

Thu 10/06/2021 13:46

Dear Colleagues,

I wanted to take a moment to recognise the tremendous efforts going into getting our centres up and running again and to say thank you to those working tirelessly to speed up our recruiting process and to those who have helped to cover gaps by moving to another location. Given the uncertainty caused by the pandemic we know we have been sailing close to the wind with regards to staffing in our attempts to keep a tight control on our spending. The flexibility that many of you have demonstrated to support this approach is really appreciated. It is a fine judgement which is not made easier by the nationwide shortage of some particular skills. Thank you for your support.

Government Guidance Updates

Rather like a lift stuck between floors, Wales has *partially* moved down a level but the advice against school residential remains in place. This has confirmed that the decision we took regarding our Welsh centres a few weeks ago was the right one, although hugely disappointing for all involved. We have used the time since to move many of the bookings to other FSC centres and have retained their business. The next announcement is expected on Friday 18th where we hope to get some clarity on the rules around indoor gatherings and the sharing of accommodation. In England, we still expect an announcement on the 14th as to whether 21st June really does become the date when all restrictions are lifted. The decision, I suspect, is very finely balanced. The review of social distancing measures announced at the start of the roadmap has also yet to be published.

Updating our Impact Report with staff profiles

Last year we produced our first [Impact Report](#) which highlighted our charitable work. We are now updating it, including our renewed youth, skills and digital offer. We often use the report when engaging with potential donors and funders. Furlough and covid scuppered our plans last year to include staff profiles but we want to include them in the new version. We want those who read the report to know a little more about the people behind FSC's charitable impact. Everyone plays a part by giving beneficiaries the best experience possible. We are looking for a quote only (no photos needed) of about 10 words on what your job involves. We want to hear from **all teams** including catering, hospitality, face to face or online teaching, grounds maintenance, marketing, admin, finance, HR, publications, eco-skills, and digital to name just some. We will only publish first names and may come back to you to discuss edits. Please send an email with Staff Profile in the subject line to Joy on j.blizzard@field-studies-council.org

Updated Internal Communications Protocol

I have updated the Internal Communications Protocol which you can find here on the [staff website](#). I'm pleased to say that we have had fewer complaints about all staff communication since the protocol was introduced in the autumn. There have actually been a number of compliments instead. With FSC continuing to change, more work is currently underway on updating our internal communications systems and there will be more on this next week.

Expenses Claim Form

Chris Price set Joy the challenge of making the new expenses form either exciting or funny. I think that realising this is the only way to get any expenses back will be enough incentive for staff to use it and it can be found in the folder ☐ [Finance](#). On a more serious note, it also forms an important part of our ongoing carbon footprint monitoring.

Special Mention

Many of last year's successful Alternative Income projects (Alt-Inc) were introduced on an almost vertical learning curve. Since then Kate Payne and Maddy Jones have been working really hard looking at ways in which our centres can upsell to our guests by offering opportunities that add value to their stay with us. Kate and Maddy have pulled together lots of information during challenging times when staff have been thin on the ground. We are now at the stage when we will be sharing this widely across the organisation in preparation for what we hope will be a very busy summer.

Keep well and stay safe

Mark