



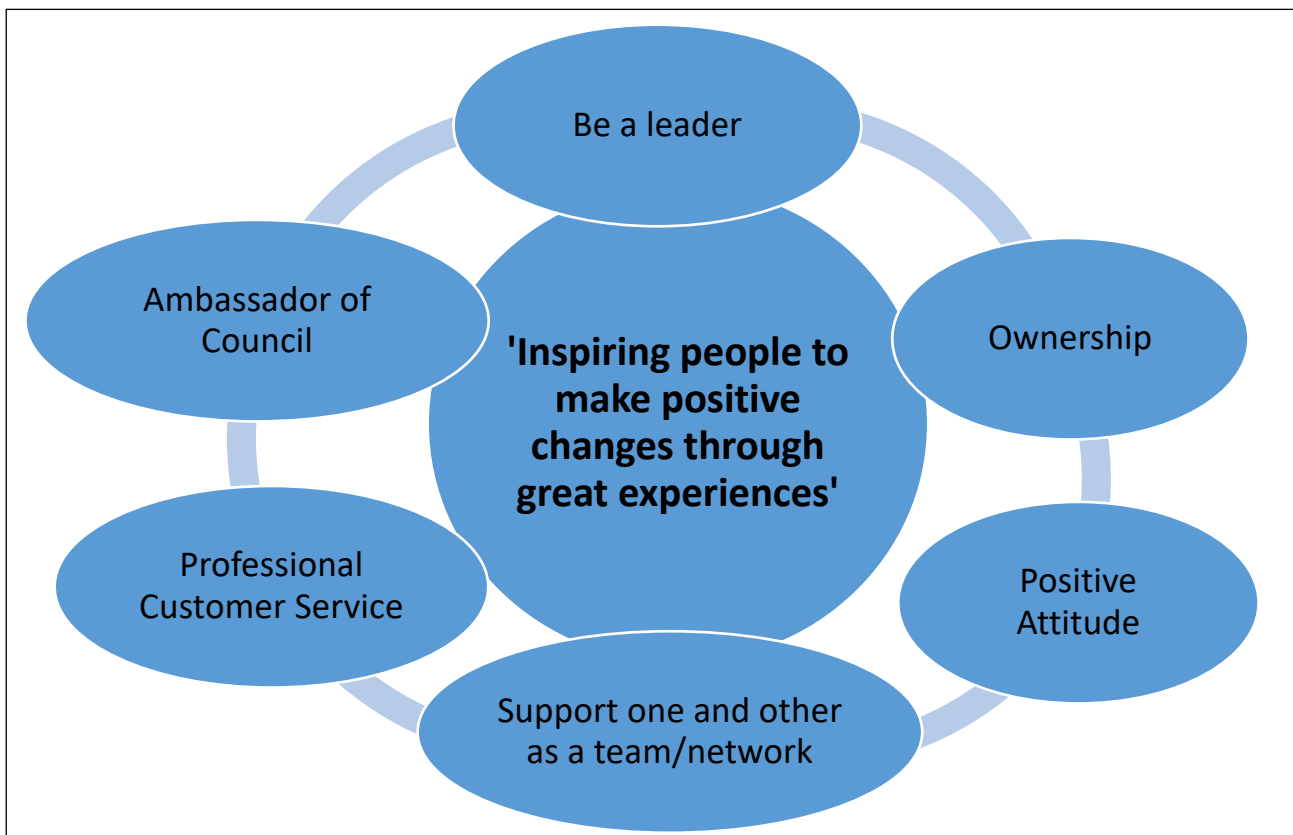
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Borough Council

**Leisure Transformation Programme**

**Staff Engagement**

**Weekly update from the 'Leisure Transformation Project Team**

**2<sup>nd</sup> October 2020**



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### **Staff Engagement**

As you are aware that despite the disruption, the 'Leisure Transformation Project Team' continue to plan for the opening of SLLC, and to move forward with the Transformation Programme as far as is practicable.

The team have committed to communicate with our indoor leisure staff as effectively and as regularly as we can.

In this update, we will focus on a number of issues: Covid-19, on-line training update, HR update, 'Leisure Transformation Project Team' update and staff questions/queries.



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## **Covid 19**

This week saw the introduction of additional Health Protection Regulations in response to the serious threat to public health which is posed by the spread of coronavirus (COVID-19) in Northern Ireland. The regulations are intended to protect you and other people, reduce the spread of infection, and bring the epidemic to an end as soon as possible. The main focus of the new regulations is on household gatherings both indoors and outdoors, limiting social contacts within the home environment.

The new regulations have been implemented alongside the existing Public Health Agency (PHA) advice emphasising the importance of practicing good hand washing and respiratory hygiene, social distancing, and wearing a mask where appropriate.

Further information about the regulations is available by clicking: <https://bit.ly/2ZXVfwl>

## **ABC Staff to the rescue**

Last weekend was a busy weekend volunteering for three of our colleagues who were involved in mountain rescues as part of their roles as community volunteers. Council Officers Peter McVeigh and Phelim Dorran were volunteering with Bushcraft taking a local community group up Slieve Donard in the Mourne Mountains. As they descended the mountain they found a young girl along with her father, the girl had fallen and broken her leg and the father was in shock.

Phelim was able to help the girl and her father, and offer some shelter with a foil blanket and a wind protection bevy bag, as Peter called for Mountain Rescue assistance. Phelim continued to support the young casualty and Peter proceeded down the mountain with his community group.

As Peter continued he encountered another girl who had dislocated her knee, and in need of treatment, and he was able to treat her until the Mountain Rescue arrived. Ironically it was our very own Joan Noad volunteering for the Mountain Rescue that came to everyone's assistance. Both casualties were airlifted to hospital, with one of the girls requiring surgery, but they are both now doing well and on the road to recovery.

Well done to Peter, Phelim and Joan, shining examples of voluntary community leaders, and ABC is lucky to have you as Officers.

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### **Macmillan Coffee Morning**

The World's Biggest Coffee Morning is an annual event held by MacMillan Cancer Support to raise money towards improving care for patients of the disease. MacMillan hosted its first coffee morning in 1990, and guests would gather and donate the cost of their cup of coffee to the charity.



With coronavirus restrictions preventing large group meet ups, this year's Coffee Morning was set to be a little bit different - but just as fun. The Lord Mayor of Armagh City, Banbridge and Craigavon held a socially distanced coffee morning in Gosford Forest Park today Friday 25 September. As his chosen charity for the year, he is keen to help raise some much-needed funds for Macmillan, and would like to thanks all those who attended the event.

If you would like to donate to this worthwhile cause you can donate via the link:  
<https://bit.ly/2FFt0ff>

This project is supported by the European Union's PEACE IV Programme.

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## Construction of SLLC leaves positive local legacy



South Lake Leisure Centre will open its doors to the public in just six weeks' time, offering the borough a leisure complex which is second to none, with modern facilities and state-of-the-art equipment.

The venue was built in just over two years and its construction has left a lasting legacy throughout the local area, bringing millions into the local economy and supporting small and medium local enterprises.

Council commissioned Farrans Construction through the Scape Procurement National Construction Framework to build the new leisure centre. A core component and ethos of the Scape procurement system involved engaging with approved local businesses, sub-contractors and suppliers, ensuring that the Craigavon project would provide significant employment opportunities for local residents and businesses. As well as creating more than 500 jobs during the project's construction phase and dedicating half a million man hours to the project, Farrans were committed to providing a positive legacy in the local community through skills development, education and local capital investment.

While the construction phase alone delivered an estimated £6.5 million in direct wages to the economy, the firm added significant unquantifiable value through workshops, apprenticeship schemes, helping people into employment, work experience and site visits. The firm's target that 75% of employment should be within a 40mile radius was reached, and they even managed to spend 91% of their budget within that same radius, smashing their target goal of 75%.

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As a testament to Farrans for their fantastic level of consideration towards the public, its workforce, and the environment during the build, they were recently awarded a Silver Considerate Constructors Scheme 2020 National Site Award.

The Scheme's Code of Considerate Practice assessed five areas; Care in relation to the building appearance, respecting the community, protect the environment, and securing everyone's safety on site, and valuing their workforce.

## Recycle Week 2020

The theme of Recycle Week this year is 'thanking the nation', a very fitting title for the campaign given the challenges residents' and Refuse Collection teams have faced throughout the pandemic.

During the week Lord Mayor Councillor Kevin Savage praises the sterling efforts of local householders for recycling over 2,000 tonnes of additional waste during lockdown, and extended his gratitude to everyone in the borough who left out heart-warming messages of appreciation for Refuse Collection crews in recent months.

He also acknowledged the excellent work of the Refuse Collection team in keeping a key frontline service running smoothly in these unprecedented times. To read the full article click: <https://bit.ly/301e7Lj>



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## Training

Training continues at a pace and includes;

- 'End User Training' started on the 14<sup>th</sup> September and will continue for the next 3 weeks.
- Legend and Course Pro training
- Pool Lifeguard course was completed this week
- Gym equipment training is being undertaken across the Borough in our indoor facilities
- ICG training
- Coach by Colour
- MyRide Group cycle
- Halo Fitness Cloud

## Future training includes:

- Environmental Management Systems 28<sup>th</sup> Sept, 5<sup>th</sup> & 10<sup>th</sup> Oct – all staff
- Gym Equipment 28<sup>th</sup> Sept – Fitness Advisors
- Sales Training 14<sup>th</sup> & 15<sup>th</sup> Oct – Management & Customer Advisors
- Customer Care
- Code of Conduct
- Evac Chair
- Culture



## **HR update for staff**

### **Recruitment**

The following posts are currently advertised

- Fitness Advisor
- Class Instructors – Pilates/Yoga/Aqua Aerobics
- Swimming Teacher

### **Appointments made for SLLC**

A number of posts have been filled in South Lake Leisure Centre and we would like to wish these members of staff all the best as they take on their new roles, these include;

#### **Operations Manager**

**Mark Wilson** - Mark has been appointed as Operations Manager and brings with him over 25 years' leisure experience working in a number of indoor leisure facilities across the Borough.

#### **Swimming Teacher**

**Wendy Stewart** – Wendy has been appointed in the role of part time Swimming Teacher and brings with her over 19 years' experience of indoor leisure facilities across the Borough.

#### **Customer Advisor**

**Tara Callaghan** – Tara has been appointed as a full time Customer Advisor and brings with her almost 3 years' experience of indoor leisure facilities across the Borough

They are all looking forward to working with the rest of the team on the transformation of leisure and in helping to make SLLC a great success.





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### **Feedback sessions**

Feedback sessions will be offered after shortlisting and interview for candidates who are unsuccessful – if you require feedback please contact Michelle Nugent to arrange a feedback slot with the panel.

If you have any questions please contact Michelle Nugent at [michelle.nugent@armaghbanbridgecraigavon.gov.uk](mailto:michelle.nugent@armaghbanbridgecraigavon.gov.uk)

### **Update from the 'Leisure Transformation Project Team'**

The 'Leisure Transformation Project Team' would like to give information regarding some of the projects that we have been working in relation to indoor leisure across the Borough;

### **South lake Leisure Centre – Facebook page launched**

A new facebook page for South Lake Leisure Centre has been launched, we would invite staff to like and share this page.

### **New South Lake Leisure Centre – Awards**



Responsible Business  
Champion  
**2020**

This week the South Lake Leisure Centre not only achieved the considerate constructors Scheme (CCS) award, but also recognised as a Responsible Business Champion in the Education Partnership Category by Business in the Community.

This award is for organisations that best demonstrate how their actions have helped raise the aspirations and achievements of young people through a solid business education partnership.

The £35million leisure centre project was selected for its demonstration of strong, inclusive leadership and commitment to tackling social and wider environmental issues. Kieran Harding, Managing Director at BITC, commented that the judging panel were "heartened by the

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determination of companies across NI to be even more responsible through their activities” during the many challenges posed in 2020.

The contractual targets and achievements were highlighted to show Farrans wider social responsibility in relation to both our leadership and company strategy- ‘shaping our future’. Developing education partnerships was key in this achievement through sustained engagement with educational institutions. The Get into STEM Education programme played a key role including the offering of bespoke projects and the following workshops:

- Structural Engineering Challenges
- H&S
- Communication
- Careers in STEM
- ASPIRE (Active Skills Programme Integrating Relevant Experience)
- Sustainability

### **SLLC paving the way for the industry**

SLLC focused on #notjustforboys initiative to ignite the spark in both STEM and trades for young females through sub-contractor involvement. Farrans were the first contractor in NI to organise a site open day for females aged 11-13 at SLLC to help close the gender gap and build the future STEM and construction workforce. As a result of three separate events, over 200 local female students were offered hands-on skills workshops designed to give them insight into the various roles to inspire and encourage girls to consider engineering or trades as a future career.

SLLC facilitated a one-week work placement for teachers to educate them on the vibrant and exciting world of STEM. Again, Farrans at SLLC were the first contractor in Northern Ireland to offer this to help give teachers a better understanding of STEM and inspire their pupils.

Testimonials were included to show how Farrans at SLLC broke down barriers and developed relationships with educational institutions, created awareness and had senior leaders on board. SLLC were concerned with making a real difference to learning and development of all, taking students from the classroom to experiencing real life opportunities on site

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### **Ambassadors for South Lake Leisure Centre**

Last week a number of ambassadors were invited to come to SLLC to allow us to film them using the facility and talking about why they are excited about the new South Lake Leisure Centre opening.

The first of these short clips to be released will feature Emma Mitchell a long distance runner who has competed in the Commonwealth Games; this will be release on the SLLC facebook page on Sunday evening, please view and share this story.

### **Staff Questions/Queries**

The 'Leisure Transformation Project Team' are interested in hearing from you, if you have any questions/queries or have a specific issue that you would like us to address during this unusual period of closure, please contact: [joanne.grattan@armaghbanbridgecraigavon.gov.uk](mailto:joanne.grattan@armaghbanbridgecraigavon.gov.uk) with the detail.

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