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**HATHERSAGE PARISH COUNCIL**

Clerk – Mr Steve Wyatt, *Heart of Hathersage, Main Road, Hathersage, S32 1BB*

Mob: 07432422470 Email: clerk@hathersageparishcouncil.gov.uk

# Minutes of an online meeting of the Swimming Pool and HR Committees of Hathersage Parish Council, held on 23 June 2020, 7.30 pm

Present Councillors S Turner (Chair), W Hanley, B Hanley, JA Marsden, R Olle, T Hill & H Rodgers

In attendance MH Sorenson (Asst. Clerk), CF Cave (Treasurer),

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| 195/19 |  | Apologies for absence – there were no apologies. |
| 196/19 |  | To decide any variation in the order of business – there was no variation. |
| 197/19 |  | Declaration of interests – there were no declarations of interest. |
| 198/19 |  | **Public participation** – no members of the public attended. |
| 199/19 |  | **Update on pool refurbishment and completion/handover date**: Cllrs W Hanley and Turner reported on a visit to the pool and a meeting with the pool managers. Cllr Turner shared photographs of progress. Cllr Turner noted there is still some work to be done before a completion and handover date can be confirmed. Cllrs discussed the pros and cons of not fully extending the railing all around the pool. It was noted that keeping railings to a minimum promoted a more open feel. Reference was made to a potential trip hazard where a grassed area needs to be raised to the level of the path. It was agreed to try to resolve this by adding topsoil and levelling off the area; it was noted there is likely to be some sinkage. This will be kept under review and, if there further concerns that the area poses a trip hazard, consideration will be given to installing a railing. Cllr Turner noted further guidance will be sought from the architect.    It was noted there are still issues to be resolved with heating the pool; the boiler is working but there is a missing part for the pump. Pool managers anticipate the relevant part will be supplied and fitted by the end of this week. |
| 200/19 |  | **Reopening of pool** |
| 200/19 | .1 | Cllrs noted their disappointment that the government announcement of 22 July on wider reopening of facilities had not included swimming pools. Cllrs noted that providers of pools across Derbyshire Dales were similarly disappointed. Reference was made to the detailed guidance produced by Sport England to support the safe reopening of pools. It was agreed that the Council should lobby for the reopening of pools, liaising with other providers both local and national, who are also campaigning for an early reopening. It was also agreed to ask the local MP, Sarah Dines, to champion the cause; Cllr W Hanley agreed to draft a letter on behalf of the Council. It was agreed Cllrs could also petition, individually. It was also agreed to ask the pool managers to promote lobbying for the reopening of pools via the pool website and Facebook site; and to ask them to network with other pool providers, nationally, to ensure a unified voice. Cllr Olle referred to another resource/networking partner – the community pools forum and Facebook site. |
| 200/19 | .2 | **Planning for all Covid-related measures including social distancing and infection control**: it was noted that the pool managers are adapting the Council’s generic Covid Risk Assessment to cover all pool activity. Cllrs expressed satisfaction with the positive and proactive approach of the managers both before and since returning to work. |
| 200/19 | .3 | **Admission prices (including season tickets) and procedures around booking sessions**: the RFO noted that ticket prices had already been agreed. Pool sessions must be booked in advance, preferably online. Online bookings will be outsourced; it was noted there will be a booking fee but it wasn’t known if the fee was per ticket or per booking. It was suggested that, alternatively, individuals can book sessions by phone or by calling in person at the office (with no booking fee). Cllr W Hanley suggested investigating the feasibility of having our own bespoke booking system, without booking fees; it was agreed to look at possibilities, in the longer term.    Reference was made to the pool managers’ suggestions around setting aside some sessions for families. It was acknowledged this would mean fewer pool users, and less income, for those sessions; it was suggested that family sessions should be kept to two rather than three, daily or that the sessions should be shortened. Cllr Rodgers suggested offering a family season ticket for village families.    It was noted that the initial focus needs to be on reopening the pool after which the pool managers can review attendance and consider other measures around ticket pricing, allocation and provision for specific groups. |
| 200/19 | .4 | **Staff training**: it was noted staff training can be undertaken while staff are on furlough. The pool managers will organise training being mindful that the pool is visible to the public and ensuring it is clear that the pool is in use for staff training, only. |
| 201/19 |  | **Marketing, publicising and fundraising** |
| 201/19 | .1 | **Updating pool website**: the pool managers will update the website; it was suggested that the full story of the pool upgrade should be posted, in due course. |
| 201/19 | .2 | **Update on other initiatives to publicise the reopening, the new measures in place, and how to book sessions**: this will be considered when there is some definitive news on a reopening date. |
| 201/19 | .3 | **Update on fundraising and any actions/initiatives to be followed up**: reference was made to the possibility of grant funding – an initiative Sport England are pursuing to try to secure financial support for pools – the Council awaits further details. |
| 202/19 |  | **Finance**:the RFO referred to the models around pool usage provided by the pool managers noting that he estimated that 60% of available tickets would need to be purchased to break even on costs. He suggested that other pool staff should be partunfurloughed; this would be a significant saving to the Council. It was agreed to seek advice from the Council’s HR consultant, Bhayani, about protocol and documenting part-unfurloughing of staff. |
| 203/19 |  | **Clerk’s report/correspondence**: there was nothing to report. |
| 204/19 |  | **Confidential and HR items** |
| 204/19 | .1 | **Update on government furlough scheme and associated Covid-19 policies**: Cllrs discussed planning for reopening, and planning for the longer term, including consideration of pool costs/revenue, and staffing. It was noted that the village caretaker had returned from furlough on 1 June. |
| 205/19 |  | **Items for the next meeting**:   * employee handbook; * pool operating procedures; * pool Covid guidance; * village caretaker |
| 206/19 |  | Date of next meeting (to be confirmed) |