

HATHERSAGE PARISH COUNCIL

Clerk – Maura Sorensen, *Heart of Hathersage, Main Road, Hathersage, S32 1BB*

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Minutes of a meeting of the Swimming Pool and HR Committee of Hathersage Parish Council

As an online meeting at 19.00 on 9 March 2021

Present: Councillors W Hanley (Chair HR), B Hanley, JA Marsden, R Olle, S Turner (Chair SPC), H Rodgers, T Hill; George Foy (Pool Manager), Mike Wellington (Leisure Facilities Manager),
In attendance: CF Cave (Treasurer), Maura Sorensen (Clerk), Michael Desmond; Martin Bloor

120/20		There were no apologies for absence.
121/20		There was no variation in the order of business.
122/20		Declaration of interests. Mike Wellington as Leisure Facilities Manager and George Foy as Pool Manager.
123/20		Public participation: Michael Desmond, long-term pool member spoke about forthcoming changes to pool memberships. Mr Desmond expressed specific concerns about capping of sessions for monthly members, from May, suggesting most members were still unaware of the measure. On a personal note he referenced the need to swim daily for his physical and mental health. He also expressed concern about the impact on casual users, particularly the elderly, on having to book sessions in advance. Cllrs and pool management highlighted the need to adhere to Covid measures, including restrictions on numbers of pool users at any one time. To that end the system of taking advance bookings only needs to continue, for the time being. Coming into high season, and easing of lockdown, it's anticipated demand will be very high. To manage demand – for both members and casual users – it had been agreed to cap the numbers of swims for monthly members. All admissions/booking measures will be reviewed with further easing and lifting of Covid measures. Cllrs recognised that some pool users will be dissatisfied with these interim arrangements. The Parish Council had discussed and considered various options, at length, and had agreed these arrangements were the best way forward while Covid restrictions are in place. The Chair thanked Mr Desmond for his contribution, noted the points he had raised and noted they would be taken into account.
124/20		To receive any notes of Marketing/Advertising/Fundraising Group meetings: no recent group meetings had been held. It was agreed to produce an article for forthcoming issues of the Bradway Bugle and Dore-to-Door about the pool reopening; <i>GF and MW to draft text and share with the Clerk.</i>
	.1	Future fund-raising events – nothing to update.
	.2	Events booked for 2021 since the last meeting – nothing to update.
	.3	Hilly Triathlon 2021 (standing item): GF noted planning for an event in July, pending lifting of Covid restrictions. It was agreed pool management will liaise with the organisers including asking them to confirm adequate parking arrangements will be put in place.
125/20		Confirmation of previous minutes and review of action points:
	.1	Meeting of 9 February 2021 – the minutes were agreed as a correct record.
	.2	Meeting of 18 February 2021 – the minutes were agreed as a correct record.
	.3	Previous action points were reviewed and noted – specific actions are referenced under minute 127/20.
126/20		Plant room upgrade project.

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	.1	Noted Tom Crooks had met with T&C Williams to arrange for completion of snagging works before 29 March; MW liaising further with T&C Williams about dates/times for pool access. Cllr Rodgers highlighted the requirement by the Building Inspector for an extra fire measure - plaster boarding of the plant room walls. Noted there will be an extra cost involved for this unanticipated work. Clerk to liaise with Tom Crooks; to confirm costs, and to confirm whether T&C Williams will also undertake this job.
127/20		Plant/Machinery/Operational issues and Manager's Report.
	.1	The Pool Manager's report was received. GF noted there may be further issues with boilers to be addressed. He also referenced the requirement to undertake the annual servicing of UV equipment; the quote to be shared with Cllrs – suggested this cost will need to be approved at the April meeting of full Council. GF noted all aspects of booking tickets are now embedded within the pool website, including where users are linked to Ticket Source to complete the booking. Costs involved with improvements to the pool booking system were noted.
	.2	Pool Advisor's report: noted this is a standing agenda item – reports to be provided monthly once the pool reopens. Cllr W Hanley suggested these meetings be scheduled so any outcomes can be included in reports to the monthly meeting of this committee.
	.3	Pool risk assessment review: pool management are liaising with the Pool Advisor and the pool health and safety lead. It's anticipated the review will be completed by the end of March; report to be presented to SPC in April. The RFO noted, in relation to the annual reporting cycle, full Council needs to have sight of the review at the March meeting. Agreed that pool management will bring forward the review date, next year.
	.4	Update on fitting of new shower boiler: noted HF Brown have been contracted – pool management liaising regarding a date/time to undertake the work (before 29 March).
	.5	Update on fitting of new flooring: noted Flex Flooring have been contracted and access has been arranged 24-26 March for work to be undertaken.
	.6	Membership/ticketing systems - considerations of new electronic/swipe booking systems. MW to discuss with the Pool Advisor. The Chair suggested this should be considered in tandem with any future project to refurbish the pool entrance and office. GF queried the need for a swipe system when bookings are already being taken electronically. Cllrs suggested a new system could incorporate anonymised data gathering on pool users which, in turn, could be used to plan provision and in funding bids.
	.7	Provision of a path across the grass: noted Tom Crooks had shared an outline proposal just before the meeting – Cllrs had not had an opportunity to consider it in any detail; this will be an item for the April meeting.
	.8	Report on alternative heat sources for pool water heating. A report by Cllr Hill had been circulated. Cllr Hill expanded on next steps and referenced criteria for inviting tenders for a scoping exercise. MW agreed to share details of relevant consultants previously engaged on pool projects. Agreed that Cllrs Hill and Turner, George Foy and Mike Wellington will take this project forward and liaise further outside the meeting.
	.9	Refurbishment of pool entrance and access: noted this had been referenced under minute 127/20.6 – that improvements to the pool entrance and access should be considered in tandem with changes to the staff office, and the introduction of any new entry systems. MF and GW to explore further and provide a report in due course.
128/20		Pool staff recruitment: pool management referenced liaison with current staff about availability for the coming months. Once any additional staffing need has been identified recruitment can be undertaken as appropriate - via the pool website and Facebook page.
129/20		Swimming Club: MW referenced ongoing liaison with Claire Dainton on provision once the pool reopens.

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130/20		Swimming Lessons: GF noted liaison with schools about a possible resumption after the Easter holidays. Noted consideration is also being given to providing group swimming lessons at weekends.
131/20		Finance
	.1	Noted a budget had been agreed at the 2 March meeting of full Council. Regular reviews will be undertaken and adjustments made as appropriate.
	.2	HPBC financial support: the RFO, Cllrs and staff who had attended a recent meeting with a HPBC Officer provided a verbal update. Noted the HPBC annual £6K donation was ringfenced but that HPBC are looking at how those monies can best be used to support HP residents, particularly disadvantaged and hard to reach groups. MW had referenced existing initiatives with the Officer; MW noted details of further initiatives he intended to share. Noted MW and Cllr W Hanley to liaise further. Another meeting with HBPC will be arranged in due course. The HBPC Officer had indicated willingness to support bids for matched funding for initiatives where benefits to HP residents – and targeted groups – can be evidenced.
	.3	<p>Admission prices: proposals agreed at the 18 February meeting were referenced. Email exchanges between pool management and SPC members following the 18 February meeting were also referenced. In discussing operational details, following that meeting, pool management had identified some issues and had also proposed solutions.</p> <ul style="list-style-type: none"> • It had been clarified monthly members who had ‘suspended’ tickets from January could rollover that month’s membership to April, on the old terms – unlimited access for the month of April. • Pool management had noted the possibility of enquiries about purchasing a membership for April from those who did not have a January pass. It had been agreed that April memberships could be offered – for the same fee and on the same terms as per January. It had been noted no memberships could be sold until the pool opening date, 29 March. • Noted the possibility of members stating they could not use their rolled over January membership in April and asking for a further rollover or refund; it had been suggested one opportunity be offered to rollover membership to May, but not beyond that, and that refunds should agreed only in exceptional circumstances. <p>Noted that new monthly member terms and conditions will come into force from May. Points raised by Michael Desmond, under Public Participation, were referenced. GF voiced his disagreement with capping the numbers of swims for monthly members, from May. It was acknowledged some members will be unhappy with the proposal but the reasons already outlined were reiterated – Covid restrictions; looking to provide fair access for members and casual users; and managing pool finances. It was agreed pool management will gather data about pool use by members and casual users during April – and share this data with Cllrs. If appropriate, some measures may be adjusted. It was reiterated new measures have been largely driven by Covid restrictions and that admission/booking measures will be reviewed in light of further easing, and lifting, of Covid restrictions.</p>
		<i>Cllr Turner, MW, GF, Michael Desmond and Martin Bloom left the meeting</i>

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132/20		Confidential and HR items
	.1	Feedback on Assistant Clerk Job Evaluation (DALC): noted this had been received within the last couple of days and shared only with the Chair of the HR. Noted an evaluation of the RFO role was also due – agreed to review both at the April meeting.
	.2	Discussion about summer lockdown (if there should be one) and furlough pay: noted this item to be carried forward to the April agenda. Noted the likeliest action is that previous furlough arrangements will be followed.
	.3	Discussion about creation of a temporary, fixed term role for a Project Manager to oversee forthcoming projects: suggested Cllr W Hanley and Cllr Turner liaise and draft a report/proposal.
	.4	Review of Government Coronavirus policies: noted this item to be carried forward to the April agenda. Noted the government schedule on easing of restrictions but with a note of caution that, were transmission rates to increase in any significant measure, further Covid restrictions could be brought back.
133/20		Any other business / Clerk's report or correspondence
	.1	Cllr W Hanley queried whether it should be mandatory for pool staff to be vaccinated (when they are offered a Covid vaccination). The RFO noted he would seek advice from Bhayani, the Council's HR consultants. Agreed to review this at the April meeting.
	.2	Employment contracts for staff on zero hours: the RFO noted contracts need updating but suggested template contracts provided by Bhayani are too complex and need simplifying and clarifying. Agreed the RFO and Clerk to liaise on this.
134/20		Date of the next meeting; noted the next meeting was scheduled for 13 April. The RFO noted he would not be able to attend on this date. It was agreed to change the date to 20 April, 7pm . The meeting of the Amenities and Recreation Committees scheduled for 20 April will be moved to 13 April. <i>Clerk to advise all other members.</i>

Meeting ended 8.40pm

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