

## **Sport & Active Leisure – Taking the vision forward**

### **Summary**

1. This report asks the Executive Member to agree a new structure of posts in the Community Sport and Physical Activity delivery team within the Sport and Active Leisure service.

### **Background**

2. The Sport and Active Leisure team takes the lead in delivery against the following LAA targets:
  - NI8: Adult participation in sport
  - NI110: Young people's participation in positive activities
  - NI57: Children's participation in PE and sport
  - LI5: Adult participation in physical activity
3. The Lifelong Learning and Culture Plan sets the aim for York to have the highest participation rates in active lifestyles of any city in the country by 2013. Working through 3 initiatives: Everybody Active, Active Places and Spaces, and Just 30, we need to deliver 8,535 new participants this year to remain on course to reach this target.
4. The Everybody Active initiative is essential to delivering on the above targets and outcomes. This initiative is split into a further 3 delivery programmes:
  - **Everybody Active – Adults:** These programmes will invest in creative activities directly addressing the known barriers to participation in active lifestyles. Activities will be relevant to a broad cultural interest, will be accessible, and will be branded alongside the "Just 30" campaign.
  - **Everybody Active - Targeted:** Cross service programme that supports, encourages and motivates the least active target groups to take the necessary steps in becoming more active in order to improve their health and wellbeing. E.g. Older people, medical referral and disability activities.
  - **Everybody Active – Young People:** These programmes will develop opportunities for all young people in the city to participate in a range of

sport and physical activity. As well as enhancing health and wellbeing programmes to promote young people's cultural entitlement.

5. To enable Sport and Active Leisure to deliver the above Everybody Active programmes and meet the targets set it requires greater delivery capacity at front line level. This in turn requires a restructuring of the team. To assist with this a bid was made to the Sport England Community Investment Fund (CIF) which resulted in an award of £198k over the next three years. Additionally, the service has also been offered external funding from the Rugby Football League, Cycle City, Aiming High, and the York Youth Community Action Pilot.

### **Consultation**

6. The Council's restructure guidance has been followed throughout the process with particular emphasis on consultation with staff at all levels. Their thoughts and comments have directly influenced the final proposal. Unison has been kept informed and attended the consultation meetings.

### **The Proposed Structure**

7. The proposed structure is shown in Annex A. The main features are the creation of:

- A team of 4 front line delivery officers:
  - Sports Participation Officer (e.g. leading social netball, basketball in the parks and free swimming)
  - Active Living Officer (e.g. leading cycling, walking, workplace health)
  - Volunteering Officer
  - Rugby League Service Area Coordinator

Led by an Everybody Active Adult Programme Coordinator

- A team of 5 front line delivery officers:
  - Exercise pathways (e.g. developing GP referral, MEND, links to social care providers)
  - Older Person's Officer (e.g. leading Fit as a Fiddle, Age Concern swimming, care home exercise)
  - Disability: Adults Officer
  - Disability: Young People Officer
  - Cycle City Officer (leading targeted participation cycling programmes)

Led by an Everybody Active Targeted Programme Coordinator

- A new Young Person's Activity Officer

### **Options**

8. The principal options are:
  - to implement the proposed changes to posts within the Community Sport and Physical Activity delivery team

- to maintain the status quo and reject the CIF funding of £198k.

## Analysis

9. The new post structure is recommended in order to deliver the outcomes set out in paragraphs 2, 3 and 4.

## Implications

### Financial

10. The following table shows the total cost of the proposed restructure (at 2010/11 prices) and the total funding available for the three year period:

| <b>Cost of new posts and delivery team</b> | <b>2010/11<br/>Part Year<br/>£'000</b> | <b>2011/12<br/>£'000</b> | <b>2012/13<br/>£'000</b> |
|--|--|--------------------------|--------------------------|
| Salaries                                   | 279                                    | 253                      | 261                      |
| Project based work                         | 61                                     | 59                       | 55                       |
| <b>Total Cost</b>                          | <b>340</b>                             | <b>312</b>               | <b>316</b>               |
|  |  |                          |                          |
| <b>Funding Sources:</b>                    |  |                          |                          |
| Existing Staffing Budget                   | 118                                    | 142                      | 142                      |
| 2010/11 Growth                             | 63                                     | 79                       | 79                       |
| CIF grant                                  | 63                                     | 66                       | 69                       |
| Rugby Football League                      | 24                                     | 25                       | 26                       |
| Cycle City Grant                           | 24                                     | -                        | -                        |
| Aiming High Grant                          | 24                                     | -                        | -                        |
| York Youth Action Pilot                    | 24                                     | -                        | -                        |
| <b>Total Funding</b>                       | <b>340</b>                             | <b>312</b>               | <b>316</b>               |

11. It should be noted that, although agreed in principle, final confirmation of some elements of the funding in the above table has yet to be received. This amounts to £96k in 2010/11, £25k in 2011/12 and £26k in 2012/13, and supports the following posts:

Rugby League Service Area Co-ordinator post (3 years, grade 6)  
 Disability Support & Activity Officer (Young People) (1 year, grade 6)  
 Cycle City Officer (1 year, grade 6)  
 Volunteer Officer (1 year, grade 6).

No appointments will be made to any of these posts until formal confirmation of the relevant funding has been received and a written service level agreement has been produced (if applicable).

12. There may be redundancy costs associated with this restructure as the four posts in the existing staffing structure are being removed. In addition there may be redundancy costs once the three year funding period has come to an end unless replacement funding for these posts can be found.

### **Human Resources (HR):**

13. There are HR considerations to be taken into account. Extensive consultation and discussions have been held between Senior Management, Human Resources, Unions and the relevant staffing groups. This is in line with City of York Council's Change Management procedure. This began informally over a year ago when the CLLIP review began as well as throughout the process of writing and submitting the funding bid to CIF.
14. The proposed restructure for the Everybody Active and Everybody Targeted programmes shown in Annex A, identifies 2 current posts at grade 8 and 1 post at grade 9 which are effected. Therefore 3 FTE posts are potentially affected and members of staff affected by this change will be managed in line with Redundancy procedures. The new structure generates 2 FTE programme coordinator posts scored at grade 9.
15. The restructure also affects the Young People's post (1 FTE) at grade 8, which is to be down graded to 6. This post is currently vacant.
16. The new structure however, also generates 5 x FTE of new CIF posts and 4 x FTE external delivery posts (grade 6), which offer potential opportunities for redeployment for the 1 x FTE who is displaced. However it is noted that these opportunities may not be suitable redeployment opportunities dependant upon the individual placed at risk.

### **Equalities**

17. The structure includes 2 posts concerned with disability and will have a significant positive impact.
18. There are no Legal, Crime and Disorder, Information Technology or Property Implications arising from the restructure.

### **Next Steps**

19. Formal implementation is expected from 14 June 2010. However, because there is one vacant and 9 new posts, there will be some recruitment to posts immediately following approval. This will follow current departmental budget processes relating to budget constraints and HR processes in relation to redeployment.

### **Corporate Objectives**

20. The restructure proposals contribute to the following Corporate Objectives:
  - Healthy City – by increasing participation in health and wellbeing programmes
  - City of Culture – by increasing participation in sporting activity

- Learning City – by increasing participation in both informal and formal learning opportunities linked to the Everybody Active programmes
- Inclusive City – by encouraging communities to take charge of their own sport and active leisure opportunities, helping to establish skills and capacity with in community and educational settings

### **Risk Management**

21. If approval is denied or delayed, there is risk that the funding award offers could be withdrawn from both Sport England and other external organisations e.g. Cycling City, RFL, Aiming High.
22. If approval denied or delayed, there is a risk that delivery against LAA targets will be compromised.

### **Recommendations**

23. The Executive Member for Leisure, Culture and Social Inclusion is asked to approve the new staffing posts for the Community Sport and Physical Activity delivery team set out in Annex A.

Reason: So that the Sport and Active Leisure Service is best structured to deliver its outcomes.

### **Annexes:**

- A. Sport and Active Leisure Service Structure (existing and proposed)

### **Contact Details**

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#### **Chief Officer Responsible for the report:**

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**Report Approved**  **Date**

#### **Specialist Implications Officer(s):**

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#### **Wards Affected:**

All

**For further information please contact the author of the report**

#### **Background Papers:**

*Financial Strategy 2010-2016*: report to the Executive, 16 February 2010  
Project files held by the report authors.

