

To: Members of the Special Sub-Group

(Councillors Clews, Chapman, Farrow, Jenns, Ririe and Watson)

For the information of the other Members of the Council

For general enquiries please contact Democratic Services on 01827 719237 or via email – democraticservices@northwarks.gov.uk

For enquiries about specific reports please contact the officer named in the reports.

This document can be made available in large print and electronic accessible formats if requested.

SPECIAL SUB-GROUP

17 JUNE 2024

The Special Sub-Group will meet on Monday, 17 June 2024 at 6.30pm in the Council Chamber at The Council House, South Street, Atherstone, Warwickshire.

The Meeting can also be viewed on the Council's YouTube channel at: [NorthWarks - YouTube](#)

AGENDA

- 1 Evacuation Procedure**
- 2 Apologies for Absence / Members away on official Council Business.**
- 3 Disclosable Pecuniary and Non-Pecuniary Interests**

4 **Public Participation**

Up to twenty minutes will be set aside for members of the public to put questions to elected Members. Questions should be submitted by 9.30am two working days prior to the meeting. A period of five minutes will be allowed for each question to be answered.

Members of the public wishing to address the Board must register their intention to do so by 9:30am two working days prior to the meeting. Participants are restricted to five minutes each.

If you wish to put a question to the meeting, please register by email to democraticservices@northwarks.gov.uk or telephone 01827 719221/719226/719237.

Once registered to speak, the person asking the question has the option to either:

- (a) attend the meeting in person at the Council Chamber.
- (b) attend remotely via Teams; or
- (c) request that the Chair reads out their written question.

The Council Chamber has level access via a lift to assist those with limited mobility who attend in person however, it may be more convenient to attend remotely.

If attending remotely an invitation will be sent to join the Teams video conferencing for this meeting. Those registered to speak should dial the telephone number and ID number (provided on their invitation) when joining the meeting to ask their question. However, whilst waiting they will be able to hear what is being said at the meeting. They will also be able to view the meeting using the YouTube link provided (if so, they made need to mute the sound on YouTube when they speak on the phone to prevent feedback).

5 **Update Report on Human Resources Issues - Report of the Interim Corporate Director (Resources) Section 151 Officer** **Summary**

This report summarises work done by the Human Resources (HR) team in 2023/24 and highlights work to be undertaken in 2024/25. It provides details of the sickness levels for the period of April 2023 to March 2024 and provides some further information on action taken in managing absence.

The Contact Officer for this report is Kerry Drakeley (719300).

6 **Leisure Facilities: Service Transfer of Coleshill Gymnastics Sessions**
- Report of the Director of Leisure and Community Development

Summary

The currently in-house operated gymnastics scheme at Coleshill Leisure Centre, has had difficulties in recent years in recruiting head coaches to deliver and drive the sessions. The opportunity has also arisen to transfer the service to an external specialist operator, which will improve staffing resilience, maintain the service to the public and offer better financial outcomes for the Authority. This report asks Members to consider the asset transfer of the Sports Centre on the identified terms.

The Contact Officer for this report is Russell Simkiss (719346).

STEVE MAXEY
Chief Executive

Agenda Item No 5

Special Sub Group

17 June 2024

**Report of the Interim Corporate Director
(Resources) Section 151 Officer**

**Update Report on Human
Resources Issues**

1 Summary

- 1.1 This report summarises work done by the Human Resources (HR) team in 2023/24 and highlights work to be undertaken in 2024/25. It provides details of the sickness levels for the period of April 2023 to March 2024 and provides some further information on action taken in managing absence.

Recommendation to the Board

That the report be noted.

2 Introduction

- 2.1 This report provides an update on Human Resources issues and the position on sickness for 2023/24.

3.1 Summary of Sickness Absence 2023/24 (April 2023 – March 2024)

- 3.1.1 Absence Management is recorded for all employees and is then analysed into short- and long-term absence. Comparing the same time period in 2022/23 to 2023/24 there is a decrease in both short-term sickness of 0.76 days per FTE and long-term sickness of 0.62 days per FTE. The position is summarised in the table below, with additional detail given at Appendix A.

Type	2022/23	2023/24
Short Term	5.67 days per FTE	4.90 days per FTE
Long Term	8.93 days per FTE	8.31 days per FTE
Total	14.60 days per FTE	13.22 days per FTE

- 3.1.2 The long-term sickness absence is being managed either by getting staff back to work or them exiting the organisation either on ill-health retirement, dismissal or by resignation. Those with significant long-term absence equates to 18 employees having lost a total of 1,355.43. Of these employees, 9 have returned to work, 5 are still absent and 4 left the Council (1 resignation, 2 dismissals due to ill health and 1 ill-health retirement).

- 3.1.3 Appendix B shows the reasons for the number of days lost per FTE. The main reasons for absence relate to Mental Ill Health, Muscular-Skeletal and Chest.

- 3.1.4 There are a number of cases currently being dealt with under the Attendance Management Policy, and the current status of these cases are as follows:
- 15 employees are having management/formal reviews
 - 19 employees are at Stage 1
 - 7 employees are at Stage 2
- 3.1.5 To address the increase in sickness absence, in 2023/24, the HR team undertook briefing sessions with managers, to equip them with the knowledge required to undertake effective handling of attendance management issues. In addition, the Council intends to review its Occupational Health Provider. Whilst the Council has been content with the services of the current provider for several years, it would be beneficial to review the available providers in the market to ensure that a cost effective, efficient service is delivered.

4 Recruitment, Retention and Selection

- 4.1 There were a number of starters and leavers between April 2023 to March 2024. There were 33 new starters. There were 43 leavers, including 10 retirements, 1 ill health retirement, 2 dismissals due to ill health, 3 dismissals, 26 resignations and 1 death in service. This equates to a labour turnover of 15.85% (13.27% voluntary leavers).
- 4.2 The Council has continued with the strategy of reviewing all posts that become vacant. Those posts that need to be filled are recruited to internally where possible. During the current year, 31 posts have been filled internally; this supports the Council's ability in succession planning.
- 4.3 The HR team's new HR Officer started with the Council on 2 May 2023 and has settled in well in the role.

5 Employee Relations

- 5.1 The HR team provides advice and support to managers on all HR issues. The HR Manager and the HR Officers provide support to managers and lead, where appropriate on investigations and disciplinary, grievance, and capability matters. There were 3 disciplinary investigations commenced/undertaken between April 2023 and March 2024.
- 5.2 The HR Manager and HR Officers also provide considerable support in the actions up to and including hearing and appeals (if required). Out of the 3 investigations, one investigation did not proceed to hearing and two investigations resulted in final written warnings issued at the hearing.
- 5.3 Service restructures require staff consultations which the HR Manager and the HR Officer action with the line managers. These require HR to provide support to both managers and staff, with the queries and information they require during the process.
- 5.4 An Employment Tribunal claim alleging unfair dismissal, harassment related to race and direct race discrimination was received on 4 January 2023 (the complaint of unfair dismissal was subsequently struck out). During 2023, the

HR Manager, in conjunction with the Head of Legal Services, undertook a considerable amount of work in defending the claim and preparing for the Tribunal hearing. The hearing took place over several days in December 2023; the Council was represented by Counsel with the HR Manager in attendance. A number of Officers attended at witnesses. The unanimous judgement of the Tribunal was that the complaints of harassment related to race and direct race discrimination were not well-founded and were dismissed.

- 5.5 The HR team co-ordinated the Staff Survey 2023, which was sent to all employees in November 2023. A total of 165 employees completed the survey, which is a response rate of 50%. There were 47 questions in total, in 7 different areas (e.g. Communication, Management, Staff Morale).

The results of the survey were statistically lower in comparison to the results from the 2022 survey. However, overall, there were still many positive results, such as:

- *Do you know how you can help the Council to succeed?* 82% of respondents answered 'Yes'
- *I have the opportunity to use my abilities at work* – 87.2% of respondents answered 'Yes'.
- *I would recommend the Council as a good place to work* – 92.6% of respondents agreed / strongly agreed.
- *The Council makes a positive difference to the world we live in* - 93.3% of respondents agreed / strongly agreed
- *I get plenty of support from my manager* – 87.3% of respondents agreed / strongly agreed.
- *The Council manages Health & Safety well* - 91.5% of respondents answered 'Yes'.

6 Pay & Benefits

- 6.1 The pay award for 2023/24 was agreed in November 2023. The Pay Policy statement was updated for 2023/24 and published on the Council's website. During 2023/24, Chief Officer pay was subject to external pay benchmarking in line with the Council's Pay Policy statement.

- 6.2 No pay award has yet been agreed for 1 April 2024 onwards. The Joint Trade Union Side (UNISON, GMB and Unite) lodged a pay claim on 29 February 2024. On 16 May 2024, the National Employers made a one year full and final pay offer of an increase of £1,290 (pro rata for part time employees) on all NJC pay points 2 to 43 inclusive and an increase of 2.5 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer. The Unions will each decide their position on the offer and conduct their own procedures regarding membership consultation. Feedback will be received in due course.

- 6.3 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The Council's report for the snapshot date as at 31 March 2023 is:

- The mean gender pay gap for the Council is 2%
- The median gender pay gap for the Council is 0%

A positive pay gap indicates men are paid more than females and a negative pay gap indicates that females are paid more. Other public sector employers average a pay gap of 5.4% and all industries is 13.2% (Office for National Statistics (ONS) 2023 provisional data). At 2%, the Council's mean gender pay gap is, therefore, significantly better than other organisations within the public sector and private sector.

7 Learning, Training and Organisational Development

- 7.1 The HR team arranged the training courses as agreed in the corporate training plan for 2023/24. During the 2023/24 training year, the Council ran in house courses including Safeguarding Children & Adults at Risk Training, Prevent Duty, Mental Health Awareness, and Health and Safety courses (e.g., First Aid, Fire Marshall, CDM Awareness, Manual Handling, IOSH Managing Safely and Personal Safety/Conflict Management).
- 7.2 Our E learning programme covers Health & Safety, Fraud Awareness, Fire Awareness, Equality & Diversity, Customer Service, Data Protection, GDPR & Cyber Awareness, Freedom of Information and Bribery Act 2010. The mandatory E learning modules should be refreshed every 3 years, and the HR Manager has worked with the Administrator of the E learning platform, Staffordshire County Council (SCC) to facilitate the refresher program, which was launched on 1 April 2023.
- 7.3 During the 2023/24 training year, managers at section head level received a 360-degree appraisal with the HR team managing the process and producing the analysis in house. An external consultant provided the feedback to the delegates and produced a report of the overall findings.
- 7.4 The apprenticeship levy came into effect from 6 April 2017. The HR team have assisted Divisions with the consideration of apprenticeships, where appropriate. During 2023/24, the Council recruited an Apprentice Electrician and Apprentice Motor Vehicle Technician; and the apprenticeship levy is used to cover the training costs for these posts.
- 7.5 The Chief Executive continues to work with a group of managers/officers on Organisational Development issues to look at a number of ways to improve how the Council works. Areas include for example, Organisational Values, a Staff Forum, Appraisals and Recruitment.
- 7.6 The 'THRIVE' organisational values were created following employee engagement and feedback; work will be ongoing to ensure that the values are embedded and employees are fully committed to working in line with the values. The new Staff Forum was launched on 7 February 2024 and employees volunteered to head up 3 sub-groups of Communications, Management and Staff Morale. The Staff Forum aims to meet every 4 months.

8 Safety Management

- 8.1 The Health & Safety Officer works with Managers and Directors in all the service areas of the Council, to provide health and safety advice and support. Initial

duties included a high-level audit of the Council's work and risk assessments, in particular. Departmental and workplace health and safety audits (completed in partnership with Union representatives) have commenced.

- 8.2 All accident/incident reports are reviewed by the Health & Safety Officer, who provides advice and support on recommendations for remedial action to control any hazard and the risks they pose. During 2023/24, there were 46 reported employee accident/incidents, which are categorised as follows:
- 13 Road Traffic Accident
 - 13 Violence/Aggression
 - 8 Slips/Trip
 - 5 Manual Handling
 - 3 Hit by an Object
 - 2 Other
 - 1 Vehicle Fire (improperly disposed lithium battery ignited in refuse truck)
 - 1 Animal

In addition to the above, there were 66 reported near misses.

- 8.3 Corporate health and safety groups such as the Health and Safety Working Party, Strategic Health and Safety Group and Lone Worker Group play a vital role in ensuring a positive health and safety culture and that the Council has effective health and safety management systems.
- 8.4 There are several health and safety policies, that the Health & Safety Officer has reviewed/revised. In addition, the Health & Safety Officer has developed and delivered in house training/briefing sessions for managers and employees in areas such as COSHH Awareness, Asbestos Awareness and PDCA Health and Safety Management system. In addition, several health and safety courses are now available through on an external online training provider, further improving staff access to required training.
- 8.5 Corporate controls for lone working and vibration hazards have been implemented, offering technological solutions to support staff safety.
- 8.6 The Health and Safety work plan for 2024/25 includes actions such as establishing a corporate H&S risk register/database, reviewing health surveillance provision and developing/revising management strategies for noise, dust, working at height.

9 **Policies Procedures and Processes**

- 9.1 The HR work plan for 2023/24 includes an updated timetable for policy review. Progress has been somewhat delayed due to other corporate work priorities required and capacity within the HR team.

10 **Areas to be taken forward in 2024/25**

- 10.1 The HR work plan for 2024/25 includes actions such as an updated timetable for Policy review, and a review of the Council's Corporate Workforce Plan and the Human Resources Strategy.

11 Report Implications

11.1 Finance and Value for Money Implications

11.1.1 There are costs associated with the use of additional staffing resources to cover periods of absence. Most short-term absence is absorbed within sections. However, if sickness is long term, and the service could potentially fail as a result of staff shortages, then there would be additional costs to maintain services, either through buying in extra resources or acting up arrangements. Effective and proactive sickness management is positive for the individual and organisation as its about resolving issues and finding solutions which vary depending on the individual case.

11.1.2 The Medium Financial Term Financial Strategy (MTFS) includes an estimated provision for an annual pay award. Each year when the pay award is approved the budgets need to be adjusted to reflect the actual figures and in 2023/24 this increased the salary budget. which added pressure on the financial position of the Council.

11.2 Human Resources Implications

11.2.1 As detailed in the report.

11.3 Equality Implications

11.3.1 Under the Equality Act there are specific responsibilities specified under the public sector equality duty to ensure that local authorities meet the general equality duty. In terms of Human Resources there are specific codes of practice for employment and for equal pay.

11.4 Links to Council's Priorities

11.4.1 Effective recruitment and management of the workforce contributes to the Council's priority of making the best use of our resources.

The Contact Officer for this report is Kerry Drakeley (719300).

Background Papers

Local Government Act 1972 Section 100D, as substituted by the Local Government Act, 2000 Section 97

Background Paper No	Author	Nature of Background Paper	Date

ALL SICKNESS

	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24
Division	Average FTE per Division	Average FTE per Division	Days Lost by FTE	Days Lost by FTE	Sickness per FTE	Sickness per FTE
Environment	29.95	29.79	240.39	136.99	8.03	4.60
Chief Exec	5.90	5.00	6.00	10.00	1.02	2.00
Community Services	31.74	32.78	319.47	360.03	10.07	10.98
Resources	15.33	16.33	59.12	120.18	3.86	7.36
Corporate Services	16.75	16.48	52.54	63.66	3.14	3.86
Housing	62.09	62.89	1188.68	1322.20	19.14	21.02
Leisure & Comm Dev	38.51	37.67	420.01	201.10	10.91	5.34
Streetscape	70.93	70.37	1673.64	1371.14	23.60	19.48
Total	271.20	271.31	3,959.85	3,585.30	14.60	13.22

SHORT TERM SICKNESS

	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24
Division	Average FTE per Division	Average FTE per Division	Days Lost by FTE	Days Lost by FTE	Sickness per FTE	Sickness per FTE
Environment	29.95	29.79	94.28	75.99	3.15	2.55
Chief Exec	5.90	5.00	6.00	10.00	1.02	2.00
Community Services	31.74	32.78	145.13	154.89	4.57	4.73
Finance,HR & Audit	15.33	16.33	43.58	26.18	2.84	1.60
Corporate Services	16.75	16.48	52.54	40.15	3.14	2.44
Housing	62.09	62.89	361.40	373.58	5.82	5.94
Leisure & Comm Dev	38.51	37.67	232.13	172.25	6.03	4.57
Streetscape	70.93	70.37	601.90	477.39	8.49	6.78
Total	271.20	271.31	1,536.96	1,330.43	5.67	4.90

LONG TERM SICKNESS

	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24
Division	Average FTE per Division	Average FTE per Division	Days Lost by FTE	Days Lost by FTE	Sickness per FTE	Sickness per FTE
Environment	29.95	29.79	146.11	61.00	4.88	2.05
Chief Exec	5.90	5.00	0.00	0.00	0.00	0.00
Community Services	31.74	32.78	174.34	205.15	5.49	6.26
Finance,HR & Audit	15.33	16.33	15.54	94.00	1.01	5.76
Corporate Services	16.75	16.48	0.00	23.51	0.00	1.43
Housing	62.09	62.89	827.28	948.61	13.32	15.08
Leisure & Comm Dev	38.51	37.67	187.88	28.85	4.88	0.77
Streetscape	70.93	70.37	1,071.74	893.75	15.11	12.70
Total	271.20	271.31	2,422.89	2,254.87	8.93	8.31

Reasons for Sickness

Division	Back/ Neck	Chest	Cold/ Flu/ Infections	ENT / Mouth	Endocrine	Geni- Urin	Heart	Mental Ill Health	Muscular/Skeletal	Neurological	Pregnancy	Skin Conditions	Stomach	Total
NWBC	356.71	499.14	221.77	151.86	6.89	302.66	54.00	838.79	654.78	45.71	6.47	132.78	313.75	3,585.30

<u>Sickness Code</u>	<u>Description</u>
Back / Neck	Back & Neck problems
Chest	Chest / Respiratory: to include Chest infections
Cold / Flu / infections	Cold / Flu symptoms / Infections (<u>not</u> chest)
ENT / Mouth	Ear / Eye / Nose / Mouth including dental and sinusitis
Endocrine	Thyroid / Diabetes and other Endocrine related conditions
Genito-Urinary	Genito-urinary: including menstrual conditions
Heart	Heart / Blood pressure & circulation
Mental Ill Health	Anxiety, Depression / Stress / Mental Fatigue
Muscular-Skeletal	Musculo-Skeletal Problems
Neurological	Neurological; including headaches and migraine
Pregnancy	Pregnancy related
Skin Conditions	Skin Related Conditions
Stomach	Stomach, Liver, Kidney & Digestion; to include gastro-enteritis

Agenda Item No 6

Special Sub-group

17 June 2024

Report of the Director of
Leisure and Community Development

Leisure Facilities: Service
Transfer of Coleshill Gymnastics
Sessions

1 Summary

- 1.1 As the Community and Environment Board is aware, in recent years, the Leisure Facilities service has experienced difficulties in recruiting Head Coaches through which to deliver its gymnastics coaching scheme operated at Coleshill Leisure Centre. An opportunity has arisen, however, to transfer the service to a specialist external operator, which will improve staffing resilience, maintain the service to the public and offer a better financial outcome for the Authority. This report asks the Sub-group to consider and approve the transfer of the gymnastics service to an external provider.

Recommendation to the Sub-group

That the Sub-group approves the procurement of an external operator through which to deliver the gymnastics coaching scheme at Coleshill Leisure Centre on terms that protect the conditions of employment of affected staff and that are also financially advantageous to the Borough Council.

2 Consultation

- 2.1 Consultation has taken place with relevant Members and any comments received will be reported verbally at the meeting.

3 Background

- 3.1 For a number of years, the in-house operated gymnastics coaching scheme has been a popular and well received aspect of the service programme at Coleshill Leisure Centre. Recently, however, difficulties have been experienced in the recruitment and retention of qualified Head Coaches and support staff, without which the service cannot be delivered. On occasion, this has adversely impacted on the quality and consistency of the service offer, which, in turn, has negatively affected attendance levels. Due to the imminent departure of qualified staff, it is known that the reliable delivery of the gymnastics service is again at risk.
- 3.2 Leisure Centre staff, therefore, have reviewed the operation of the gymnastics coaching scheme and scoped alternative approaches to service delivery.

Within this process, a number of external organisations, including reputable groups currently hiring the Leisure Centre facilities, have expressed an interest in taking over the gymnastics service on a “like for like” basis. These organisations, which have a larger, better qualified and more flexible bank of staff, have stated that they would be willing to employ the currently remaining staff on their existing terms and conditions and hire the Leisure Centre accordingly.

- 3.3 An analysis of the business case (see the table below) has identified that an outsourcing of the service to an external organisation would provide an additional benefit to the Authority of between £10,000 and £13,000 per annum (the lower figure is based on an introductory hire rate being levied in order to give any new operator the opportunity to stabilise and grow the service). In noting that the coaching scheme is administratively very time consuming, externally operated gymnastics sessions would additionally release Leisure Centre staff capacity to grow other aspects of the service programme.

Year	24 / 25 & 25 / 26	26 / 27
Income Budget	-£37,730	-£39,290
Costs	£37,318	£38,378
Current Surplus	-£412	-£912
External Space Hire Income	-£10,764	-£14,040
Difference Between Current Operation and External Hire	-£10,352	-£13,128

- 3.4 Following discussions with the Legal and Procurement sections, it has been established that a formal “soft market testing” process is sufficient to meet the Authority’s financial and procurement requirements. To ensure that the Borough Council protects the continued delivery of a good quality service and minimises financial risk, a service specification, accompanied by an assessment matrix, will be produced by the Leisure Facilities section. This will then be reviewed by Legal and Procurement colleagues prior to undertaking the market test.
- 3.5 The current gymnastics sessions engage three part-time members of staff for a combined total of 18.5 hours a week. Subject to a period of formal consultation, all three colleagues could be transferred through a TUPE arrangement to the successfully appointed organisation.
- 3.6 Subject to Sub-group approval, the procurement, staff consultation and service transfer arrangements would allow the proposed externalisation of the gymnastics scheme to be completed by this September.

4 **Conclusion**

4.1 An externalisation of the gymnastics coaching scheme represents a positive opportunity to maintain a valued community service; to protect the employment of staff on their current terms and conditions and to improve the financial performance of the Leisure Centre by between £10,000 to £13,000 per annum. It additionally affords the popular scheme with enhanced sustainability and the potential for future growth. In recognising that the limited risks will be managed through the aforementioned service specification, the Sub-group is asked to consider and endorse the proposal to seek an external operator for the gymnastics coaching scheme at Coleshill Leisure Centre.

5 Report Implications

5.1 Finance and Value for Money Implications

5.1.1 A successful service transfer of the gymnastics coaching scheme at Coleshill Leisure Centre would realise an improved financial position of approximately £10,000 in years 1 and 2 approximately £13,000 per annum thereafter.

5.2 Safer Communities Implications

5.2.1 Well-managed indoor and outdoor leisure and recreation services that are safe by design afford opportunities for positive activity and provide for a safer environment for the local community.

5.3 Legal, Data Protection and Human Rights Implications

5.3.1 The process through which to identify and appoint an external operator of the gymnastics coaching scheme has been agreed with colleagues in the Legal and Procurement sections.

5.3.2 Should the proposed service transfer of the gymnastics coaching scheme at Coleshill Leisure Centre proceed, there will be a range of legal issues that will require special legal support in respect of the following areas:

- Pension advice
- Employment/TUPE
- Management
- Contracts
- Property
- Data Protection Act and UK General Data Protection Regulations - in respect of the possible transfer of customer information to the new operators of the service.

5.4 Environment, Sustainability and Health Implications

5.4.1 Delivery of the services provided through the Borough Council's leisure facilities helps to build sustainable and vibrant communities.

5.4.2 Effectively operated leisure services also have a positive impact on the health and wellbeing of individuals and communities by providing opportunities for

sport and recreation activities and by contributing to an improved quality of life.

5.5 Human Resources Implications

5.5.1 The proposed service transfer of the gymnastics coaching scheme at Coleshill Leisure Centre to an external provider has potential implications for the staff who work in this area, in that the Transfer of Undertakings (Protection of Employment) regulations would apply. Staff would be transferred to the selected organisation and, in accordance with the regulations, the Authority will comply with the duty to inform the appropriate representatives of affected employees. If either the Borough Council or the selected organisation envisage taking measures in relation to affected employees, relevant consultation will be undertaken accordingly.

5.6 Risk Management Implications

5.6.1 The sustainable delivery of the gymnastics service at Coleshill Leisure Centre is at risk due to the difficulties being experienced in recruiting and retaining qualified coaching staff. A successful transfer would reduce these risks and additionally enhance the financial performance of the facility.

5.7 Equality Implications

5.7.1 Effective and efficiently run health, wellbeing and leisure services are designed to ensure equality of access to good quality sport and recreation provision.

5.8 Links to Council's Priorities

5.8.1 The potential service transfer is intended to have direct and positive links to the corporate priorities in respect of:

- Safe, liveable, locally focused organisation
- Prosperous and healthy
- Efficient organisation

6.8.2 The proposed service transfer, once finalised, is additionally intended to contribute directly to the priorities of the Sustainable Community Strategy, namely:

- Raising aspirations, educational attainment and skill levels
- Developing healthier communities
- Improving access to services

The Contact Officer for this report is Russell Simkiss (719346).