

Thu21/11/2024 08:31

Dear Colleagues,

People Roadmap

This week we are continuing to share the key themes captured in the Have Your Say! survey for the People Roadmap. This time we take a look at **Embrace innovation and Renovation** and **Recognise and Reward**

The key themes from the "Embrace innovation and renovation" feedback include:

- Creating an innovation-friendly culture
- Idea generation and sharing
- Autonomy and reduced bureaucracy
- Learning from external and internal sources
- Small-scale testing and pilots
- Time and space for innovation
- Sustainability and resourcefulness

These themes highlight a desire for a supportive environment that encourages and facilitates innovation, along with practical measures to enable experimentation and collaboration across the organisation.

The key themes from the "Recognise and reward" feedback include:

- Fair compensation and pay structure
- Benefits and allowances
- Recognition and appreciation (individual and team)
- Work environment and wellbeing
- Incentives and reward variety
- Work-life balance

These themes reflect a desire for a more holistic and inclusive approach to staff recognition, compensation, and well-being, with practical ideas to ensure all staff feel valued and fairly rewarded.

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. Thank you!

Slapton Research Seminar

Slapton's annual seminar had a record attendance of around 110 people and met its aims of attracting both a larger and a more diverse audience. The event had a morning of talks, including from keynote speaker ecologist and farmer Derek Gow, who spoke about the need to reintroduce beavers to the UK. After a delicious lunch put on by the catering team, several of the labs were opened up to host the *Marketplace of Ideas* - a space for local environmental organisations, charities and individuals to showcase their work or recent projects, and network and share ideas with one another and the attendees.

The team have since heard of many connections being made, and look forward to hearing about the fruitful outcomes in the future and at next year's seminar. It was also good to welcome Chris Foster and four of his students from the University of Reading to discuss the research they

conducted on Slapton Ley's shingle ridge, during their recent university trips. I'd like to thank the team at Slapton and Senior Tutor Em Kendall in particular for putting on an event that did the charity proud.



Coming up: our regular Staff Pulse Survey

You will shortly receive the bi-annual Staff Pulse Survey in your email boxes from the HR team. The survey is very short and should take less than one minute to complete. It will run from 25 November to midnight on 8 December. I would encourage everyone to take part. New members of staff might like to know that the Pulse Survey is carried out twice a year (May/November) and it's in addition to the Investors in People Survey that we carry out in October.

As with any pulse reading, it's a snapshot that allows us to calculate our average score. It's a commonly used way of measuring whether any of us would promote or recommend a product, experience or in our case, a place to work. Our regular pulse surveys allow us to track changes over time. It's deliberately different to the IIP Survey but taken together the results from both are useful and insightful.

Field Studies Council in the media

Just one of the articles this month is a 4 page spread in [Education Business](#) from pg 87 which has a focus on our sustainability and wellbeing work.

Staff Changes

I'm pleased to announce that **Andy Cawthray** will be stepping into a 12-month secondment as our new **Head of Programme Management**. In this pivotal role, Andy will work closely with the Senior Leadership Team to drive the Field Studies Council's ambitious growth plans outlined in

our 5-year strategy and our rolling 10-year plan. As we continue to adapt and grow, creativity, flexibility, and effective change management are more important than ever.

Andy brings a wealth of experience and fresh perspectives to this role, which will be key in aligning our projects, keeping Field Studies Council focused on its strategic goals, ensuring we stay impactful and sustainable in the years ahead. In addition to his new responsibilities, Andy will continue to deliver on the strategic management and performance analysis work that has been central to his current role. I'm also pleased to share that **Gary Foster** will be stepping up to manage the Digital & Data department during this period.

Staff Conference: date for the diary

This year's event will be at Margam Park, arrival on Tuesday 14th Jan and departure on 16th Jan. More information will be out shortly.

Welcomes and Well Dones

Debbie Stubbs has joined the team at Castle Head as Lead Housekeeper and Oli Wilson has been promoted to the role of Education Support Assistant at Castle Head

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

Best regards

Mark