Decision under Delegated Powers

Officer Requesting Decision

Sport and Active Recreation Manager

Officer Making the Decision

Head of Neighbourhood Services

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 2014 31st March 2015.
- 2. That approval be given to:
 - To extend the 3 temporary fixed term full time Community Sport and Physical Activity Development Officer Posts from Ist April 2014 - 31st March 2015. (M003)
 - To extend the 2 fixed term full time Community Physical Activity and Play Development Officer Posts from 1st April 2014 - 31st March 2015. (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, 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".

This has been delegated to Heads of Services in certain situations (DD 28 11/12), which this falls within.

That the delegated function of the Chief Executive to agree changes to the establishment, within budget and without major service or policy implications, affecting no more than five posts in any single case be assigned to Heads of Service, subject to such decisions:

- relating solely to staff within the Head of Service's responsibility;
- · being within the existing budget for the service;
- Not resulting in the creation or deletion of posts, or potential redundancy situations;
- Only affecting officers graded at PO4 and below, and
- Only being taken after consultation with the Council's Human Resources service.

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



Background

Since October 2011, Leicestershire County Council, Leicestershire and Rutland NHS and Leicester-Shire and Rutland Sport 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.

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 15th 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 contributed 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. Over the year (2012-13) the programme achieved in excess of 50,000 attendances over 50 projects.

Charnwood's Sport & Physical Activity Commissioning - 2013-14

In February 2013 Charnwood Borough Council's Sport & Active Recreation Team submitted an integrated sport and physical activity commissioning plan for 2013-14 to Leicestershire County Council and Public Health. A total of £261,515 was allocated to Charnwood to deliver the 2013/14 plan.

The contracts of the three full time Community Sport & physical Activity Development Officer's posts (M005) and two Community Physical Activity and Play Development Officer's posts (M064) were extended for a further 12 months.

During 2013/14 CBC's Sport & Active Recreation team in partnership with local organisations and key agencies have delivered over 63 sport and physical activity programmes within priority neighbourhoods targeting inactive residents. To date a total of 46,345 attendances on sport and physical activity projects have been recorded.

Charnwood - An example of good practice

The work delivered through Charnwood's commissioning plan continues to remain an example of good practice throughout the county. At a recent meeting with the sport and physical activity commissioners (December 2013) it was reported that progress made within Charnwood was excellent.

Charnwood's Sport & Physical Activity Commissioning Plan 2014-15

Over the last four months Charnwood Borough Council's Sport and Active Recreation Manager and key members of the Sport and Active Recreation team 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 2014-15

On 13th March 2014 Charnwood Borough Council's Sport and Active Recreation team submitted Charnwood's Sport and Physical Activity Plan for 2014-15. On 17th March 2014 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 £233,008 funding will be available for 2014-15.

Staffing Implications

In December 2013 all five members of staff (3 \times M003) and (2 \times 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: Gayle Baker

From the information below, it would appear that the current staff already have 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 a 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

Of the total £233,008 Charnwood Borough Council will receive £233,008 but £43,020 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 2014-2015. Of this £233,008 £144,900 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 2014 - 31st March 2015.

The total cost of employing existing staff for 12 months is £144,900 this includes car allowance expenses estimated at £7,500. 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) has chosen to work part time 18.5 hours a week following her return from maternity leave. It is intended to advertise the remainder of her hours 18.5hours as a job share.

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 £15,046.73 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		High	Delivery of plan dependent on external funding.
seriously impact on the			
Borough Council achieving			
Leicestershire Together			
and Charnwood Together		390) 34	
strategic/local priorities			

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 | 1/12
- 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