

REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 7
DATE OF MEETING:	10 FEBRUARY 2022	CATEGORY: RECOMMENDED
REPORT FROM:	STRATEGIC DIRECTOR - SERVICE DELIVERY	OPEN
MEMBERS' CONTACT POINT:	IAN GEE – 8751 ian.gee@southderbyshire.gov.uk	DOC:
SUBJECT:	RECRUITMENT OF BIKEABILITY CO-ORDINATOR	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE:

1. Recommendations

- 1.1 That the Committee approves the recruitment of a Bikeability Co-ordinator, within the Active Communities and Health Unit of Cultural and Community Services. This new post will coordinate and deliver the South Derbyshire Active Schools Partnership's (SDASP) Bikeability programme.

2. Purpose of the Report

- 2.1 To seek the Committee's approval to recruit a Bikeability Co-ordinator to organise and deliver the SDASP Bikeability programme. Subject to approval, it is anticipated that the role will commence during the Autumn term and will initially be required for the 2021/22 academic year. The report was considered and approved by the Housing and Community Services Committee on 18 November 2021.
- 2.2 To seek the Committee's approval to giving the Strategic Director – Service Delivery delegated authority for the post to be extended for further academic year(s), subject to continued and/or growing service demand and funding being secured.

3. Detail

- 3.1 The Council has a strong and successful relationship with the SDASP, which it has hosted since 2012. 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 received by local schools and positively promotes healthy, active lifestyles, along with life-skills that can be taken into adulthood.
- 3.2 The Active Schools Partnership (ASP) is a not-for-profit organisation 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 Physical Education (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 1 – 6. In South Derbyshire, the average amount of premium received by each school per year is c.£17,500.
- 3.4 Schools are expected to see an improvement against the following five key indicators (as of July 2017):
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 time has delivered a successful and high quality Bikeability programme to the schools of South Derbyshire, gradually increasing the number of participants engaged year on year. This is as a result of accessing additional funding to deliver the programme from both Bikeability Trust and South Derbyshire schools.

4. Financial Implications

- 4.1 The Bikeability Co-ordinator was submitted for job evaluation, to ascertain salary costs for the SDASP. The post has graded a grade 4.
- 4.2 The Bikeability Co-ordinator post will be a full-time post, initially aligning with the academic year, running through to 22 July 2022.
- 4.3 There will be no financial support needed from the general fund, as the costs will be fully met from external funding secured from Bikeability Trust and income generation from schools for the delivery of the Bikeability programme. In the unlikely event that income does not match the cost of the post any shortfall will be covered by the SDASP reserves.
- 4.4 Should the service demand not continue and/or grow the post will cease. If the post is in place for two years or more, it will become eligible for redundancy, and this will be subject to the length of the contract and how long the post holder has been working for the authority(ies). These costs would be picked up through the SDASP reserves.
- 4.5 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.
- 4.6 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.

5. Corporate Implications

Employment Implications

- 5.1 The Council has several employment policies in place that will be used to ensure that the proposals outlined in the report are implemented appropriately.

Legal Implications

- 5.2 None directly arising from this report.

Corporate Plan Implications

- 5.3 The proposal will support the Council to deliver services to the residents of South Derbyshire and fulfil projects across themes of the Corporate Plan, in particular:

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

Risk Impact

- 5.4 The Corporate and Departmental risk registers will be updated with any risks identified if they arise from this report.

6. Community Impact

Consultation

- 6.1 The SDASP makes positive contributions to the Active South Derbyshire Physical Activity, Sport and Recreation Strategy 2017-2022. 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

- 6.2 This service is offered and is available to all schools in the District and engages all participants.

Social Value Impact

- 6.3 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 health service.

Environmental Sustainability

- 6.4 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 recruitment of a Bikeability Co-ordinator to co-ordinate the Bikeability programme delivered by the South Derbyshire Active Schools Partnership will continue to improve the quality of delivery already established and the overall capacity of delivery. This will, therefore, be contributing to the sustainability of the SDASP in the future and the Council's Corporate Plan.

8. Background Papers

- 8.1 None.