



 Engineering Council

Annual Review  
**2023**

[www.engc.org.uk](http://www.engc.org.uk)



## INTRODUCTION

The Engineering Council (EngC) has seen a year of changes in 2023, with a new Chief Executive Officer, Paul Bailey, appointed in May followed by a new Chair, Professor John Chudley, at the organisation's June AGM. As our previous Deputy CEO and Vice-Chair respectively, we believe this level of continuity has enabled the organisation to maintain its organisational and strategic focus.

Our current 2025 Strategy: Advancing Regulation, informs and structures our strategic outcomes, against which this Annual Review reports. As we reach the halfway stage of our current strategic cycle, we will reflect on our key achievements during 2023 in support of the Engineering Council's overriding goal to 'maintain the public's confidence in the engineering profession through wider promotion of the Engineering Council's regulatory work, its leadership role within the engineering community and a greater, more diverse and engaged registrant population'.



This year saw some key projects begin to ramp up, most particularly our work on delivering a new Contextualised Standard in support of regulating those individuals working on Higher-Risk Buildings (HRBs). As a result of the Grenfell Tower tragedy, this is very much a high-profile project and we have been pleased by how the professional engineering community, and the staff at the EngC, have pulled together. We were also very pleased to have received our first licence applications to award HRB registration in 2023.

The next stage of our Registration Review started towards the end of the year, an important activity in ensuring our products and services remain relevant to an increasingly diverse workforce of engineers and technicians. As we enter the next phase of development, we look forward to seeing how the proposals evolve as we begin to consult our key stakeholders.

Our support to the profession in important key areas such as ethics, sustainability and equality, diversity and inclusion (EDI) continues, both through our UK Standard for Professional Engineering Competence and Commitment (UK-SPEC) which requires ethical and sustainable behaviour from professionally registered engineers and technicians, and through the publication of guidance for the whole engineering community. The recent launch of our neurodiversity guidance to Licensees was a real highlight of the year and we will continue to look at how we can inform the debate on EDI, particularly through understanding the registration data we hold. We will also continue our work on mentoring refugees and look ahead to updating our guidance on whistleblowing.

The maintenance of the Standards for public benefit continues to be at the core of the EngC's purpose as we move forward. To help support that primary aim, we need to ensure our policies

and procedures remain relevant and robust and we are proud of our continuing certification to the ISO 9001:2015 standard which pays testament to the quality of our core regulatory functions, particularly in support of our registration and licensing activities which are crucial to maintaining the integrity of our Register.

Looking ahead, 2024 presents an exciting and positive time for the organisation as we begin to formulate our post-2025 strategy. Our new organisational values - fairness, integrity and transparency - will continue to inform all aspects of our attitudes and behaviours going forward as we continue to work with the professional engineering community and encourage EngC registration as a crucial means of maintaining society's trust in the engineering profession.



**Chairman**  
Professor John Chudley BSc PhD CEng FIMarEST



**Chief Executive Officer**  
Paul Bailey BSc (Hons) FRAeS MInstP



## MISSION, VISION AND VALUES

WHAT WE DO,  
WHY AND HOW  
WE DO IT

### VISION:

That society continues to have confidence and trust in the engineering profession.

### MISSION:

To maintain internationally recognised standards of competence and commitment for the engineering profession, and to license competent institutions to champion the standards for the deliverance of public benefit.

### VALUES:

Fairness, integrity, transparency.

### WHAT WE DO

- Develop and maintain generic professional standards for engineering competence and commitment
- License professional engineering institutions to professionally develop and assess engineers and technicians against the generic standards
- Maintain the national Register of professionally registered engineers and technicians

### WHY WE DO IT

- To safeguard the public

### HOW WE DO IT

- Self-regulation by peer review





## ENGINEERING COUNCIL STRATEGY

We published our 2025 Strategy, 'Advancing Regulation' in July 2021.  
The goal of that strategy is:

To maintain the public's confidence in the engineering profession through wider promotion of the Engineering Council's regulatory work, its leadership role within the engineering community and a greater, more diverse and engaged registrant population.

Our 2025 Strategy is focused around four key themes:



### DIVERSITY & INCLUSION

To support, develop and encourage a more diverse and inclusive profession



### DIGITAL INNOVATION

To support a more digitally innovative profession



### INTERNATIONAL

To maintain, develop and promote an internationally respected standard



### ENGINEERING & SOCIETY

To strengthen the sustainable and ethical core of the engineering profession

Our two strategic enablers, which inform and structure our subsequent strategic outcomes:



### OPERATIONAL EXCELLENCE

Ensuring that we maintain and enhance an agile and efficient operations model



### STRATEGIC PARTNERING

Ensuring that we maintain and enhance key strategic alliances with a range of important stakeholders

The Engineering Council acts as the 'Council of Engineering Institutions', impartially representing the community of professional engineering institutions and convening expert opinion about competence, commitment and professional development.



## DIVERSITY & INCLUSION ACHIEVEMENTS IN 2023



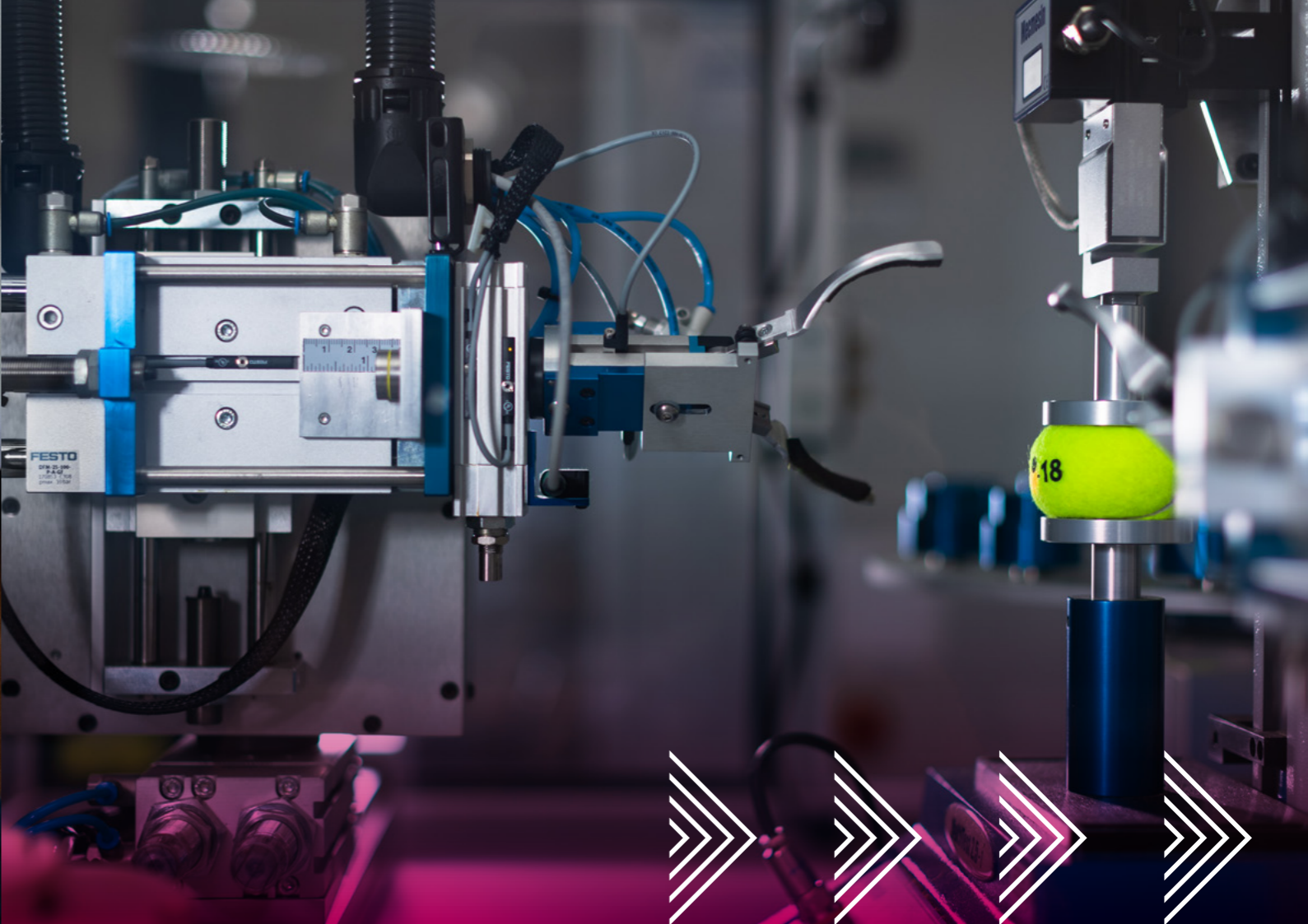
### To support, develop and encourage a more diverse and inclusive profession

In 2023 the 'Guidance Note on supporting neurodivergent applicants for registration' was launched at an event held at the Royal Academy of Engineering. This new guidance outlines appropriate adjustments that can be made to the registration process where required. It was developed by an Engineering Council working group composed of practising engineers with lived experience of neurodivergent traits and conditions, and Licensee staff working on Equality, Diversity and Inclusion and related topics.

Work has begun on a new website and Partner Portal for the EngC, which will be compliant to accessibility guidelines WCAG 2.1 AA. This will mean increased ease of use for all stakeholders. We are expanding our digital-first strategy to include all our publications, by offering them both in PDF as well as in HTML format, which will make them more accessible.



To broaden the appeal of engineering and reflect the full breadth of talent, it is imperative that all sectors and disciplines of the profession keep pace.



## DIGITAL INNOVATION ACHIEVEMENTS IN 2023



### To support a more digitally innovative profession

An Artificial Intelligence Working Group has been established to look at AI in relation to education, skills and registration. It is anticipated that some work in this area will be completed in partnership with the Society for the Environment and the Science Council to ensure a consistent response.

The new Document Information Management System (DIMS) has been selected. This new system will enable a more effective method of managing information and workflows using modern functionality that will support the organisation's operating model, aligning it with the 2025 strategic enabler – operational excellence.

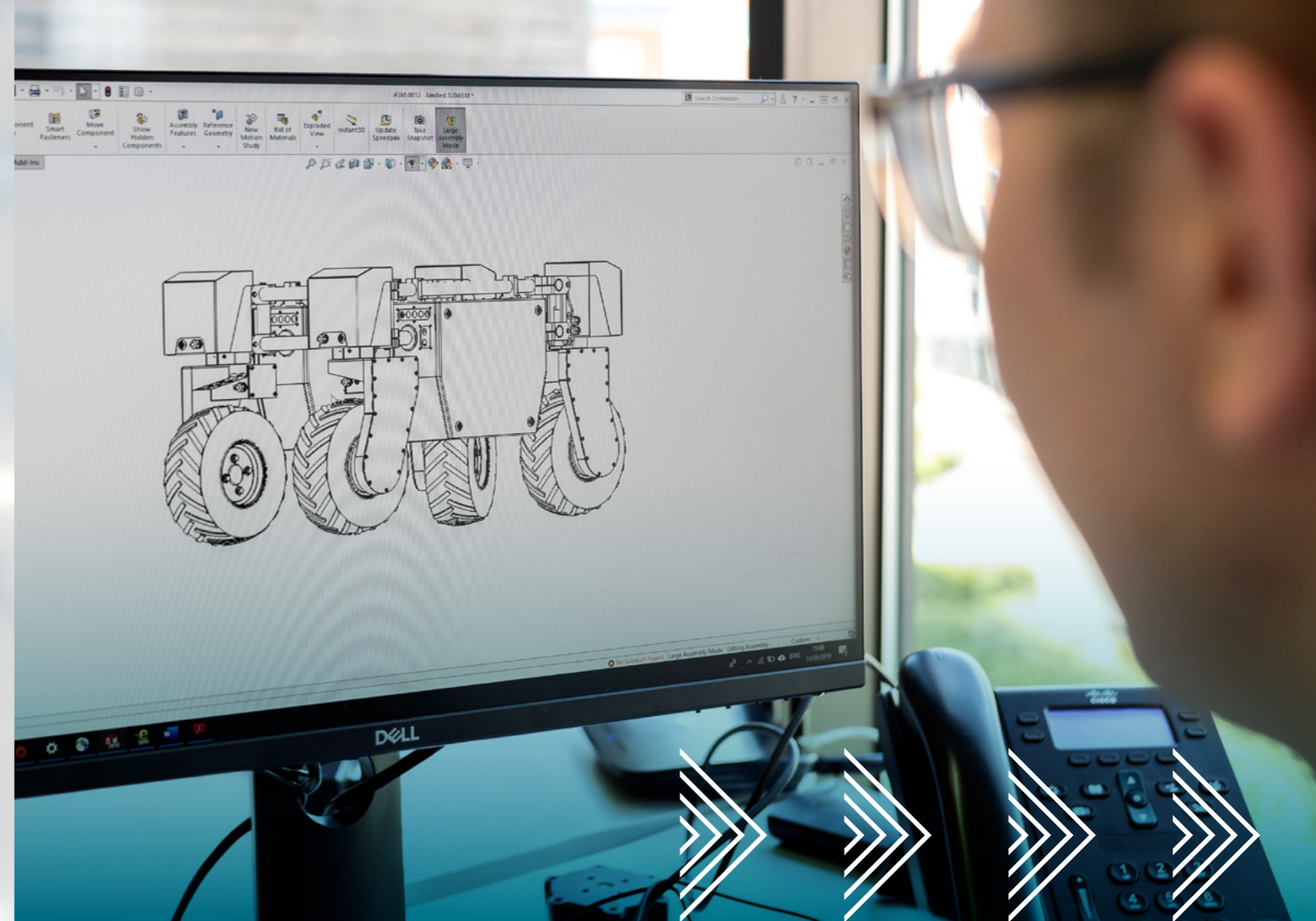
Work is in progress building a new-look website which will have better functionality, a more modern design, be more accessible, and provide a better user experience.



**As the scope of engineering continues to expand and develop, the Engineering Council must be able to respond to accelerating technological change.**



# INTERNATIONAL ACHIEVEMENTS IN 2023



## To maintain, develop and promote an internationally respected standard

Consulting with the Government on a range of issues, including trade agreements, mutual recognition of professional qualifications and the scope and implementation of the Professional Qualifications Act, we have reaffirmed the Engineering Council's role as the UK competent authority, representing the UK profession internationally.

An Admissions Pathway Agreement has been signed with the Royal Netherlands Society of Engineers, which will facilitate the mobility and recognition of engineering professionals between the UK and The Netherlands; further international agreements are in progress.

We are actively engaged with colleagues across the world through the European Network for the Accreditation of Engineering Education (ENAE), ENGINEERS EUROPE (formerly FEANI) and the ENGINET alliance. We represent the UK in the International Engineering Alliance (IEA), which oversees six international agreements on the establishment of standards for engineering education and professional engineering competence.



**At the heart of Engineering Council's international activity will be a clear decision and articulation on how it intends to engage internationally.**



The Engineering Council will seek to embed a culture of ethics into all disciplines and sectors to promote public trust in all engineering professionals.

## ENGINEERING & SOCIETY ACHIEVEMENTS IN 2023



### To strengthen the sustainable and ethical core of the engineering profession

Supporting the new Building Safety regime being established post-Grenfell, we have published the UK Standard for Professional Engineering Competence and Commitment Contextualised for Higher-Risk Buildings (UK-SPEC HRB). This is a competence framework for engineers working in this safety-critical area, including a series of discipline-specific annexes for specialisms such as fire, structural and building services.

We endorsed the Engineers Without Borders (EWB) Global Responsibility Compass as a tool to support engineering professionals to act sustainably, equitably and ethically. We have also contributed to the Royal Academy of Engineering (RAEng) Sustainability in Higher Education Working Group and the RAEng/EWB Systems

Change Labs looking at how engineering higher education could be improved.

Following the implementation of AHEP (Accreditation of Higher Education Programmes) version 4, feedback has shown that it has encouraged higher education institutions to put more of an emphasis on sustainability in their engineering degree curricula. The Education and Skills team has been working throughout the year to encourage professional engineering institutions to support the implementation of Approval and Accreditation of Qualifications and Apprenticeships (AAQA) with the aim of encouraging providers of further education and apprenticeships to also address sustainability, ethics and security.





## GOING FORWARD

The outcomes we will achieve by 2025 are set out in our Strategy, 'Advancing Regulation' by themes. Delivery of outcomes will be through key activities set out in annual business plans with clearly defined metrics of success which will be communicated to stakeholders.

Our overall success criteria are:

- 
a more diverse and inclusive profession
- 
a more digitally innovative profession
- 
an internationally respected standard
- 
an engineering profession with sustainability and ethical principles at its core

[www.engc.org.uk/strategy](http://www.engc.org.uk/strategy)

## INTERESTED IN PROFESSIONAL REGISTRATION?



Find out more:

EngTech: [www.engc.org.uk/engtech](http://www.engc.org.uk/engtech)

ICTTech: [www.engc.org.uk/icttech](http://www.engc.org.uk/icttech)

IEng: [www.engc.org.uk/ieng](http://www.engc.org.uk/ieng)

CEng: [www.engc.org.uk/ceng](http://www.engc.org.uk/ceng)

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