement
- Build capacity and explore how we can create paid positions
- Expand our corporate partnership and industry partner programme.

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[AEnvCoW](https://www.aenvcow.org)



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