

## **Decision under Delegated Powers**

### **Officer Requesting Decision**

Head of Neighbourhood Services

### **Officer Making the Decision**

Chief Executive

### **Recommendation**

1. That authority be 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 1<sup>st</sup> April 2013 - 31<sup>st</sup> March 2014.
2. That approval be given to:
  - To extend the 3 temporary fixed term full time Community Sport and Physical Activity Development Officer Posts from 1<sup>st</sup> April 2013 - 31<sup>st</sup> March 2014. (M003)
  - To extend the 2 fixed term full time Community Physical Activity and Play Development Officer Posts from 1<sup>st</sup> April 2013 - 31<sup>st</sup> March 2014. (M064)

### **Reason**

1. & 2. To enable the draw down 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 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; delegation 6 on p3-25 of the Constitution 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) on p3-22 of the Constitution)

### **Decision and Date**

## **Background**

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

In 2012-13 partners secured a total of £1million pounds worth of resources that were subject to a commissioning process, whereby local partners, working together, secured funding to support the delivery of sport and physical activity.

Local partners were 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  
Greater focus on addressing inequalities

There was a new onus on local partners: School Sport and Physical Activity Networks; Local Sport Alliances and Local Authority partners to agree local priorities based on a life stage/course approach and to present a single, cohesive action plan that outlined how organisations would collectively plan to deliver with local partners. Action plans needed to demonstrate the pooling and aligning of local budgets/ resources in such a way that duplication was avoided and local resources were maximized.

## **Sport and Physical Activity Commissioning Plan 2012-13**

On 8th March 2012 District Councils were required to submit an annual action plan that detailed how they proposed to utilise their proportion of the funding to meet the new priorities and how they would increase attendances/take up of sport and physical activity.

On 15<sup>th</sup> March 2012 the Leicestershire Together Board endorsed the Strategic Commissioning Plan, which included Charnwood's commissioning plan for Sport and Physical Activity 2012-2013. Charnwood were allocated a total of £217,481.

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 Physical Activity 2009-13 and the Leicester-Shire and Rutland Sports Strategy 2009-13 of which Charnwood Borough Council are committed to supporting.

Discussions with partners 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 2012/13 three full time Community Sport and Physical Activity Development Officers (fully funded by the commissioning plan) and two full time Community Physical Activity and Play Development Officers (part funded by the commissioning plan and part funded by Positive Activities for Young People and Charnwood Partnership for Children and Families) were employed to work with the local population to increase regular and life long participation in sport and physical activity.

### **Key Successes - 2012-13**

Over the last ten months Charnwood Borough Council in partnership with local partners has delivered over 50 physical activity programmes throughout Charnwood. To date over 50,000 attendances have been recorded. Some of the key successes from projects include;

- Over 800 attendances on Obesity Prevention Programmes for Children and Adults in partnership with Leicestershire Nutrition and Dietetic Service.
- 3500 attendances on physical activity programmes for 0-4s and their families living within the Surestart children's centre reach areas which are situated within Charnwood Priority Neighbourhoods.
- Over 6000 attendances on diversionary projects for young people who are at risk of ASB or have challenging behavior, delivered in partnership with local youth groups, Impact team, police and local community groups such as the Warwick Way Action Group and delivered in identified ASB hotspots including priority neighbourhood areas Shelthorpe, Mountsorrel, Thurmaston, Warwick Way and Thorpe Acre.
- 4750 attendances on Olympic celebration events including Family Sports Road shows which celebrated the 100 days to the start of the Olympics, 2 Community Games events which promoted community cohesion through events to celebrate the 2012 games these were held in Loughborough West and Loughborough East and provided opportunities to try Olympic sports activities and cultural activities such as dance and arts and crafts and the torch to schools project which taught children about the values of the Olympic and Paralympic games in addition to getting the opportunity to hold the 1948 Olympic Torch.
- Over 9000 attendances for young people to access leadership courses, volunteering opportunities and engage in sporting competition at a local level and county level in partnership with the North and South Charnwood School Sport and Physical Activity Network.
- Training opportunities have been provided for lunch time supervisors in all schools in Charnwood to enable them to deliver an additional 40 minutes of sport and physical activity to children in school time.

### **Charnwood - An example of good practice**

At a recent meeting with the sport and physical activity commissioners (December 2012) it was reported that progress made within Charnwood was excellent.

The delivery of the Sport and Physical Activity Plan received further praise when Charnwood were asked to present at a County wide commissioning event attended by Commissioners and other local authorities from across Leicestershire. This provided the opportunity to share best practice and allow other authorities to learn from what Charnwood had achieved.

### **Charnwood's Plan 2013-14**

Over the last four months Charnwood Borough Council's Sport and Active Recreation Manager, Senior Active Recreation Development Officer and Community Sport and Physical Activity Development officers and Community Physical Activity and Play Development Officers have met and consulted with key partners/community organisations. This year development officers have played an active role in meeting and discussing projects with community groups.

Discussions with partners have highlighted the most effective way to deliver in hard to reach/priority neighbourhoods. All partners strongly agreed that employing dedicated community sport/play and physical activity development officers based within the heart of communities has had a significant impact on increasing community confidence. Partners recognise that if we are to build on this success there is a need for dedicated officers to continue to deliver and work with local communities to ensure long term sustainability of programmes.

The commissioning plan details 5 posts these include; 3 Full time Community Sport and Physical Activity Development Officers (M003) and 2 full time Community Physical Activity and Play Development Officers target (M064). These posts will be responsible for increasing the sport and physical activity participation levels of residents of Charnwood through the development, coordination and delivery of a range of sport and physical activity opportunities. Officers will work creatively to increase regular and life long participation in sport and physical activity and will work closely with key partners/organisations identified throughout plan to ensure the long term sustainability of sessions.

### **Submission and Approval of Charnwood's Plan 2013-14**

On 8<sup>th</sup> March 2013 Charnwood Borough Council's Sport and Active Recreation team submitted Charnwood's Sport and Physical Activity Plan for 2013-14. On 18<sup>th</sup> March 2013 Charnwood Borough council received written confirmation from Leicester-shire and Rutland Sport that Charnwood's action plan had been successful and the total funding of £261,515 funding will be available for 2013-14.

### **Staffing Implications**

In December 2012 all five members of staff (3 x M003) and (2 x M064) were put at risk of redundancy.

Charnwood Borough Council has received written confirmation that sufficient funding 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: Risha Budhdeo

HR have been consulted and they have advised that there may be financial implications if redundancies were to occur at the end of this period as employees will have completed more than 2 years employment. We would also need to check if there were any pension implications as a result of redundancy.

### **Financial Implications**

Of the total £261,515 Charnwood Borough Council will receive £205,515 (£56,000 will automatically go to School Sport and Physical Activity Networks) from Leicestershire County Council to deliver Charnwood's Commissioning Plan for Sport and Physical Activity 2013-2014. Of this £261,515 £142,500 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 1<sup>st</sup> April 2013 - 31<sup>st</sup> March 2014.

The total cost of employing existing staff for 12 months is £142,500 this includes car allowance expenses estimated at £8000. The total cost also takes into account staff's current salary/spinal column.

One of the three Community Sport and Physical Activity Development Officers (M003) is currently on maternity leave. Cover will be provided for this post during her maternity leave (Costings included in overall costs above). The £3315.84 for maternity costs will be paid from the commissioning plan allocation.

Upon termination of these posts all five-post holders will be entitled to redundancy severance payments. The total cost of which will be £28,432.59 this will be paid and funded out of the existing Active Together budget - X586.

### **Risk Management**

<b>Risk Identified</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Risk Management Actions Planned</b>
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 - 26<sup>th</sup> November 2009
- CSCOP's paper – Sport and Physical Activity Commissioning – 9<sup>th</sup> September 2011
- Leicestershire County Council – Draft Commissioning Plan for Sport and Physical Activity, Version 6 - 6<sup>th</sup> 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 20<sup>th</sup> 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 18<sup>th</sup> March 2013