



**Armagh City  
Banbridge  
& Craigavon**  
Borough Council

**Leisure Transformation Programme**

**Staff Engagement**

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

**23<sup>rd</sup> October 2020**



***'Inspiring people to make positive changes through great experiences'***

### **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**

Our organisation is once again facing a challenging time, due to the heightened restrictions being introduced by the Northern Ireland Executive from the 16.10.20.

As part of these new restrictions it was announced yesterday that our Arts and Culture facilities will now close, along with several elements of our indoor leisure services. For those staff affected by these changes it is important to know that your line managers will be in contact with you directly to discuss an action plan for the next four weeks.

This is an evolving situation which will take a concerted effort from us all, once again, to navigate through, whilst keeping safe. The rapid increase in transmission of Covid-19 across Northern Ireland is very concerning, and it is up to us individually, to abide by the regulations to protect each other and our families.

Further details can be found on the Councils intranet page.

## **The Wearing of Face Masks**

Face masks have become our new and required accessory in public, and whether we like it or not, this trend is probably not disappearing anytime soon. Given the sobering reality of the increasing rise in Coronavirus cases across Northern Ireland, it has become increasingly more important that everyone takes individual responsibility for wearing a face mask in areas where we come into contact with people from outside of our family bubble.

As part of our campaign to **#StopTheSpread** we are asking all our staff to lead by example and wear a face mask in all public and communal areas within all our facilities, when sharing vehicles, and in council vehicles. This is to protect you, your colleagues, your families, loved ones and our community in the weeks and months ahead, as it is widely acknowledged that this virus rapidly spreads through community transmission. We believe that taking this step will reinforce a culture of Covid alertness within the workplace, by heightening our social awareness around interactions with our colleagues and members of the public.

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But to make things a little more interesting we are launching a staff competition to see who can come up with the most interesting face mask to cheer us all up. So get creative and submit a photograph of you wearing your face mask in work to [communications@armaghbanbridgecraigavon.gov.uk](mailto:communications@armaghbanbridgecraigavon.gov.uk), by Friday 30th October to be in with a chance to win a Fit Bit Inspire.

### **Positive Ageing Month celebrating our Older residents**

October is Positive Ageing Month, a month to really highlight and take notice of the important and valuable contributions that older people make to our society, and to raise awareness of the opportunities and the challenges of ageing in today's world.



*Photo Caption: Lord Mayor of Armagh, Banbridge and Craigavon Councillor Kevin Savage with Stephanie Rock, Age Friendly Officer and Faye Aiken, ABC Seniors Network as they launch the new ABC Seniors Newsletter during Positive Ageing Month*

To celebrate our older residents, Armagh City, Banbridge and Craigavon Borough Council, along with the ABC Seniors Network have put together a wonderful festival of activities and events that will run throughout the month.

In addition to this, a brand new ABC Seniors Newsletter has also been produced, packed full of information and advice! With articles on physical health, mental health and wellbeing, home safety tips, helplines, light entertainment and lots more.

For more information on the events or to receive your free copy of the newsletter please call Stephanie Rock, Age Friendly Officer on 07825 010 630.

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### **Local Democracy Week 12-18 October 2020**

Local Democracy Week took place last week, with its focus on raising awareness about local government and encourage interest in local politics very much to the fore. #

This is an annual event with the theme for 2020 as follows: **Local Democracy: building trust, Co-designing local democracy, Practising Open Government.**

Due to restrictions this year Councils focused on a digital campaign to highlight all the different ways people can have their say and make a difference to their local community.

Listen to the Lord Mayor, Councillor Kevin Savage as he explains how people were encouraged to get involved <https://vimeo.com/467198077/07a5b12105> and click here for more information: <https://www.armaghbanbridgecraigavon.gov.uk/localdemocracyweek/>

### **Census 2021 - Temporary Vacancies**

The Census Office is recruiting Census Team Co-ordinators & Enumerators across Northern Ireland for next year's census. Planned for 21 March 2021, the census takes place once every ten years and is a count of our population and housing. It is the largest and most complex statistical exercise undertaken in Northern Ireland and provides a benchmark on the size of our population.

Closing date on Friday 23 October 2020. To find out more visit here: <http://abc-svr-intra.local/news/census-2021>

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## **Green Flag Success**

We continue to build on our Green Flag success, with ten of our parks securing the prestigious award.

The award-winning parks include Gosford Forest Park, Palace Demesne Public Park, Canal Greenway, Solitude Park, Loughbrickland Park, Lurgan Park, Portadown People's Park, Brownstown Park, Edenvilla Park and Tannaghmore Gardens.



*Photo caption: At Loughbrickland Park, Lord Mayor of Armagh City, Banbridge and Craigavon, Councillor Kevin Savage with Council's Head of Environmental Services, Barry Patience and Council's Parks Team; David Mayers, Alan Adamson, Russell Eastwood, Michael Beeks, Kieran Cahoon and Paul Haughian.*

Undergoing a rigorous and robust assessment process led by a volunteer panel of experts, the parks had to demonstrate that they met a range of strict criteria including horticultural standards, cleanliness, environmental management, biodiversity, community involvement and safety standards to achieve the distinguished accreditation.

Keep Northern Ireland Beautiful (KNIB), the environmental charity who operates the Green Flag Award Scheme in Northern Ireland, has witnessed a surge in successful participating locations since the initial three awarded sites in 2008 - with a record number of 78 locations across Northern Ireland recognised this year.

The full list of Green Flag Award winners can be found at:

[www.keepnorthernirelandbeautiful.org](http://www.keepnorthernirelandbeautiful.org)

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## Training

Training continues with indoor leisure staff; overview to date:

<b>Legend Training</b>	Customer advisors and the management team have undertaken Legend training.
7 <sup>th</sup> 8 <sup>th</sup> 9 <sup>th</sup> 10 <sup>th</sup> Sept	80 staff trained on Front of House and back office
14 <sup>th</sup> 15 <sup>th</sup> 16 <sup>th</sup> Oct	30 staff trained on front of house, Back office and reporting
<b>ICG Training</b>	
14 <sup>th</sup> & 15 <sup>th</sup> Oct	16 Staff completed on line training & trained on coach by colour, Connect & My Ride
20 <sup>th</sup> & 21 <sup>st</sup> Oct	16 Staff completed on line training & to be trained on coach by colour, Connect & My Ride
TBC	8 Staff completed on line training & to be trained on coach by colour, Connect & My Ride
<b>Course pro Training</b>	
11 <sup>th</sup> Sept	30 staff trained on Course pro
<b>Halo Training</b>	
9 <sup>th</sup> Sept	55 Staff attended a Presentation on introducing Halo Fitness to the wider ABC Team
9 <sup>th</sup> Sept	16 Staff trained as a Halo Instructor to further train their teams within their centres
<b>Each centre has got all Fitness Instructors logged onto Halo and their Fitness equipment logged. (DCC have not received equipment)</b>	
11 <sup>th</sup> ,25 <sup>th</sup> 28 <sup>th</sup> ,30 <sup>th</sup> Sept 8 <sup>th</sup> Oct	70 staff attended training on the installation of the new fitness equipment across SLLC, BLC, Orchard, Keady, RCC, GCC & Tandragee

23 <sup>rd</sup> Oct	14 DCC staff and mop up staff unable to attend their planned session
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<b>DSNI &amp; Autism Training</b>	
8 and 15 Oct	33 Staff at South Lake Leisure Centre
<b>Sales Training</b>	Customer advisors and the management team have undertaken sale training provided by TA6
<b>Safeguarding training</b> 23 <sup>rd</sup> Oct	This is taking place by Zoom with employees.



### **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;

### **IncredABLE @ South Lake**

Council has awarded the contract for hospitality services at South Lake Leisure Centre to leading local social enterprise IncredABLE.

IncredABLE will operate the new café and a suite of hospitality services at the new Centre, as excitement builds with only two weeks to opening.

The new Café incredABLE will occupy a prominent position on the ground floor within the expansive, multi-access reception area and will be an integral part of the new multi-million-pound complex. The new café will operate daily from 8am until 8pm and will offer a full all-day menu including refreshments, snacks and hot and cold food. However, under current public health guidance, only takeaway food and drink will be available for a temporary period.



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### **Covid restriction implications for indoor leisure**

As you are all aware the NI Executive announced additional restrictions due to an increase in Coronavirus (COVID-19).

These new restrictions are being put in place to help reduce the spread of coronavirus and to help manage the pressures on our health and social care system.

The restrictions were introduced on the 16 October 2020 and will be in place for four weeks.

Everyone has their part to play to stopping the spread of the virus in the community by limiting your contact with others; regular handwashing, wearing of [face coverings](#) and good social distancing.

A number of staff were sent home this week from SLLC and OLC following a member of staff testing positive for Covid-19. In August 2020, Council's HR recovery Task Group developed a **'COVID-19: Confirmed case or symptomatic individual protocol.'**

This guidance provides a protocol to deal with a confirmed case/s or symptomatic individuals including employees and the public, all indoor leisure staff are asked to read this protocol to make themselves aware of the procedure: <http://abc-svr-intra.abc.local/wp-content/uploads/2020/09/CoVid-19-Confirmed-case-or-symptomatic-individual-protocol-V2.3-no-contacts.pdf>

This week the Chief Executive issued a memo requesting staff to wear face masks; therefore, Indoor leisure staff are specifically requested to;

Wear face masks in **all** indoor areas of leisure centres **except**:

1. On poolside - (Need for emergency communication/temperature of environment/easy to social distance on poolside).
2. In plant areas – (These are staff only areas with minimal people).
3. In staff rooms - (Need to eat and drink).
4. In Office areas – (Need to communicate on the phone frequently).
5. In Reception areas - (Need to communicate on the phone frequently, protective screens are in place)

However, if staff wish to wear a face mask in these areas and can conduct their duties safely, this is perfectly acceptable.

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Council's Corporate Manager (Safety and resilience) is seeking clarification regarding if member of the public should be asked to wear face masks whilst in Council buildings; once this information is received it will be communicated to members of staff and the public.

### **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.