

Thu 02/04/2026

Dear Colleagues,

Staff Changes

I fully acknowledge that the last few weeks of the restructure have been difficult. The professionalism shown by all involved and the genuine concern for your colleagues has been exemplary, even in the most difficult of circumstances. I know that it has been unsettling and there is a genuine sense of sadness at the outcome. The process has drawn to a close, decisions have been made and the consequences will follow in the coming weeks. Some colleagues have already left, and I have written individually to them. Some were long serving and all have made a valuable contribution to this charity, and I thanked them for that. These transitions are never easy and as we will continue to say goodbye to others over the next few weeks, I am sure you will join with me in wishing them well for the future.

Middle East Conflict

Following discussion at SLT on Tuesday, we are putting in place a small Operational Planning Team (OPT) to ensure we are prepared for any potential business interruption arising from the situation in the Middle East.

Rather than try to predict events - which I'm sure you are aware is all but impossible- we want to make sure we are ready to respond quickly and coherently if the ongoing conflict begins to impact us. We have pulled together a team of people from across the charity to help us get a shared understanding of the mostly likely disruption, its potential impact on our operations and finances, what triggers would need to be acted upon and how we should respond.

Royal Visit to Millport

We are really pleased that our Patron HRH The Princess Royal will be [visiting Millport](#) later this month. The visit comes at an important time for our work in Scotland coinciding, as it does, with the planning for the new Outdoor Learning Residentials Act, but also for Millport in particular as we continue to work on the North Ayrshire Growth Deal which could see significant investment in the site. The visit is an ideal opportunity for us to invite key people involved in both of those in a social setting, create some synergies between them and give us a chance to show what we can offer.

I'm conscious -as are those organising the visit - that this comes at a time of belt tightening and efforts to reduce travel. As a result, there will be no large-scale refurbishment, although Millport is looking pretty good thanks to the ongoing efforts of staff and the infra team. We are making the most of materials that we already have in stock and are re-using items from the previous visit. We are also keeping travel costs to a minimum by asking Scottish-based staff and trustees who live nearby to play a role.

Feedback from my presentation

Thanks for all the questions asked at the in-person visits and online sessions. We are collating them and will answer the issues raised in the next Occasional Staff Newsletter. There's usually someone who thought of a question just after the presentation has ended so if that's you, there is just time to send it in. Please email Joy with "Question for the Occasional Staff Newsletter" in the subject box.

Signs of Spring

This was posted by a member of staff from our Corporate Partner Sprayway and we have shared it on our socials. He clearly got into the spirit of [Signs of Spring](#) and there is still time to add your entries.

[Clipchamp](#)



Welcome to Field Studies Council

Katie Anderson has joined the team at Preston Montford as Casual Hospitality and Catering Assistant

Barry Masson has joined the team at Millport as Casual Hospitality and Catering Assistant

Best regards

Mark