

Annual Review

2024





Image –

Tibetan Art Museum, Structural Awards
Supreme Award winner 2024

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Welcome



A structurally safe and climate resilient built environment

Welcome to our 2024 Annual Review, a year where structural safety, climate resilience, and professional competence shaped our direction.

This review shows how these essential structural engineering qualities were brought to life to inform, educate, and inspire change. These are universal themes, so our approach was collaborative, drawing on our UK and global expertise.

Structural safety

We worked with our members, practitioners and academics, as well as other organisations in the built environment to produce timely and relevant guidance, events and CPD on structural safety.

Global examples included *Design of transfer slabs guidance*, created with industry experts to enhance design safety; CPD on *Understanding structural behaviour* and *Seismic design of structures*; and our *Designing for construction productivity* conference.

The important work of CROSS (Collaborative Reporting for Safer Structures) flourished in 2024. This confidential safety reporting scheme, owned by IStructE and the Institution of Civil

Engineers (ICE), operates in Australia, the UK and USA. Its regular pulse of safety alerts have immense significance across jurisdictions.

In the UK, the final Grenfell Tower Inquiry Phase 2 report, published in September 2024, was shocking and sobering. We reviewed and assessed its implications for structural engineering, publishing our insights in *The Structural Engineer* magazine.

Along with this, we also focused on the Building Safety Act, Higher-Risk Buildings (HRBs) and the ongoing RAAC crisis. IStructE proactively liaised with policymakers, especially with the Scottish government and relevant local councils.

Climate resilience

Our strategy to instil climate resilience in structural engineering and the built environment became even more vital in 2024, the warmest year in the World Meteorological Organization's 175-year observational record. (Source: [WMO](#)).

IStructE's approach aims to share knowledge and start discussions on practical solutions. We published *The Regenerative Structural Engineer*, and collaborated on the UK's first Net Zero Carbon Buildings Standard. In 2024, our Climate Emergency Task Group celebrated five years of significant progress and success.

Competence and professionalism

We remain committed to the highest standards in education, training and professional assessment requirements. This is where the public value of

membership truly lies. In our response to Grenfell, we highlighted the importance of competence, of understanding building regulations, and for members to maintain professional standards. We also stated the strong case to establish the mandatory registration of structural engineers.

In 2024, we launched our *Elevate* mentoring programme, strengthening our Equity, Diversity and Inclusion (EDI) credentials to enhance competence, build communities and support structural engineers through all career stages.

Global community

Throughout 2024 our achievements were supported by the commitment of our membership and dedication of our staff. Together, we continue to develop a global community of structural engineers who take pride in their profession and value public safety.

Looking ahead, we will be launching our new purpose-led strategy which will mark the beginning of an exciting new chapter of progress. Thank you to everyone whose continued support helps us make a difference. I hope you enjoy this review.

Yasmin Becker
Chief Executive

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About us

The Institution is the world's largest international membership organisation dedicated to the art and science of structural engineering.

We are a charity established by Royal Charter, accountable to our Board of Trustees and advised by an elected Council.

We are proud of our heritage, and have our sights firmly set on the future as we support structural engineers globally.

Professional membership of IStructE is a leading global benchmark of competence and technical excellence. Our members undergo rigorous technical assessment.

We support them in this through career-long development, learning and mentoring.

We provide a voice for our members, promoting their contribution to society as innovative, creative problem solvers and the guardians of public safety. Structural engineers also have a crucial role to play in responding to the climate emergency.

We recognise both the breadth and depth of the needs of our members. We help engineers come together and share knowledge and ideas in a variety of ways, including face to face events, digital platforms and social media.

We are inclusive. No one with the aspirations and ability for a career in structural engineering should encounter any barriers. We constantly review our routes to membership to provide flexibility in the application and examinations process, offering more choice for all our candidates.

Our principles

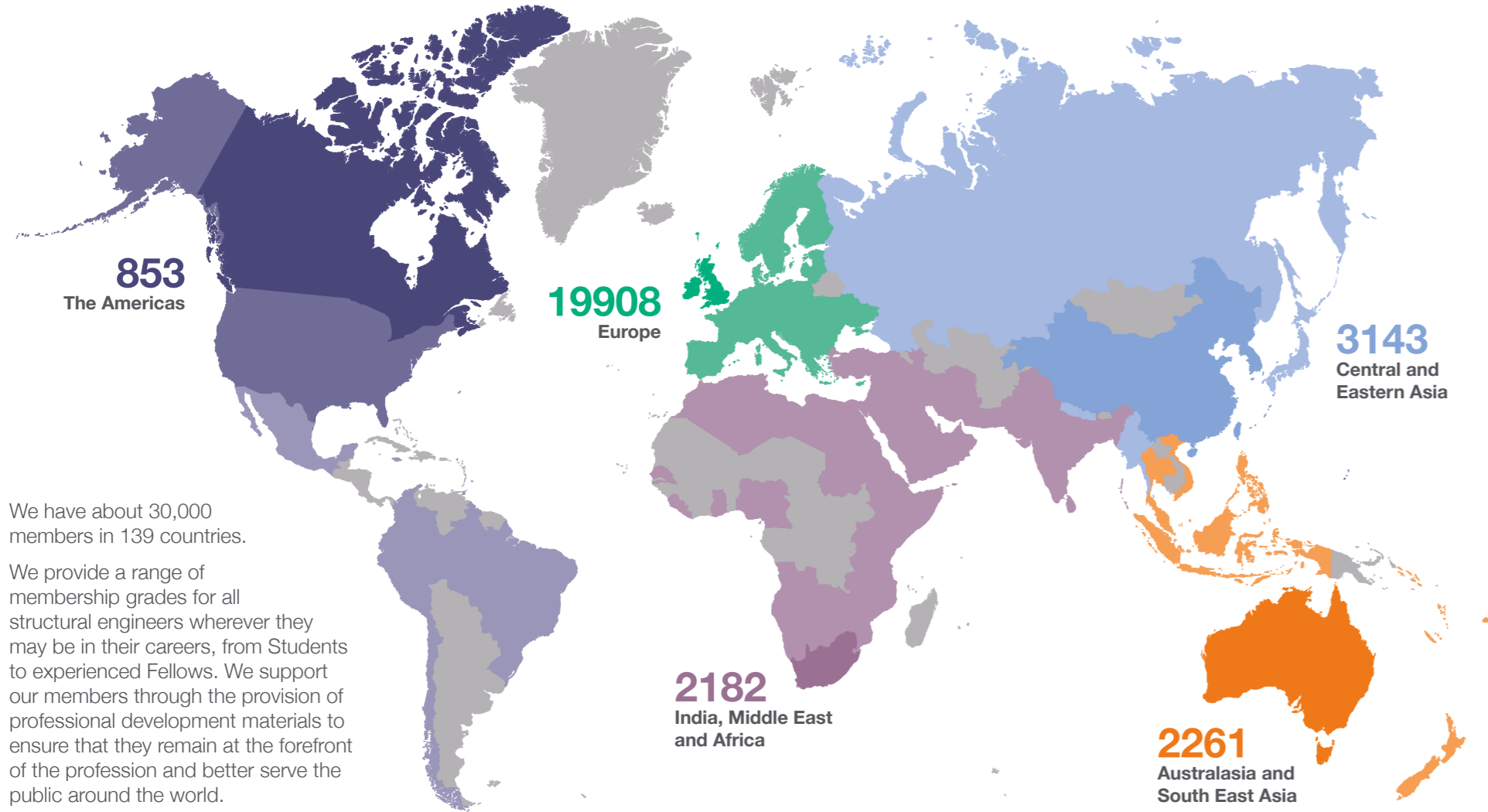
- We are committed to exemplary **professional standards**
- We **respect** our members
- We **champion** the profession
- We are passionate about a **sustainable** built environment for all
- We are **inclusive**
- We **recognise** and **celebrate** the most talented structural engineers
- We are **collaborative**
- We are truly **international**

Image – Smithfield poultry market roof, Structural Award winner 2024
Arup © FMJ, 2024

Image –
66 Oxford Terrace,
Structural Award winner 2024
© Structure Design Ltd &
Phoenix Consulting Ltd, 2024

Worldwide membership

Countries where the Institution has most members are represented on this map in the darkest shades.



We have about 30,000 members in 139 countries.

We provide a range of membership grades for all structural engineers wherever they may be in their careers, from Students to experienced Fellows. We support our members through the provision of professional development materials to ensure that they remain at the forefront of the profession and better serve the public around the world.



29532

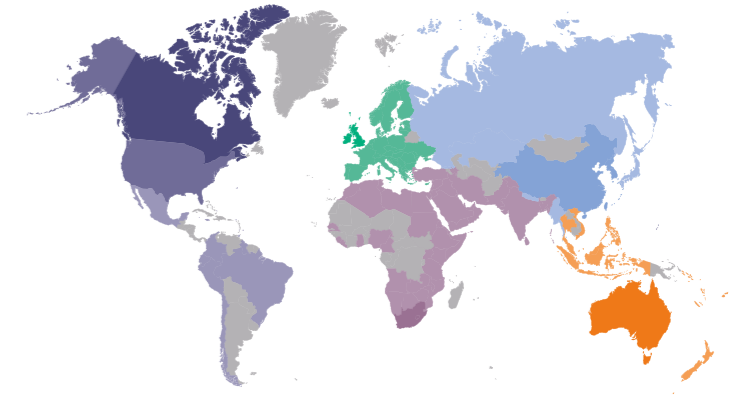
total members



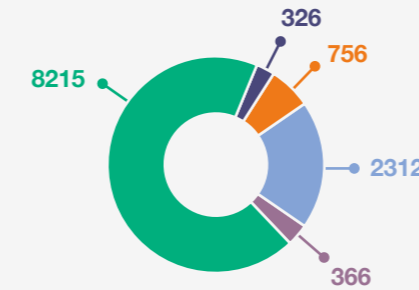
24120
male members*



4923
female members*
(16.67% of membership)

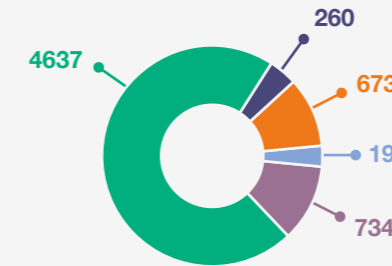


Member grade by region



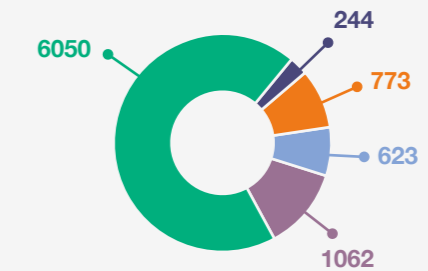
12031

chartered members
(Fellows, Members and Associates)



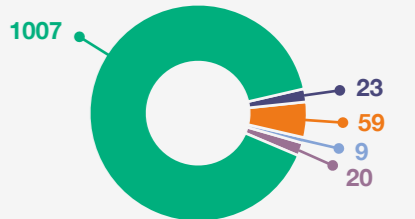
7438

student members



8930

graduate members

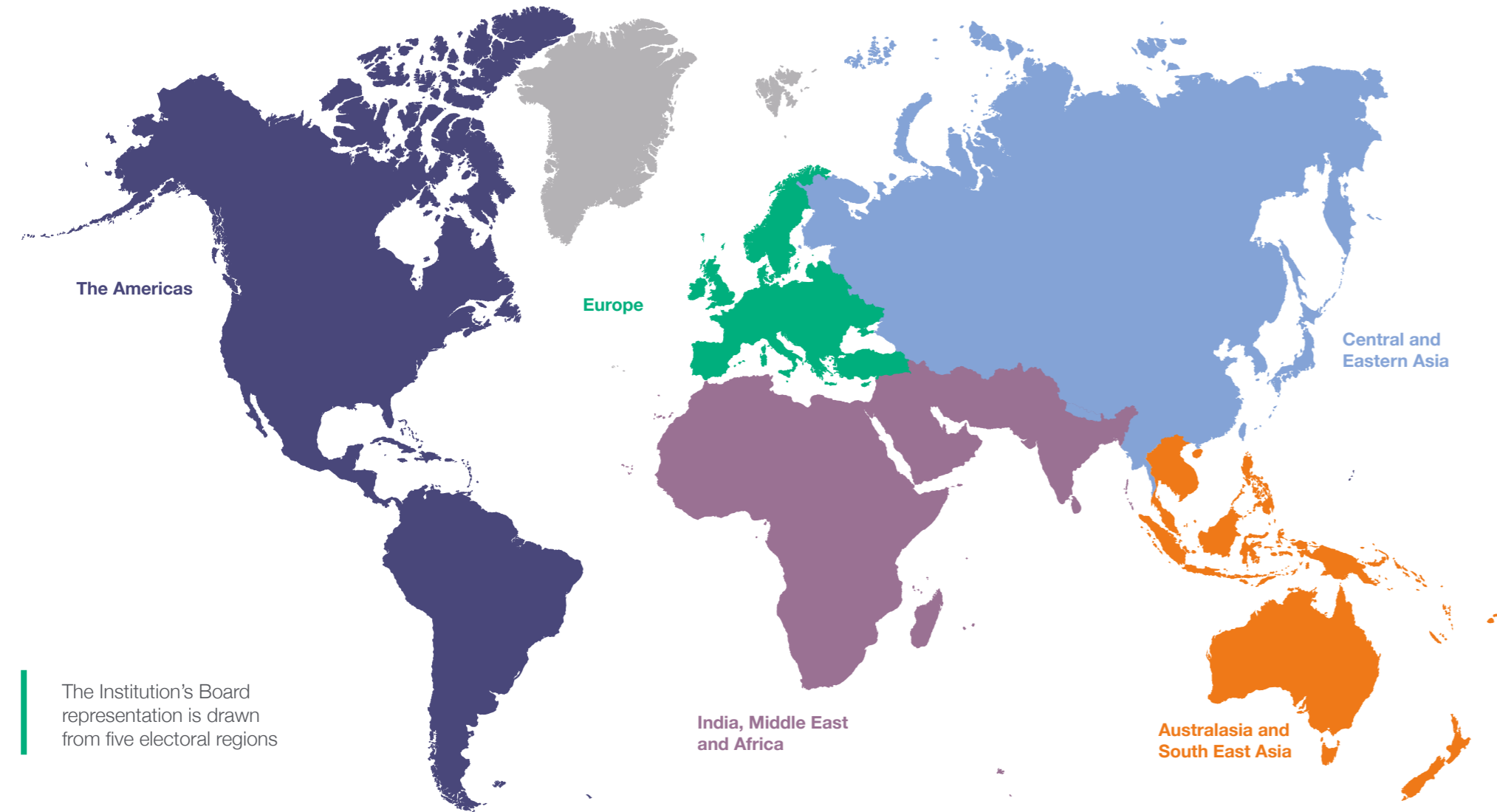


1133

other members

This report counts active memberships as of 1st January 2025. It counts all Grades. * Not all members have declared their gender.

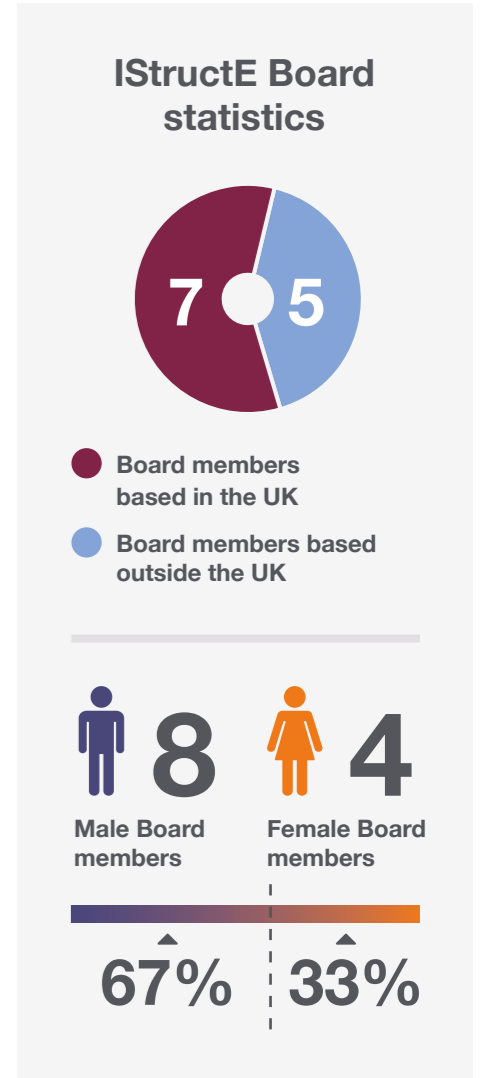
An international Institution



The Institution's Board representation is drawn from five electoral regions

Trustee Board Members 2024

<p>Europe</p> <p>Don McQuillan</p> <p>Matt Byatt</p> <p>Kate Wise</p> <p>Tendayi Munyebvu</p> <p>Elisabeth Marlow</p>	<p>Keith Williams</p> <p>Ed Clark</p> <p>The Americas</p> <p>Tanya de Hoog</p> <p>Shalini Jagnarine-Azan</p>	<p>Australasia SE Asia</p> <p>Brian Uy</p> <p>Central and Eastern Asia</p> <p>James Ding</p> <p>India Middle East Africa</p> <p>Mohamad Al-Dah</p>
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A collective commitment to safety

The pursuit of safety in structural engineering lies at the heart of the Institution's activities. This was demonstrated by a body of work across a diverse range of activities, that continues into 2025, made possible by a collective commitment. The Institution has not only developed and disseminated best practice guidance to build competence but has also been at the forefront of extending knowledge in areas of emerging risk through research.

A strategic focus

To ensure a strategic focus to our technical work, the Institution has established a safety feedback system. Potential issues are identified through feedback from panels, discussion with CROSS and liaison with industry safety groups and building control. Topics for guidance are agreed with the Engineering Leadership Group (ELG) and guidance is produced by teams of volunteers and staff. These cover design, assessment, compliance, management and digital trends. Our links to industry ensure guidance is taken up once published.

Design: Punching shear in transfer slabs

The effectiveness of the system has been demonstrated through the publication of the guide *Punching Shear in Transfer Slabs* in October 2024. Working with industry partners, this free guide was produced in less than six months and fills a significant knowledge gap in the design of reinforced concrete buildings that has a potentially major impact on safety. The publication has been downloaded over 5,000 times worldwide and was supported by a series of sell-out webinars and an article in TSE in a collaborative initiative with the Learning and Development team.



Assessment of existing buildings

The twin drivers of safety and sustainability have seen a sharpened focus on the assessment of the safety of existing buildings. The Institution continues to build on its body of resources for members in this key area. In April 2024 the highly successful *Assessing higher-risk buildings under the Building Safety Act: a compendium of structural typologies* was published. With over 12,500 such buildings to be assessed in the next five years, this provides a reference guide to design features, design standards and possible defects in common structure types. It has quickly become a desk-top companion for structural engineers.



Experts convened by the Institution have also provided members and regulators with support in safely dealing with risks associated with legacy issues in existing buildings. The Institution's RAAC resources were updated throughout the year with a RAAC webpage providing a portal, with on-demand training for identifying, assessing and remediating RAAC provided. The Institution also supported the Scottish Government's response through the RAAC cross-sector working group, putting together a proposal specific to dealing with RAAC in residential properties along with the Scottish Regional Group. The Institution has demonstrated its commitment to finding a long-term solution to safely managing RAAC by its Research Panel sponsoring research into how RAAC fails in end-bearing, helping understand a key risk.

As existing building safety gains in prominence following concerns with RAAC and the Grenfell Tower tragedy, increasing media coverage has been given to the robustness of Large Panel System (LPS) buildings. The Institution has provided expert advice on LPS buildings to the public in conjunction with the MarComms team through a webpage and a BBC television news interview. Support to members as they assess these buildings will continue in 2025 with a series of webinars.

The Institution's response to the Grenfell Tower tragedy and Building Safety Act

Following the Grenfell Tower tragedy the Institution has supported industry reform through its work on promoting competence and delivering culture change. 2024 saw two key milestones in response to the tragedy: the full implementation of the Building Safety Act 2022 and the publication of the Grenfell Inquiry Phase 2 report.

The Institution updated its dedicated BSA webpage as secondary legislation was released to keep members informed. In November 2024 guidance for members designing Higher-Risk Buildings (HRBs) *Structural submissions for higher-risk buildings under the Building Safety Act: guidance for Gateways 2 and 3* was published, providing detailed advice on how to navigate the new Building Control approval process. Further detailed guidance on preparing Safety case reports and meeting Golden thread requirements will be published in 2025.



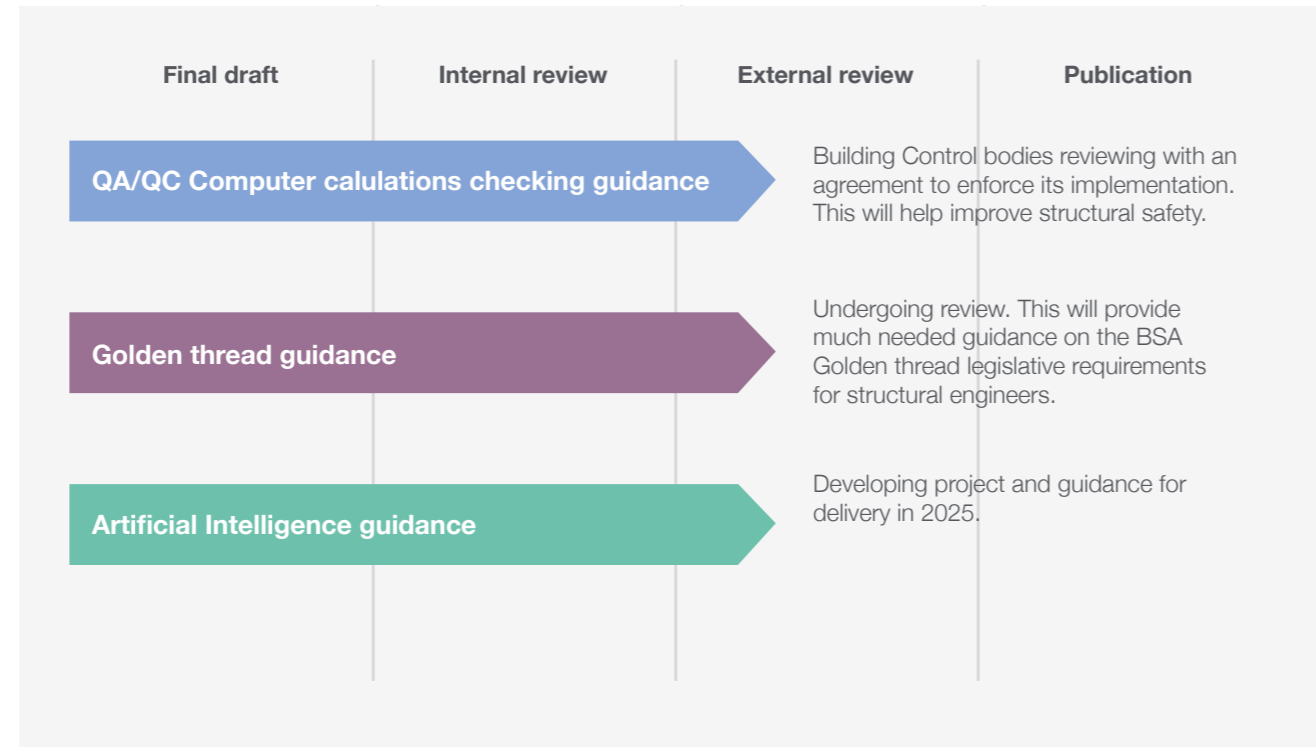
As well as those working on HRBs, the BSA also has a profound effect on all those designing buildings in England and Wales, particularly those working on domestic projects where there can be significant additional legal duties. The Institution prepared guidance for members working on domestic projects which was published in the August 2024 Structural Engineer magazine *What does the Building Safety Act mean on small projects?* and this topic was also presented at the October 2024 SME conference.

September 2024 saw the release of the Grenfell Inquiry Phase 2 report. Whilst the Phase 1 report was primarily focused on the events of the night of the fire, the Phase 2 report examined contributory factors, including the failings of the construction industry in general. In recognition of its importance to the profession, the Institution highlighted the report to members in the October 2024 *Structural Engineer* magazine and informed members of its review into the report's findings. In same month the Ministry of Housing, Communities and Local Government (MHCLG) wrote to industry bodies, including the Institution, seeking confirmation that the findings of the report were accepted and asking what actions were being taken to address these. The Institution responded on 5th November setting out its previous and planned actions. The official government response is scheduled for March 2025 and the Institution remains committed to supporting members through any subsequent changes.

Digital engineering: Tools to deliver

2024 saw a review of the digital aspect of the technical strategy. The aims are to support its safety and sustainability goals, allow members to increase productivity and be prepared for the future. Several key projects were instigated in the period.

Through collaboration with CROSS, the Institution identified misuse of design and analysis software as a major concern. An article on checking computer models was issued in the October 2024 *Structural Engineer* magazine special on digital engineering which will be followed up by a suite of guidance in 2025. The Digital and BIM panels have worked together to develop guidance on the application of the Golden thread to comply with the BSA and this will also be released in 2025.



Professionals supporting the profession

The Institution's technical committees form part of a knowledge sharing system that both allows the Institution to engage with members and generate advice on matters of interest to the profession.

These committees covered subjects as diverse as using novel materials and dealing with historical defects. With an eye to the future the Technical team has worked with the Learning and Development team to promote guidance on Modern Methods of Construction (MMC), with the February 2024 edition of *The Structural Engineer* magazine devoted to MMC. Guidance on the risks associated with the use of MMC has further been publicised to address raising industry concerns.

The Institution exists as a group of structural engineers collaborating for the public benefit. This was showcased by the work of the Humanitarian Panel, who were featured in a webpage takeover and a sell-out evening lecture in October.



Collaborative Reporting for Safer Structures

CROSS (Collaborative Reporting for Safer Structures) is the confidential safety reporting scheme owned by IStructE and the Institution of Civil Engineers (ICE).

Since early 2023, CROSS-UK has operated the Voluntary Occurrence Reporting System for fire and structural safety on behalf of the Building Safety Regulator. This work plays a key role in supporting the UK's post-Grenfell building safety reforms.

Sharing technical knowledge

In 2024, CROSS significantly expanded its reach and knowledge sharing activity. We published **76 Safety Reports** and **two Safety Alerts**, one on obstructions to automatic smoke vents, and another on bridge strikes by large vessels. We also produced **six CROSS Newsletters**, which were each circulated to over 40,000 professionals.

During the year, CROSS undertook **28 speaking engagements** with a range of professional institutions, industry bodies and private companies. These were a mix of conferences, webinars, exhibitions and podcasts, further increasing awareness of CROSS. The CROSS team also wrote a high volume of articles in 2024, appearing in **49 publications** and **57 press articles**. This included a monthly column featured in *The Structural Engineer* magazine.

Reports published by CROSS directly influenced regulatory and industry responses in 2024, including new inspection plans for toughened glass by the Office for Product Safety and Standards, updated fire protection guidance from the Steel Construction Institute, and a modification to a fastener installer certification programme in Australia.



Leading collaborations

In 2024, CROSS strengthened its industry partnerships through a series of collaborative initiatives. In May, we launched a campaign with ICE, the UK Bridges Board, the Bridge Owners Forum, and the Infrastructure Client Group to encourage greater reporting of precursor events in the bridges sector.

We also co-hosted a webinar with the Get It Right Initiative highlighting the importance of learning from experience, and our Safety Alert on bridges strikes was jointly authored with CHIRP, the global maritime reporting agency.

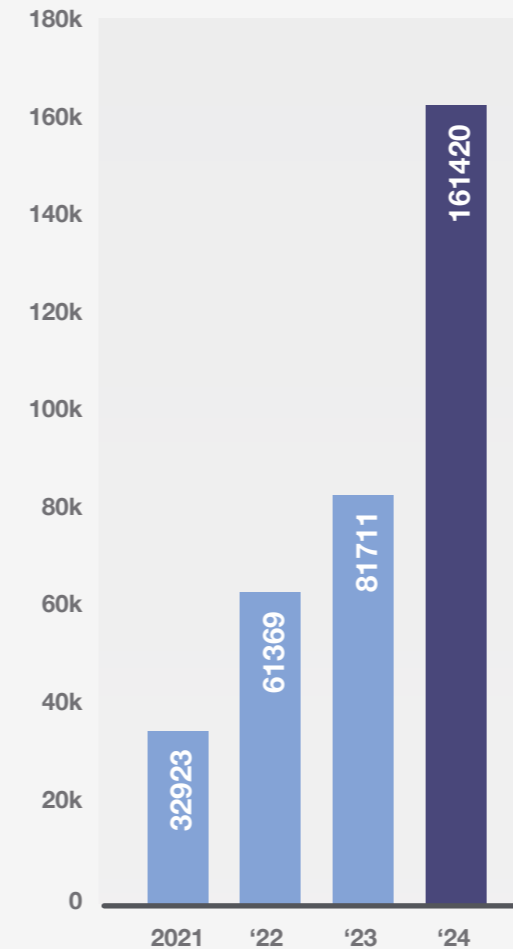
Increasing reach, influence and impact

As a result of these activities, CROSS saw an **87% increase** in website visitors compared to 2023. The website attracted over **150,000 visitors** during the year, helped in part due to the ongoing success of the auto-enrolment system for IStructE members.

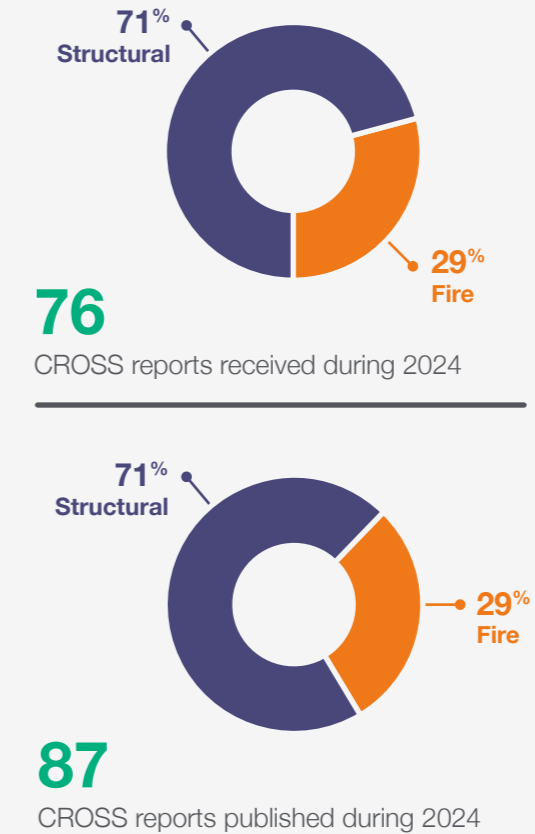
Get involved

If you're aware of a safety issue in the built environment, [submit a confidential report](#) to CROSS.

Total visits to the CROSS website (2021 to 2024)



CROSS reports received and published during 2024 (all regions)



Competence and excellence

The Institution's strategy is founded on competence, community and inclusivity – principles that are at the core of everything we do.

The Institution has a long tradition of setting the highest standards in educational, training and professional assessment requirements. We regularly review and update these standards to ensure that our Professional Review Interview and examinations remain challenging and relevant to the profession. In 2024 we continued this work, focusing on the Initial Professional Development standards for both Incorporated and Technician membership.

As part of our strategy to increase membership diversity and accessibility we welcomed candidates for the Associate (AIStructE) grade. Launched in 2023, this grade is designed for Graduate members who have satisfied the Chartered academic and PRI requirements. Associates are eligible to register with the Engineering Council as Chartered Engineers (CEng). The Associate route is an opportunity for competent Graduates to become professionally qualified before progressing to the Chartered Membership Examination and the Member (MIStructE) grade.

The route increases accessibility and provides a grade for people working in parts of the profession that are not assessed within the Examination.

In 2024 we continued to lead in developing best practice/industry standards, in particular in relation to structural safety, including information on the UK Building Safety Act and CROSS reports. This guidance will play an important part in raising standards both in the UK and throughout the world.

The Institution acknowledges that members may choose to specialise in their careers. We have worked with other organisations to develop registers to recognise these specialist skills eg Conservation Accreditation Register of Engineers (CARE), Expert Witness Register and Chartered Environmentalists (CEnv).

In 2024 we worked alongside the ICE to develop standards and an assessment methodology to allow experienced members to demonstrate their competence in Higher-Risk Buildings (HRBs). Members who demonstrate this competence will be eligible to join the Engineering Council HRB register. The Institution launched the new assessment scheme in February 2025.



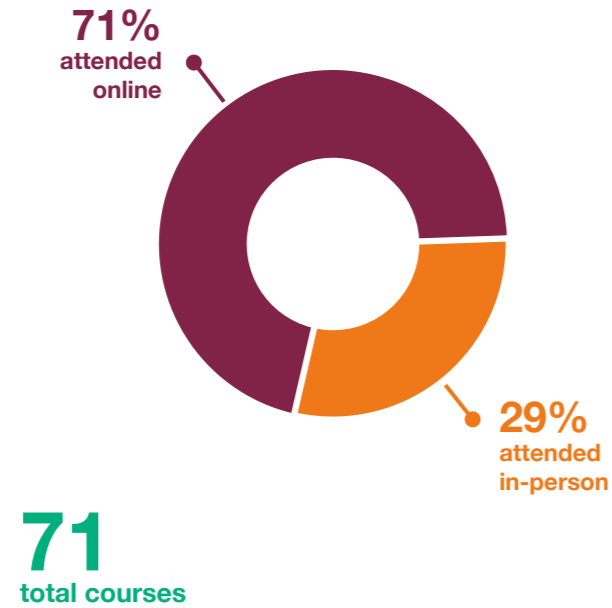
Convenient flexible learning choices

Keeping on top of technical and professional developments is essential for any professional. The Institution offers many resources that are useful to both members and non-members. They are valuable tools for structural engineers, but also to other professionals working in the built environment sector, teachers looking to inspire future generations, researchers, or those that are just starting out in the profession.



Courses

Our CPD course programme offers a range of training courses to support practitioners at every stage of their professional career. In 2024, we ran 71 public courses spanning a diverse range of technical and business practice topics. A further 20 courses were delivered directly to organisations as in-house training. New additions to the programme in 2024 included *Adaptive reuse of existing buildings*, *Structural fire engineering and the Building Safety Act* and *Reinforced concrete essentials*.



Events

Members have access to a broad programme of events including conferences, technical lectures and webinars. Our events provide opportunities for members to develop their knowledge, network with peers and gain insights from across the built environment. Regional Groups also have programmes tailored to local audiences and their needs.

In 2024 our Events team planned and delivered 40 events with a total of 7625 attendees.

The Institution as a whole ran 361 events.



Library

The Institution's Library houses one of the UK's finest printed structural engineering literature collections. In 2024, Library staff responded to almost 1,000 literature-based enquiries - with books, standards and reports available to loan in-person or by post. 64 new books and standards were purchased for the collection.

E-library

The Library continues to focus on providing members with access to digital material. 72 new e-books were purchased, taking the total to almost 650 by the end of the year. The E-library was accessed more than 26,000 times in 2024.



Publications

We produce a range of quality publications catering for all career stages and covering generalist and specialist structural engineering disciplines:

The Structural Engineer

Our flagship publication is published 11 times a year, featuring peer-reviewed technical and professional guidance, and case studies from a fascinating range of structural engineering projects. 2024 saw the magazine continue with its themed approach, with each issue exploring a particular topic, from conservation engineering to modern methods of construction.



Structures

This peer-reviewed journal received over 9,000 submissions in 2024, a 23% increase on the previous year. There were 2,000,000 downloads of *Structures* articles, up from 1,400,000 in 2023, as the journal's reputation grows ever stronger within the global structural engineering community. *Structures* further cemented its reputation and influence in the top quartile of journals listed in the Journal Citation Reports 'Civil Engineering' rankings, with citations increasing by 27%.



Manuals and guides

Our portfolio now comprises almost 50 books. Four new titles were published in 2024:

- *The regenerative structural engineer*
- *Inclusive design for structural engineers*
- *Assessing higher risk buildings under the BSA – a compendium of structural typologies*
- *Structural submissions for HRBs under the Building Safety Act: guidance for Gateways 2 and 3*



Award winners 2024

The Structural Awards celebrate the very best projects from the global structural engineering community. 30 inspiring global projects were shortlisted, and the winners were announced at a glittering ceremony in London in November 2024.

The judging panel considered the key attributes that exemplify great engineering, and the 10 winning projects are an outstanding showcase of usefulness, collaboration, ingenuity of design, advocacy of the profession and commitment to sustainability and minimising embodied carbon.

Structural Award winners 2024			
Company	Project	Country	Awarded for
Tibetan Art Museum	Tongji Architectural Design (Group) Co., Ltd	China	Supreme Award for Structural Engineering Excellence.
66 Oxford Terrace	Phoenix Consulting Ltd, Structure Design Ltd	New Zealand	A pioneering retrofit approach to save a seismically damaged building.
Brighton Dome Corn Exchange redevelopment	Arup	United Kingdom	The sympathetic adaptation and modernisation of a historic cultural building.
Mary Ward Centre	SD Engineers	United Kingdom	Tenacious and technically adept engineering resulting in a stunning transformation.
McConnell's Distillery	Design ID	United Kingdom	An innovative blend of sensitive conservation and striking structural interventions to revitalise a historic building.
Mobile roof of Suzanne Lenglen court at Roland-Garros	T/E/S/S atelier d'ingénierie	France	The elegant and astute structural design of a lightweight, long-span mobile roof.
Olympic Aquatics Centre	Schlaich Bergermann Partner	France	The ambitious and efficient structural design of a long-span timber roof.
Rwanda Institute for Conservation Agriculture (RICA)	MASS Design Group, Arup	Rwanda	Holistic regenerative design advancing the use of low-carbon, locally sourced materials, and promoting local training and benefits.
Smithfield Poultry Market roof	Arup	United Kingdom	Exceptional analytical work to justify the retention of an iconic thin shell concrete roof.
The Arts Centre Te Matatiki Toi Ora	Holmes NZ LP	New Zealand	Driving a complex strengthening and refurbishment that demonstrates technical excellence and a commitment to preserving historical character
Tibetan Art Museum	Tongji Architectural Design (Group) Co., Ltd	China	The transformative reuse and seismic strengthening of an industrial heritage structure in a challenging environment.
WS2	Arup	New Zealand	Intelligent engineering solutions that enabled the reuse of an existing structure on a constrained site.

People and Papers Award winners 2024			
Award	Name	Award	Name
Gold Medal	Werner Sobek	Murray Buxton Award	Stephen Baker and Matthew Penellum Gabriel Marques Lopes, João Augusto Moreira Lopes Alves, Pedro Miranda Lopes, Aires Manuel Silva Colaço and Joaquim Carlos Moreira Lopes (diploma)
Clancy Prize	Gerard Pegram	Oscar Faber Award	Gerald Epp Andrew Charles Lawrence, Andrew Smith, Andrew Rolf (diploma)
Derrington Construction Award	Charlotte Taylor and William Hawkins Nigel Ostime (diploma)	President's Award 2023	Simon Pitchers
Excellence in Structural Engineering Education Award	Joseph Gattas Jaehoon Bae	Service Award	Robert Bell David Jeremy Bray Anil Kumar Robert John Moss Nicola Stockbridge
Guthrie Brown Award	Nipun Devinda Wijegunasekera and Jayawardena Arachchige Pasindu Madusha Perera	Sir Arnold Waters Medal	Claire Young Paul Livesey
Husband Prize	Alfred Jacquemot, Robert Nils Nilsson, Timothy Darwall Lucas, David Furnival Knight and Thomas Randall-Page	Structures Best Research Paper Prize	Mingzhu Chen, Wouter De Corte, Haibo Jiang, Luc Taerwe
Keith Eaton International Award	Zhengxia Cong	Structures Best Research into Practice Paper Prize	Kamil Riedel, Robert Vollum, Bassam Izzuddin, Glen Rust
Kenneth Severn Award	Pallavi Achanta Dana Al Kattan (commendation) Sean Allan (commendation)	Young Structural Engineering Professional Award	Andrew Smith Behnam Behzadi-Sofiani (runner-up)
Lewis Kent Award	Edward Clark Angus Palmer Charlotte Rourke Charlotte Wildman		
Lifetime Achievement Award	Susan Giahi-Broadbent		

Sustainability: five years of action

In 2019, the Institution held its first Climate Emergency Conference, spurred on by the launch of the Structural Engineers' Declaration of Climate and Biodiversity Emergency. One of the first actions agreed was to set up a Climate Emergency Task Group (CETG), which has since helped lead a period of change across the Institution in response to climate and biodiversity breakdown.

These are outlined in our [2024 Climate Action end of year report](#), and are summarised here:

- Helping embed sustainability in university teaching requirements
- Introducing embodied carbon proficiency into our Chartered Membership exam
- Mandating sustainability learning as part of CPD returns
- Requiring that impact on the planet is considered in all Structural Awards submissions
- Providing more than [200 new pieces of sustainability guidance](#)

- Publishing The Structural Carbon Tool with Elliott Wood
- Launching an on-demand, free eLearning course on Embodied Carbon Basics
- Putting more than 100 members through our in-depth Net Zero Structural Design course
- Running a new, annual, free Climate Emergency Conference
- Creating a Structural Carbon Rating Scheme (SCORS) to celebrate lower carbon designs
- Launching an online, free Concrete Technology Tracker to demystify decarbonisation
- Leading the publication of cross-industry research on GGBS and scrap recycling
- Collaborating with UK industry on the first ever [UK NZC Buildings Standard](#)
- Gaining a registration licence with the Society for the Environment (SocEnv)



Action in 2024

Of course, we have not rested on our laurels, and 2024 was as busy a year as the previous four when it comes to climate action.

The Institution's first ever thought leadership book was launched at the start of the year, on [regenerative design](#). Regenerative design asks how we can design in a way that increases biodiversity, reduces carbon and leads to flourishing communities – so that people and the rest of nature thrive. In this book, we explore how, as structural engineers, we can bring about such change.

Also at the start of the year, the Institution participated in the world's first international ministerial-level conference on sustainability and buildings – the Buildings & Climate World Forum. Organised by the UN Environment Programme and the French Government, the conference brought together hundreds of leaders in sustainability and buildings. We were proud to see several IStructE documents referenced by speakers throughout the conference.

We played a pivotal role in the development of a world-first document: the UK Net Zero Carbon Buildings Standard. This is believed to be the first publication to set out how to align buildings with a country's 1.5°C commitments, setting out requirements on materials and energy use, among other things. The Institution has been deeply involved since the start of the project, and led all the embodied carbon work that fed into the final Standard.

Also in the UK, we continued to work to help politicians and civil servants to understand how embodied carbon could be embedded in national regulation to help reduce the emissions related to construction, while enabling housebuilding and economic growth. This included providing briefings to several MPs, and providing written evidence to select committee inquiries.



Equity, Diversity and Inclusion (EDI)

We progressed with our *EDI for Greater Good* strategy in 2024. This Board-approved plan works towards building a more just, inclusive, and sustainable world. Its principles are to:

- Grow and improve as an organisation and as a profession
- Consider both social and environmental aspects to bring a lasting impact for both people and planet
- Create a positive vision that brings people together
- Remain focused and outcome-based

As part of *EDI for Greater Good*, we launched our *Elevate* mentoring programme in September 2024. *Elevate* is aimed at members at every level - from Student to Fellow. It has a focus on career advancement and personal development, rather than for achieving professional membership/registration.

The last quarter of 2024 embedded *Elevate*, to ensure a clear onboarding and matching process for mentors and mentees. We produced an *Elevate* mentoring handbook to sit alongside our [Professional Mentoring handbook](#), which explains how mentoring for membership and IPD operates.

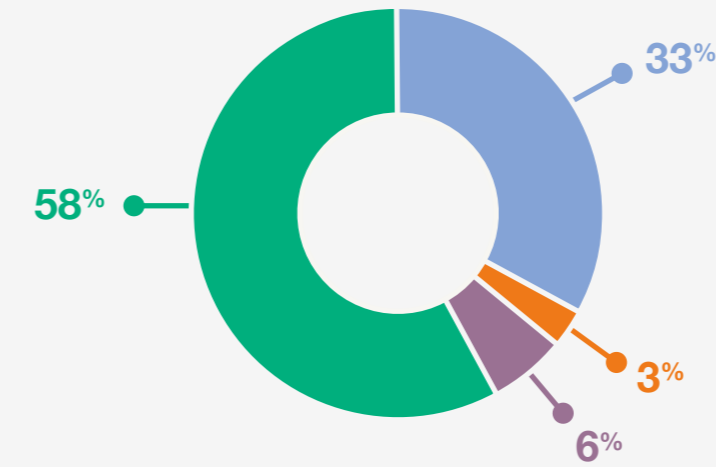
We also formed our EDI governance process in 2024, with a proactive EDI Steering Committee and the creation of an EDI Working Group.



Financial highlights 2024¹

Income 2024

Most of our income comes from membership subscriptions and trading subsidiaries. In 2024, these sources accounted for 91% of all total revenue. This represents a 1% increase on 2023.

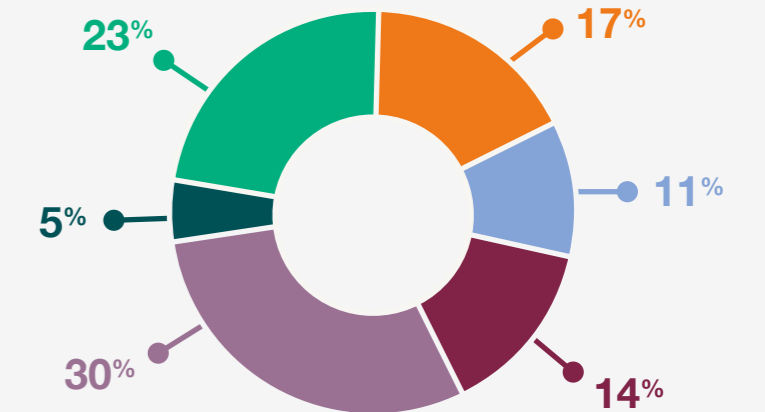


Key

- Trading companies
- Membership subscriptions
- Learning, development and examinations
- Other activities and donations

Expenditure 2024

The provision of membership, learning, development and examinations was the largest area of expenditure in 2024, accounting for 30% of total spend. This represents a 1% decrease on 2023.



Key

- Membership learning, development & examinations
- Trading companies
- Digital transformation and IT
- Other staff and employment costs
- Other operating costs
- Depreciation

¹ Data drawn from final 2024 management accounts. The full audited and adopted accounts of the Institution are available on [istructe.org](https://www.istructe.org)

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