

Thu 02/10/2025 08:00

Dear Colleagues,

### Staff Pulse Survey – the results are in

Thank you to everyone who took part in the recent staff pulse survey - we really appreciate your feedback. This time, we received 164 responses, which is a slight decrease compared to the last survey.

In response to the question “*How likely are you to recommend us as an employer?*” the average score was 6.5 out of 10. This is slightly higher than the score in May 2025 which was 6.4. As you’ll see below, the most common individual score was 7 out of 10, compared to 8 in the previous survey.



### What you told us

We received **116 comments**, with the following key themes:

- **Supportive teams** – many of you spoke positively about friendly, collaborative colleagues and supportive managers.
- **Pay and recognition** – some of you felt pay doesn’t always reflect responsibilities and would welcome greater recognition and appreciation.
- **Workload and balance** – feedback noted busy periods, some long hours and understaffing, although flexibility was valued.
- **Leadership and culture** – positive experiences with local leadership, but some concerns around inconsistency and limited visibility of senior leaders.
- **Belief in our mission** – a strong pride in our purpose and the meaningful nature of our work.
- **Development and progression** – interest in more training, clearer career pathways, and opportunities for growth.

The themes you’ve raised are reflected in our People Roadmap priorities. We recognise that change doesn’t happen overnight and that some challenges are more complex than others, but we are committed to taking action where we can. If you would like to get involved with any of the

work in the People Roadmap, please do get in touch: [OurPeopleRoadmap@field-studies-council.org](mailto:OurPeopleRoadmap@field-studies-council.org)

### **Scottish Government U turn**

The Catch Up last week reported a "stooshie" in the Scottish Parliament over plans to block the outdoor learning bill despite the clearly stated wishes of MSPs across the party divides.

The [good news](#) is that there has been a change of heart (if you are charitable) or a U turn (if you're less so) which means that the bill will proceed to the next stage. As expected, there will need to be compromises and the focus of the bill is likely to be on the most disadvantaged rather than universal provision, but in the current climate this is a big win for the formidable Liz Smith, a woman who wouldn't 'wheesht'.

### **Chasing Down Funding**

One of the benefits of engaging with our local MPs is that we can plug into events that they themselves organise. Following a visit to Margam by Stephen Kinnock MP, Sian was invited to attend a funder/charities "speed dating" event set up by Stephen. Alerted by our fundraising team, Sian has since also attended the launch of Meithrin Natur a £10M National Lottery Funded project. It is seeking to improve young children and their caregivers' health and wellbeing in Wales by connecting them to the natural environment.

### **Heritage Open Day Welcomes 127 Visitors to Nettlecombe Court**

Nettlecombe Court opened its doors to the public as part of [Heritage Open Days 2025](#).

Organised by Hannah West and Archer Blurton, with fantastic support from the wider team, the day was a celebration of history, architecture, community, and the Field Studies Council at Nettlecombe Court. Visitors followed a self-guided route through the house, including the Great Hall, Drawing Room, Strode rooms, West Staircase, and Chamber, offering rare public access to parts of the building not usually open. A short heritage video, staff interpretation, and room notes helped bring the history to life.



Feedback was overwhelmingly positive. Visitor highlights included the plasterwork, architecture, and learning more about the Trevelyan–Strode family and the house's current educational role. One guest shared that their last visit was on a school trip in 1968, making the day a meaningful return. Many also praised the relaxed atmosphere and friendly staff. The Field Studies Council stand offered information, publications, and insight into our wider work, and Tracy's cakes sold out completely.

### **New starters to welcome this week:**

Casual Hospitality and Catering Assistants Fay Cutress at Castle Head, Maddie Fox at Preston Montford and Declan Rennie at Millport.

Also, this week:

Sam Nobbs has returned to Nettlecombe Court as Maintenance Officer and Debbi Nobbs as Casual Hospitality and Catering Assistant.

Best regards

Mark