

19 March 2013**Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****PROPOSALS FOR CHANGES TO THE STAFFING STRUCTURE OF THE
ADVENTUROUS ACTIVITY TEAM****Purpose of the Report**

1. To seek approval for the implementation of a revised staffing structure for the Adventurous Activity team.

Information and Advice**Background**

2. The Adventurous Activity team sits within the Children, Families and Cultural Services department. In the past the team has provided a range of activities from bases at the National Water Sports Centre (Lakeside Adventure Base) and the Mill Adventure Base in Ashfield. To supplement the venue based activity, the team has run activities at a range of outdoor settings in Nottinghamshire and Derbyshire. Originally the Adventurous Activity team were based with and closely aligned to the youth service; this service relationship was changed in 2009 when the team were move to be managed within the outdoor education and environmental (OEE) services block.
3. In the past two years demand for the team's services has declined. The reasons for this are two-fold.
 - a significant reduction of take up from youth clubs who have been tasked to concentrate their efforts on provision in the club setting.
 - a reduction in take up from social care and school based users. This type of user is often reliant on grant funding which has been reduced or removed in recent years.
4. In response to the impending challenge decisions were made in April 2012 to encompass the existing provision at the Lakeside Adventure Base within the overall programme of activity at the National Water Sports Centre (NWSC). Opportunities for young people to access high quality adventurous activities have subsequently been safeguarded as part of the new arrangements for the NWSC to be managed by a third party leisure contractor.

5. The new staffing structure will support a refocusing of the County-wide adventurous activity offer at a single central base, 'The Mill'. It is envisaged that this consolidation will provide the impetus for significant amounts of new activities to be developed and made available to all. The Mill Adventure Base has a significant infrastructure of facilities and equipment and is well placed geographically for the new staff team to continue to work peripatetically using resources such as the mobile climbing wall. Alongside the current programmes of activity the team will concentrate their efforts on engaging with the county schools network (particularly the primary sector, as yet untapped) and opening the facilities up to adventure based clubs and organisation (particularly scouts and uniformed groups).

Consultation with Staff and Trade Unions

6. Staff have been kept informed throughout the process with team briefings and meetings to talk through proposals and seek their views. Team members were informed formally that they were to be included on the most recent Section 188 notice published in October 2012. The Section 188 notice 90 day consultation period coincided with the consultation period used for staff to consider the proposals being put forward. The relevant trade union representatives were informed of the proposals on 18 December 2012 where the rationale for the changes was shared.

Proposals for Staffing Changes

7. In recognition of the reduced scale of provision it is proposed that the service title of 'Adventure Team' be changed to 'The Mill Adventure Base'. The staff changes associated with this recommendation are to:
 - disestablish the post of Head of Adventure Team (1.0 fte)
 - disestablish the post of Youth Worker Level 1 (1.0 fte)
 - disestablish the post of Worker in Charge L2 (1.0 fte)
 - disestablish the posts of Youth Support Worker L2 (1.8 fte)
 - disestablish the post of Technician (1.0 fte)
 - disestablish the post of Youth Support Worker (3.5 hours)
 - establish the post of Head of Centre – The Mill Adventure Base (1 fte)
 - establish the posts of Tutor of Outdoor and Environmental Education (2.0 fte)
 - establish the post of Outdoor Education Instructor (0.4 fte)
 - reduce the fixed budget for casual/seasonal staff from 4.75 fte to 3.0 fte.
8. The current structure chart is attached at **Appendix 1** and the proposed structure is attached at **Appendix 2**. In terms of overall impact the review has resulted in the net reduction of 1 fte post. The reduction of 1 fte will result in a revenue saving of £45,000.

Other options considered

9. These proposals have been constructed following an assessment of a range of other options including the potential for the provision to be outsourced to a third party. It is thought, however, that the current proposals will provide the focus required, at this point in time, to develop the service offer.

Reason for recommendations

10. These recommendations are formulated around the need refocus the work of the new team around a single venue and to be as efficient and effective as possible with the resources afforded to this area of work.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

12. As the service is currently under used, it is clear that current services users will be unaffected by the proposals. The refocusing of the team is aimed at developing new products and programmes and as such the provision will be enhanced.

Financial Implications

13. There will a saving of £45,000 as a result of implementing the revised staffing structure.

Crime and Disorder Implications

14. The recommendations take account of the Council's duties to reduce crime and anti-social behaviour and to prevent youth offending and re-offending under the Crime and Disorder Act (1998).

RECOMMENDATION/S

- 1) That the Committee approves the proposed changes to the Adventurous Activity staffing structure.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Steve Bradley
Group Manager, Cultural and Enrichment Services
T: 01159 772719
E: steve.bradley@nottsgov.uk

Constitutional Comments (KK 21/02/13)

15. The proposal in this report is within the remit of the Early Years and Young People's Sub-Committee.

Financial Comments (KLA 22/02/13)

16. The financial implications of this report are outlined in paragraph 13 above.

Background Papers

None.

Electoral Division(s) and Member(s) Affected

All.

C0190