



**CMA Annual Report**  
**2021/22**

## **Chair's Report**

Whilst summarising some of CMA's work undertaken during 2021, I want to emphasise that this all lays a very solid foundation for the CMA moving forward on several fronts during 2022 and beyond. Some of the key aims of the CMA are to raise the profile of the profession, recognise the knowledge and skills of those who work in the sector and to look to either provide or enable more targeted training for members. Of course, none of this is productive if no one knows about it, so another key target will be to greatly improve communications both to members, non-members, employers and all organisations relevant to our sector.

### **Professional Accreditation**

The Board continued to be strong in its resolve throughout 2021 to do all it can to help provide our members, with the recognition you so thoroughly deserve. The accreditation system was formally launched in October 2021. It is available to members, at whatever stage you are in your career, to look to gain professional accreditation for your knowledge and skills. The aim is that employers, when advertising a post, will be looking for accredited CMA members, secure in the knowledge that their competency has been formally assessed and approved.

In developing the accreditation system, it became obvious that it was also the time to look again at our membership categories. There are now eight membership categories to choose from together with the corporate category for employers.

### **Working Groups**

#### **Accreditation**

Professional accreditation is one of the key means to raise the profile and recognition of those that work within the countryside and greenspace sector. It offers:

- a comprehensive set of 22 competencies to cover all the different elements of the work you do,
- different levels to suit different career stages and
- a process that is as clear & straightforward as possible for applicants and
- a robust process should it be challenged

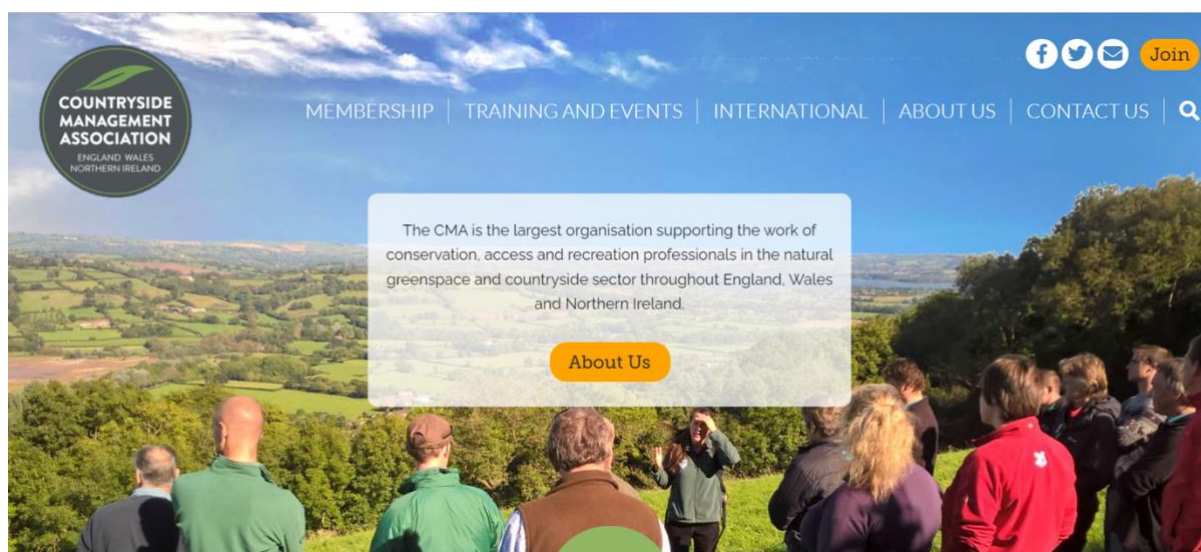
I believe we now have that both robust and comprehensive system in place and there are many that deserve thanks for their part in developing it; they include Demelza Hyde and Phil Bolton for their early input on countryside management apprenticeships, Mat Axford from Cheshire, who led the Accreditation Review Panel, CMA members and employers who inputted to the consultation phases, the Board and National Committee who consistently offered sage advice and last but not least, our two independent assessors; both having decades of accrued knowledge & experience in the sector, between them.

#### **Training**

Steve Peach and Ted Talbot head up the relatively new training group formed in 2021. It will look at issues such as what training is available, what those working in the sector need or want, which elements of training CMA may be able to convene on behalf of members and training the CMA might be able to offer itself. The CMA will obviously retain the much-appreciated member-based training and study days, whilst this working group will be looking at training in a much wider context.

## **Web site**

With accreditation nearing completion, the CMA needed a refreshed, new web site through which to promote the new system, also incorporating a modernised logo. Many thanks to Liz Bourne, Rachel Limb & Mark Baker for getting the new site up & running



## **Pledge to Net Zero and Sustainability**

Thanks to our Treasurer, Alan Preece, and Luke Dawson who have begun work on the CMAs Pledge to Net Zero (by 2030). You may have seen a call out in the Ranger magazine for examples of sustainable work practices or pieces of equipment bought in that we might learn from. There is more work for the CMA to do to reduce our emissions to zero by 2030.

## **Equality, Diversity and Inclusion**

Dawn Morland, from Buckinghamshire, leads this group looking into equality, diversity and inclusion issues as Dawn has a very keen interest in this area. Thanks also go to other working group members, Alan Preece, Tom Heenan and Colin Houston. The group has met 3 or 4 times to date and would always welcome additional members to bring even more experience to this very broad but vital area of work.

The Group was originally borne from a frustration that we do not hold statistics on membership. As an Association, we are sometimes asked to input to wider surveys on a whole range of diversity issues (gender, disability, religion, race, culture etc) and it has not been possible to respond as we hold no such data, regarding our membership. To attempt to rectify that, the Board will be looking to send out a survey-come-questionnaire during 2022 requesting various information to enable us to input to these national surveys and studies on diversity & inclusion in our sector.

## **Business Plan**

The Board has begun developing its CMA business plan for the coming years. In tandem with a business plan, we need to develop a Communications Plan to move away from something of a scattergun approach to a more recognisable brand for CMA.

## **Summary**

From the various accounts given in this Annual Report, you can easily see the enormous variety and breadth of work going on around England, Wales and Northern Ireland. The CMA wants to help you

‘shout out’ about the amazing work you do and the professionalism with which you undertake your roles. To raise the profile of the profession, there are always a raft of ambitious aims to achieve. If anyone would like to help in achieving those aims, do please contact anyone on the Board or Rachel Limb. You will be very welcome to join the collective drive for recognition of our profession.

**Thanks as ever go to:**

Chris Baines (Patron), Gordon Miller and Roger Cole (Hon Pres & Vice Pres) for their continuing support; Tracy Sutton & Tania Feasey for their huge input on Facebook; and the ongoing support from Countryside Jobs Service (CJS), our partner for many years.

Penultimately, without the Board & National Committee none of the above work would be possible. Sincere thanks to all those continuing to input to the work of CMA on a regular basis, with special mentions to Mark Baker, Alan Preece and Steve Peach; you will not find more supportive, hardworking Board members.

Finally, a big thank you to all CMA members. Keep up the great work, keep in touch and keep letting us know what you want from the CMA – we’re listening!



**Linda Nunn**  
**Chair**

**Treasurer’s Report**

**Finances**

This year has again seen once again a settled financial position. Our finances are currently stable with a small loss this year. As in the past two years, this is no mean achievement given the huge events going on around us, the reduction in income from membership and the increase in services we are making. Again, a huge thank you to Rachel Limb, admin support, who has been, as ever, very efficient and speedy in processing our bookkeeping which has made my life so much easier.

During the 2021/22 financial year we had a smaller income of £14,796.63 and also a smaller outgoing of £15,334.07. This has given us a rectified loss of £537.44. We have applied to HMRC to be dormant for tax purposes, however this request has been turned down. Given we have not made a profit this year we will not be expecting a tax bill.

<b>Balances</b>	<b>1<sup>st</sup> April 2021</b>	<b>31<sup>st</sup> March 2022</b>
Current (including accruals)	£12,531.50	£11,992.48
Reserve	£5,040.43	£5,042.01
Total	£17,571.93	£17,034.49
		-£537.44

Therefore, things appear to be comfortable and relatively financially stable for CMA going into next year. This allows us to once again begin planning how best to deliver our service to members. Obviously, the global and national economic turbulence of the last few years look set to continue for the foreseeable, but we remain in good place to deal with them and hopefully continue to move forward into this exciting year ahead.

### **Carbon Emissions**

With thanks to Luke Dawson who is leading our climate change working group. Following our pledge on 25<sup>th</sup> March 2021 to reduce our carbon emissions by 50% by 2025 and neutral by 2030 we have been working hard to benchmark our emissions and identify ways we can meet these targets. Our annual report to Pledge to Net Zero was submitted last month.

We estimate that CMA generated 1,711 kg CO<sub>2</sub> in 2021. All of these are classed as Scope 3 emissions, which means that they were indirect emissions from activities occurring from sources that we do not own or control. The majority of this was through third party contractors, suppliers and online services.

There is no doubt we are a low carbon organisation and that we, and our membership, have been so by instinct. However, benchmarking over the last two years has obviously been very difficult due to the huge changes needed in our operations and the reduction in physical events. All that said we are in a much better place now and hope this will form a good basis to measure and track our emissions going forward.

The working group will feed back to the Committee in the coming months to agree a plan to meet our targets. We will also continue to identify good practice across the industry and disseminate this to CMA members to assist us all in the progress of our profession.

**Alan Preece**  
**Treasurer**



### **Secretary's Report**

Despite the Covid 19 pandemic, the CMA as an organisation has continued to function well, holding quarterly Board meetings and quarterly National Committee meetings through the last year as well as occasional extra meetings to focus on specific issues, and working group meetings.

However, the pandemic has undoubtedly impacted our membership numbers. Our 2020/21 Annual Report stated that we had lost around 100 members, although these had been largely replaced by students taking advantage of our new Student membership offer (free for first year). Over the last year membership peaked at 510 members, but as free student memberships have lapsed, this number has fallen to 428 as of the end of February 2022.

The Board are working on strategies for using the new accreditation system to boost membership, and as we recover from the pandemic and a full programme of training and study days is redeveloped, the benefits of joining and retaining membership should be more apparent.

Whilst it's not been possible for many in-person study days to take place in 2021, we did organise some online training sessions, and it was pleasing to see several 'regional reconnection' events\* take place ahead of the conference. Thanks to everyone who organised and attended these events.

#### Events held since April 2021:

Date	Event title	Location
24 June 2021	Reptile identification, ecology and survey methods	Online
6 July 2021	Protected species awareness	Online
14 July 2021	Invasive Species Awareness	Online
24 Sept 2021	Landscape scale restoration in the Lugg Valley	Herefordshire
22 Oct 2021	South West Ranger Forum – Restoring Stover Park	Devon
8 Feb 2022	From Kenn Wood to Big Wood*	Greater London
17 Feb 2022	Protected landscapes and wilding*	Dorset
28 Feb 2022	Natural flood management at Hardcastle Craggs*	West Yorkshire
28 Feb 2022	Pandemics and Parks, Lee Valley*	Essex

Liz Bourne has continued to do a terrific job editing the quarterly Ranger magazine, with lots of interesting and well-presented content. She is always keen to receive articles, news items, case studies and photos from members, so please do consider promoting your projects.

I'd like to thank all of our Corporate Members for their ongoing engagement and support. At the end of the reporting period, CMA had 15 Corporate Members, as follows:

- Bracknell Forest Council - Parks & Countryside Service
- Bradgate Park Trust
- Cheshire East Council
- Country Parks Service
- Dartmoor National Park Authority
- Denbighshire Countryside Services
- Devon County Council
- East Devon Pebblebed Heaths Conservation Trust
- Lee Valley Regional Park Authority
- National Trust
- New Forest National Park Authority
- Sevenoaks Direct Services
- Surrey Wildlife Trust
- Treeserv Ltd
- Vision RCL (Redbridge Council)

Last year we ran a CMA photo competition to celebrate and promote the work of our members. Thanks to all who took part and to the competition sponsors NHBS, and congratulations to Rob Ballard whose photo won first prize:



As always, Rachel Limb has been outstanding in her role as our Admin Contractor, managing all of the day-to-day admin of the Association and preparing the frequent email updates and announcements to members. A big thank you to both Liz and Rachel who have not only maintained a great level of service during the pandemic, but who have also found time to help with new initiatives and responsibilities over the last year.

Finally, a huge debt of gratitude is also due to our Chair, Linda Nunn, who continues to lead the Association superbly and who has dedicated an incredible amount of time to developing our excellent new accreditation system.

**Mark Baker**  
**Secretary**



## **International Report**

The ongoing travel restrictions meant that in 2021 even local travel was at a minimum let alone international travel. But ever adaptable and inventive, different channels were found and the ranger community continued to keep in touch with one another.

The Force for Nature online community grew, sharing incredibly diverse stories and news from across the globe and allowing rangers to talk directly with one another.



The CMA links with the Georgian Ranger Association, GRA, strengthened with joint photographic projects – sharing images of landscapes, ranger portraits and videos from schools with children asking one another questions about their environment and experiences.

We received many beautiful photos from a whole range of habitats across the UK to share with our Georgian ranger friends and they in return sent through a stunning collection from Georgia. A simple and really interesting way to gain insight into one another's worlds, these



were displayed on the website and in the Ranger magazine. In Georgia a real-life outdoor exhibition was also set up displaying a select choice of the pictures for the public to see. World headlines continued to be dominated by the effects of the Covid pandemic on society and COP26 brought climate change and the loss of biodiversity into sharp focus. All validating the incredible importance of ranger's work, whose core drive and purpose is to protect the earth's precious habitats whilst also providing safe space for people to access the benefits of time spent in nature.

This year's World Ranger Day particularly considered safety and wellbeing in what is recognised as very challenging times. Rangers were described as the planet's frontline health workers - many across the globe fighting on all fronts in a time of extremes - records for drought, flood and temperature flux continue to be met.

The highlight of World Ranger Day 2021 was the online festival. Allowing people to travel virtually around the world in a marathon 24-hour livestream with contributions from a colourful range of places and people. The Universal Ranger Support Alliance (URSA) produced a set of videos which allowed everyone to share the ranger message and cause widely in an easy and accessible format.

URSA was working hard all last year on progressing the different themes that were highlighted in the Chitwan Declaration, to assist rangers across the globe. A plethora of Working Groups have been formed, comprising individuals from Worldwide Fund for Nature, London Zoological Society, Panthera, Flora and Fauna International, IUCN, Go:wild, Force for Nature and, of course, the IRF itself. The URSA Action Plan sets out the highly ambitious aims of this alliance of global environmental NGOs - take a look at [www.ursa4rangers.org](http://www.ursa4rangers.org)

The world is tentatively emerging from 2 years of suspension and travel is once again starting to feel possible so it's exciting to imagine we could be meeting our global colleagues in person again. We look forward to hearing confirmation and detail of upcoming events:

- ERF congress in Albania - Sept 2022
- IRF congress in the Azores - June 2023

**Chloe Bradbrooke**  
**International Coordinator**



## Regional Reports

### South West

2021 was a blur. Back in Jan 2021 – we started the delivery of the DEFRA Green Recovery Challenge Fund Project at Killerton. We had one year to deliver multiple project strands, under tight timescales, limited availability of material resources and contractors.

The weather wasn't always on our side, and we struggled with contractor availability. One hurdle after another was put in front of us. We persevered, and we overcame.

Our highlights of delivery across the whole Killerton estate included;

- 3km of River Culm restoration work
- Planting 18 hec of new woodland
- Creating 40 hec of wood pasture & 5 hec of agroforestry
- 600 open grown trees for future ancients
- Restoring two ancient woodlands
- Restoring and planting over 4 km of hedgerow.

We worked in partnership with FWAG, Westcountry Rivers Trust, and the Woodland Trust to assist us in the delivery. But of course, not forgetting the Killerton Team that worked tirelessly in one of the most difficult years, to deliver this incredible work.

We were successful in completing all 7 strands of work that we set out to deliver. Towards the finish line – we put an application together for the CMA Gordon Miller Award, and as the project came to its close- we were thrilled to learn that we were joint winners of the award with the 'Miles Without Stiles' Dartmoor Access project – run by no other than our own Tim Russell.

It was a fitting way for us to wrap up our project – and we are delighted to celebrate our project with this beautiful CMA Gordon Miller Award.

In the South West, CMA also had time to have four Zoom regional committee meetings, in June, October, January 2022, and April. We also delivered two Sou'wester magazines in June and November 2021, with one due soon.



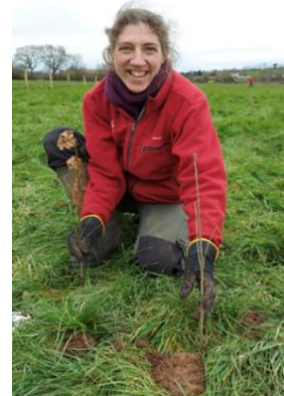
We attempted to hold two regional reconnections in the South West however Storm Eunice had other ideas, and the Haytor Quarry Rocks event had to be cancelled on the 18<sup>th</sup> Feb. Luckily Clive's walk at the National Trust Melbury Valley was a day before the storms and went ahead on a glorious sunny day.

These regional reconnections fed into the first virtual CMA conference since the Covid Outbreak in March of this year. It was great to see so many people attend over the two days. Hopefully, before too long, we will be able to hold the conference in person again.

Looking ahead into 2022 – the South West regional team, are looking to hold some ‘in person’ training days. These have been very much missed. One of the greatest benefits of the CMA membership is the networking and visiting other people’s sites to learn from each other, and we are committed to providing these value able events for our members again. Any requests or suggestions are very welcome.

**Emma Jones**

**South West Region Coordinator**



### **East of England**

During 2021-22 the East Region gained a County Rep for Bedfordshire. Many thanks to Jez Perkins for stepping into the role.

We had a Regional Reconnections event scheduled to take place on 18th February 2022, at the Thornham Estate in Suffolk. Unfortunately, the event was unable to go ahead due to



storms, but a fruitful discussion was had via Zoom. Many thanks to Simon Hooton for organising the event and for hosting the Zoom discussion.

A second Regional Reconnections Event was able to go ahead at Lee Valley Regional Park on 28<sup>th</sup> February 2022. Titled "Pandemics & Parks" this event gave us a chance to see the new Wildlife Discovery Centre and learn how the Centre and wider park have functioned during the various restrictions imposed during Covid. It was also an excellent opportunity to discuss the issues we currently face as a sector. Many thanks to Derek Evans for organising the event and for hosting us on the day.

I've continued to publish our regional newsletter, "CMA East", with the latest issue being #21 (March 2022). Thanks to everyone who has contributed articles and images for the newsletter. We are always looking for photos and articles from the region to put in our next issue, so please don't be shy about getting in touch: [eastengland@countysidemangement.org.uk](mailto:eastengland@countysidemangement.org.uk)



**Tom Heenan**

**East of England Co-ordinator**

## **Greater London**

A quiet year in the London region, with parks and green spaces largely in recovery mode from the hangover of the previous year's impacts. As reported in Ranger, work continues providing opportunities for those underrepresented in the sector to gain work and



volunteering experience, and support for developing collaborations with community partners is increasing.

Links with the London National Park City movement and their volunteer rangers have been developing over the last 12 months.

We organised a regional reconnections event in the lead up to the conference, bringing together several groups and coordinators from different types of organisation to link up and discuss ongoing issues being faced. This was also an opportunity to engage further with the LNPC movement.



**Colin Houston**

**Greater London Region Coordinator**

## **West Midlands**

Having taken on the West Midlands regional co-ordinator role from Alan Preece, the continuing lock down restrictions has meant another year of home working and isolation from our colleagues across the region.



However, in September we were able to hold a study day kindly hosted by Herefordshire Wildlife Trust looking at landscape restoration in the Lugg Valley.

Hopefully in 2022 more study days will be able to be held if members come forward with ideas and venues.

**Tim Green**

**West Midlands Region Coordinator**



## **Wales**

I'm pleased that members in the region have continued to support Ranger magazine with articles. This in turn has created interest from other Welsh CMA members.

Denbighshire Countryside Services is a CMA Corporate member and has extended this support by offering free CMA membership for staff in Denbighshire. They have also recently developed new career grade Ranger roles within the County Council.

Increasing visitor pressure triggered during the Covid pandemic has seen a number of new Ranger Posts created in heavily visited areas. However, we are starting to see a decline in numbers of Rangers at some Local Authorities. There is some potential good news though, as the Welsh Government is proposing a new National Park for North East Wales

Finally, a special mention to Paul Aubrey at Carmarthenshire County Council who has been a beacon of CMA activity in Wales over the last year.

**Howard Sutcliffe**

**Wales Coordinator**



## **CMA Contact details**

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