


Thu 09/06/2022 10:09

Dear Colleagues,

### **Did you know about the Staff News Page?**

One of the things learnt from some recent discussions on internal communication is that the [Staff News Page](#) isn't well known. With so many new staff I thought I'd draw attention to it. The more that people visit it, the more likely they are to suggest content or copy, and the more up to date it remains. During Covid in particular staff suggested all sorts of useful health, wellbeing, and finance tips which I know were well received. You can find it on the intranet – it's actually the second item on the left-hand list. To save yourself the bother of remembering to look for it, you can always set it as your homepage when you log on. The digital team have put together some tips on how to do this  [Set or change your home page.pdf](#) We know it still has the old branding on the page so don't write in. It's simply because the team's priority has quite rightly been the public facing website and getting customers in. It will be updated in due course.

### **Executive Dashboard**

Attached to this week's catchup is the Executive Dashboard. As a reminder, this is a summary of our achievement against a selection of key performance indicators which we monitor throughout the year. We use a red, amber, green highlighting so we can see achievement at a glance, and whilst it would be great to see green across the board, the reality is that due to the seasonal nature of our business and the current operational climate that we are operating in, there are some which are not green. These are monitored closely, and some have a good reason (for example our interest cover ratio is red because we are only now approaching our peak period), whereas others have improvement initiatives ongoing within them (for example our actions around recruitment and retention of staff).

In addition, there is also a chart to show the status of our course bookings. We monitor this very closely on an almost daily basis and this chart is there to serve as a summary view to help everyone understand where we are. On average during 2022 the FSC is attracting £274,000 of new bookings each week. Earlier in the year a large proportion of this was bookings for 2022 however as the year progresses you can see the swing towards 2023 bookings. This is also reflected in the levelling out of the likely course fee income for 2022 as we reach the middle of the year and the ramping up of 2023 bookings as we head into the second half of 2022 and a successful 2023. I accept that this information may be a little bamboozling at first however I wanted to share with you some of the mechanisms we have in place to help measure our progress and drive success both this year and into the future. If you would like further information, understanding, or have any questions about the dashboard then please contact your centre manager or department head who will be able to help or put you in touch with those who can.

### **Eco Skills and Biolinks Courses**

It's heartening to see that many of the Manchester Metropolitan University October- December courses are already fully booked and we are also running courses at three completely new external venues in Scotland – the Cairngorms, Central Scotland and the East Coast. Thank you to Emmi Hall and Jenny Beech respectively for working hard to get these up and running. Taking a few moments to scroll through the huge number and variety of [courses](#) that we are currently offering, you get a sense of just how much is going on at this time of year after so much disruption. Biolinks are continuing to offer virtual as well as in person courses too. I have to admit that I particularly like to see the fully booked notification.

### **Young Darwin Scholarship**

Applications have closed and 259 young people from all parts of the UK have applied to take part in FSCs Young Darwin Scholarship. After consulting with several specialist organisations with regards to the application process and the marketing of the scholarship, we saw a higher number of applications from young people who are often underrepresented in accessing and enjoying the natural world. 16% of applications were from ethnic minority groups, 19% identified as being neuro diverse and 17% of applications came for young people living in socio-economically deprived areas. 75 scholarships will be awarded for young people to attend a 5-day course at either FSC Preston Montford, FSC Castle Head, FSC London, Manchester, and Bristol. The aim of the programme is to use an immersive week to surround the young people with support for their own environmental aspirations and interests.

### **INVESTORS IN PEOPLE (IIP)**

As I said last week, as part of our ongoing programme of staff engagement, it is now time for the Investors in People (IiP) Survey. You will have received an email sent directly from Investors in People to your work email address on 6 June 2022. The email tells you what you need to do. Please do share your views by participating in this online survey. Your answers are completely confidential as the data goes directly to IiP and FSC only see the collated results. The deadline for all responses is **23:59 on 26/06/2022**. Please help us to understand where improvements need to be made. If you have not received an email yet please contact [z.plaskett@field-studies-council.org](mailto:z.plaskett@field-studies-council.org)

### **Bishops Wood Open Day**

Bishops Wood Open day will take place on Saturday 8<sup>th</sup> June from 10am- 4pm. A collaboration between the Bishops Wood Staff, Biolinks Team, Friends of Bishops Wood and local businesses. Lots of activities will be available such as moth trapping, pond dipping, woodland trails, wand making, toasting marshmallows and a mindfulness walk. The aim of the event is to showcase what FSC at Bishops Wood can offer different groups, recruit volunteers and give local families a chance to explore our lovely woodlands. Anyone who would like to drop by will be welcomed by the team.

### **Welcome to FSC**

Benjamin Mansfield is returning to be Dale Fort's new Cook

Ellie Gamlin is joining Nettlecombe as Lead Housekeeper

Richard Depledge is the new Administrator at Malham Tarn

Ross Page is Bishops Wood's General Assistant

Priscilla Corte De Jesus is our new Hospitality and Catering Assistant at Juniper Hall.

Mark