

Society for  
Endocrinology  
**YEAR IN  
REVIEW  
2020**





# CONTENTS

<b>Welcome from our President</b>	<b>04</b>
<b>About us</b>	<b>06</b>
The Society's aims	06
Heading towards 2021	06
How we operate	07
Scope of our work	07
Membership	07
<b>In 2020, together we accomplished great things in challenging times</b>	<b>08</b>
<b>Advancing endocrinology research and clinical practice</b>	<b>10</b>
COVID-19 response	10
Enabling knowledge exchange	10
NHS Steroid Emergency Card	10
Events	11
<b>Helping people make better choices about their health</b>	<b>12</b>
Engaging with the media	12
Disseminating information on hormones to the public	13
Connecting the endocrine community	13
<b>Looking to the future</b>	<b>14</b>
Recruiting the next generation	14
Endocrine Ambassador scheme	14
Celebrating exceptional endocrinologists	14
Future of Endocrinology working group	15
Leadership and Development Awards Programme	15
<b>Governance and Committees</b>	<b>16</b>

# Welcome from our **PRESIDENT**



Our Society exists to support a vibrant community of professionals working within endocrinology in the UK and beyond. We want endocrinology, as a discipline, to thrive, its importance to be recognised and for it to be applied to tackle global challenges.

2020 was an extremely difficult year for everyone, due to the COVID-19 pandemic and the challenges it threw at us. Many of our Clinician and Nurse Members were redeployed to provide care for COVID-19 patients under extremely stressful circumstances, and worked horribly long hours. Our Scientist Members could no longer access their laboratories, so research programmes were shut down, grant funding halted and university-level teaching suspended.

As a Society, we responded quickly and effectively to support our members as best we could in the ever changing issues created by the pandemic. Clinically-relevant information for treating endocrine patients during the pandemic was rapidly collated and disseminated to ensure patient safety. Our Clinical Committee created essential guidelines to help clinicians treat and advise endocrine patients during COVID-19. Our

adrenal crisis page was frequently updated with new COVID-19 advice and a downloadable copy of the new NHS Steroid Emergency Card was released early to help protect patients in adrenal crisis.

To continue to facilitate knowledge exchange and provide career development and networking opportunities, the Society had to adapt to the new digital world of online events. As the pandemic unfolded it became clear that restrictions would be in place for some time. Cancellation of our Clinical Update, Endocrine Nurse Update and Career Development Workshop led to the inception of three webinar series; Research Skills, Clinical Skills and Endocrine Nurse Skills. These were intended to fill some of the gaps in training updates for clinicians and nurses, whilst the research skills were a new initiative, aimed at upskilling researchers to analyse existing data in new

ways, whilst locked out of their labs. All of the series remain freely available for members to watch on demand. SFE BES 2020 transitioned to an online event and brought together endocrinologists from across the globe to watch some fantastic presentations on the latest developments in endocrinology and to take part in valuable Q&A discussions.

The onset of the COVID-19 pandemic provided a unique time-point to reflect on how the Society and endocrine services were currently operating, and how they could be improved in the future. The formation of the Future of Endocrinology working group evaluated opportunities to reshape clinical care and delivery of training in endocrinology across the UK. Its mission is 'to transform clinical care, bringing together UK-wide expertise across clinical endocrinology to define the most effective, future-focused endocrinology service models and recommend how these are best implemented and sustained within the NHS post-COVID-19'.

group was set up to conduct a review of the structure of the Society's Council, Committees and other decision-making groups. It examined the breadth of expertise represented and the underpinning processes involved in the running of the Society. This review was not commissioned to address a particular problem but to ensure our Society is fit to serve its members and champion the field of endocrinology long into the future.

The Society is dedicated to educating the public about the importance of hormones, so they can make better decisions about their health. 2020 saw our first steps into podcasting with our *Hormones: The Inside Story* series. Using an educational yet fun and accessible tone, each episode drew on the resources from our You & Your Hormones website, as well as scientific evidence, to address common topics in endocrinology. As well as being a hit with the general public with nearly 6,000 downloads in just 2 months, the series also presented an opportunity to involve our members in public engagement activities with a much further reach than any physical event.

Despite such a difficult year, I am hugely impressed and humbled by how the Society for Endocrinology, its members, and the whole endocrine community, came together like never before to quickly meet the challenges presented by the COVID-19 crisis. We should all take pride in these immensely generous contributions, and I would like to thank all of you for your hard work. Above all, what this last year has proven is how adaptable and resilient the Society is, and I have no doubt it will continue to excel in the future. I hope we are now emerging from the other side of the pandemic and I can't wait until we can all meet again, in person, in a more normal world.

**“Despite such a difficult year, I am hugely impressed and humbled by how the Society for Endocrinology, its members, and the whole endocrine community, came together like never before to quickly meet the challenges presented by the COVID-19 crisis.”**

*Raj Thakker*

**Raj Thakker**  
Society for Endocrinology President

The first and most critical output from the working group was a series of recommendations designed to enable departments to continue providing specialty endocrine services in future COVID waves, to ensure our patients' safety. Future initiatives will focus on facilitating the dissemination of best practice and on producing a framework for a seamless patient journey. The Society's Governance Review working

# About US

The Society for Endocrinology is the UK home of endocrinology. We bring together the global endocrine community to share ideas and advance our discipline.

As a membership organisation, we support scientists, clinicians and nurses who work with hormones throughout their careers. We also engage policy-makers, journalists, patients and the public with hormone science to encourage informed health decisions, and to demonstrate the value of endocrinology to the wider world.

## THE SOCIETY'S AIMS

**To advance** scientific and clinical education and research in endocrinology for the public benefit

**To attract** high-quality scientists, doctors and nurses into endocrinology and support their professional development to advance science and medicine

**To engage** the public with endocrinology and its impact

**To raise** the profile and be the voice of endocrinology in the UK

**To promote and support** the global endocrine community through collaboration.



## HEADING TOWARDS 2021

The COVID-19 pandemic in 2020 caused a number of challenges and disruptions for the Society and its members. Normal endocrine services came to a halt, medical staff were redeployed, scientists were unable to access laboratories for research and most physical events and activities were cancelled due to Government restrictions, including SfE BES 2020. This meant we had to adapt to the changing circumstances and quickly put new initiatives in place to help and support the needs of our members and by all working together, we continued to advance the field of endocrinology.

As everything turned digital in 2020, we focussed on ensuring the availability and increasing the diversity of our online content, free to members. We will continue some of these initiatives into 2021, including our online webinars. As restrictions from the pandemic slowly ease, we hope we can start returning to normal life and all be reunited in person at SfE BES 2021 in Edinburgh on 8-10 November.

2021 also marks our 75th anniversary. We will be celebrating our discipline and the work of endocrinologists, revelling in our achievements together, and looking forward to the flourishing future of endocrinology.

## About us

### HOW WE OPERATE

The Society is a not-for-profit organisation and a registered charity, funded mostly by our wholly-owned trading subsidiary, Bioscientifica, which publishes our journals, manages our events and provides membership services.

Profits from Bioscientifica are transferred each year to the Society by Gift Aid, which is used to fund a comprehensive framework of Society activities that support members, advance the discipline and engage wider audiences with hormones and their impact.



### SCOPE OF OUR WORK

#### Publishing:

We publish cutting-edge research and best practice in the field of endocrinology through seven official journals and conference abstracts, as well as our quarterly magazine, *The Endocrinologist*.

#### Events and training:

We support our members' career development through our events and training programmes and by encouraging students to pursue careers in endocrinology.

#### Grants and awards:

Our grant schemes provide financial support to help members carry out research, attend conferences, visit different institutions, carry out public engagement activities and summer research projects. We also reward success in endocrinology at all levels through our medals, prizes and awards.

#### Clinical research and guidance:

The Society manages a programme of UK-wide research and audit projects and develops and publishes guidelines that advise on diagnosis and management of patients with endocrine disorders.

#### Public engagement:

We help people make better decisions about their health by promoting discussion of endocrinology through the media, public events, as well as via online resources. We also empower members to carry out outreach activities through our Public Engagement Grant and volunteering opportunities.

#### Patient support:

We work closely with patient support groups in endocrinology to improve information and care for patients and carers.

### MEMBERSHIP

Society for Endocrinology membership enables scientists, clinicians and nurses to stay at the forefront of endocrinology, collaborate with those in the field, apply for grants and benefit from numerous career development opportunities.

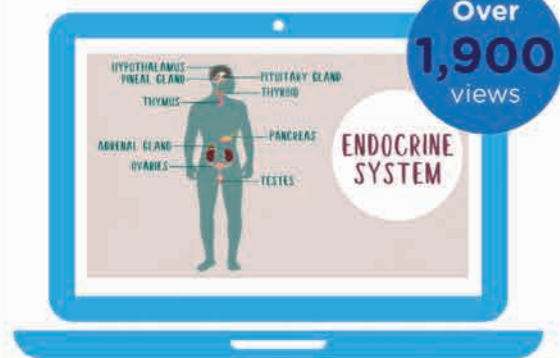
Over  
**2,700**  
members

**369**  
new  
members  
in 2020

# In 2020 TOGETHER WE ACCOMPLISHED GREAT THINGS IN CHALLENGING TIMES

## Raising the profile of endocrinology and ENGAGING THE PUBLIC BY...

Producing our fun, **animated video**, 'What is endocrinology?'



Over  
**4,000**  
downloads in first month for our podcast series

Launching an **expert-led, myth-busting podcast series** for non-specialists, 'Hormones: The Inside Story'.

## Recruiting the next generation and SUPPORTING CAREER DEVELOPMENT BY...

Providing indispensable career support via **3 training webinar series** and **online resources** for all members.

Clinical Skills

Research Skills

Endocrine Nurse Skills

Over  
**1,730**  
registrants for our training webinars



Bringing endocrinology to life with the new **Undergraduate Video Award**.

**26**  
submissions from 3 different countries for our Undergraduate Video Award

Encouraging medical trainees to choose endocrinology and diabetes as a career by hosting two **Taster Sessions** online.



**228**  
attendees for our Taster Days



Recognising excellence with our **new awards and medal**.

- ★ Teaching Achievement Award
- ★ Outstanding Clinical Practitioner Award
- ★ Nikki Kieffer Medal

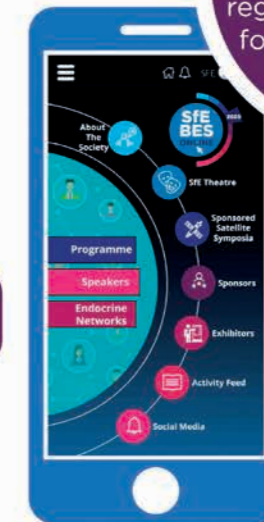


## Collaborating to strengthen the ENDOCRINE COMMUNITY BY...

Initiating the **Future of Endocrinology working group** to define how endocrinology services should be delivered, and to provide guidance during the second COVID-19 wave.



Encouraging new members to join our **Endocrine Ambassador programme** to help us grow the endocrine community.



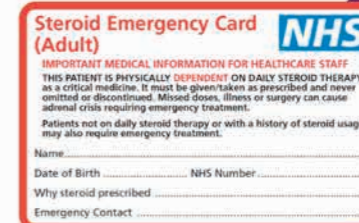
Over  
**1,715**  
registered delegates for SFE BES Online 2020

Connecting our global endocrine community by **transforming our annual conference** in to a virtual celebration of the discipline.

## Advancing education and RESEARCH IN ENDOCRINOLOGY BY...



Collating **valuable resources** for treating endocrine patients during the COVID-19 crisis, including our own guidance for adrenal insufficiency.



Championing the new **NHS Steroid Emergency Card** to improve safety and treatment for adrenal insufficiency patients

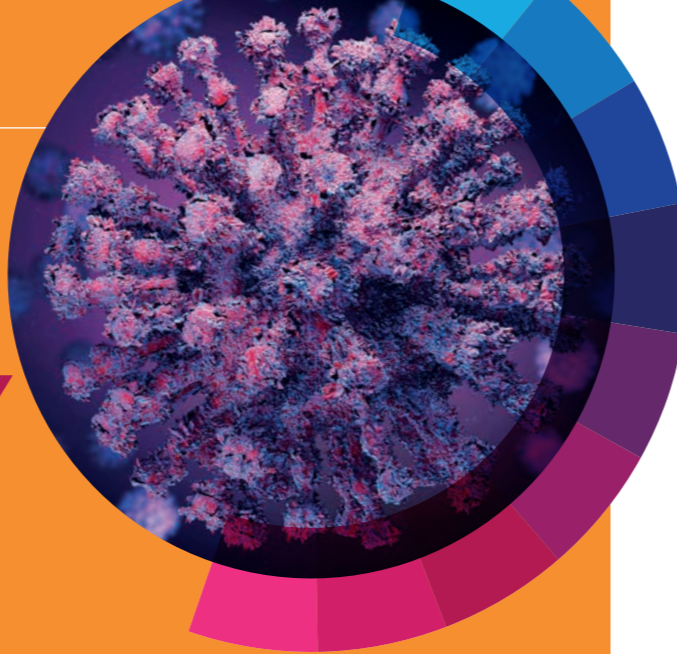
Endocrine-Related Cancer Impact factor: <b>4.800</b>	Journal of Endocrinology Impact factor: <b>4.041</b>	Journal of Molecular Endocrinology Impact factor: <b>3.562</b>	Endocrine CONNECTIONS Impact factor: <b>2.592</b>	CLINICAL ENDOCRINOLOGY Impact factor: <b>3.380</b>
--	--	--	---	--

Disseminating the latest **cutting-edge research** and **best practice** free to members, in our **journals**.

Helping to **accelerate research** and **patient care** by providing **free access** to **COVID-19 research** in Society journals published by Bioscientifica.



# Advancing ENDOCRINOLOGY RESEARCH AND clinical practice



## COVID-19 RESPONSE

Our Committees, working groups and members all pulled together and worked tirelessly to address challenges posed by the COVID-19 crisis to meet the changing needs of the endocrine community. Essential information related to COVID-19 and endocrine conditions was quickly disseminated and a number of new important initiatives were launched to continue to provide training and sharing of best practice. In 2020, we supported the endocrine community during the COVID-19 pandemic by:

Initiating the **Future of Endocrinology working group** to improve endocrine services.

Providing indispensable career support for free via **3 webinar series** and online resources.

Collating **valuable resources** for treating endocrine patients during the COVID-19 crisis, including our own updated **guidance for adrenal insufficiency**.

Transforming **SfE BES into a virtual event** to increase international participation from the global endocrine community.

Adopting a more **flexible approach to our grants process** and providing funding for virtual events.

Helping to accelerate research and patient care by providing **free access to COVID-19 research** in Society journals.

## NHS STEROID EMERGENCY CARD

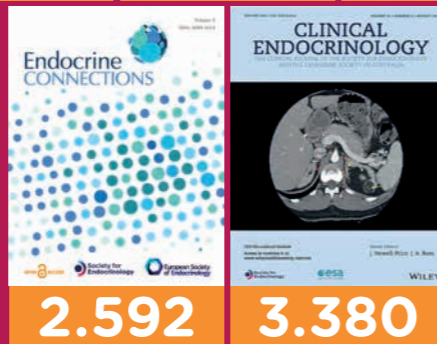
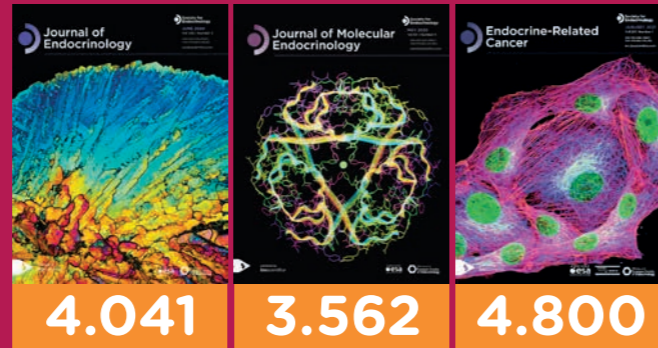
Together with the Royal College of Physicians patient safety committee and the NHSE/I patient safety team, we developed a new NHS Steroid Emergency Card to improve safety and treatment for patients with adrenal insufficiency.



## ENABLING KNOWLEDGE EXCHANGE

Our Society publishes **cutting-edge research and best practice** in seven official journals and conference abstracts. Members enjoy free, online access to our subscription journals, reduced rates on print subscriptions and discounts on open-access publication fees.

In 2020, Society journals received **strong impact factors** and continued to provide an important home for the best scientific and clinical research in endocrinology.



In response to the COVID-19 crisis, Bioscientifica created an **online collection of the latest endocrine research related to COVID-19**, from across the journals. This collection was free to access and helped support those who were working to contain the spread of the virus.

Our quarterly magazine, *The Endocrinologist*, showcases the latest thinking in all areas of endocrinology, as well as news and issues that affect clinicians, scientists and nurses working in the field of endocrinology. Themes in 2020 explored **creating positive working partnerships, endocrine cancer, adapting to the new normal during COVID-19, and the benefits of exercise**. To support members during COVID-19, whilst magazine contributors were busy dealing with the pandemic, we published a special issue **browsing through the archives** for our favourite and most interesting articles



## EVENTS

### Research Skills Webinars: Lab in your living room

The Lab in your Living Room Webinar series **supported early career researchers, while access to laboratories was limited**. The series introduced and explained techniques for designing, running and analysing existing and publically available datasets.



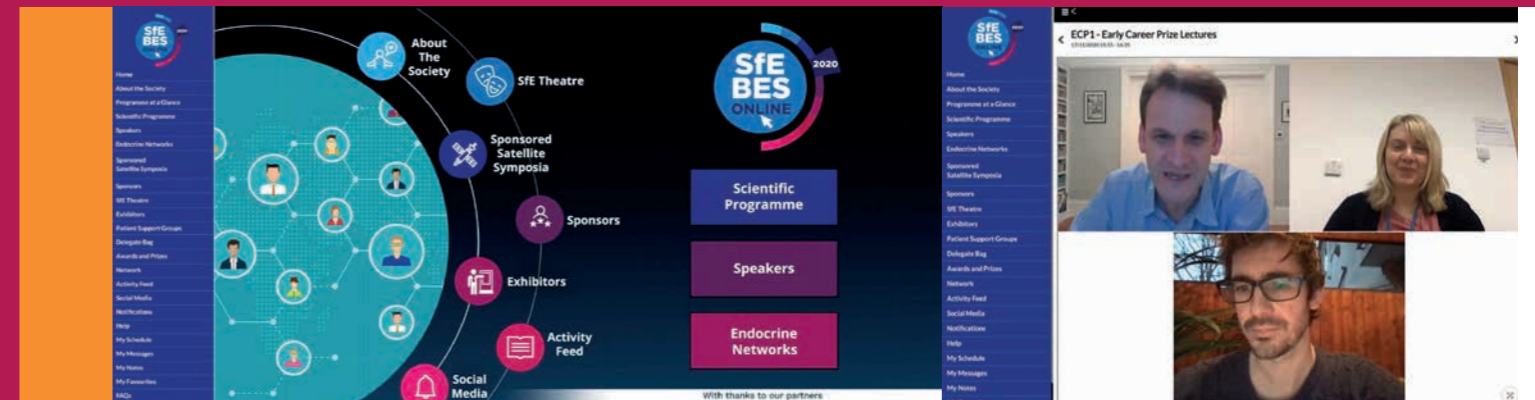
### Clinical Skills Webinars

The Clinical Skills Webinar series **provided essential knowledge for clinicians** and covered topics from Clinical Update which could no longer go ahead.

### Endocrine Nurse Skills Webinars

The Endocrine Nurse Skills Webinar series **delivered crucial training and latest updates** to the Endocrine Nurse community.

**All webinars are now free for members to watch on demand**



**Over 1,715** registered delegates for SfE BES Online 2020

The virtual format made the conference more accessible to people from across the world, resulting in a **43% increase** in registrations compared to the physical event in 2019

### SfE BES Online 2020

SfE BES 2020, scheduled to be held in Harrogate on 16-18 November, unfortunately couldn't go ahead due to continuing restrictions resulting from the COVID-19 pandemic. Instead, we brought the very best from the SfE BES programme in a new, free-to-members virtual meeting. This featured the inaugural Presidential Lecture from Professor Robert Lefkowitz, the Medal and Prize Lectures, the 'What is New?' session, a special COVID-19 and Endocrinology session, and updates from each Endocrine Network community. This event was supported by our sponsors who also held valuable sessions.

*Running the Reproductive Endocrinology and Biology Network was great, with lots of interesting discussion and the live interactive element added a personal touch.*  
Kim Jonas

*I really enjoyed the opportunity to catch up virtually with fellow speakers, contributors and chatter over social media.*  
Helen Simpson

### National Clinical Cases 2020

National Clinical Cases 2020, held in London on 12 March just before lockdown, provided an ideal forum for members to share their cases and experiences with other clinicians and senior colleagues. We saw some fantastic presentations and discussions on really interesting cases, **enabling our members to advance their knowledge and clinical practice.**

# Helping people make **BETTER CHOICES** about their health



Helping people make better choices about their health



## ENGAGING WITH THE MEDIA

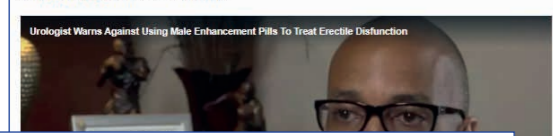
The Society press office puts journalists in contact with our expert Media Ambassadors to **ensure important scientific research can be shared accurately and responsibly**, informing the wider public about the importance of endocrinology to their health.

We answered **over 70 media enquiries** from journalists looking for expert opinion, to ensure endocrine-related research is reported accurately in the media.

Society Media Ambassadors provided valuable comments for a number of news articles in wide-reaching publications such as the *Daily Mail*, *Newsweek* and *The Times*. The COVID-19 pandemic dominated the headlines and health sections of mainstream media, which led to fewer stories on endocrine-related topics during 2020.

Our press office also works with authors to produce press releases for articles published in Society journals or presented at Society events.

We issued **5 press releases** which managed to gain great coverage despite the blanket reporting of COVID-19, generating over **130 press articles** in high-profile publications including the *Daily Mail* and *The Telegraph*.



## DISSEMINATING INFORMATION ON HORMONES TO THE PUBLIC

Our public-facing website, You and Your Hormones, is a source of accurate information about hormones for students, teachers and the public, and aims to **help people make better informed health decisions**.

In 2020, we expanded our multimedia resources. We **engaged students and increased awareness of the importance of hormones** through our fun, animated video, 'What is endocrinology?' We also launched an expert-led, myth-busting podcast series for non-specialists, *Hormones: The Inside Story*, which involved input from many members as well as our Public Engagement Committee. Podcast topics included vitamin D, sleep, diet, steroids, stress, and endocrine disruptors. Both the **podcasts and video received fantastic feedback and helped the Society meet its goal of raising the profile of endocrinology and engaging the public with the subject**.

**You and your Hormones**

Hormones in the News

- News | Jun 2020: Cortisol may increase COVID-19 mortality risk
- News | Jun 2020: Potential obesity treatment may increase sepsis risk
- News | Jun 2020: New COVID-19 drug to be trialed in UK hospitals
- News | Jun 2020: Oral contraceptives may reduce bone loss in premature ovarian insufficiency
- News | Jun 2020: Advice on COVID-19 and dexamethasone steroid treatment

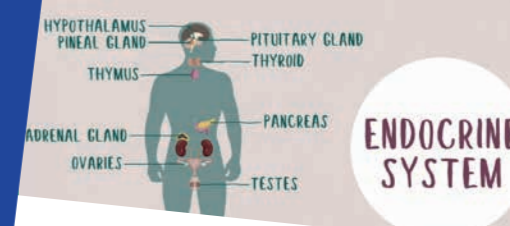
Human body

Endocrine glands are small organs that make and release hormones into the blood stream. This is where they are located.

## HORMONES



**Over 6,000** streams of our podcast in the first 2 months



**Over 3,000** views of our video in the first 6 months

The podcasts proved to be extremely popular and received high praise from listeners:

*"I'm really enjoying this podcast - perfectly pitched, I'm learning a lot and finding the episodes really absorbing."*

*"An educating and entertaining listen!"*  
*"Fantastic, really insightful and interesting science podcast. Brilliant presenter."*

## CONNECTING THE ENDOCRINE COMMUNITY

Our work with **patient support groups** brings patients together with the rest of the endocrine community to **share experiences and expertise**.

### 2020 highlights:

- We reached out to all our Patient Support Groups to offer support and reassurance during COVID-19.
- We hosted a teleconference with a representative from each group to discuss the impact of COVID-19 and share valuable advice and resources.
- We set up a Facebook group and dedicated email address to help facilitate better communication.
- Awarded Patient Support Group Grants.
- The Future of Endocrinology working group wrote to all the Patient Support Groups asking for their proposals for service change. Responses have been used to help inform the recommendations of the working group.



# Looking to THE FUTURE

## FUTURE OF ENDOCRINOLOGY WORKING GROUP

The COVID-19 pandemic severely impacted the NHS and our members, who worked extremely hard to ensure patient care standards were maintained.

In July, the Society **set up the Future of Endocrinology working group to seize upon the opportunities raised by the pandemic, to reassess how the discipline could be improved**, and to examine how endocrine services should be delivered in future. The working group focused on defining innovative models of care, remote working, patient pathways, teaching and training, research and innovation, and sharing of best practice.

The Future of Endocrinology working group **produced recommendations for endocrine services during the second wave of COVID-19**, to help preserve endocrine patient care and avoid the same difficulties that were faced during the first wave.

We look forward to seeing further outputs from this group in 2021.

## CELEBRATING EXCEPTIONAL ENDOCRINOLOGISTS

The Society's awards and medals aim to reward excellence, recognise exceptional contributions to the field and inspire greatness in future generations.

### MEDAL LECTURERS



**DALE MEDALLIST**  
Professor Dame Frances Ashcroft



**SOCIETY MEDALLIST**  
Professor David Ray



**STARLING MEDALLIST**  
Professor Davide Calebri



**TRANSATLANTIC MEDALLIST**  
Dr Daniel Drucker



**EUROPEAN MEDALLIST**  
Dr Nelly Pitteloud



**INTERNATIONAL MEDALLIST**  
Dr David Mangelsdorf



**JUBILEE MEDALLIST**  
Professor Anne White

### We awarded:

- 1** Nikki Kieffer Medal
- 1** Undergraduate Video Award, plus 2nd and 3rd place winners
- 7** Medals
- 2** Early Career Prize Lectureships
- 7** Leadership and Development Awards
- 6** Undergraduate Achievement Awards
- 5** Journal Awards

### We introduced new awards:

- Teaching Achievement Award and Undergraduate Video Award:** aim to celebrate high-quality teaching and inspire the next generation.
- Outstanding Clinical Practitioner Award:** recognises clinical endocrinologists who have delivered outstanding endocrine care.



**9** new Endocrine Ambassadors recruited in 2020

## ENDOCRINE AMBASSADOR SCHEME

Our network of Endocrine Ambassadors **help us achieve our vision of bringing together a pioneering community of endocrinologists by raising awareness, inspiring the next generation and helping us reach new members**. Ambassadors organise events and public outreach activities as well as sharing information about the Society with their institutions and colleagues.

The Endocrine Ambassadors Scheme was **relaunched in autumn 2020** along with a new welcome pack which offers suggestions for public engagement and media-specific activities, and highlights ways the Society can provide support. Ambassadors have many COVID-compliant events and initiatives planned for 2021 and we look forward to seeing the results.

## RECRUITING THE NEXT GENERATION

In 2020, **we launched our new Undergraduate Video Award which brought endocrinology to life for students and the general public**, whilst raising awareness and interest in the subject. We received a number of extremely high-quality submissions covering topics such as diabetes, menopause and polycystic ovary syndrome.

**26** submissions

In replacement of the in-person event, **we hosted two Endocrinology and Diabetes Taster Days in conjunction with Young Diabetologists and Endocrinologists' Forum**, online to encourage medical trainees to choose endocrinology and diabetes as a career.



## Leadership & Development Awards PROGRAMME 2020

The Society's ambitious Leadership & Development Awards Programme recognises and nurtures emerging talent, by offering a wide range of benefits and opportunities to develop professional profiles, to enable our Awardees to become the future leaders of endocrinology.

### OUR 2020 AWARDEES:

#### CLINICAL ACADEMICS:



**ALEXANDER COMMINOS**  
Imperial College London



**JULIA PRAGUE**  
Royal Devon and Exeter NHS Foundation Trust and University of Exeter



**PETER TAYLOR**  
Cardiff University and the University Hospital of Wales

#### CLINICIANS IN PRACTICE:

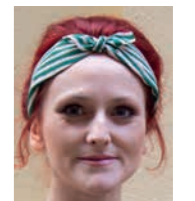


**SAFWAAN ADAM**  
The Christie Hospital, Manchester



**JUSTYNA WITCZAK**  
University Hospital of Wales, Cardiff

#### SCIENTISTS:



**CLAIRE FLETCHER**  
Imperial College London



**TIJANA MITIC**  
University of Edinburgh





# Governance and COMMITTEES

The Society is governed by a Council of Management and nine committees, as well as an Early Career Steering Group. **Our Committees have an integral role in guiding the Society and underpin all of our activities, to ensure that members' interests are served in the best possible way.** Dedicated endocrinologists from different career stages and disciplines serve on these Committees, helping develop clinical practice, education and career progression, outreach strategy, support clinical research, and oversee our programme of public events and related training opportunities for members.



## HOW THE PANDEMIC CHANGED OUR COMMITTEES

During the pandemic, **our Committees had to adapt to the new world of virtual meetings and events.** The ability to have meaningful and streamlined online meetings across our Committees, including our online Annual General Meeting, ensured the governance of the Society was maintained at a time when our members were under extreme time pressures, or working from home themselves. The move to online meetings also meant we could hold more frequent working group meetings, involving members from across the UK and even beyond, in a way that we couldn't do if we were restricted to physical locations. It is likely that our Committees won't return to the old normal and that we will see a mix of online and physical meetings in the future.

## SOCIETY GOVERNANCE REVIEW

In 2020, Karen Chapman was appointed Chair of the Society's Governance Review working group to assess the structure of our Council and Committees, the breadth of the expertise within them, and the processes that underpin them.

**The aim of the governance review is to ensure the Society is even more robust, representative and transparent, and can continue meeting the evolving needs of our members well in to the future.** An initial report and set of recommendations were taken before Council at the end of May 2021. A member consultation was then undertaken during the summer. Following this, the final report and recommendations will go back to Council and a clear and robust plan will be put in place to implement the recommendations.

## A BIG THANK YOU

We thank all of the Society's members who work passionately year on year to deliver and develop our activities. Without their expertise, time and great enthusiasm, we could not achieve our aims.



**RAJ THAKKER**  
Oxford  
President and Chair of Nominations Committee



**STEPHANIE BALDEWEG**  
London  
Chair of Clinical Committee



**PAUL CARROLL**  
London  
Chair of Corporate Liaison Committee



**MARK GURNELL**  
Cambridge  
Chair of Finance Committee



**ANNE MARLAND**  
Oxford  
Chair of Nurse Committee



**DUNCAN BASSETT**  
London  
Programme Committee Secretary



**ELEANOR DAVIES**  
Glasgow  
Chair of Publications Committee



**CHANNA JAYASENA**  
London  
Chair of Public Engagement Committee



**KEVIN MURPHY**  
London  
Chair of Science Committee



**LOUISE HUNTER**  
Manchester  
Chair of Early Career Steering Group

## THANKS TO ALL OUR CORPORATE SPONSORS IN 2020

