

## **REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE**

### **DISESTABLISHMENT OF SPORTS TEAM POSTS**

#### **Purpose of the Report**

1. To confirm the disestablishment of 3 fte (full-time equivalent) posts within the County Council's Sports Team with effect from April 2017.
2. To note potential changes to the organisational structure of Sport Nottinghamshire that may impact upon the secondment arrangements currently in place for the County Council's Sports Team.

#### **Information and Advice**

3. As part of the County Council's programme of budget efficiencies in 2014/15, and 2016/17, members agreed to transfer the County Council's Sports Team and its functions to Sport Nottinghamshire on a secondment basis. Sport Nottinghamshire is Nottinghamshire's community sports partnership, and is supported and part funded by Sport England. The secondment arrangements, which encompassed all 6 fte members of the team, were supported by a Service Level Agreement, with Council funding agreed until April 2018, with a 50% reduction (£108,000 - equivalent to 3 fte posts) in April 2017, and the remaining funding being withdrawn in April 2018.
4. In the period between 2014 and 2017, Sport Nottinghamshire has explored alternative funding sources for the Council's Sports Team, with a view to securing income that could replace Council funding in the medium/long term. Unfortunately, alternative funding sources have not been successfully identified, due to the current difficult public sector funding climate.
5. This being the case, and in order to deliver the agreed level of Council revenue budget savings required for 2017/18, 3 fte posts within the Sports Team will be disestablished with effect from April 2017.
6. Appropriate consultation with the affected members of staff has taken place, and at this stage it is not anticipated that any compulsory redundancies will be required (two members of staff will take Voluntary Redundancy, and one member of staff has resigned).
7. Sport Nottinghamshire is currently exploring, alongside its counterpart Derbyshire Sport, whether it would be appropriate, both in terms of cost efficiencies and strategic focus, for the two organisations to consider a collaboration that would involve shared services and the establishment of a single independent entity. Discussions are currently progressing,

and a final decision on whether to proceed will be taken by both Boards in April. If the exploration is brought to fruition, a new organisation designed to support sport and physical activity across the two counties could be established in late 2017.

8. As part of this work, Sport Nottinghamshire is considering whether the current secondment arrangements for the remaining 3 fte Sports Team posts could be accommodated temporarily within the new organisation's structure until April 2018. If this proves unachievable, consideration will be given as to what alternative arrangements, both in staffing terms and in respect of the achievement of sporting/activity outcomes, may be suitable in the period to April 2018.

### **Other Options Considered**

9. None. The business case for the reduction of the Sports Team by 3 fte posts was approved by Full Council in February 2014

### **Reason/s for Recommendation/s**

10. To ensure the delivery of the business case agreed by Full Council in February 2014.

### **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Financial Implications**

12. These are contained within the body of the report.

### **Human Resources Implications**

13. These are contained within the body of the report.

### **RECOMMENDATION/S**

That:

- 1) the disestablishment of 3 full-time equivalent posts within the County Council's Sports Team with effect from April 2017 is noted.
- 2) potential changes to the organisational structure of Sport Nottinghamshire that may impact upon the secondment arrangements currently in place for the County Council's Sports Team are noted.

**Derek Higton**

## **Service Director, Youth, Families and Culture**

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### **Constitutional Comments**

14. As this report is for noting only, no Constitutional Comments are required.

### **Financial Comments (CDS 20/02/17)**

15. The financial implications of the report are set out in paragraphs 3-5 above.

### **Background Papers and Published Documents**

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Annual Budget 2014/15 – report to Full Council on 27 February 2014.

### **Electoral Division(s) and Member(s) Affected**

All.

C0948