

Thu 10/4/25 08:03

Dear colleagues,

People Roadmap Update – April 2025



It may have seemed a bit quiet on the People Roadmap front since we launched it in January, but a lot has been going on behind the scenes. The team are delighted that 25 colleagues from across the organisation have already stepped forward to get involved in a range of People Roadmap projects – thank you. There will be more opportunities to get further involved.

Here's a quick summary of what the team have been up to in Q1:

- Shaping our new **Wellbeing Strategy**
- Improving the **e-PDR** and developing a **peer-to-peer recognition** approach
- Launching the **LET'S Lead** programme with Module 1 of our Management Skills training - and there is more to come.
- Hosting our first **EDI Working Group Day** - details in last week's Catch Up.

We're taking a structured approach to these projects, using methods that may be new to many of us, but that's part of the journey. We're learning together as we shape the future of how we work at Field Studies Council.

Looking ahead to Q2, we will be:

- Launching the **Workforce Planning** project
- Exploring how we can continue to build **Field Studies Council's reputation as a great place to work**
- Reviewing our **Delegations Framework**

Thank you for your continued interest and support. If you have any comments, questions, or ideas – or if you'd like to get involved – the team would love to hear from you: OurPeopleRoadmap@field-studies-council.org

Electric Vehicle (EV) Salary Sacrifice scheme

As part of our commitment to the **Recovery** strand of work we have partnered with [LoveElectric](#) to launch a new Electric Vehicle Salary Sacrifice scheme for staff. Joining the scheme could save you money on the cost of leasing an EV, reduce your driving emissions and fuel costs and offer a discount on the cost of installing an EV charger at home.

If you'd like to know more, LoveElectric are hosting an online session to answer your questions and introduce the scheme for staff on 17th April at 11am. [Click on this event link to register](#) The event will also be recorded for those unable to attend.

The poster below should be on display in your location.

Electric Vehicle Salary Sacrifice scheme



Why sign up?

You could save money on the cost of leasing an Electric Vehicle
Reduce your driving emissions = cleaner air
Discounts for installation of an EV charging point at your home.
5000 miles of free charging through OVO*.
No deposit required.

How does it work?

Salary sacrifice scheme

- You agree to sacrifice a pre-agreed portion of your pre-tax salary to the scheme provider LoveElectric.
- Payments cover pre-agreed monthly hire costs, which includes insurance, maintenance, breakdown cover and road fund tax.
- Monthly costs vary depending on vehicle and lease period length.

Who can apply?

- Permanent Field Studies Council employees.
- Staff who will earn above the national minimum wage after all salary sacrifice deductions.
- For more information see the [Staff Handbook](#) and [LoveElectric criteria](#).



What cars are available?

A variety of small and large fully Electric Vehicles are available through the scheme. New and used (reloved) vehicles are available.

I'm interested, what next?

To check your eligibility for the scheme please email:
payroll@field-studies-council.org



*see offer on LoveElectric website

MPs, Parliament and Policy

Since the election we have been increasing our engagement with centre MPs, government ministers and policy makers including in print, online and in person. This spade work is to make sure that they know who we are and what we do before we need their support on a number of policy areas to increase outdoor learning opportunities for more young people.

Currently in England alone, these opportunities sit within three different government departments: Department for Education, DEFRA and Department for Culture, Media and Sport. Much of our policy work and meetings with ministers is to seek to get them to pull these various policy threads together in a more coherent way. Please remember to keep Ian Wainwright and Joy Blizzard looped into any government related projects that you are approached about or visits from your MPs.

Last week Tim Farron, MP for both Blencathra and Castle Head, hosted an Institute of Outdoor Learning drop-in session for MPs at Westminster attended by Bishop Wood's MP Nigel Huddleston, Nettlecombe's Rachel Gilmour, Millport's Irene Campbell and Epping Forest's MP Neil Hudson. Later in the week Tim also visited Castle Head and Education Support Assistant Oli Watson took the opportunity to interview Tim. The video clips will be uploaded onto our channels shortly. Preston Montford also hosted a team from DEFRA who were visiting Generation Green projects, and they enjoyed their trip to the Carding Mill Valley.

Don't forget to invite your local MP to any open days or special events at your centre. They are more likely to be able to attend at the end of the week when they are in their constituencies, but even if they can't come, they often appreciate the invite.

London Marathon 2025: 17 days to go

In case you've forgotten Sam Thurston (Sustainability Manager) is running the 2025 London Marathon to support Field Studies Council 'Grants for Schools bursary' and 'Young Darwin Scholarships'. Here's a link to a video update recorded by Sam that was recently posted on [Facebook](#). Sam has raised nearly 65% of the total £2000 he's aiming for! Sam would like to pass on his thanks to the 30+ staff that have already sponsored him. [You can sponsor Sam here](#) and more news on an online auction of outdoor goodies to raise more donations coming soon.

Welcome to Field Studies Council

Dulcie Jones has joined the team at Rhyd-y-creuau as Hospitality and Catering Assistant.

Previous catch ups can be [found here](#).

Best regards

Mark