

All Environment Agency message from our Chief Executive

INVENTING OUR FUTURE: THE EA ACTION PLAN 2025

They say in Silicon Valley that the best way to predict the future is to invent it. We're inventing our own future with our new Environment Agency Action Plan (EA2025) which will set out what we aim to achieve by 2025 and what kind of organisation we want to be. We want it to reflect your views, so we're inviting everyone to contribute.

EDT and the Board believe the Plan should set out:

- why we exist. Current answer: to create a better place. Is that still the best way to describe our purpose, or should we use something different?

- what we aim to achieve by 2025. We're considering up to six strategic outcomes:

i) *a climate resilient nation*. We want this at the top of our list, because tackling the climate emergency is the biggest challenge of our times. This heading would encompass all we do, but in particular delivering our future flood and coastal erosion strategy and creating a resilient natural environment, housing and infrastructure.

ii) *a better place*. This would include our work on planning, place-making, the local environment, habitats and wildlife.

iii) *healthy air, water and land*. What we'll deliver by regulating industry and working for better water, land and biodiversity.

iv) *clean green growth*. Our action on waste and resources; mitigating carbon emissions; securing greater investment in the environment from business, etc.

v) *a sustainable future*. Including what we'll do to help deliver a net zero carbon economy and lifestyle, and to become a net zero organisation ourselves.

vi) *a life-enhancing organisation*. Ensuring the EA really does enhance the lives of all of us who work for it, and the lives of those for whom we work.

Do these capture our most important goals? Six outcomes may be too many: could we express what we want with fewer?

- the main measures and metrics by which we will judge our success. We currently have twelve on our Corporate Scorecard. Eight are about what we want to achieve: healthier water, environmental net gain, fewer pollution incidents, fewer high risk waste sites, reduced flood risk for 300,000 homes, assets at the right condition, first

class incident response, the right planning decisions. The other four are about us as an organisation: managing our money well, reducing our carbon footprint, a diverse workforce, a safe place to work. These measures and metrics drive what we do. Which ones should we have for 2025?

- how we will do what we do. The right culture: *Yes If; Think Big, Act Early, Be Visible; seek partnership, show leadership; focus on outcomes not processes; One Team; embrace difference, include everyone; stay safe and grow.* The right choices: people and wildlife first; 80/20; local priorities. The right organisation, focused on place-based delivery. Empowered staff: freedom within a framework. This is our approach now: does it sound right for the next five years?

We'd welcome your views on any or all of this by the end of August. You can find out more, and send us your thoughts, on our [EA2025 easinet page](#). We'll work up a more detailed draft in the light of your comments and share this with you in the autumn. We aim to finalise the Plan by the end of 2019, ready for launch in spring 2020.

James

