



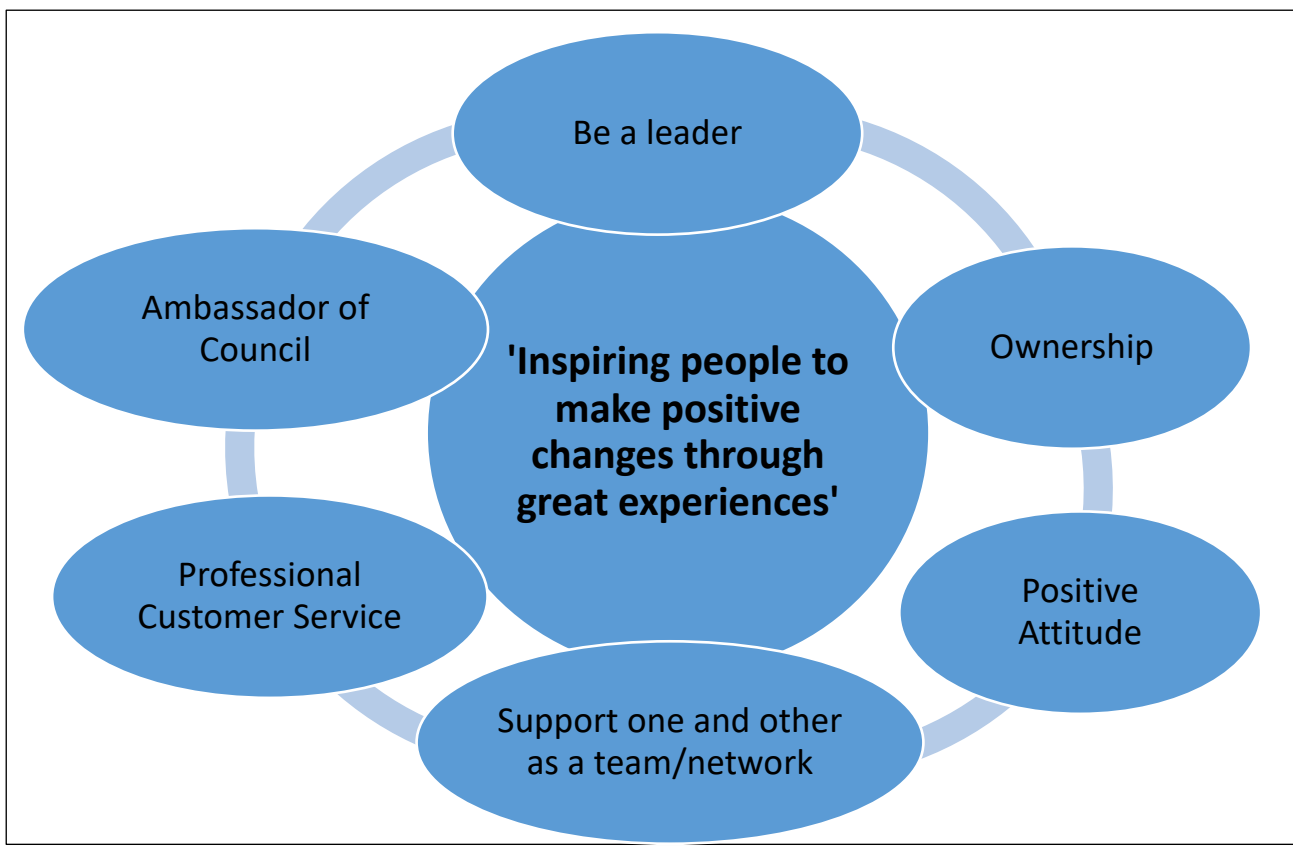
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Borough Council

Leisure Transformation Programme

Staff Engagement

Update from the 'Leisure Transformation Project Team

21st January 2022



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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.

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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.

LEISURE AMENITIES UPDATE

Covid-19

Important Information Update - Omicron Variant Covid-19

As previously communicated on a number of occasions Management and Trade Unions have agreed a joint approach to the use of face coverings and Lateral Flow tests due to the current high levels of Omicron transmission, to protect staff in the workplace.

The transmissibility of this virus is stark with over 5400 positive cases in our borough last week (up to 5 Jan 22), the highest number of positive cases recorded during the pandemic.

It is therefore important that all staff protect yourself, colleagues and members of the public by following the guidance in place within the workplace. The expectation of all staff is as follows:

- Whilst in a public area you must wear a face covering, unless you are separated from members of the public by a partition
- If you share a vehicle, you must wear a face covering
- When you are moving from one location to another indoors, you must wear a face covering i.e. between offices.

You do not have to wear a mask or face covering if you are exempt - for example:

- You have an illness or disability that means you can't wear one
- Eating, drinking or taking medicine.

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Lateral Flow Testing

We recommend that all employees who are attending the workplace undertake Lateral Flow testing at least twice per week to protect other employees and service delivery. As previously communicated the testing kits can be obtained from various Council facilities including Civic Buildings and Leisure facilities. A list of locations can be provided by your Line Manager.

It is really important that everyone continues to follow the basic Public Health guidance; wear a face coverings, do lateral flow tests, keep offices and vehicles ventilated, social distance and maintain good hand hygiene, which reduces the risk to you, your colleagues and your family.

CARERS GET LEISURE BENEFITS WITH LAUNCH OF NEW PILOT MEMBERSHIP SCHEME



Primary carers of an adult with a learning disability who use Southern Trust services are now able to avail of reduced rates at any of Armagh City, Banbridge and Craigavon Borough Council's leisure facilities thanks to a new pilot membership scheme.

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The scheme, which is being facilitated by ABC Council and the Southern Health & Social Care Trust, was launched on Monday 10 January by the Lord Mayor, Alderman Glenn Barr at the Council's flagship leisure facility, South Lake Leisure Centre in Craigavon.

The innovative scheme offers a 20% reduction in normal membership fees across all nine council leisure facilities for carers, providing access to the gym, swimming pools and classes within the centres.

Speaking at the launch of the pilot project, Lord Mayor Alderman Glenn Barr said:

"Being a primary carer for someone with a learning difficulty can be a rewarding but also a very demanding and stressful commitment.

Undertaking exercise and allowing yourself the time to unwind is essential for anyone in a carers position, to provide respite and allow the carer an opportunity to focus on their own health and wellbeing.

Working with the Southern Trust we recognise the challenging role of the carer and hope the reduced membership scheme will encourage carers to take the time to de-stress, relax and re-charge and reap the benefits our leisure facilities have to offer."

Welcoming the new scheme, John McEntee, Assistant Director of Disability Services for the Southern Health and Social Care Trust said:

"The past few years of the pandemic have been hugely challenging and stressful for carers of people with a learning disability. We know how important it is for us all to take time to look after our wellbeing, but even more so for carers, who very often put the needs of their loved one before their own. We are delighted to team up with the Council and encourage all unpaid carers to avail of this generous offer, to benefit their own physical and mental wellbeing.

The pilot scheme, which will run until 31 March 2022, is open to any primary carer of an adult who uses Southern Trust Adult Learning Disability services and is resident within the Armagh City, Banbridge and Craigavon Borough.

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To register for the scheme carers should contact the Learning Disability Carer Consultants to register. Once approved, a membership card will be provided which can then be used to set up the reduced membership of only £23 per month which includes full access to the leisure facilities during the daily opening times (advance booking may be required to access classes).

Southern Trust Learning Disability Carers Consultants Bernie Marshall and Majella Gorman are keen to help carers register for a Carers Get Active Card. You can contact them Bernie Tel:

07557819172 Email: Bernadette.Marshall@southerntrust.hscni.net

Or Majella Tel: 07557858749 Email: Majella.Gorman@southerntrust.hscni.net

Walk ABC Challenge: Get Moving and Make a Difference!

Are you up for a new challenge this year that will make a difference to local charities?

Well the Walk ABC Challenge is just for you!

Help raise funds for the Lord Mayor's chosen charities - Angel Wishes and Guide Dogs NI – by aiming to walk, wheel, jog or run the 150-mile borough boundary from Monday 31 January 2022 for 10 weeks. With the aim of covering as many miles as possible, you can go at your own pace by picking a destination to reach or choosing to go all-out and cover the entire borough boundary – the choice is yours!



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Registration details:

- £5 for individuals and £10 for families and groups.
- You will receive a record sheet and map to help you track your progress and visualise your journey across the borough.
- Completed record sheets should be sent emailed sportsdevelopment@armaghbanbridgecraigavon.gov.uk to claim your Walk ABC certificate and gain entry into our competition to win Get Active ABC and Café IncredABLE at South Lake Leisure Centre gift vouchers (members of the public) or a £30 Rushmere Shopping Centre voucher (Council employees).
- Register here: www.getactiveabc.com/walkabcchallenge
Read more www.armaghbanbridgecraigavon.gov.uk/walk-abcchallenge-get-moving-and-make-a-difference.

For further information on the Walk ABC Challenge; email sportsdevelopment@armaghbanbridgecraigavon.gov.uk

Get Moving Survey

The Get moving ABC partnership target is to get more of our population moving and to become the most physically active borough in Northern Ireland.

We would like to know what activities your family enjoy and what new activities you would like to try. If you like to be active with your family and would like more opportunities to do it, then please give us your opinions.

Please complete a short survey; there are 8 questions that will take only 10 minutes of your time and will help inform our future plans;

If you, anyone you know or any customers that like to stay active with their families please encourage them to complete the survey; <https://armaghbanbridgecraigavon.citizenspace.com/health-and-recreation/family-physical-activity-consultation>



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STEP UP YOUR FITNESS ON COUNCIL'S WINTER COUCH TO 5K PROGRAMME

Taking up running can feel like a scary prospect – especially for beginners – but now you can get the support and guidance you need to train up to the 5K distance on Armagh City, Banbridge and Craigavon Borough Council's winter running programme.



Getting underway on Tuesday 18 January 2022, the ABC Council winter running programme provides the choice of either in-person or virtual Couch to 5K training – giving you the freedom and flexibility to build up your fitness while working around your own schedule.

At a cost of £32, the face-to-face Couch to 5K Programme will take place at Portadown People's Park every Tuesday and Thursday from 6.45pm to 7.30pm for eight weeks. Participants will receive two coached sessions from qualified instructors every week and will complete a third weekly session by themselves.

However, if you prefer the freedom of doing a programme at a time and place that's convenient to you and at no cost, the Virtual Couch to 5K Programme is just for you. Receiving weekly training plans, tips and inspirational messages from qualified instructors, participants will follow the schedule by themselves.

At the end of the eight weeks, all participants will be able to complete a 5K or Parkrun.

Go to: <https://getactiveabc.com/news/step-up-your-fitness-on-councils-winter-couch-to-5k-programmes>

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E-LEARN



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e-Learning Portal

Have you checked it out? With the ability to log in on your phone, tablet or computer, it's super easy to access and very user-friendly!

Launching back in October, [E-Learn ABC](#) is an e-learning system that gives you access to online courses and learning materials in a fast, flexible and accessible way, helping you grow and develop in your role.

The system currently has 14 learning modules available, with topics ranging from wellbeing and social media to safeguarding and Microsoft office training – plus we're adding more in the coming months, so watch this space!

How to access E-Learn ABC?

- Follow guidance on how to access the [E-Learn ABC](#) site, by [clicking here](#).
- Once you're set up, we would encourage you all to complete the **Introduction to E-Learning** module, so you can familiarise yourself with the site.

More information

To learn more about [E-Learn ABC](#) or learning and development, please [click here](#) or email hrtraining@armaghbanbridgecraigavon.gov.uk.

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Corporate Information

Armagh 2025 Continues its Race for UK City of Culture

As the only Northern Ireland bid for UK City of Culture 2025 our richly historic, but often understated, city of Armagh and wider borough of Banbridge and Craigavon – is certainly a place that makes for an eclectic mix of heritage and culture, possibly why it is currently one of the frontrunners to win the prestigious title.

The competition entry has seen a renewed sense of awakening in the uniqueness of our enchanting borough, as J.B. Vallely, internationally renowned artist said, “it’s almost like a spark igniting’. This bid has given people the opportunity to talk about the city and borough, the buildings, the history and the vibrancy of their culture – and a continuous flow of impassioned stories and ideas are emerging with invigorating freshness.



Winner in 2013 Derry/Londonderry, Hull in 2017, and recently Coventry in 2021 are prime examples of the impact this culture-led initiative can have. Each city was propelled into the spotlight in an extraordinary way, but fundamentally managed to address their own set of socio-economic challenges through this unique opportunity by creating a platform for positive change, collaborative thinking, strategic investment, and perhaps most important a lasting legacy that has achieved real impact for their city and people.

The bid will be submitted on 2 February, when the judging panel will shortlist to the final three cities.

If you would like to get involved or find out more log on to www.Armagh2025.com or email: cityofculture@armaghbanbridgecraigavon.gov.uk.

Help back the bid for our city and borough - like and share our messages on social media.

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Exciting Developments Ahead in 2022

On Wednesday, Chief Executive Roger Wilson and Strategic Director Olga Murtagh welcomed Department for the Economy Minister, Gordon Lyons MLA to Craigavon Civic Centre ahead of an economy focused meeting.

Encouraging cooperation and commitment from the Department to help the borough realise its economic development opportunities, Roger updated Minister Lyons on our region's key sectoral strengths, progress made on the Mid South West Regional Economic Strategy, and called for endorsement and support for our UK City of Culture 2025 bid.



Staff Generosity at Christmas

Just before Christmas, staff at Craigavon Civic Centre donated over 87.4kg of food and toiletries to Craigavon Area Foodbank.

An amazing gesture of kindness, which was gratefully received by staff at the Foodbank, during what can be a very challenging time of year for many families.

Thank-you to everyone that donated and the team of staff who coordinated the collection.



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Navan Centre & Fort Secure Autism NI Impact Champion Award

The Navan Centre & Fort is delighted to have once again secured the Autism NI Impact Champion Award. With all frontline staff trained in autism awareness, as well as dedicated sensory play areas, the Navan Centre offers a welcoming environment to those with autism, with a full range of adaptable services.

The centre adjustments include; VIP passes available on request, all staff clearly identifiable (lanyards), welcome board available, personal guided walks, a pop-up tent, sensory bags.

Additional educational/school services include; visual folders for teachers (including countdown timers, photo options and symbol cards - sit, quite, listen, wait and stop), and relaxed educational visits on request.

Through attaining an Impact Award, the Navan Centre is now more accessible to over 30,000 autistic individuals and their families in Northern Ireland that previously may have been excluded.

For further information or to plan a visit, please see the ASD Accessibility section of our website:
www.visitarmagh.com/navan

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