



**Armagh City
Banbridge
& Craigavon**
Borough Council

Leisure Transformation Programme Staff Engagement

Update from the 'Leisure Transformation Project Team

29th April 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.

Organisational Structure Update

Work in relation to the filling of the remaining structure will be picking up momentum in the coming weeks. This work has been made an organisational priority and as such a dedicated project team has been established to drive this forward. The team will comprise of Eamon Keenan and Anne Shields from Human Resources, Dwyer Henderson from the Trade Union side and Wendy Kernaghan who will provide administrative support to the matching process.

At this stage our Head of Department is developing the structure and will share the timescale for sharing this shortly. These structures will also be shared with our union colleagues. Once that period of consultation is complete, we can move to filling the structures. This will be done in two ways; either through matching or assimilation.

It is anticipated that the majority of staff will assimilate into the new structure. This means your post remains in the structure and it just requires an Armagh City, Banbridge & Craigavon Borough Council Job Description. You will be consulted in relation to the preparation of this new Job Description. For some of you, matching may apply. This will occur when a new post has been created within the structure that may impact on your current/substantive post (i.e. the legacy post you held as at 1 May 2014). Matching will be carried out in line with the Matching Protocol, a copy of which is available on the intranet.

Over the coming weeks, your line manager/Head of Department will be able to clarify which process will apply to you. The order in which structures will be filled has been agreed by EMT and it will take a number of months for it all to be completed. Progress will be regularly monitored and staff will be kept updated via the intranet. Staff should regularly check the Matching page on the intranet for updates/dates of posts being matched or assimilated. If you are not in the office or do not have access to the network/ intranet, the Matching page can be accessed via the following link www.armaghbanbridgecraigavon.gov.uk/matchingprocess

If you have any questions, please contact Wendy Kernaghan:
wendy.kernaghan@armaghbanbridgecraigavon.gov.uk

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WELCOME TO A NEW STAFF MEMBER

ARLENE BARTON

Arlene is the new Operations Manager in indoor Leisure, managing Banbridge Leisure Centre, Gilford Community Centre, Dromore community Centre and Rathfriland Community Centre.



She has worked in various departments within local government since 2010 and more recently managed three leisure sites in Newry Mourne and Down District Council.

She is delighted to be part of the ACBCBC leisure team and look forward to working with officers across all sites delivering excellent customer service and having a positive impact on the local community.

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IMPROVING ACCESS AND DELIVERING GREAT CUSTOMER SERVICE

JAM and AccessAble

These are two initiatives to help improve access for all our customers.

It is now over 3 years since we launched the JAM Card – and for those who are maybe not familiar with the initiative, JAM stands for Just A Minute.

The JAM Card is a social innovation from the NOW Group – an organisation that supports people with learning difficulties and autism into employment. Service users of this group said they would like a discreet way of telling people that sometimes they need a little extra time and patience.

The Jam Card was then created as a credit card sized card and has also been developed into an app for smartphones. Awareness Training was provided to front line staff across a range of Council sites and e-learning was also offered. This training provided them with the knowledge they need to ensure they are equipped to provide excellent customer service to people with learning difficulties and communication barriers.

You can find out more about the JAM Card at www.jamcard.org and NOW Group at www.nowgroup.org

AccessAble

AccessAble is the new name for DisabledGo works in partnership with the Council to provide an Access Guide. 176 detailed access guides, 11 summary access guides and 3 route guides have been completed

A range of venues are included in the guide such as leisure centres, shops, hotels, restaurants, council buildings, community centres and many more. These were created and updated through a surveyor assessment. The venues assessed join over 125,000 venues already covered on www.accessable.co.uk from all over the UK and Ireland, so you can use this website to access venues when you are travelling. Make sure you let your customers know we have this service. Links are located on a number of websites such as armaghbanbridgecraigavon.gov.uk, visitarmagh.com, and getactiveabc.com

You can also download the free AccessAble App from the Apple and Google Stores. If you wish to find out more about either of these initiatives please contact Mary Hanna e: mary.hanna@armaghbanbridgecraigavon.gov.uk

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EASTER PROGRAMME

Our very successful Easter programme took place with over 500 kids enrolled in our camps and ready to play.

We know the staff involved and all the children had a hopping great time

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Visits over the Easter period

Below is the number of visits that we had to each of the sites over the Easter Period;

Site Name	15-Apr	16-Apr	17-Apr	18-Apr	19-Apr	20-Apr	21-Apr
Banbridge Leisure Centre	133	119	0	0	162	248	212
Dromore Community Centre	0	45	0	0	0	84	71
Gilford Community Centre	0	0	0	0	0	0	2
Keady Recreation Centre	0	5	0	0	0	13	14
Loughgall Country Park	72	76	51	41	64	52	47
Orchard Leisure Centre	101	81	0	0	123	201	166
Rathfriland Community Centre	0	0	0	0	0	1	0
South Lake Leisure Centre	1067	1017	2	0	1135	1932	1574
Tandragee Recreation Centre	0	4	0	0	0	13	16






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WHAT IS TAKING PLACE ACROSS LEISURE


COMMUNITY GUIDE RUNNER SESSION

Would you consider volunteering as a guide runner to help someone with a visual impairment discover the joy of running?

We are running a session for people interested in gaining the skills, knowledge and practical experience to run with a visually impaired person.

 Lurgan Park – Tennis Pavilion.

 Saturday 28th May

 11am – 1pm

 £15 per person.

Click on the link below for further information and to book a place on the course.


<http://getactiveabc.com/.../community-guide-runner-session>

[#getmovingabc](#) [#getactiveabc](#)

MODEL BOAT MAY SAIL DAY

We are delighted to be welcoming **Seahorse Model Boat Club** to South Lake Watersports, Craigavon for a model boat showcase 

 Sunday 15th May 2022

 10.00am to 4.00pm

Definitely a sport for spectators. [#getmesmerised](#) as incredible model boats invade South Lake, this free event promises to be a sight not to be missed! Click on the link below for more information.

<https://getactiveabc.com/.../seahorse-model-boat-may.../>



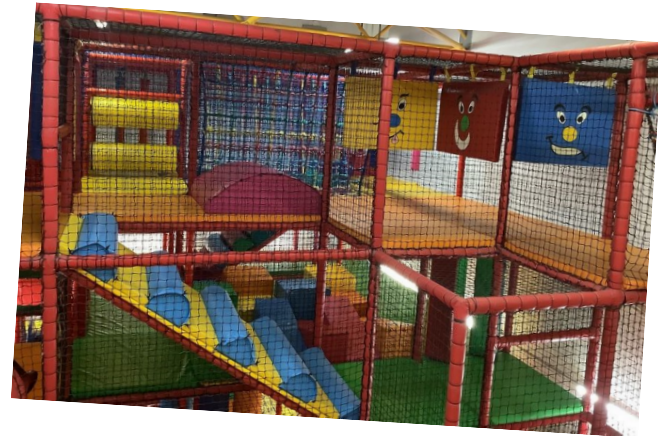
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GULLIVER'S SOFT PLAY – AUTISM FRIENDLY SESSION'S

Gulliver's Soft Play can be busy and noisy, and we understand that this is not suitable for everyone. This month a number of sessions designed specifically for children with autism were organised at Gulliver's. This allows the children to enjoy a 'quiet' hour with numbers restricted, no noise or flashing lights.



TRIPLE A PARTICIPANTS RECEIVE SWEET SURPRISE FROM THE LORD MAYOR

Lord Mayor, Alderman Glenn Barr paid a surprise visit to the participants of the Triple A Activity Fitness Scheme at the Orchard Leisure Centre on Thursday 7 April, with a very special delivery of Easter Eggs 🐛🥚🍫

Triple A is an Armagh based group which offers new opportunities for adults with learning difficulties, autism and physical disabilities. The group's activities have been limited since Covid, therefore, a six week trial activity fitness scheme was organised at the Orchard Leisure Centre.



Fitness Advisor, Cathal Mone took the group every week for a wide variety of fun activities suited to their needs and abilities ⚽🏀🏸

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Lord Mayor, Alderman Glenn Barr was very impressed with everyone's skills, "It's wonderful to see the bright smiles of all the participants here today, being active with others has such a positive affect both socially and mentally and most importantly it's FUN."

If anyone would like further information about Triple A, they may contact the group's Co-ordinator Bernie O'Connor by emailing bernieoconnor17@hotmail.com


The Council offers many fitness programmes to get people active across the borough, for further details, please visit getactiveabc.com/getmoving

DISABILITY SWIM SESSIONS AT ORCHARD LEISURE CENTRE

Disability swimming lessons are now being available at Orchard Leisure Centre.

These will take place on Saturdays and Sunday each week for 1 hour.

 Saturday

 3.00pm - 4.00pm

 Sunday

 3.30pm - 4.30pm



Orchard Leisure Centre

DISABILITY SWIM SESSIONS

2 SESSIONS PER WEEK
Saturday 3.00pm - 4.00pm
Sunday 3.30pm - 4.30pm

- Participants with a disability will have the opportunity to swim for FREE at their own pace within a lane allocated solely for them for the entire session
- A carer will be permitted FREE entry into the same lane, only if the person with the disability needs assistance
- Pre booking essential. If booking a disability swim session for first time at Orchard please register t: 028 3751 5920. You will be asked to provide proof such as Disability Living Allowance(DLA), P.I.P or 'Blue Badge' holder on your first visit. Any future bookings can be booked online.

getactiveabc.com

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CORBET LOUGH OPEN BOAT FLY FISHING COMPETITION

Banbridge Angling Club is holding an Open Boat Fly Fishing Competition at Corbet Lough during May and June 2022. The competition will be fished over four heats with the top four anglers in each heat qualifying to fish in the grand final on Saturday 25 June 2022.

1st prize 🏆 £500

2nd prize 🏆 £300

3rd prize 🏆 £200

There are nine other great prizes to fish for in the final! Entry fee is £25 and the closing date for entries is Tuesday 3 May 2022. Proceeds from the event will go towards the Ukraine Crisis Fund and Alzheimer's Society Northern Ireland.

Click on the link below for full competition details, entry form and competition rules

<https://getactiveabc.com/.../corbet-lough-open-boat-fly.../>

SENIOR CIRCLE SESSIONS

This is a fantastic way for over 50's to stay active with various sessions being organised across the Borough:

SLLC session is every Wednesday 10.15 – 12.

There is also a Nifty fifties class at Richill Recreation Centre every Tuesday 9 -10.30am.



GET ACTIVE..GET SOCIAL
SOUTH LAKE 50+
SENIOR SOCIAL CIRCLE

Dance | Badminton | Fitness
Classes | Swimming | Boccia | Lake
Walks | Crafts | Board Games

10.15am-
12.00pm
£3.10 PER WEEK

getactiveabc.com

South Lake
Leisure Centre

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COME AND JOIN OUR TEAM 🍌🚴🚤

We are currently recruiting for a number of posts in our diamanic Health and Recreation Team; to find out more follow the link below:

<https://armaghbanbridgecraigavon.getgotjobs.co.uk/home>



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CORPORATE NEWS



MINISTER MEETS WITH GROUPS TO DISCUSS ECONOMIC GROWTH FOR THE AREA

Minister of State for Northern Ireland, Conor Burns MP, paid a visit to the Palace in Armagh on Wednesday 13 April for a series of engagements aimed at bolstering the economy in the Borough.

Meeting with a delegation from the Business Partnership Alliance, the Minister heard how local enterprise in the Armagh City, Banbridge and Craigavon Borough is facing up to the current economic challenges. The meeting focused on a number of key indicators along with investment opportunities for the borough linked to infrastructure and the BPA's Manifesto '5 Steps to Future Recovery'.

The Alliance discussed the ongoing difficulties every business is operating under, while outlining how local businesses are rising to meet these challenges by adapting new trading arrangements, adopting new working practices, including remote and hybrid working practices and embracing creative approaches to trading in a volatile marketplace.

The Minister then met with the Chair, Councillor Barry McElduff and Vice-chair Councillor Sam Nicholson of the Mid-South West Region Governance Steering Group along with CEO's from the three council collaboration, Adrian McCreesh (Mid Ulster Council), Alison McCullagh (Fermanagh and Omagh Council) and Roger Wilson (ABC Council) to discuss the £126 million growth deal investment and delivery on the UK government's Levelling Up Fund. Both groups were delighted for the opportunity to meet with the Minister and put forward not only the challenges faced in the current difficult economic climate but also highlight the progressive and innovative work being undertaken to ensure future recovery and ongoing growth.



L-R Michelle Billham, Michael Donaghy, Lynn Kerr, BPA Chair Adrian Farrell, BPA Chair, Minister of State for Northern Ireland, Conor Burns MP, ABC Chief Executive, Roger Wilson, ABC Taskforce Manager, Julieann Spence, Art O'Hagan, Harry Porter.



L-R Chair of MSW Region Governance Steering Group, Councillor Barry McElduff, Vice-chair Councillor Sam Nicholson, Roger Wilson, CEO, ABC Council, Minister of State for Northern Ireland,

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UKRAINE ASSISTANCE CENTRE OPENS AT BROWNLOW COMMUNITY HUB

Brownlow Community Hub in Craigavon opened last week as one of four new regional centres offering assistance to Ukrainian refugees arriving in Northern Ireland. The Ukraine Assistance Centre will be open on a weekly basis every Wednesday from 9.30am – 4.00pm, providing those attending with access to advice and information on key services including; legal, health, education, jobs, benefits, housing and immigration. An interpreter service and childcare facilities are also available.



The opening of this centre is part of a multi-agency response co-ordinated by The Executive Office, working in partnership with other statutory agencies and charity organisations to provide assistance across Northern Ireland. Our thanks must go to all the Council officers working on this project who have enabled this to happen in a very short timeframe. Further information on the Ukraine Assistance Centres and the Homes for Ukraine Scheme is available at: armaghbanbridgecraigavon.gov.uk/UkraineSupport

HEAD OF THE NORTHERN IRELAND CIVIL SERVICE VISIT

Chief Executive Roger Wilson welcomed the Head of the Northern Ireland Civil Service (NICS), Jayne Brady, to Armagh last week. During the visit they discussed Council's strategic priorities for investment, how Council is working with a variety of partners to build on the economic potential that exists across the borough, and the drive to create a collaborative and shared vision for the future.



POLICY UPDATES

GUIDANCE FOR DEVELOPING COUNCIL POLICY

Updated guidance for developing Council policy has been finalised and is available on the A-Z of forms under the policy section. It provides guide to the development, implementation and management of all Council policies.

If you require further information about the guide please contact Mary Hanna e mary.hanna@armaghbanbridgecraigavon.gov.uk

NEW POLICY AND GUIDANCE HELPS STAFF DESIGN PROFESSIONAL PUBLIC CONSULTATIONS

Council's Citizen Space Consultation Hub is a user friendly platform that staff can use to design and host a range of customer and stakeholder engagement activities - from simple surveys to full public consultations. To support staff in this important work, the Consultation Institute recently delivered training with regular users of the hub on how to design and manage effective public consultations. A new policy and staff guidance are now available on the intranet. The guidance provides information on protocols and responsibilities that staff should include in their consultation projects. These documents and other useful information such as: tips on questionnaire design; templates; and user guides are available at Public Consultation - ABC - ABC. For further information or support contact a Citizen Space super-user listed on the intranet, or a member of the Performance Team at e performance@armaghbanbridgecraigavon.gov.uk.

LOOKING AFTER YOU DURING STRESS AWARENESS MONTH

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April is Stress Awareness Month and the PHA is raising awareness of signs and symptoms of stress, what we can do to tackle stress in our lives, and where to get information and support. For a wide range of resources, advice and self-help toolkits, please visit. w mindingyourhead.info and w COVIDWellbeingNI.info

