

Thu 03/10/24

Dear Colleagues,

Pension Scheme changes

I am pleased to announce that with effect from 1 October 2024, you now have the additional option of investing in either of our workplace pension schemes on a voluntary Salary Sacrifice basis. Choosing to invest in this way could result in National Insurance savings for both you and Field Studies Council, so increasing your take-home pay whilst also reducing the Charity's salary costs. Further information, including how you opt-in, can be found here:  [Salary Sacrifice Pensions - Employee Information Oct 24.pdf](#)

If you aren't already a member of one of the schemes, we would encourage you to consider joining. Information about both schemes can be found here:  [Pensions](#).

Values

Today we are launching our refreshed Values. It's deliberately been a long process to involve as many of you as possible. We have taken time to refresh the values and define behaviours from a *staff* perspective.

Why a refresh?

In short, our friendly Investors in People assessor found a bit of a mismatch: "*Your four values are visible in most centres... nine out of ten staff said that they share your values... But only a few could recall them*". So not ideal really.

Values were recalled in terms of how we relate to customers, rather than each other. Few could outline the behaviours expected of them that reflected our values. Other values - all good in themselves - were suggested, but they weren't actually ours. It was clear that we needed to refresh them.

Off the wall

"We do have values on the wall, but I cannot remember anyone referring to them." said one member of staff. We need to get our values off the wall and beyond the staff handbook and into all aspects of our charity including in recruitment, induction, behaviours and our Performance Development Reviews.

Fortunately we are not starting from scratch. We have some strong foundations to build on. Our IIP assessor highlighted a universal pride and passion in what we do and a belief in a shared ethos. Our next step was to refresh our values, define behaviours from a staff perspective and then crack on with promoting and living by those values.

The How and the What

These newly refreshed Values are the 'How' we do things. The 'What' will come from the new People Roadmap. They are now 'live' and can be found here. <https://www.field-studies-council.org/our-values/>

New Centre Manager Blencathra (BL)

I am very pleased to announce that Katy Boreham has been appointed as the Centre Manager (CM) at BL. Following her success in an open and competitive process, Katy will be promoted

from Education Team Leader (ETL)/acting CM to the permanent position of CM. Katy joined Field Studies Council in 2010 as a Trainee Tutor and has established herself as a highly respected ETL.

Best regards

Mark