


Thu 18/11/2021 14:19

Dear Colleagues,

### **New Green Fund for 2022**

I'm pleased to say that the Green Fund is back after a break and it's in a new format. Sustainability Coordinators at all FSC locations can apply to develop projects that support our new Carbon and Nature Plan. That gives a lot of scope whether it's carbon reduction, enhancing biodiversity, encouraging sustainable behaviours or a combination of all three. £12,000 is available and we are anticipating supporting about 6 projects but locations can collaborate if they find that they are working on similar ideas. The New Green Fund has a bigger focus on measuring success and being able to replicate and scale up projects FSC wide. All the details, background information and the scoring matrix can be found [here](#). The deadline for applications is 1pm on 21<sup>st</sup> January 2022.

### **FSC Employee Referral Scheme**

The SLT has recently agreed a new initiative that will enable us to reward staff who successfully introduce new recruits to the FSC. We want to encourage you all to use your personal and professional networks to encourage friends and contacts to join us. You can read all about this Scheme here:  [Employee Referral Scheme](#)

### **Digital Hub update**

The FSC Digital Hub is a valuable treasure trove of teaching resources to support fieldwork for 14-16 and 16-18 biology and geography. Much of it was developed during Covid-19. A version of the Hub is being soft-launched this week. Residential customers who have a course booked with us between September and next April will be able to access the resources for free. This allows us to market-test the Digital Hub ahead of its commercial launch in January 2022, obtain valuable feedback and reward some of our high-value customers with an enhanced product. To find out more about the Digital Hub, our multimedia library of videos, GIS maps and much more visit the site [here](#).

### **New Resources section boosts web visitor numbers**

We have also updated and improved our free curricular content for geography and biology, which are now located under the new '[Resources](#)' tab. These used to be located on separate websites, which in 2020 attracted 245,000 visitors, just over half the number of visitors to our main site. By moving the content to our main website, we anticipated that this considerable web traffic will increase activity for courses and publications. The latest figures and early indications are really encouraging and you can be sure that the Digital and Data teams will be analysing the stats. Last Wednesday 33% of the people arriving on FSC's website had come via the Resources tab, 38% on Thursday and this figure has been rising since the launch. A lot of work has gone into this project and the Digital Hub by Jo Harris, Bethan Stagg, Charles Roper and the marketing team in particular.

### **Internal emails are not necessarily private.**

I'd like to raise awareness among all staff of an important internal communication issue. Anything written about an individual on an FSC system (including Slack) could end up in the public domain. This isn't just because emails can easily be forwarded even by mistake, but under data protection law, customers are entitled to request any electronic information that we hold about them. This does include any internal email exchanges between staff. I'm raising this now because many of us are busy and stressed. It's all too easy to fire off emails that in the cold light of day don't look so good. These could cause us reputational damage at a time when we need to hang on to our customers. The advice from Gary Foster our Data Protection Officer is "when you write an email or Slack message about someone, always, always assume that they will be able to read it."

**FSC Orielton**

The consultation process with staff at FSC Orielton has now concluded. It is always a difficult situation and we have tried our best to minimise job losses. Thank you to all staff involved for the respectful way in which this has been carried out. The next step will be to pursue the sale of FSC Orielton for the reasons set out in the all staff email of the 3<sup>rd</sup> November.

Stay safe and keep well

Mark