

Decision under Delegated Powers

Officer Requesting Decision

Head of Neighbourhood Services

Officer Making the Decision

Chief Executive

Recommendation

1. That authority is given for the Head of Neighbourhood Services to enter into a partnership agreement with Leicester-shire and Rutland Sport to deliver Charnwood's Commissioning Plan for Sport and Physical Activity in partnership with key organisations across the borough from 1st April 2015 - 31st March 2016.
2. That approval be given:
 - To extend the 2 temporary fixed term full time Community Sport and Physical Activity Development Officer Posts and one fixed term part time (18.5 hours a week) Community Sport and Physical Activity Development Post from 1st April 2015 - 31st March 2016 (M003).
 - To extend 2 fixed term full time Community Physical Activity and Play Development Officer Posts from 1st April 2015 - 31st March 2016 (M064) and reduce one post to 30hours a week.
 - To delete the fixed term part time (30 hours) Early Years Physical Activity Development Officer post from the establishment (H539) and slot the current post holder into the vacant Community Physical and Play Development Officer Post (30 hours) from 1st April 2015 - 31st March 2016 (M064).

Reason

To enable the drawdown of the monies allocated to Charnwood through the Sport and Physical Activity Commissioning Plan process and to enable the Council to deliver its part of the LRS County Sports Strategy and the County Physical Activity Strategy as approved by cabinet in November 2009.

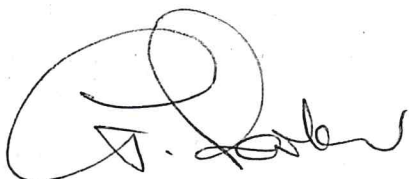
Authority for Decision

In accordance with the scheme of delegation of Council Functions to the Head of Paid Service, item 6 allows the Head of Paid Service "to agree changes to the establishment, within budget and without major service or policy implications, affecting no more than five posts (irrespective of their post number) in any single case".

The Partnership Agreement is being entered into to enable the Council to deliver its part of the County Sports Strategy and County Physical Activity Strategy which was approved by Cabinet in November 2009. Officers have delegated authority to take such action as may in his or her opinion be necessary or appropriate in connection with the implementation of decisions properly authorized by Cabinet (item (iii) in section 8.1 of the Constitution).

Decision and Date

APPROVED



9 APRIL 2015

Background

Since October 2011, Leicestershire County Council Public Health, Leicester-Shire and Rutland Sport and local authorities have been working on a yearly basis to secure resources for sport and physical activity by working closely with Leicestershire Together, local, regional and national partners.

Funding is allocated to local authorities based on obesity and inactivity levels and health deprivation data. Local partners are given the opportunity to bring forward action/delivery plans to secure a share of resources, based on the priorities identified by the funding partners in the Strategic Commissioning plan: Greater focus on families, Greater focus on inactive and Greater focus on addressing health inequalities.

Local Authority partners, School Sport and Physical Activity Networks and local Sport Alliances agree local priorities based on a life stage/course approach. Each year local authorities are required to submit a single cohesive action plan that details how organisations collectively plan to utilise their proportion of the funding to increase attendances/take up of sport and physical activity. Action plans must demonstrate the pooling and aligning of local budgets/ resources to ensure that duplication is avoided and local resources are maximized.

Charnwood's plan contributes to;

- Meeting both local and Leicestershire Together strategic outcomes and priorities.
- Supporting the Council's overarching aim of 'Creating opportunities for communities to live healthy, active and fulfilling lives'.
- Achieving key objectives outlined in Leicester-Shire and Rutland Sport Strategy - Sport and Physical Activity 2013-2017.

Discussions with partners have highlighted the most effective way to deliver in hard to reach/priority neighbourhoods. All partners indicated that in order to establish community confidence and continuity there needed to be dedicated officers that would be based within geographical locations/heart of the community for at least 12 months.

In 2014/15 two full time and one part Community Sport and Physical Activity Development Officers and two full time Community Physical Activity and Play Development Officers were employed to work with the local population to increase regular and life long participation in sport and physical activity.

Over the last three years Charnwood Borough Council has secured a total of over £710,000 to deliver sport and physical activity opportunities.

Charnwood Sport & Physical Activity Commissioning Plan 2015-2016

Following the Sport and Physical Activity Commissioning Group's recent assessment of Locality Plans and Proposals (13th March 2015), the Sport and Physical Activity Commissioning panel has agreed to support Charnwood's 2015/16 submission. A total of £241,827.50 has been allocated to deliver Charnwood's plan 2015/16.

Charnwood Partnership for Children and Families - Extended Services 2014-15

Since October 2007 Leicestershire County Council has funded the Early Years Physical Activity Development Officer post (H539) on a yearly basis (subject to available funding). This post provides a targeted physical activity programme for early year's children and their families within the Sure Start Children Reach areas in Charnwood. Funding was secured in 2014 to extend this temporary fixed term post (H539) for a further 12 months from 1st April 2014 - 31st March 2015 on 30 hours per week (reduced from 37 hours due to a 45% reduction in funding).

In October 2014 Charnwood Borough Council received written notification from the Charnwood Partnership for Children and Families Children's Centre Coordinator that future funding from 31st March 2015 for this post will cease.

It is proposed to delete this post (H539) from the establishment and slot the current post holder into the vacant Community Physical Activity and Play Development Officer (post M064). The post holder will continue to work 30 hours a week. The current post holder has been consulted on this proposal and has agreed to the new role.

Staffing Implications

In December 2014 five members of staff (three Community Sport and Physical Activity Development Officers x M003) and (one Community Physical Activity and Play Development Officer x M064) and (one Early years Physical Activity Development Officer x H539) were put at risk of redundancy.

Charnwood Borough Council has received written confirmation from Public Health that sufficient funding - £241,827.50 is available to fund these posts for a further 12 months.

In light of the new funding the requirement to make redundancies has been avoided and therefore the risk to posts can be lifted at this time.

Summary of Advice provided by HR

HR Advisor: Gayle Baker

From the information below, it would appear that the current staff already has sufficient service to entitle them to a redundancy payment when the posts are terminated. If they then accrue 4 years or more service, due to a further extension of contract, then the staff will have the same rights as a permanent employee when the contracts are finally terminated. This could potentially have implications for the wider team unless their current roles are very specific and can readily identified as different to colleagues on a permanent contract.

Financial Implications

Charnwood Borough Council will receive a total of £241,827.50 of which £50,930 will be allocated to both North and South Charnwood's School Sport and Physical Activity Networks to deliver Charnwood's Commissioning Plan for Sport and Physical Activity 2015-2016. Of the remaining £190,897.50 £129,400 has been allocated from the plan to extend the contracts of the three Community Sport and Physical Activity Development Officers (M003) and two Community Physical Activity and Play Development Officers (M064) (Scale 5) on fixed term temporary contracts from 1st April 2015 - 31st March 2016.

The total cost of employing existing staff for 12 months is £129,400 this includes car allowance expenses estimated at £7,400. The total cost also takes into account staff's current salary/spinal column point.

Any enhanced payments for all five posts will be minimal and will be met from CBC's central pot.

Upon termination of these posts all five-post holders will be entitled to redundancy severance payments. The total cost of which will be £18,616 this will be paid and funded out of the existing Active Together budget - X586.

Risk Management

Risk Identified	Likelihood	Impact	Risk Management Actions Planned
Failure to deliver the commissioning plan would seriously impact on the Borough Council achieving Leicestershire Together and Charnwood Together strategic/local priorities	Low	High	Delivery of plan dependent on external funding.

Key Decision No

Background Papers;

- County Sports and Physical Activity Strategy - Cabinet - 26th November 2009
- CSCOP's paper - Sport and Physical Activity Commissioning - 9th September 2011
- Leicestershire County Council - Draft Commissioning Plan for Sport and Physical Activity, Version 6 - 6th December 2011.
- Community Sport and Physical Activity Development Officer Job Description and Person Specification March 2012.
- Charnwood Sport and Physical Activity Commissioning Plan - March 2012
- Leicester-shire and Rutland Sport (LRS) - letter from LRS Chief Executive confirming Charnwood's financial allocation 20th March 2012.
- DD22 11/12
- DD5911/12
- Charnwood's Sport and Physical Activity Commissioning Plan and Locality Proposal - March 2013-14
- Written confirmation from LRS to confirm funding for 2013-14 - 18th March 2013
- DD 2013/04/03
- Charnwood's Sport and Physical Activity Commissioning Plan and Locality Proposal - March 2014-15
- Written confirmation from LRS to confirm funding for 2014-15 - 17th March 2014
- DD98/13/14, DD99/13/14
- E mail confirmation from LRS to confirm funding for 2015-16 - 16th March 2015
- E mail confirmation from Charnwood's Children Centre's Coordinator 29th October 2014
- Charnwood's Sport and Physical Activity Commissioning Plan and Locality Proposal - March 2015-16

