



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme

Staff Engagement

Weekly update from the 'Leisure Transformation Project Team

9th April 2021



'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council

Staff Engagement

As you are aware that despite the disruption, the 'Leisure Transformation Project Team' continue to move forward with the Transformation Programme to embed new ways of working and continuous improvement.

Completion of transformation across Indoor Leisure and a re-structure of staffing is necessary to achieve a consistency of resources and approach, for the following reasons:

- Indoor Leisure, as a whole, share;
 - The same objectives and targets – to be an industry leader, and deliver an improved leisure service.
 - The same ABC wide customer membership/charging system.
 - The same need to demonstrate that the “In House Model” can transform and perform.
- Good employee relations - fairness and consistency are necessary in this regard and currently staff have different job descriptions and pay grades for the same roles in many cases.
- Management and staff resources are currently inconsistent from site to site.
- Job roles (new and existing) need to align with SLLC and with best industry practice.
- The need to improve staff flexibility and sharing across all sites.

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

‘Inspiring people to make positive changes through great experiences’



**Armagh City
Banbridge
& Craigavon**
Borough Council

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 leisure across the Borough;

Update on Transformation of indoor leisure

The Transformation Team (Management/TU Team) continue to meet on a regular basis to clarify all plans/decisions and processes.

Work has taken place to consider a number of Job Descriptions and Person Specs proposed to go forward for evaluation as part of the Indoor Leisure Transformation and re-structure process.

Those available have are now on the Leisure Matters site for staff to view.

<https://www.armaghbanbridgecraigavon.gov.uk/iljds/>

Staff should note that there are a few outstanding at the moment which include; PARS Consultants, PARS Co-Ordinator, Senior Leisure Attendants, Senior Leisure Assistants, Housekeeper and Crèche Attendants – these are still being worked on or staff feedback is still being considered and these JDs will be communicated shortly.

Our Next Steps will include

- Formal Consultation with Trade Union Reps and Evaluation.
- Communication of Evaluated JDs.
- Individual meetings with staff – to discuss your assimilation into roles and other individual circumstances. Whilst attending such a meeting is not compulsory we would greatly encourage every member of staff to book a meeting to take the opportunity to ask questions and receive clarity, explanations etc.

A letter will be posted to each and every member of staff explaining this meeting process.

**** Staff should note that that only those Job Descriptions which are not replicated in the SLLC structure, and therefore have not previously been evaluated, will be sent to the evaluator.**

All evaluations will be communicated as soon as they are received.

'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council

Proposed Management System

Work has also been undertaken to look at a proposed Management system for;

- **Trainer Assessors**
- **Exercise Class Instructors**

This management proposal will work across ABC Indoor Leisure.

Details of this management proposal can be found on the Leisure Matters site.

If staff have any queries or questions that they need addressed please bring these to the attention of your champions or complete the form that can be found on the Leisure Matters site and return to joanne.grattan@armaghbanbridgecraigavon.gov.uk



As you are aware Council commenced a review of its organisational leadership structure, as part of a 'Financial Review and Transformation Project', initiated in October 2020, to enable new strategic thinking and a shared vision for our future as a high performing organisation.

A number of weeks ago staff were asked put forward any comments and question that they had regarding the restructuring proposal. There was an excellent response to the consultation, and by the close date we had received almost 40 comments and questions through JotForm as well as several requests for individual conversations, or direct emails where the issues were specific to a service. In some cases, the issues raised were more easily dealt with by arranging team or one-to-one meetings which are being arranged. This input has helped to test out proposals and will certainly inform our plans as we move to the next stage of the process.

Thank you all for your contributions to this process, and look forward to the conversations continuing as we move to the next stage of this restructure.

'Inspiring people to make positive changes through great experiences'

For further clarification a number of Frequently Asked Questions (FAQ's) have been added to section on the Intranet and [Staff Updateswebpage](#), which summaries the questions most commonly raised and should answer the points made. Where points raised were very service specific, direct discussions will take place with those services.

At the council meeting on the 22 March, we were able to provide an update on the consultation process so far and the key issues raised. At the conclusion of the discussion approval was given to progress the restructure to the next stage, which will be a detailed implementation plan for service changes. The current plan is that this will be concluded by the end of the summer at the latest.

Please get involved working to move both our new structure and our new working models to ensure that we continue to support our communities and develop our borough.

Watersports Centre opening

The Watersports Centre at SLLC will commence opening from 12th April with hire products only; this will include;

1. Stand up Paddleboards (SUP).
2. Family SUP.
3. Kayak.
4. Cycle.
5. Canoe.

This service will be open from 4pm – 8pm Mon-Fri and 10am to 6pm on weekends via on line booking only.



Activities to follow once training and restrictions are lifted:

- Open water swimming.
- Climbing wall.
- Inflatable – expected delivery last week in June ready for 1st or 2nd week in July.
- Banana Boating, sailing, water – ski

‘Inspiring people to make positive changes through great experiences’



**Armagh City
Banbridge
& Craigavon**
Borough Council

Council to offer free sanitary products

Council has decided to provide free sanitary products in 3 leisure centres across the borough in a bid to end period poverty.

The aim of the scheme is to support women and girls who may not be able to afford products such as sanitary towels and tampons by making these products free and available at an easily accessible pick up point.

A selection of free sanitary products will be available from discreet dispensers at South Lake Leisure Centre, Banbridge Leisure Centre and Orchard Leisure Centre.

Access to the products is currently available at South Lake Leisure Centre (beside Café Incredible). However, due to current NI Executive restrictions - Banbridge Leisure Centre and Orchard Leisure Centre remain closed. Once reopened this service will be available.

This initiative will be highlighted in the local press and on our social media channels to ensure that girls/women are aware that this service is available. We will also ask those using the service for feedback to determine how effective this initiative is.

Based on the findings from this pilot, we can determine the use and effectiveness of this initiative we can determine if it should be continued, extended or modified in anyway.

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@armaghibanbridgecraigavon.gov.uk



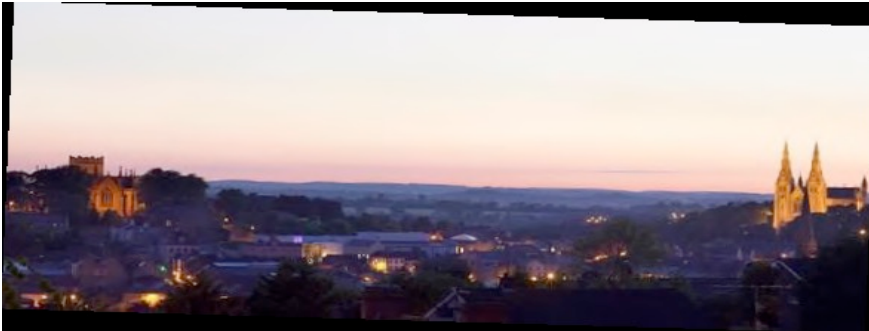
**Armagh City
Banbridge
& Craigavon**
Borough Council

As off the 1 April, the Northern Ireland Executive regulations in relation to Covid-19 will change to:

- **10 people** (including children of all ages) from a maximum of **two households** can take part in outdoor sports activities.
- Outdoor sports facilities can re-open but only to permit their use for those allowed in the regulations. Club houses and indoor sports facilities (changing rooms, showers, kitchens, meeting rooms), apart from essential toilet facilities must stay closed.
- The return to sport protocols put in place by sports governing bodies should be strictly adhered to including hygiene measures, social distancing and other mitigations.
- Any behaviour which may encourage the risk of transmission around sports activities, such as car sharing, congregation of people on the side-lines and sporting celebrations, should be avoided.
- Sports governing bodies have a responsibility to ensure full compliance with the protocols and are expected to put arrangements in place to deal with non-compliant clubs, participants and coaches.
- Indoor sport is not permitted, other than at elite level.
- Elite training and competition can continue, both indoors and outdoors.
- Elite sporting events must be held behind closed doors without spectators.
- All indoor sports facilities such as leisure centres, gyms, health clubs, swimming pools, fitness and dance studios must remain closed.

For further information visit: www.nidirect.gov.uk

'Inspiring people to make positive changes through great experiences'



Armagh's Largest Building Conservation Project Begins

Armagh has initiated multi-million pound plan to sympathetically restore and rejuvenate up to 15 of its oldest, historic buildings as part of a major city transformation project. A combined investment of £6.3 million from The National Lottery Heritage Fund, council and building owners is behind the new townscape project.

Initial work to reinstate the former beauty of 6 and 10 Barrack and Little Barrack Street has just got underway and when complete will integrate four vibrant retail units in incorporating all the iconic features of their former incarnation. Plans include the introduction of traditional shop fronts appropriate for the Conservation Area, restoration and careful replacement of the remaining historic windows, repointing existing Armagh stone, re-slating and sympathetic internal works to protect and preserve historic features including staircases and fireplaces.

Mayor Announces Autism Impact Award for Market Place Theatre

To mark World Autism Awareness week (29 March – 4 April), Lord Mayor Councillor Kevin Savage proudly announced the Autism Impact Award for the Market Place Theatre and Arts Centre and a new dedicated inclusive information section on the council website containing a range of online pre-visit guides for council facilities.

The Autism Impact Award from Autism NI is in recognition of staff training and recent improvements at the Market Place Theatre and Arts Centre made to the facility to enhance the experience of visitors and those with autism. A range of adjustments



'Inspiring people to make positive changes through great experiences'



**Armagh City
Banbridge
& Craigavon**
Borough Council

include relaxed performances to reduce anxiety and provide a less stressful experience, a chill-out area to take a break during performances, and a pre-visit guide and virtual tour to view the building before your visit. Developed in partnership with Access Able, council's new dedicated 'Inclusive Information' webpage provides a wide range of accessibility and service information for council facilities and venues across the borough including: guidance on changing places and radar keys as well as downloadable pre-visit guides and information on inclusive activities and events.

To access the dedicated inclusive information section on the council website, visit www.armaghbanbridgecraigavon.gov.uk/inclusive

Spring Forward Together Easter Event

This Easter we are bringing you an egg-stravagant feast for the eyes!

On Saturday 10 April we will showcase a wonderfully creative short film called 'Spring Forward Together', which celebrates the amazing community spirit we have witnessed over the past 12 months, as we look to brighter days ahead.



The film was created by the Good Relations Department using a dazzling lightshow full of colour and striking images, projected onto the Palace in Armagh. This unique film features beautiful sequences including a thank you to the local community for all their support over the past year, a creative and fun Easter display, a celebration of our wonderful cultural diversity, plus a look forward to spring and the brighter days which are coming to us all.

Tune into our Facebook event at 7pm on Saturday 10 April for a unique opportunity to reflect on the year that has passed, and celebrate all our achievements together – but apart.

The Lightshow is funded under the council's Good Relations Programme (DCGRP).

'Inspiring people to make positive changes through great experiences'

Fifth Quarter Podcast Series

Did you hear about the new Fifth Quarter podcast series?



Well if you're interested in the local agri-food sector and you enjoy a good podcast, this one is for you!

Alongside Lanyon, we've launched a new series of monthly podcasts, which aim to get beneath the skin of the agri-food sector - one of the region's most important industries.

Hosted by business editor and part-time farmer David Elliott the podcast will showcase the rich tapestry of sole traders, farmers, SMEs and large firms that make up this critical sector. So far the exciting podcast has focused on life after Brexit and family-run businesses, featuring interviews with leading, local agri-food business people including: Richard Kennedy of Devenish, Caroline McArdle of Cobden and Brown, Tracy Hamilton of Mash Direct and Joyce Brownless of Blackwell House.

The latest episode will see Brian Irwin of Irwin's Bakery and Catherine McKeever of Long Meadow Cider discuss the importance of innovation for business growth.

To listen to this month's Fifth Quarter podcast and catch up on previous episodes visit: <https://apple.co/31zB34x> and don't forget to subscribe so you never miss an episode!



**Armagh City
Banbridge
& Craigavon**
Borough Council

Blood Donation Sessions

Please note that all donation sessions are now by appointment only. To book a session donors need to call 08085 534 653 between 10.00am and 4.30pm.

LURGAN

Monday 12 April - Tuesday 13 April

Jethro Centre, Lurgan

1.00pm - 4.00pm | 5.00pm - 7.30pm

BANBRIDGE

Monday 19 April and Tuesday 20 April

Bannside Presbyterian Church

1.00pm - 4.00pm | 5.00pm - 7.30pm

ARMAGH

Tuesday 27 April - Wednesday 28 April

Armagh City Hotel

1.00pm - 4.00pm | 5.00pm - 7.30pm