

HATHERSAGE PARISH COUNCIL

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Hathersage Parish Council Swimming Pool Committee meeting, Tuesday 19 March 2024, 7.30pm MINUTES

Present: Councillors W Hanley (Chair), B Hanley, Tim Hill, Jane Marsden, Rosie Olle, Heather Rodgers; non-SPC members Cllrs Martin Bloor and Nick Williams attended as observers

In attendance: RFO, Chris Cave (*part*); Maura Sorensen, Clerk; Leisure Services Manager, Mike Wellington

- 167/23 Apologies for absence – Cllrs Alex Campbell and Steve Dempsey.
- 168/23 To decide any variation in the order of business – none.
- 169/23 Declaration of interests – pool staff member Mike Wellington, Leisure Services Manager (LSM)
- 170/23 **Public participation** - a period of not more than ten minutes for members of the public and Members of the Council to comment on any matter – no members of the public were in attendance.
- 171/23 **Pool Advisor's Report.** Pool Advisor Ashley Watts joined the meeting by phone for a short period and commented on staff training (*minuted under 173/23.2*).
- 172/23 **Minutes of the 20 February 2024 meeting** were **confirmed** and actions arising from the minutes **noted** (*referenced in the Action Log*).
- 173/23 **Pool Manager's Report** including operational, maintenance and staffing matters.
- .1 **Tile repairs and other works in/around the pool:** LSM reported that the tiling contractor was proposing to undertake work after the Easter holidays – exact dates TBC after which arrangements will be made to complete other works while the pool is closed.
- Painting in/around the pool** – to be resumed after Easter (when the café closes for two weeks).
- Bandstand (roof)** – scaffolding will be available once painting of the veranda has been completed - to enable an inspection of the bandstand roof.
- .2 **Pool staff training**
- **Regular attendance at weekly training sessions:** LSM confirmed he had spoken with staff members whose lack of consistent attendance at training had been noted. He also referenced liaison with the Pool DDC Trainer on training attendance expectations noting all pool staff are expected to attend a minimum of one session a month to ensure compliance with the NPLQ qualification – Cllrs **agreed** that the expectation of attendance, on average, at one training session per calendar month should be made clear to all staff – queried whether this is made clear in role job descriptions and staff contracts - **ACTION – Clerk/LSM to check.**
Cllrs further **agreed** the proposal to offer some additional training sessions, across the year, at a weekend, to enable younger staff and/or those with other work commitments, to attend training.
Regarding weekly training sessions, it was agreed this session could be used for broader purposes e.g. a staff meeting; sharing updates; enabling staff to swim to keep up their fitness levels.
 - **Staff training budget – consider / agree:** suggested pool management share staff training undertaken in the last couple of years to inform a budget (for consideration at April SPC) – **ACTION for pool management.**
 - **Safeguarding training – update and consideration** of further safeguarding training proposals. Pool Advisor Ash Watts referenced the options being considered by the Council – that all staff undertake Swim England online basic safeguarding training; and/or that the Pool Trainer undertake a 'training the trainers' course and then deliver training to pool staff. The LSM had undertaken a free one-hour Swim England safeguarding training (separate from the three-hour online basic safeguarding training at a cost of £27.00 per attendee); he suggested the free one-hour session may be the most appropriate option for pool staff however it was

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agreed Cllr B Hanley also undertake this training – and that the LSM undertake the three-hour training – **ACTION – LSM and Cllr B Hanley to report further, at April SPC, on safeguarding training undertaken. Agreed** to hold off on any decision re supporting the Pool Trainer NUCO training pending LSM and Cllr B Hanley's reports **ACTION – LSM to update Pool Trainer.**

.3 **Staffing – lifeguard hours; monthly planning; recruitment; other related staffing matters** – noted relevant matters were addressed under various agenda items.

.4 **Fundraising / Events / Marketing** and any related updates including:

- **Synchronised Swimming event/demonstration, 20 April, 5 to 6pm:** discussed event promotion with season ticket holders and with village groups – no charge to be made for spectating but event will be ticketed to ensure capacity is not exceeded.
- **First night music swim was held on Friday 15 March** was well attended.

.5 **Swim Club:** LSM reported that it was anticipated club sessions would run as per arrangements over the last few years; first session scheduled for 17 April.

.6 **Lifeguard outdoor shelter:** noted all parts of the structure have now been delivered and fitted and that staff had noted their satisfaction.

.7 **Widening pool access to users with health and/or mobility issues** (standing agenda item) – no new suggestions/proposals were shared however it was noted the current timetable provided more swimming slots, and options – and that consideration will be given to targeting specific groups with health-related/other needs.

174/23 **CONFIDENTIAL - Pool Staff member 2023 injury, insurance claim and further request to the Parish Council:** as this relates to an individual this minute is confidential.

175/23 **Duty Supervisors and Pool Management seasonal hours/cover.** Proposed rota patterns and budgeting for Duty Supervisor hours had been shared at HRC and with full Council. Pool management had also shared a proposed rota – shortly before the meeting – Cllrs had not had the opportunity to consider it in any depth – agreed this could be considered by the HR Committee. **ACTION – 26 March HRC agenda item.**

176/23 **Season ticket holders and monthly direct debits:** LSM confirmed this new initiative was proving popular with season ticket holders; noted pool management were working with the RFO to clarify some details around recording sales and financial reconciliation.

177/23 **Pool CCTV:** noted full Council agreement on SPC recommendation of the Mytec quote for a new pool CCTV system – to include a feed from the CCTV cameras at the bowling club. A couple of queries had been raised by Cllrs about the pool quote e.g. on the need for cabling; these had been addressed - reiterated that the cabling work would necessitate pool closure. **Agreed** that, if at all possible, this work should be scheduled while the pool is closed for tiling and other works (after Easter – dates TBC); if this is not feasible for Mytec CCTV installation to be delayed until the winter season. Query flagged re whether the system could accommodate an additional cameras e.g from the playing field **ACTION – Clerk to check with Mytec.**

178/23 **Pool seasonal timetable and entry charges** (standing agenda item). Flagged that, when considering the winter timetable, data on late evening attendance should be taken into account.

179/23 **Finance**

.1 **Finance Report** – reference made to a recent donation from the Swimming Club – RFO to formally respond.

.2 **Opus Energy dispute** – noted the matter was now with the Ombudsman and a full response was awaited. **Thanks noted to the RFO for his work in pursuing a resolution to this dispute.**

.3 **Cllr spot checks on pool takings against till records** – confirmed Cllr Rodgers undertakes spot checks at regular intervals – Cllr Rodgers to undertake another check shortly.

.4 **Cash payments – recording; issuing receipts** – SPC Chair confirmed he had discussed this with the LSM and was satisfied current arrangements were robust.

.5 **Staff timesheets spot check** – Cllr Hill confirmed he had recently undertaken a check – timesheets (related to staff hours paid) were in order.

180/23 **Pool Heating Project**

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- .1 **Noted** liaison with SHEco and Matrix on moving to the next stage of the investigative process. Cllr Hill referenced the next key issues/stages – ensuring proposals have the support of PDNPA Planning – noting this has been made clear to both contractors. Cllr Hill flagged liaison with one of the Planning Officers re a site visit. He drew Cllrs attention to **wider proposals for pool premises improvements** alongside any alternative energy work; Cllrs **agreed** it made sense to work on both in tandem, as both will need planning permissions and will be disruptive to pool operations.
- Cllr Hill anticipated Matrix would start to undertake work on the next stage of the investigative process, shortly. He flagged that SHEco had indicated they were prepared to do more work without an upfront payment however he suggested waiting for a first report from Matrix before further instructing SHEco – agreed.
- Reference made to Cllrs’ and LSM visit to Ashbourne Leisure Centre to examine their heat pump particularly in relation to noise, however there appeared to be some faults with the equipment on the day – it wasn’t possible to gauge the noise level of a fully operational heat pump. Cllr Hill referenced other sources of information about heat pump noise levels. Cllrs noted the critical period for the pool – in terms of heating, and heating costs – was November/December to March. Cllr Hill reiterated the objective to ensure provision – and costs – are better served with a heat pump than with gas boilers. Acknowledged the need for the Council to be aware of gas costs in relation to both increased and decreased volumes of gas used.
- Cllr Hill further referenced wider proposals for pool premises improvements – drawings had been shared outlining different options – further, detailed consideration to be given to these proposals in due course.
- .2 **Funding** – Cllr Hill referenced details of funding opportunities shared, recently, however he noted this funding was focused more on those at an earlier stage of project proposals – and that Hathersage had moved beyond that stage. He expanded on criteria – which Hathersage hadn’t quite met - in previous funding submissions.
- .3 **Project management** – no update.
- .4 **Weather data** – no update.

Thanks noted to Cllr Hill for all his work on the pool heating initiative, to date.

181/23 **Pool User Group:** further/future communications with the group – SPC Chair to produce a summary of recent pool activities and initiatives to share with pool users. SPC Chair suggested involving Duty Supervisors with user group communications.

182/23 **Engagement with other pool and leisure organisations and services e.g. Future Lidos Project (FLP):** SPC Chair shared an update referencing the FLP toolkit. Noted the range of challenges being faced by outdoor pool providers.

183/23 **Clerk – any additional reports and/or correspondence**

- .1 Noted recent correspondence from a Bamford resident in relation to the withdrawal of High Peak funding and the related subsidy/reduction in pool season ticket charges for High Peak residents. A way forward was suggested – that High Peak season ticket holders lobby their own parish councils about making a contribution to the pool so that subsidised season tickets for their residents might be restored **ACTION – SPC Chair to draft a letter to High Peak season ticket holders.**

- .2 Cllrs commended the recent Hathersage Train Station artworks featuring the pool. Cllr Olle noted she had a smaller (mounted) version; consideration to be given to siting it at/around the Heart of Hathersage.

184/23 Next meeting – **16 April 2024, 7.30pm**; and to **note** any items for the April meeting.

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