

Thu 16/11/2023 09:00

Dear Colleagues,

### **Changes for some Business Units**

With Philip's departure in the near future, there will be changes to the reporting structure from 1<sup>st</sup> December:

- Publications will move to the Commercial Directorate, working closely with marketing and business development to further build on the strong revenue growth seen in publications during the pandemic.
- Fundraising will also move to the Commercial Directorate. We have ambitious targets to grow fundraising income in our 10 year plan. This will require investment and support as we look for new sources of income to support our business objectives and build our profile with potential donors, legators and funders.
- The Biodiversity Team will join the Education and Operations Directorate and will be managed by Helen Robertson. They will continue to expand Biodiversity and Day through identifying and delivering new opportunities and new locations.

### **Draft Investors in People (IIP) Results**

I have received the draft results for last month's survey, the full report is expected to be with us on the 17th. Overall our score has improved since the same time last year. Organisations are scored on nine IIP indicators with each being allocated up to 100 points. So out of a maximum score of 900, we have scored 654, up from 652 a year ago.

- Five indicator scores have improved since the last survey: Leading and Inspiring People, Managing Performance, Structuring Work, Building Capability and Delivering Continuous Improvement
- Three indicators have stayed the same: Empowering and Involving People, Recognising and Rewarding High Performance and Creating Sustainable Success
- One indicator has gone down: Living the Organisation's Values and Behaviours.

The draft and the full report provide a lot of really useful granular data so thank you for taking part. They will be looked at in detail by the Senior Leadership Team as we put in place the plans to keep building on our successes and also address the issues of concern.

### **Field Studies Council Christmas Gifts**

You can send festive greetings to friends and family and buy gifts that will support our charity and the environment too. You can find the range of [Christmas cards and gifts here](#). If, like Chris Packham, you already have lots of guides, you can [see our brand new titles here](#).

Don't forget your 20% staff discount for [products listed here](#). Request a discount on [publications@field-studies-council.org](mailto:publications@field-studies-council.org) / 01952 208910.

### **Busy Year in Publications**

The publications team engaged half a million people in 2023. They also earned a high net promoter score of 78 which means that customers really like our products and also actively promote us. Field Studies Council Publications remains at the forefront of beginner and advanced skills to find and record plants and wildlife in the UK. This year, the small team produced 120,000 WildID fold-out guides and AIDGAP books used by individuals, groups, and workplaces. In 2024, we're investing even more in new relationships to bring together production, marketing, and distribution. Market research shows no respite in demand of publications, so this is a growth area.

**Free Webinar Connecting children and young people with nature**

This Nature Connection Network webinar will be showcasing initiatives that help children and young people grow a stronger sense of nature connectedness. Speakers from the Ernest Cook Trust will share the work of the OWL Collaboration with a storytelling reel and reflection on the impact of an Outdoor Week of Learning on young people's connection to nature. You can also hear about the Generation Wild project, which uses storytelling and adventure to help children and families from disadvantaged communities create lasting and meaningful connections with nature. The webinar is on **Tuesday 28 November 10:30 – 12:00**. [Click here to register](#).

**Special Mention**

This week's mention is for Shell Waters and her team at Rhyd-y-creuau who welcomed their local Member of the Welsh Parliament Janet Finch-Saunders. She popped in for a short notice visit and clearly [really enjoyed her time with Shell and the team](#). This is part of our work to keep engaging with politicians and invite them to see what we do first hand as we build support for the Residential Outdoor Education (Wales) Bill which should start its progress through the Parliament soon.

Previous Catch Ups and more staff news can always be found here on the [Staff News Website](#)

Mark