

Thu 28/11/2024 08:31

Dear Colleagues,

I've just come back from the Leadership Forum (LF) where we enjoyed meeting face to face, and welcoming new forum members. The main discussions were around the new 5 year strategy but there was also time to catch up with each other and exchange ideas. The forum was hosted by Shell and her team at Rhyd-y-Creuau where we all had a warm welcome and lovely food. I'd like to thank them for all the hard work, both seen and unseen, that went on, and I would also like to thank all the LF members, especially those who made long journeys to attend.

People Road Map

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 **Inspire, motivate and engage** and **Be a respectful and inclusive community where everyone can thrive**.

The key themes from the "**Inspire, motivate, and engage**" feedback include:

- Increased face-to-face engagement
- Staff involvement in decision-making
- Building community and morale
- Recognition and value alignment
- Opportunities for professional development
- Improving communication
- Supporting wellbeing

These themes reflect a desire for a collaborative, connected, and values-driven organisation where staff feel included, recognised, and empowered.

The key themes from the "**Be a respectful and inclusive community where everyone can thrive**" feedback include:

- Fostering inclusivity and diversity
- Improving accessibility and support
- Enhanced awareness and understanding
- Consistent and respectful team dynamics
- Improved support and Mental Health resources
- Inclusive and accessible processes
- Enhanced communication and engagement

These themes highlight the importance of empathy, consistency, support and proactive inclusion practices in creating a community where everyone feels respected and empowered to thrive.

We will be sending out a more detailed summary of your feedback from the *Have your say!* survey, so please keep a look out for that.

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!

Out and About

Continuing with our regular reporting on events attended by staff, Publications have been busy at two recent events. Rebecca Farley-Brown and Simon Norman ran a bookshop at Worcestershire Entomology Day in the Wyre Forest attended by around 80 participants and

drawing in naturalists from across the West Midlands region. They also took £500 in book sales which included selling books to two of the more famous and influential guests on the day: TV's George McGavin and well-known botanist John Poland. There was a lot of interest in our 2024 titles, especially the AIDGAP Orthoptera identification guide and the Click Beetles' atlas. We can also report lots of goodwill expressed towards our biodiversity courses. In the same weekend, Steve Docker of Publications Unit gave a well-received presentation and preview about the forthcoming new edition of AIDGAP Beetles guide to the Derbyshire and Nottinghamshire Annual Insect Show in Southwell.



Westfield Health

One of the useful chats in the bar at the leadership forum was a reminder to use up any unspent [Westfield Health](#) benefits on health appointments and treatments because the claim year starts afresh in January and you can't roll over any unspent allocations. I flagged it up in a recent catch up but it's worth seeing what you can fit in between now and the end of the year. Top tips from those who do their best to make use of what's on offer is to book an eye test in December but pay for any new glasses in January. Don't forget to check if [Westfield Rewards](#) can help with Christmas purchases too. You will need to activate your account using your work email address and if you can't find your account number you can call the customer helpline on 0114 250 2000 or email enquiries@westfieldhealth.com

Check Your Pulse

The [Staff Pulse Survey](#) will have landed in your inbox from the HR team on Monday so please take a few moments to fill it out.

For residents of Wales

This may be of interest to staff and trustees living in Wales. The Welsh Government has launched a survey seeking views on [Public Engagement on Climate Change in Wales](#). They specifically want to hear personal views, and not those of an organisation. It aims to gather information on the types of engagement that you have been involved with, where there is best practice and how the Welsh government could support further engagement.

Welcome back to Field Studies Council

There are no new starters this week, but a welcome back to Rhianna Holdsworth who has returned to Preston Montford as a Casual Hospitality and Catering Assistant. Previous catch ups can be found on the staff news website [here](#).

Best regards
Mark