



The
Ecology Consultancy

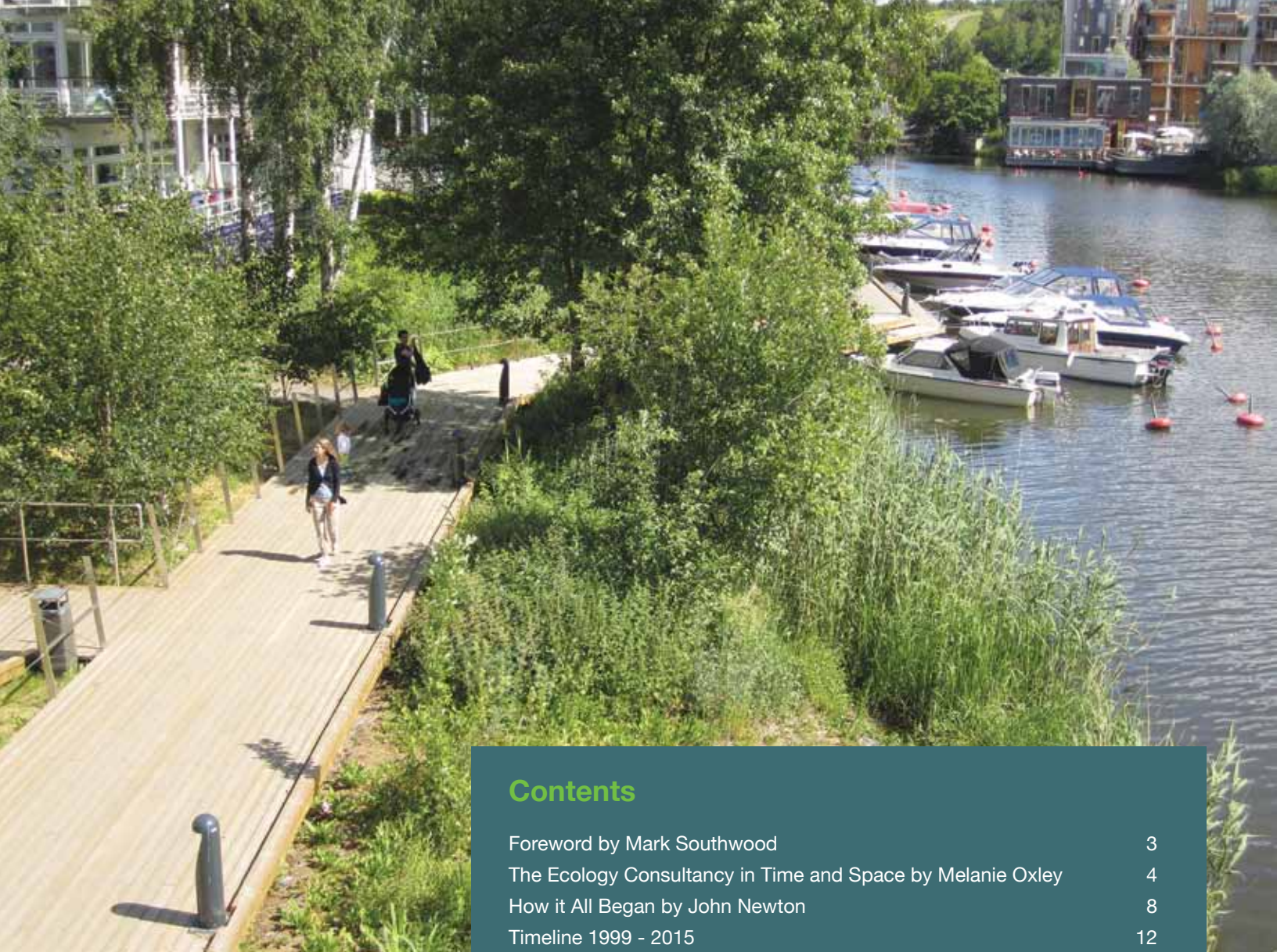


**Celebrating 15 Years
of Providing Excellent
Ecology Services**





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Foreword by Mark Southwood



**Mark Southwood and
John Newton on Tower Bridge,
London**

I first met John in 1999 when I was working on CTRL (Channel Tunnel Rail Link) otherwise known as High Speed One. We (Temple) had just landed a huge contract with Balfour Beatty on CTRL 440 and I needed a considerable amount of ecology support. John and Barry (Nicholson) were extremely diligent and responsive to the original brief making a number of early site visits and produced a very thorough proposal. It was also very competitively priced. This made it a very easy decision and after a brief beauty parade we contracted with Ecology Consultancy Ltd (ECL) and I've never looked back.

The great news is that nothing much has changed and we've done a large amount of work with ECL over the years including some very significant assignments. John has always been very professional in how he goes about things and is passionate about his team and the work he does. It's a very hard job building a business from scratch as I know and there are plenty of trials and tribulations on the way. However, John has always met the challenges head on and has retained a good sense of perspective throughout. To be as successful as John has with ECL (or The Ecology Consultancy

(TEC) as it is now known), and making it the number 2 independent ecology service in the UK - speaks volumes for John's energy, tenacity and endurance.

On a personal note I've really enjoyed working with John over these last 15 years. Partly due to the shared ethos and the passion we both have about business but also genuinely wanting to make a real difference and do things differently by challenging the conventional norms. We also share a love of jazz – which has provided much-needed relief on occasion and we've both benefited hugely from each other's playlists!

Obviously I'm delighted that last year I was able to bring TEC into the Temple fold, as we have so much in common, and I'm confident that we'll achieve great things together. I'm really looking forward to the next 15 years....

**Well done The Ecology Consultancy
and congratulations on your 15th
Anniversary!**

A handwritten signature in blue ink that reads "Mark".

Mark Southwood
Managing Director, Temple



The Ecology Consultancy in time and space

Melanie Oxley

The first fifteen years of The Ecology Consultancy has seen some crucial events and landmarks in our field. Legislative changes, including national compliance with European Directives, plus planning and attitude changes, have all had a marked effect, not only on our native wildlife and its protection, but also on the way in which The Ecology Consultancy conducts its work.

Managing Director, John Newton, has expertly steered The Ecology Consultancy through these challenges to make it a world-class leader in the delivery of applied ecology. Working with developers, rather than against them, John and his team have persuaded many leading development companies of the tangible benefits of making way for wildlife.

When John set out on his path, back in 1988, he was a pioneer for applied ecology. Seeing the need for people and wildlife to co-exist, he gave up his conservation work with the London Wildlife Trust, for what many in our field viewed as 'the other side'.

The Wildlife and Countryside Act (WCA) (1981) was in its infancy and was slowly being

interpreted on the ground – both developers and land managers were on a steep learning curve. Habitat creation, re-creation, and mitigation of impacts on wildlife and habitats, were emerging disciplines that played an important part in the development of John's ideas for his new company, when Ecology Consultancy Limited was registered as a business in 1999.

In 2001, ospreys bred at Loch Garten, for the first time in 150 years, eagerly watched by millions on our TV screens. The protection of Schedule 1 species, such as the osprey, started to hit the headlines, as the first custodial sentence for wildlife offences under the WCA was served by the RSPB in 2002. Wildlife was increasingly being viewed as a precious possession rather than a nuisance. Re-introduction of raptors became a science in itself: in 2004 over 1,000 red kites fledged in the UK after a successful reintroduction programme. Ecology was about to become a fully-fledged profession!

Restrictions on the capture of Schedule 1 species and damage to their habitat meant that those working in the field of wildlife



Melanie Oxley was PR & Marketing Executive for The Ecology Consultancy





gained new status when in 2004 Crane Environmental, headed by Professor Roger Venables and Dr. Jean Venables, collaborated with John Newton on the publication of the Working with Wildlife handbook and an associated training programme for the construction industry. Crane then set up the Civil Engineering Environmental Quality Assessment and Awards (CEEQUAL) scheme, which has now been running for more than 10 years.

In 2007 The Ecology Consultancy appointed a GIS and Systems Manager to handle the enormous amount of data generated by our survey work. 2007 also saw the opening of our second regional office in Lewes, West Sussex.

By 2010 the London office was bursting at the seams, and moved to spacious offices near London Bridge. Another regional office was opened in Edinburgh to respond to enquiries north of the border with the result that we were able to carry out extensive bird surveys for Scottish Natural Heritage.

Also in 2010, a group of forward thinking individuals, including John Newton, Gary Grant and Dusty Gedge, set up the Green Roof Consultancy (GRC). GRC had grown from work undertaken by Livingroofs.org and The Ecology Consultancy through joint working on the London Living Roofs and Walls technical report for the Greater London Authority. The field of green roofs, green walls and ecosystem services gained prominence as it helped to meet complex sustainability and ecological considerations, especially in

protection and ecology had to be made exempt from the law. Ecology Consultancy staff now required licences from Natural England or DEFRA in order to carry out the survey and capture of protected species, and specialists emerged to deal with great crested newts, bats and otters, for example. It followed that surveying for wildlife became a lengthy and bureaucratic activity involving not only professional ecologists, but planners, developers, strategists and Government bodies.

“Wildlife was increasingly being viewed as a precious possession rather than a nuisance”

Climate change was by this time an undeniable consideration. The evidence of warming was clear to see: bee-eaters, a Mediterranean bird, bred in the UK in 2002, and there were other examples. The International Panel on

Climate Change (IPCC), established in 1988 by the United Nations Environment Programme (UNEP), produced its Fourth Assessment Report in 2007. This paid attention to the integration of climate change targets with

sustainable development policies, and it talked about mitigation and adaptation.

Ecologists working with developers



urban areas, where climate change events such as flooding and the heat island effect, stand to have most impact.

The Ecology Consultancy was by this time the leading provider of ecology services on green infrastructure audits, sustainable housing, road and rail infrastructure, renewable

energy and strategic planning. Having taken on board leading survey techniques such as DNA analysis, radio tracking for bats, as well as new expertise in landscape and marine ecology, the company, having become part of Temple Group, finds itself in an exceptional position.

FAR LEFT: eDNA sampling
ABOVE: Osprey (Wikipedia commons)



How it all began

John Newton talks about how he set up The Ecology Consultancy



John Newton, Managing Director

It was 1988 and I had been working with The London Wildlife Trust (LWT) as Deputy Director (Conservation) for five years. My working life up to that point had been in the not-for-profit sector, but I felt it was time to move on, and through my contacts, I realised the need for ecological input in development.

Not long after, I literally crossed the road from the LWT office and walked into a new role with the London Regeneration Consortium, to work on the Kings Cross redevelopment! I really enjoyed working with people who

were non-ecologists but nevertheless were inspirational and highly respected in their own fields of work, such as Laurie Olin, the American landscape architect. These were people who had a different take on wildlife from the conservationists of my past.

I decided to work as a freelance ecologist, but also became involved in the wider issues around environment and development. Through this work I got to know Roger and Jean Venables and, in 1996, we set up Crane Environmental to provide advice, guidance and training to the construction industry. Workload rapidly increased and I was offered the opportunity to work with contractors who were building the Channel Tunnel Rail Link, including companies such as Skanska, Costain and Balfour Beatty, providing ecological watching brief and clerk of works services.

During this time I realised the potential for ecological consultancy and founded Ecology Consultancy Ltd. In 1999 I invited my colleague from LWT days, Barry Nicholson, to join me as a co-Director and in 2000 he set up our regional office in Norwich, in a large room at his home. Back in London, I was also



Kier Homes development





ABOVE: London office team

RIGHT: Watervole (2012 planobop)

working from home, out of a not-so-large spare bedroom! Clair Williams had joined the company, and it was clearly time to get proper offices, to take on more staff and to take another step up the professional ladder!

We took on Lorraine Parish and Rebecca Willetts and found an office in Porden House, Brixton, right behind that famous den of iniquity, The Fridge. In fact our office sort of belonged to the nightclub! We were soon joined by two people who remain vitally important to the company; botanist Jon Riley and office manager, Jane Kendall. We only stayed 18 months at Porden House – the letting arrangements were less than secure – before moving into a relatively spacious office in the historic Bon Marche Centre, opposite Brixton tube.

Work was growing apace and we had, amongst other projects, large contracts for work at Betteshanger Colliery, Kent; a large reclamation and development project in Newhaven; and with Transport for London, on the West London road network. Work on the Ebbw Vale railway line came in, followed by a long-term contract with old clients, Skanska Balfour Beatty, on the M25 widening scheme.

Giles Coe, Naomi Forbes and Ben Kimpton joined us to work on Newhaven and other



projects in Sussex and Kent, and soon after, in 2007, they set up our office in Lewes. Our London office was also expanding and it became clear that to support large-scale project work, including infrastructure projects, we needed to improve our IT capability and bring in a sophisticated mapping team. Corrado Cacciarru was, and still is, in charge of these services and his team now includes 8 GIS experts. We also employed Nerys Thomas as our first marketing officer.

Our East Anglia office in Norfolk was also growing fast and they took on Sam Phillips, Dr. Graham Hopkins and Dr. Rachel Saunders, who, as well as developing our work in East Anglia, worked on large projects such as *Building Schools for the Future* in Bradford,



ABOVE: Brimstone

LEFT: Vegetation survey

and the Greater Manchester Waste Management Programme, which involved a lot of surveys on recycling and landfill sites.

The success of Ecology Consultancy Ltd led me to review the direction of the business and to reconsider our brand, and in 2010 we became The Ecology Consultancy. This coincided with a London office move from SW2 to SE1 and, very sadly, with the death of my co-Director, Barry Nicholson.

During 2010 we got

involved in our largest project to date, when Temple Group contracted us to lead the ecology work for a strategic appraisal of route options for the high speed rail link, HS2. We were later contracted to complete ecological surveys, including detailed surveys for rare species of bat along a 90km length of the proposed HS2 route, as part of the EIA to support the Hybrid Bill.

We are now based at London Bridge and I am proud of what I have achieved, especially the great

working environment at The Ecology Consultancy and our commitment to quality of product and service. I have been fortunate to work with a fantastic team of skilled people, now totalling 64, many of whom have been with us for years. Just last year, I sold the company to Temple and I am now looking towards my retirement in a couple of years' time, knowing The Ecology Consultancy will be in very safe hands.

“...I am proud of what I have achieved, especially the great working environment at The Ecology Consultancy and our commitment to quality of product and service.”

The Ecology Consultancy Timeline 1999 - 2015

- Policy and Legislation
- TEC News
- Ecology News

■ The Environmental Protection Regulations 1999



■ The Wildlife and Countryside Act 1981 (Variation of Schedule 9) 1999

■ Countryside and Rights of Way Act 2000

■ Ospreys breed in England for the first time in 150 years (RSPB)

■ First custodial sentence for wildlife offences under the Wildlife and Countryside Act (RSPB)

■ Bee-eaters breed in UK for the first time since 1955 (RSPB)

■ Establishment of UK Biodiversity Partnership and its first conference held in Perth, Scotland



■ Big Project Highlights: Betteshanger Colliery

■ Big Project Highlights: Newhaven

■ London office moves to Porden Road, Brixton

■ Working With Wildlife guidance, edited by John Newton and Barry Nicholson, published by CIRIA

■ London office moves to Bon Marche Centre, Brixton

■ Big Project Highlights: Ebbw Valley Railway

■ Animal Welfare Act 2006

■ Natural Environment and Rural Communities Act 2006



■ Specialist GIS team sets up in London office

■ Big Project Highlights: Neighbourhoods Green – Natural England/Housing

1999	2000	2001	2002	2003	2004	2005	2006	2007
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■ Ecology Consultancy Ltd is born

■ Big Project Highlights: CTRL



■ Norfolk office opens in Hethersett, Norwich



■ The Millennium Biodiversity report published

■ Choughs breed in England for the first time in 50 years (RSPB)



■ The number of protected areas in the world passes 100,000, with a surface area large enough to cover all of India and China, approximately 13 million square kilometres

■ Great Bustard 10 year reintroduction project begins with the first release in Wiltshire

■ Over 1000 red kites fledged from nests across UK, following a successful reintroduction programme (RSPB)

■ 25th anniversary of EU Birds Directive (RSPB)



■ New Forest becomes England's ninth National Park

■ Reintroduction programme of the native pool frog begins in Breckland, Norfolk

■ English Nature integrates with parts of Rural Development Service and Countryside Agency to form new governing body, Natural England



■ Big Project Highlights: River Lea – River Corridor Survey

■ Sussex Office opens in Bizspace, Lewes



■ The South Downs becomes England's 10th National Park

■ The Conservation of Habitats and Species Regulations 2010

■ London office moves to Cole Street, Borough

■ Big Project Highlights: HS2

■ Big Project Highlights: London 2012 Olympics

■ A new species for Norfolk. *Odontoschisma denudatum*, commonly known as matchstick flapwort was discovered at Holkham Dunes NNR by TEC botanist, Alex Prendergast

■ Big Project Highlights: Wealden District Council – site surveys

■ TEC expands north of the border and opens an Edinburgh office

■ Biodiversity 2020: A strategy for England's wildlife and ecosystem service



■ Big Project Highlights: GI Audits/BID districts

■ Big Project Highlights: Beyond Green, Norwich expansion



■ TEC's London team expands and moves Beckett House, 72 Borough High Street

■ TEC becomes part of Temple Group

■ eDNA analysis for the detection of GCN launched

■ Professional Ecology training series launches

■ Thank you to everyone who has helped The Ecology Consultancy in its first 15 years. We look forward to seeing what the next 15 brings

■ Explanatory memorandum to Wildlife & Countryside Act 1981 (variation of Schedule 5) (England) Order 2008

■ 150th Anniversary of the publication of Darwin's origin of species

■ Ecology Consultancy Ltd rebrands to The Ecology Consultancy (TEC)

■ Lewes office moves to The Old Granary, Upper Stoneham

2008

2009

2010

2011

2012

2013

2014

2015

■ Norwich office moves to Lodge Farm Barns, Bawburgh



■ Big Project Highlights: M25

■ Big Project Highlights: DP World

■ Big Project Highlights: Runymede

■ Chagos Marine Protected Area becomes the largest marine reserve in the world and the 2nd largest protected area in the world. The reserve, located 500k south of the Maldives is larger than France!

■ Director Barry Nicholson dies

■ Natural Environment White Paper published

■ TEC ecologist records record number of dormouse at Ightham Mote in Kent

■ Working With Wildlife guidance 2e, edited by John Newton, Barry Nicholson and Rachel Saunders, published by CIRIA

■ The Olympic Games held in London are the 'greenest' Olympics so far. At least one quarter of the venue was made from recycled material



■ UK Barn owl populations decline – described as 'worst year since records began'

■ Development of TECs mobile mapping commences

■ Big Project Highlights: Southwark SINCS

■ TEC is 15 on 18th October





Behind the Fridge: Fond memories of the early days

Jane Kendall

When I joined Ecology Consultancy in 2005, we were based in a tiny office behind The Fridge – an infamous Brixton night club. There were 5 staff at that time and, as Office Manager, I was responsible for doing everything from managing the accounts and running payroll to answering enquiries and keeping the office tidy. I was even occasionally allowed out when the ecologists needed an extra pair of hands. It was a great way to learn, having previously only worked in the charitable and not-for-profit sectors, including London Wildlife Trust where I first met John Newton, I needed to get up-to-speed on what working in a consultancy was like.

Not long after I joined we

began to grow, initially just taking on temporary staff each summer to help with survey work. Fortunately for us many of them kept coming back year after year until we were finally able to make their jobs permanent. Several of those pioneers are still with us, Giles Coe, Sasha Dodsworth and Toni Harrington, and they have probably all spent more time wading around in ponds at night than they care to remember!

Each new year and new survey season brought

new discoveries. It was a revelation watching plastic bottles being refashioned into traps for great crested newts, finding out that Red Bull is an essential part of bat survey equipment and that reptiles like roofing felt!

I've compiled hundreds of fee quotes and tenders, and I have helped with numerous surveys for bats, birds and reptiles.

As the number of staff grew

so did our need for space. So far I've organised three office moves to progressively larger premises and seen our staff grow from five to more than

“It was a revelation...finding out that Red Bull is an essential part of bat survey equipment and that reptiles like roofing felt!”



Jane Kendall, Office Manager

60. Over the 10 years I've been with the company there have been many changes - now in our 15th year there are more changes to come in working with our new colleagues at Temple.



TOP: Urban wildlife
ABOVE: Prudential bike ride
LEFT: The Fridge, Brixton



Norfolk noises

Rachel Saunders



**Rachel Saunders,
Principal Ecologist**

The Norwich office had humble beginnings in a spare bedroom in the home of co-director Barry Nicholson, employing just one other ecologist.

When I joined the company in 2007, Barry had added a further member of staff. My first week was eventful: a Phase 1 survey of a local sewage works on a particularly hot summer's day, plus leaving my bag on the floor by my desk, resulting in my lunch ending up inside Darcy, Barry's dog!

Within six months, our ranks had swelled to five – we had won a contract to survey the County Wildlife Sites of Lincolnshire for North Kesteven and East Lindsey District Councils. Another large contract with Costain meant either travelling to and from Greater Manchester charged with the unenviable

task of surveying numerous waste disposal sites, or recovering from a lack of sleep following all-night bat transect surveys for a number of prospective wind farm projects. We extended our in-house capabilities further by bringing in Dr. Graham Hopkins with his vast entomological experience. Since the staff team was growing, we had outgrown our offices and in 2008, we decided to move to a newly converted barn complex beside a series of lakes in Bawburgh. The views were wonderful, and with Cetti's warbler song exploding from the reed margins and the occasional wintering bittern to be had, it was a fitting location for any reputable ecological consultancy.

Lodge Farm Barns was to be our home for the next two years. We had our ups and downs during that time, the most significant being the sad loss of our friend and mentor Barry, who is still sorely missed by all. Our work in Lincolnshire and on wind farms continued apace and included the surveying of nearly 300

ponds along the cable route of a large offshore array in Norfolk.

In 2011, the team moved offices once again, after collecting two further specialists for the team; this time into Norwich. Admittedly, the views weren't quite so good, and, with the exception of a vulpine visitor to the car park in the depths of a harsh East Anglian winter, there wasn't so much wildlife on the doorstep. But, at least there was a pub just round the corner. And another one down the road...

In 2011, we said goodbye to some staff who went off to exotic locations and we lost our star botanist.

Since then, our work on wind energy projects has continued, including Galloper offshore wind farm in Suffolk. Other significant projects include several large-scale housing developments including North Sprowston and Newfound Farm, the extension of Norwich Research Park and a number of Natural England contracts focusing on invertebrates.



ABOVE:
Norfolk office
team; Otter
BOTTOM:
Invertebrate survey
MAIN IMAGE:
Blakeney Point





Sussex soundings

Giles Coe



Giles Coe, Principal Ecologist

Over an espresso and a *nata* in a Portuguese café in Brixton, John and I shook hands, agreed my salary and terms and I started working for The Ecology Consultancy the next morning. I was working from home, with occasional trips to the London office in Brixton. In total there were six of us plus the somewhat mythical (at the time) Barry, “helping out” in Norfolk.

In those days, time-sheets were pleasingly simple, the work was enjoyable and often unsupervised, instructions were brief and anything I didn’t understand was usually down to me to find out!

One of my early sites was at Crowhurst Corner in Brighton. Reptile mitigation had to be postponed due to the lateness of the season, so when I started the translocation the following spring, the contractors were close behind. In those days, an ecologist on a construction site was a figure of fun and frequently accused of holding up their ‘proper’ work! ‘Newt boy’ was one of their nicknames for me!

I often found myself working in, well, less than pleasant surroundings, such as on water

treatment plants, landfills and old industrial sites. This included part of the Betteshanger colliery site, where whilst overseeing a destructive search, a swarm of bees erupted from the ground in front of me, looked around like an angry cloud of smoke, then spotted the nearest likely offender in bright orange hi-vis and headed straight for me! The digger driver let me leap into his cab only to kick me out a few seconds later, when it was clear I had brought a few angry friends along for the ride. I drove 70 miles home to Sussex later that day with at least eight nasty welts and unable to sit down. I arrived back at work the next week to find my new site name was ‘Sting’.

A very memorable survey was a mobile mapping project for Transport for London (TfL) that we undertook for Hyder Consulting. Carrying hand-held Personal Digital Assistants loaded with MapInfo and base maps of London, five ecologists walked most of the major routes into and out of the capital, noting down broad habitat types and recording the potential for Biodiversity Action Plan species. It felt as though we had recorded every twig and potential reptile site within the M25.

IMAGES TOP RIGHT:

Lewes office team; Sussex landscape

BOTTOM RIGHT: Pride of Sussex



Later, in 2007, after I had badgered John Newton relentlessly, he agreed I could spearhead a new regional office in Lewes, West Sussex. The commute to London was becoming a pain and with excellent local ecologists, and no shortage of Sussex-based projects, the time seemed right. I managed to locate a serviced office, only a five minute walk to the John Harvey Tavern. Perfect!

Once I had set up a makeshift computer network, we moved in, spending our first year in one smallish room. I am proud to say, that within 12 months, John and Barry announced that they were pleased with how things had gone! The projects just kept coming in. In our second year we moved up into a large double room in the same building and employed field assistants.

We continued to grow and moved to slightly cheaper but larger premises at Upper Stoneham farm in 2009. In the spring and summer this was a pleasant place to work, with great crested newts turning up in the toilet block, the cries

of buzzards overhead and the sound of barn owls in the evenings. But the winters, oh boy! Poor insulation and minimal heating, meant we would still be shivering in coats and scarves at midday. The arrival of spring was heralded each year with a shower of death-watch beetles falling from the ancient timbers onto our desks!

By now the Sussex team was assessing a large number of Wealden sites for the councils' Local Plan - a great piece of work which showcased our habitats abilities. As the economy started to grow green shoots, we brought in expert ecologists specialising in protected species. But we needed to widen our horizons and find some new and more challenging projects to get involved in (and somewhere warmer to work). A new business strategy, that coincided with some of our longer term staff leaving, provided the impetus to get recruiting.

We found wonderful new offices in 2013: a modern barn conversion, with, gulp, central heating! It had plenty of

parking space, storage and a smart meeting room. We were able to put together training courses both for our own staff and other ecologists.

The new team gelled together well during 2014 and we landed new work on some large housing developments around the south-east. Habitat and green infrastructure work continues to progress and with the team set to grow again in time for the next field season. Coming off the back of our busiest years trading and with some exciting opportunities on the horizon, the future looks promising.



Senior stories



**Tom McArthur,
Principal Ecologist,
talks about his
experiences on HS2**

I joined the team in September 2012 specifically to work the huge contract The Ecology Consultancy had just won; to manage the Ecological Impact Assessment of the High Speed 2 (HS2) development.

The company had won the Country South Section of the route, some 90km of open countryside, including the Chiltern Area of Outstanding Natural Beauty. It was a slow start as the enormity of the task sank in, but it wasn't long before the team grew from a single ecologist (Jon Riley) in early 2012 to about 40 core staff and about 150 field specialists. In what felt like a blink of the eye our first field survey turned into our hundredth and then our thousandth and then...we lost count as it soon became a larger project than anyone involved had ever experienced!

All this field information was compiled and checked as it arrived at the London

office, and eventually it fed into a myriad of bespoke databases and spreadsheets. Our GIS department was at full stretch. Following months of late nights and weekends our analysis saw the data inform countless mitigation measures and over 25 detailed technical reports. The cherry(s) on top were the nine ecological impact assessment chapters and the 15 baseline reports that we authored, which were all completed on time and within the exceptionally tight 18-month deadline.

Beside all these deliverables the greatest success has been the development of an experienced and highly professional team from a group of enthusiastic individuals, brought together at The Ecology Consultancy. We remain at the forefront of the ecology work on the HS2 project. I would like to say "well done and thank you" to everyone on the HS2 team.



RIGHT:
Arnos Grove
FAR RIGHT: **Railway survey,
Petts Wood**



Senior stories



**Dr. Sarah Yarwood-Lovett,
Principal Ecologist, talks
about innovation and
the future**



**ABOVE: Training for ecologists
TOP RIGHT: Bat surveys - Andy White**

I joined The Ecology Consultancy in January 2011, but had my first chance to meet the team at the 2010 Christmas Social. From the very start it was clear to me that the culture at The Ecology Consultancy was one of genuine passion for ecological work, and delivering it with quality and style.

This ethos that John has cultivated is very apparent throughout the company, with staff able to discuss ideas and innovations widely and have the opportunity and support to bring them to fruition. In the past year alone, the team has developed new training for the business (The Professional Series), has been at the forefront in using new techniques (such as using eDNA to survey for great crested newts), has contributed frequently to publications and events, and has a variety of other ideas simmering. All the while we are expanding our portfolio of clients and projects and successfully growing the business.

In being able to explore and develop new ideas, staff are continually researching, keeping up-to-date with new approaches and critically looking at the best way to solve problems. Our commitment to this confers real benefits for our clients, as it means we offer cost-



effective survey approaches, may be able to reduce timeframes for the works required and add value to projects. It also ensures that The Ecology Consultancy has a very secure position within the industry into the future.

Last word by Jon Riley



Long walks on the Long Mynd in his youth and his first job as warden of Holm Dunes (a National Nature Reserve on the Norfolk Coast) show that John is a real naturalist, especially when it comes to ornithology. But he couldn't stay in Norfolk forever and life brought him to London where he helped define urban nature conservation in the UK. He was a founding member of staff at the London Wildlife Trust where he instigated one of the first city-wide surveys of wildlife sites to be carried out anywhere.

I joined the company 10 years ago. My first job at Pordon Road in Brixton was to put up shelves with an ancient and feeble power drill that threatened to blow up. Things could only get better!

Staff have come and gone over the years but little of the knowledge they contributed has been lost. Instead our understanding of ecological survey methods, impact assessment and project management has continued to increase. Our list of clients reflects John's ability to create relationships, build trust and find solutions that help to

make projects happen. Today we carry out big, complex projects and work with the most important construction companies in the UK, but we still work for clients of every size, which is an important principle for our company.

John and Mark's enduring working relationship and similar experiences in forming their own companies (and not their shared enjoyment of going to Ronnie Scott's), means that the Ecology Consultancy will continue to flourish as part of the Temple Group.

After this 15th year milestone, John will continue to be involved in the Ecology Consultancy. He is a true nature conservationist, and, as he concludes a remarkable career, we know how much he will enjoy living on the Sussex coast.

Thank you for creating the Ecology Consultancy....

A handwritten signature in black ink, appearing to read 'JR' with a flourish.

Jon Riley
Technical Director



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