

## REPORT TO EXECUTIVE

Date of Meeting: 10<sup>th</sup> April 2018

Report of: Jo Yelland, Director

Title: Sport England Local Delivery Pilot and Physical; Activity Strategy Staffing

### Is this a Key Decision?

No

\* One that affects finances over £1m or significantly affects two or more wards. If this is a key decision then the item must be on the appropriate forward plan of key decisions.

### Is this an Executive or Council Function?

Executive

#### 1. What is the report about?

This report is asking for Executive approval to add one full time Corporate Manger level post to the Councils staffing structure using existing revenue funding.

#### 2. Recommendations:

- 2.1 It is recommended, that the Executive, in line with section 2.1 of the Council's Management of Change/Redundancy Policy (April 2015) approve the creation of this additional permanent post from existing funding.
- 2.2 It is recommended that the Executive delegate the creation of the Sport England Local Delivery Pilot team to the Director (Jo Yelland) providing there is agreement from Unison to do so. This is in order to meet the Sports England timescales. The delivery team posts will be fully funded by the Sports England bid. There is no impact on existing staff in the Council.

#### 3. Reasons for the recommendation:

Funding was set aside for the Director to create a post initially under the heading of "Sports Development". Following consultation with the Portfolio Holder and stakeholders the Director wishes to create a senior management post "Active and Healthy People Programme Lead". This is a new post and section 2.1 of the Council's Management of Change/Redundancy Policy (April 2015) states "*For the avoidance of doubt, the provisions of this policy will not apply to the creation of a new post which does not involve a redundancy and which does not impact on any existing post, its roles or responsibilities. In such instances, the Senior Manager concerned will need only to seek Executive approval to create such a post having first advised the Unions.*" Therefore this paper is seeking Executive approval to create the post: the Union representative has already been advised.

This paper is also seeking approval from the Executive to delegate the creation of the Sport England Local Delivery Pilot Team to the Director to expedite the process. The posts are fully funded by Sport England and there is no impact on existing staff. The current process may result in a protracted lead-in time for recruitment which could have a negative impact on the delivery the Sport England programme. Recruitment, pay and conditions will all be in line with Council's policies. The funding will include redundancy and other costs associated with these fixed term posts. If Executive approve this delegation, the Director will liaise with the Unions to provide assurance that no existing member of staff is disadvantaged. This

decision will effectively devolve the detailed planning and creation of the Sport England Local Delivery Pilot Team to the Director, allowing for maximum flexibility and negotiation with Sport England and local delivery partners enabling the efficient mobilisation of the team which is very important for the Council given the profile, pace and scale of the programme.

**4. What are the resource implications including non-financial resources.**

There is already funding available for the post highlighted under recommendation 2.1 and additional resource required are the usual ones associated with the employment of staff such as ICT equipment, office space etc. This will be managed within existing resources. This post is critical to the delivery of the Sport England Local Delivery Pilot Programme which will enable the drawdown of substantial funds in support of the Council aim for Exeter to be the most physically active city in England.

There are no direct resource implications for the creation of team under recommendation 2.2 as the funding will be provided by Sport England. There are resource implications in terms of the recruitment process and these will managed within existing resources.

**5. Section 151 Officer comments:**

This report raises no issues for the section 151 officer provided the budget is kept within the agreed funding from Sport England.

**6. What are the legal aspects?**

**None identified**

**7. Monitoring Officer's comments:**

Given that the delegation sought is on the basis that the new team is recruited following the Council's HR policies, and given that the Director will work closely with the Unions to get their agreement, the Monitoring Officer has no issues of concern.

**8. Report details:**

As part of the senior management restructure the Director (JY) has brought together a range of staff and resources from across the council to create a systems thinking approach to the policy areas within its remit. (Figure1) Funding was set aside for the new Director to create a post initially under the heading of "Sports Development". The post the Director has created, in consultation with stakeholders and the Portfolio Holder, is the "Active and Healthy People Programme Lead".

The post holder will be a senior position reporting to the Director and will provide high profile, visible and effective leadership for the development of the Exeter and Cranbrook Local Delivery Pilot Partner Programme in collaboration with stakeholders and Sport England. The post holder will also be responsible for working closely with Councillors and Directors on the development of strategies that will make best use of council assets such as parks, play areas, pitches, playing fields and built sports and leisure facilities in order to deliver on the objectives in the emerging Physical Activity Strategy.

The funding for this post is part of the match funding package the Council and partners will need to have in place to demonstrate commitment to Sport England as part of the process of the drawing down of national funding from Sport England for the development and delivery of the Exeter and Cranbrook Local Delivery Pilot Programme

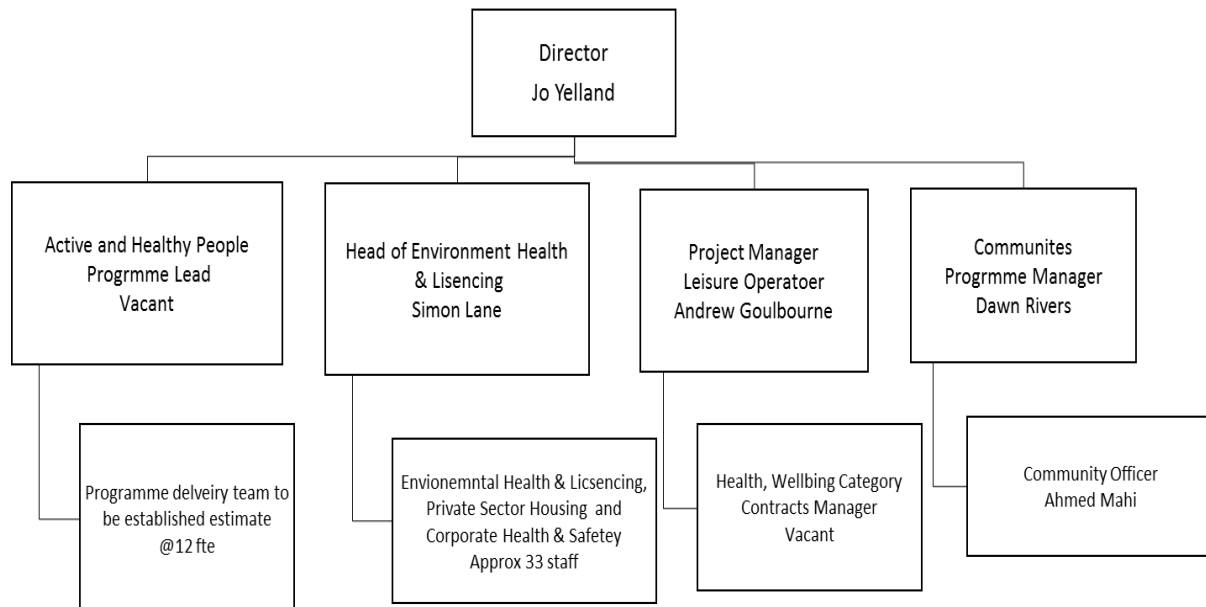


Figure 1: Interim Directorate Structure March 2018

There will be further 3 year fixed term posts, current estimate is about 12 full time equivalent post, and all of these will be funded through the Sport England Programme. Some will become posts within the City Council and others will be hosted within partner organisations. Given the temporary nature of these posts, that funding will come from external sources, and that there is no direct impact on existing posts/service the Executive is being asked to formally delegate the creation of the team in this exceptional circumstance. However this will not result in existing or new Council staff being disadvantaged and is conditional on the Director seeking agreement with the Unions.

## 9. How does the decision contribute to the Council's Corporate Plan?

This post holder will contribute to the Council priorities of a healthy and active place with great things to see and do.

## 10. What risks are there and how can they be reduced?

The risks are that we are unable to recruit a suitably experienced and talented individual for this unique post. In mitigation the post has been pitched at Senior Manger level and soft promotion of the opportunity has been taking place through informal networks. Delays in recruitment to the delivery team could impact on the ability of the Council to deliver the programme and may reduce the funding available to the City therefore delegation is being sought to mitigate.

## 11. What is the impact of the decision on equality and diversity; health and wellbeing; safeguarding children, young people and vulnerable adults, community safety and the environment?

The impact will be a positive one given one key objective of the Sport England Programme is to reduce entrenched inequalities by targeting those who are currently inactive and at high risk of future frailty.

**12. Are there any other options?**

None considered.

**Director**

Jo Yelland

**Local Government (Access to Information) Act 1972 (as amended)**

**Background papers used in compiling this report:-**

None

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