

Bolsover District Council

Meeting of the Employment and Personnel Committee on 2nd November 2022

Creswell Heritage and Wellbeing Centre Staffing Proposal

Report of the Portfolio Holder for Leisure and Tourism

Classification	This report is Public
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PURPOSE/SUMMARY OF REPORT

- To seek approval from Council to create nine new posts within Leisure Services to enable the Council to effectively manage the Creswell Heritage and Wellbeing Centre.

REPORT DETAILS

1. Background

- 1.1 Elmtun with Creswell Parish Council in conjunction with Creswell Heritage and Wellbeing Trust have been pursuing the construction of a new leisure facility in the village for a number of years.
- 1.2 District Council officers have been advising and assisting the Trust on the design, construction and operation of the new facility.
- 1.3 The facility consists of a 2 x badminton court sports hall, 27 station gym, group exercise studio, soft play area, indoor caving system and a café.
- 1.4 The construction phase is nearing completion and the Trust have approached the District Council to operate the site on their behalf until the customer base gets established and the site is reputable and fully operational.

2. Details of Proposal or Information

2.1 In order to effectively manage the site, the District Council would need to establish nine positions within Leisure Services, these would be:

3 x Supervisors - Grade - 5
3 x Reception Staff - Grade - 3
3 x Café Staff - Grade - Living Wage

2.2 The above staff would be on a shift rota, covering opening hours between 7am – 9pm and weekend shifts accordingly.

2.3 Management support and cover will be available from the Go Active facility.

2.4 Creswell Heritage and Wellbeing Trust will be responsible for the financing and operation of the facility and will effectively be 'buying in' the services of the District Council to staff the site.

2.5 There will be no financial risk to the District Council as a detailed Service Level Agreement will be drafted between the Creswell Heritage and Wellbeing Trust and the District Council, this will also be endorsed by Elmton with Creswell Parish Council who will have ultimate responsibility for the site should the Trust ever get to a position where they are unable to continue to operate.

2.6 The knowledge and expertise within leisure services will assist with the establishment of the leisure facility along with economies of scale for purchasing of goods and already procured services.

3. Reasons for Recommendation

3.1 To assist the Trust in managing and operating a leisure facility in a much needed, deprived area of the district, making access to physical activity more achievable for local residents of the area

4 Alternative Options and Reasons for Rejection

4.1 The Trust could operate the site direct but this was rejected by the Trustees as they had no formal experience of operating such a site and therefore requested the input from an established team with back office support through HR, payroll, legal and finance.

RECOMMENDATION(S)

1. To approve the establishment of the posts as detailed in the report.

IMPLICATIONS:

Finance and Risk: Yes No

Details:

No financial risk to the District Council as a detailed Service Level Agreement will be drafted between Creswell Heritage and Wellbeing Trust and the District Council with ultimate financial responsibility resting with Elmton with Creswell Parish Council.

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details:

A detailed Service Level Agreement will need to be drafted to protect the District Council.

On behalf of the Solicitor to the Council

Staffing: Yes No

Details:

The Council's policies and procedures will be followed for recruitment to this post.

On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	No

District Wards Significantly Affected	Elmton with Creswell
Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy and Environment.

DOCUMENT INFORMATION

Appendix No	Title