

Thu 14/11/2024 08:31

Dear Colleagues,

Headline Investors in People Results

Last week the Senior Leadership Team and HR staff met with our Investors in People (IIP) Assessor to discuss the initial results from October's Survey. Our benchmark has improved significantly by 25 points in the last year and is our best result since the first survey back in 2017. Our score is now 679. The survey is broken down into 9 key areas and we have improved scores in 7, stayed the same in 1 and gone down in 1. There is a lot of useful data below the headline scores that will inform our plans for the future as we work towards our overall aim to score 700. I also want to highlight the high scores relating to sharing and reflecting our new values. I'm conscious of how much work went into developing them by staff from across the charity. Thank you.

Field Studies Council in the Media

Just some of the many recent media pieces have included further coverage of [Generation Green 2](#) on the BBC News website, how a [Flatford Mill bookbinding course](#) led to a career change and Jo Harris' [conference speech](#) to Welsh Teachers on the opportunities for outdoor learning in the new Welsh curriculum.

... and at Events



Staff have also been out and about at exhibitions and conferences in recent weeks. There was considerable interest in our venue hire offers at the recent Christian Resources Exhibition held in Milton Keynes. Jo Vere Centre Manager at Epping Forest and team members Amy Alexander and Kelsie Cooling (pictured below) recently attended the London Wildlife Trust's Green Careers Showcase at Walthamstow Wetlands. It was a wonderful event for young people who aspire to work in the Green Sector to attend workshops and chat to organisations in the sector about pathways and opportunities. The team spoke to over 80 attendees about Field Studies Council, our Youth Council and our Wildlife Courses. They had great feedback and enjoyed the chance to get out and share the opportunities we offer as an organisation.

People Roadmap

Thank you to everyone who shared their ideas in the *Have Your Say!* survey for the People Roadmap. Your thoughtful responses are really valuable. We have been reviewing your feedback in detail. Over the next three weeks, we'll be sharing the key themes for each of the 6 workstreams. This week we will take a look at **Be an employer of choice** and **Nurture and grow our talent**.

The key themes from the **"Be an employer of choice"** feedback include:

- Work-life balance & flexibility
- Employee support & wellbeing
- Inclusivity & empowerment
- Competitive compensation & benefits
- Brand & culture
- Enhanced onboarding & induction

These themes highlight a strong desire for a workplace that prioritises flexibility, wellbeing and inclusivity, while offering competitive rewards, fostering a positive culture and providing effective support for new employees.

The key themes from the **"Nurture and grow our talent"** feedback include:

- Career pathways & progression
- Training & development opportunities
- Leadership & mentoring
- Investment in long-term growth
- Structured support for new staff
- Enhanced internal mobility
- Organisational knowledge sharing

These themes suggest a strong interest in comprehensive development resources, advancement opportunities, and a culture of continuous learning and support for long-term career growth.

Have we missed anything? If you think we have, please drop us a line at OurPeopleRoadmap@field-studies-council.org and share your thoughts. Or if you think we have captured your thoughts quite well, then please do let us know.

Special Mention

Thank you to Gus Goodwin and Mike Etherington who provided an online opportunity to take part in the two minutes silence on Remembrance Day. It was very much appreciated by staff.

COP 29

Pete Higgins, our former Chair of the Board of Trustees, and current Trustee, is attending COP29, the UNFCCC Conference on climate change, in Azerbaijan next week. He and his colleagues have developed two Massive On-line Open Courses (MOOC) on 'Learning for a Sustainable Future', the first of which has been running for a few weeks, and will continue to be open for some weeks, the second runs alongside COP29 - [Learning for a Sustainable Future: Live at COP29 course, 11-24 November 2025](#)

This is a free two-week online course, which provides an opportunity to examine what COP29 is, why it's important and reflect on how we can add our voices to the call for collective action for a sustainable future. It is intended to be particularly useful for those involved in education at any level. It has been developed and is being delivered by Pete and colleagues at the University of Edinburgh and Learning for Sustainability Scotland in partnership with the British Council. Due to the success of previous runs of these courses, Coursera has agreed to provide free

completion certificates. Click the link to join the course directly here [Coursera | Online Courses & Credentials From Top Educators. Join for Free](#)

Welcome back to Field Studies Council

There are no new starters this week, but Cat Clifford has returned to Millport as a Casual Hospitality and Catering Assistant.

Previous catch ups can be found on the staff news website [here](#)

Best regards

Mark