

REPORT TO:	FINANCE AND MANAGEMENT COMMITTEE	AGENDA ITEM: 8
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 ACTIVE SCHOOLS' PARTNERSHIP (ASP) PHYSICAL EDUCATION (PE) AND SCHOOL SPORT COACH	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE:

1. Recommendations

- 1.1 That the Committee approves the recruitment of an Active Schools' Partnership (ASP) Physical Education (PE) and School Sport Coach, within the Active Communities and Health Team of Cultural and Community Services. This new post will support the delivery of the South Derbyshire ASP's (SDASP) PE and School Sport programme.
- 1.2 That the Committee approves the recruitment of additional ASP PE & School Sport Coaches subject to service demand of the SDASP PE and School Sport programme.
- 1.3 That the Committee gives the Strategic Director – Service Delivery delegated authority to extend the contracts of relevant ASP PE and School Sport Coaches subject to continued and/or growing service demand of the SDASP PE and School Sport programme and funding being secured.

2. Purpose of the Report

- 2.1 To seek the Committee's approval to recruit an ASP PE and School Sport Coach to support the delivery of the SDASP PE and School Sport programme. Subject to approval, it is anticipated that the role will commence from half term, February 2022 and will initially be required for the remainder of 2021/22 academic year. The report has been previously considered and approved by the Housing and Community Services Committee on 27 January.

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 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 (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 PE and School Sport programme to the schools of South Derbyshire year- on-year. This is because of schools using their PE and School Sport Premium to fund the delivery of this programme within their School.

4. Financial Implications

4.1 The ASP PE and School Sport Coach post will be a 37 hour a week (one Full-Time equivalent (FTE), term-time only post, initially aligning with the academic year, running through to 22 July 2022.

4.2 There is no financial support required from the general fund, as the costs will be fully met via external PE and School Sport Premium funding and/or the SDASP reserves.

- 4.3 Should the service demand not continue and/or grow, the contract will cease at the end of 2021/22 academic year. 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 met through the SDASP reserves.
- 4.4 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.
- 4.5 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 proposals 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 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 within the District and engages all school-aged participants.

Social Value Impact

- 6.3 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 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 PE & School Sport Coach to support the delivery of the SDASP PE and School Sport programme will contribute to the future sustainability of the SDASP and the Council's Corporate Plan.

8. Background Papers

- 8.1 None.