

REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 8
DATE OF MEETING:	9 JUNE 2022	CATEGORY: RECOMMENDED
REPORT FROM:	STRATEGIC DIRECTOR - SERVICE DELIVERY	OPEN
MEMBERS' CONTACT POINT:	IAN GEE – Tel 07472310737 ian.gee@southderbyshire.gov.uk	DOC:
SUBJECT:	RECRUITMENT OF ACTIVE SCHOOLS' PARTNERSHIP (ASP) BIKEABILITY INSTRUCTOR	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE: FM08

1. Recommendations

- 1.1 That the Committee approves a new post of an Active Schools' Partnership (ASP) Bikeability Instructor, within the Active Communities and Health Team to support the delivery of the South Derbyshire ASP's (SDASP) Bikeability programme.
- 1.2 That the new post will be on a fixed term contract commencing from 1 September 2022 until 23 July 2023 for 30 hours per week.
- 1.3 That the grade of the post will be Scale 3, subject to job evaluation in line with the Council's scheme.
- 1.4 That the Committee approves that the Strategic Director (Service Delivery) has delegated authority to recruit additional ASP Bikeability Instructors on similar terms and conditions of employment subject to available funding and increased service demand for the SDASP Bikeability programme.
- 1.5 That the Committee approves that the Strategic Director (Service Delivery) has delegated authority to extend the contracts of existing ASP Bikeability Instructors subject to continued and/or growing service demand of the SDASP Bikeability programme and funding being secured.
- 1.6 That a further report is submitted to both Housing and Community Services and Finance and Management Committees for any extensions to employment contracts that exceed two years so the position in relation to additional payments and subsequent liabilities are considered.

2. Purpose of the Report

- 2.1 Following approval by Housing and Community Services Committee on 1 June, to seek the Committee's approval to establish a new post of ASP Bikeability Instructor on a fixed-term contract to support the delivery of the SDASP Bikeability programme. Subject to approval, it is anticipated that the role will commence from 1 September 2022 and for the remainder of 2022/23 academic year (ending 23 July 2023).
- 2.2 To seek the Committee's approval to giving the Strategic Director (Service Delivery) delegated authority to recruit additional ASP Bikeability Instructors on similar terms and conditions of employment subject to available funding and increased service demand for the SDASP Bikeability programme.
- 2.3 To seek the Committee's approval to giving the Strategic Director (Service Delivery) delegated authority for the post(s) to be extended for further academic year(s), subject to continued and/or growing service demand and funding being secured and subject to the successes of the programme being showcased and the outcomes publicised.

3. Detail

- 3.1 Since 2012, the Council has a strong and successful track record hosting the SDASP. There are several shared benefits in relation to the provision of play, physical activity, leisure and/or sport activities for school aged children across the District. This service is well regarded and valued by local schools and positively promotes healthy, active lifestyles, along with life skills that can be taken into adulthood.
- 3.2 The ASP is a not-for-profit Partnership and any investment made with the Partnership goes directly on service delivery and the infrastructure of physical education, school sport and physical activity (PESSPA) within South Derbyshire.
- 3.3 All Infant, Junior and Primary schools nationally receive PE and School Sport premium funding on an annual basis. The amount of funding given to each school is £16,000 plus £10 per pupil on roll in years one to six. In South Derbyshire, the average amount of premium received by each school per year is around £17,500.
- 3.4 Schools are expected to see an improvement against the following five key indicators:
 1. The engagement of all pupils in regular physical activity (30 minutes a day) – kick starting healthy active lifestyles
 2. The profile of PE and sport being raised across the school as a tool for whole school improvement
 3. Increased confidence, knowledge and skills of all staff in teaching PE and sport
 4. Broader experience of a range of sports and activities offered to all pupils
 5. Increased participation in competitive sport.

- 3.5 The SDASP over the last couple of years has secured a significant increase in Bikeability funding from the Bikeability Trust to deliver a range of Bikeability programmes including Balanceability - Level 1, Level 2, Level 3 and Learn to Ride.
- 3.6 The level of funding over this two year period has risen by over 250% from £15,800 to £58,000 per year and this level of funding has been secured for the academic year 2022/23. It is expected that this level of funding will continue to show a positive trend and demonstrates the value of the programme alongside the contribution made by the Council to support the health and wellbeing of young people in the District.

4. Financial Implications

- 4.1 The ASP Bikeability Instructor post will be a 30 hour a week (0.81 Full-Time equivalent (FTE), term-time only post, initially aligning with the academic year, running through to 21 July 2023.
- 4.2 The job evaluation process is currently ongoing for the proposed role of ASP Bikeability Instructor although when compared with similar job roles it is assumed that the role will be at Grade 3. Based on this grading, the full salary costs of the post will be £19,678 per annum.
- 4.3 There is no direct financial implications to the General Fund and all costs will be fully met through the external PE and School Sport Premium funding and/or the SDASP reserves.
- 4.4 Should the service demand not continue and/or grow, the contract will cease at the end of 2022/23 academic year.

5. Corporate Implications

Employment Implications

- 5.1 If the post(s) are in place for two years or more with the same postholder(s), this will provide for the right to a redundancy payment and if the employee(s) are members of the Local Government Pension Scheme and aged 55 or over they have an immediate entitlement to their pension that would both incur additional costs for the Council. It is recommended that a further report is submitted back to this Committee for any extensions to contracts that exceed two years so the position in relation to additional payments are considered.
- 5.2 The Fixed-Term (Prevention of Less Favourable Treatment) Regulations 2002 ensure that fixed-term employees are not treated less favourably than comparable permanent employees. The terms and conditions provided are in line with the NJC for Local Government Services and therefore the same as comparable permanent employees.
- 5.3 These Regulations also provide that the continued renewal of fixed-term contracts that result in four years continuous service for an employee should be on a

permanent contract unless it can be objectively justified to remain on a fixed-term basis. It is noted that these extensions are directly linked to funding arrangements in place and this is the justification provided for continuing a fixed-term contract basis. As noted above, the Council does employ those on fixed contracts on comparable employment terms and will provide redundancy payments at the end of the fixed-term contract for any employee with two years continuous service.

Legal Implications

5.4 None directly arising from this report.

Corporate Plan Implications

5.5 The proposals will support the Council to deliver services to the residents of South Derbyshire and fulfil projects across different themes of the Corporate Plan, in particular:

- P1.1 Support and celebrate volunteering, community groups and voluntary sector
- P2.2 Promote health and wellbeing across the District
- F1 Develop Skills and careers.

Risk Impact

5.6 The Council is at risk of not delivering a key priority within its Corporate Plan to promote health and wellbeing across the District.

6. Community Impact

Consultation

6.5 The SDASP makes positive contributions to the Active South Derbyshire Physical Activity, Sport and Recreation Strategy which runs until the end of 2022. It also delivers across the key themes within the Sustainable Community Strategy – Children and Young People, Healthier Communities, Safer and Stronger Communities and Sustainable Development. These documents were developed in consultation with South Derbyshire residents and organisations.

Equality and Diversity Impact

6.6 This service is offered and is available to all schools within the District and engages all school-aged participants. The Bikeability programme is fully inclusive and SDASP offers a range of adapted services and equipment to engage and cater for students with a variety of complex needs.

Social Value Impact

6.7 Nationally, physical inactivity costs the economy millions of pounds per year. By supporting the District's least active population to get and stay active, it will work to improve an individual's / community's health and wellbeing and potentially reduce wider costs to society such as the NHS.

Environmental Sustainability

- 6.8 Where appropriate, delivery of opportunities takes place within local communities to reduce the barrier of rural isolation but also to enable people to cycle and walk to opportunities locally, which will potentially reduce traffic congestion and pollution.

7. Conclusions

- 7.1 The proposal for the creation of Bikeability Instructor(s) support the delivery of the SDASP Bikeability programme, will contribute to the future sustainability of the SDASP and the Council's Corporate Plan.

8 Background Papers

- 8.1 None.