

HATHERSAGE PARISH COUNCIL

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

Mob: 07766629419 Email: clerk@hathersageparishcouncil.gov.uk

Hathersage Parish Council Swimming Pool Committee meeting, Tuesday 16 April 2024, 7.30pm MINUTES

Present: Councillors W Hanley (Chair), Alex Campbell, B Hanley, Tim Hill, Jane Marsden, Rosie Olle, Heather Rodgers

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

- 185/23 Apologies for absence – Steve Dempsey. A request was made under this item that the meeting should not go ahead. The meeting was quorate and Cllrs agreed to proceed.
- 186/23 To decide any variation in the order of business – none.
- 187/23 Declaration of interests – pool staff member Mike Wellington, Leisure Services Manager (LSM).
- 188/23 **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 – there were no members of the public in attendance.
- 189/23 **Pool Advisor's Report** – no report to this meeting – noted plans to schedule a meeting with all pool staff, with the Pool Advisor in attendance. **ACTION Clerk to a) ask the Pool Advisor about his availability during the usual weekly staff training sessions (Wednesdays, 5-6pm) and b) inform all pool staff that SPC is looking to schedule a meeting as soon as possible.**
- 190/23 Minutes of the 19 March 2024 meeting were **confirmed** and actions arising from the minutes (*referenced in the Action Log*) **noted**.
- 191/23 **Pool Manager's Report** including operational, maintenance and staffing matters.
- .1 **Tile repairs** (and other works to be undertaken during the closure period): LSM noted the tiling contractor was proposing to undertake the work towards the end of May/early June – exact dates TBC – school half term holiday to be avoided.
Other pool repairs/maintenance – one of the window frames has rot – LSM is seeking quotes for replacing the frame.
Changing rooms – external supports and rusting/erosion – LSM referenced a suggestion from a contractor on addressing the problem (treating the rust then encasing the 'feet')
LSM to seek quotes.
- .2 **Pool staff training**
Safeguarding training – Cllr B Hanley proposed four tiers of appropriate training to cover all pool staff – **agreed**. All training is virtual (online)
a) as Parish Council Safeguarding Lead, Cllr B Hanley to undertake the NSPCC Sport Training for Board Members.
b) Pool managers to undertake the Right Directions 'Awareness of Safeguarding' training for managers.
c) Swim teachers to undertake the Swim England one-hour basic safeguarding training.
d) Lifeguards to undertake the Right Directions Course for front line staff.
- ACTION Cllr B Hanley to share course information with the LSM for immediate action [with staff]; where there are no course certificates, staff must self-certify attendance [with the LSM]; all training attendance to be recorded. Staff training to be discussed at the next pool staff/Cllrs meeting.**
- Other related safeguarding training**
e) SPC Chair, LSM and Clerk to undertake safer recruitment training.
f) Cllr B Hanley is undertaking the NSPCC Safeguarding Audit for Sports and Leisure and will check on the required documentation held on staff.

Staff training budget – agreed an annual budget of £4K (based on data on staff training undertaken in recent years, including various renewals). **Agreed** a cap of £300.00 per

Signed:

Date:

Page 1 of 4

training course (excluding costs related to pay, and travel); SPC to approve requests for any training over £300.00. Agreed the need to monitor training in relation to pool needs
LSM to share – at May SPC - details of recent staff training undertaken and forthcoming planned training including renewals.

- .3 **Staffing – lifeguard hours; monthly planning; recruitment; other related staffing matters.**
- a) Noted the Duty Supervisor job description and person specification had been shared, initially, with pool management on 3 April together with a list of Duty Supervisor “areas of special interest”; LSM to report back on development/progress at the May SPC meeting.
 - b) Referencing consideration of inclusion of pool staff representation on SPC, noted the meetings were public and any pool staff member was welcome to attend any meeting.
 - c) Reiterated that pool management is the first line of communication for pool staff both in relation to pool management sharing Parish Council decisions and actions, and for staff to flag operational/other concerns.
 - d) Noted SPC minutes are emailed to all pool staff and a hard copy placed in the office file.

Staff recruitment

- e) **Reviewing the Lifeguard job description and person specification** - Pool Advisor had shared a template Lifeguard JD with the SPC Chair. **Agreed** SPC Chair produce a draft JD for Hathersage Pool Lifeguards and share it with Cllrs, initially, for comment; pool management to then share it with pool staff, for comment.
- f) LSM referenced some forward planning in relation to appointing Duty Supervisors (if/when current Duty Supervisors leave); noted some related operational training being undertaken with Lifeguards.

Other related staffing matters

- g) SPC Chair outlined recent references to the provision of the pool staff outdoor shelter. Noted staff satisfaction, and positive response. Flagged the role that Cllr B Hanley had played in pursuing this initiative over a lengthy period – an example where pool staff had flagged a request which was heard and acted upon by the Parish Council.
Thanks to Cllr B Hanley formally noted.
 - h) Staff photo board – noted not all staff had their photos on the board. Noted it was not compulsory, and individual staff may have particular reasons why they don’t want their photo included. Further noted it is the norm at leisure facilities and other sectors e.g. schools for staff names and photos to be publicly displayed at the premises and online e.g. on the related website. **LSM to ask staff members who haven’t yet got their photos on the board if they would agree to their photos being posted.**
- .4 **Fundraising / Events / Marketing** and any related updates including:
- **Synchronised Swimming event/demonstration, 20 April** – noted the workshop session is fully booked; there may still be some capacity for observers.
 - **Night Swim** – note, for this Friday’s Night Swim, approximately half the attendees were season ticket holders who had taken up the offer of a free ticket.
- .5 **Swim Club:** noted the planned sessions were set up and ready to go.
- .6 **Widening pool access to users with health and/or mobility issues** (standing agenda item). SPC Chair referenced a related discussion with one of the Duty Supervisors – and the possibility they might develop this as an area of interest.
CONFIDENTIAL staffing item - as this relates to an individual this minute is confidential.
Sharing wider pool information with pool users e.g. on the heating and premises improvement projects – to **consider**. Cllr Marsden suggested posting signage at the pool informing pool users of current initiatives e.g. the heating project; premises development. In discussion of broader and longer-term pool development plans, noted the pool five-year

192/23
193/23

Signed:

Date:

plan had not been included as a standing agenda item on recent agendas **to be reinstated.**

194/23 **Season ticket holders and monthly direct debits:** LSM had shared data. Noted similar, detailed data on casual users is not currently captured **further consideration to be given to how this might be achieved.**

Agreed 'season ticket holders and monthly direct debits' be retained as a standing agenda item.

195/23 **Pool seasonal timetable and entry charges** (standing agenda item). Noted season ticket holders had welcomed the additional sessions.

Referenced a small number of pool user complaints to which the Clerk had responded. Hathersage U18 reduced cost season ticket – noted the positive response from Hathersage residents. Also noted some comments from out-of-area (OOA) pool users and related comments from some pool staff members. Flagged the need for all Parish Council and pool staff members to support Parish Council decisions, policies and procedures.

196/23 **Finance**

.1 **Finance Report:** RFO noted that, in view of forthcoming expenditure on the decarbonisation project and other major items of capital expenditure, DDDC had confirmed that they would carry forward their 2023/4 grant availability for the pool to future years.

.2 **Opus Energy dispute** – RFO noted a further response from the Ombudsman was still awaited.

.3 **Season tickets and charges to non-Hathersage residents** – RFO noted that, to match the recently withdrawn High Peaks Borough Council (HPBC) grant which was used to subsidise season tickets for HPBC residents, HPBC parish councils would, between them, need to provide around £7 to £7.5K **SPC Chair to write to the relevant HPBC parish councils.**

.4 **Pool accounts** – in discussion of presenting the accounts with reference to spending plans for any surplus, and reflecting asset depreciation, the RFO noted requirements for presentation of Parish Council accounts are relatively simple – there is no requirement to include fixed assets or reflect depreciation. **SPC Chair and RFO to further discuss presentation of pool accounts.**

197/23 **Pool heating project; and pool building improvements**

Heating project:

a) Cllr Hill referenced the SHEco pool visit earlier in the day noting it was an exercise to confirm HPC requirements and ensure SHEco clearly understand those requirements. Flagged the need to commission a heat pump-related acoustic survey; details shared on how the survey would be conducted **agreed this be progressed as soon as possible.** Cllr Hill referenced liaison with a DDDC Environmental Health Officer on acceptable noise levels. Investigating noise levels from heat pumps at other sites – Cllrs had recently visited Hathersage Business Centre; a second visit was planned to Ashbourne Leisure Centre.

Noted ongoing discussions on the best site for a heat pump.

b) Referencing Matrix, Cllr Hill noted he anticipated a further response within the next three weeks.

c) SPC Chair referenced a presentation at a recent Future Lidos meeting on Deep Green (data centres) and Deep Green investigations of how/where the waste heat produced at data centres could be dissipated – swimming pools having been identified as one option. Noted Deep Green were working with a pool in Devon and were looking at options of working with pools around the UK. Cllrs briefly flagged some of the pros/cons. **SPC Chair to share a copy of the Deep Green presentation and to undertake some further investigation into this initiative.**

d) PDNPA and planning – shared update on liaison and advice **noted.**

e) **Working group for building improvements** - to set up a small working group of two Councillors, one of the pool managers and another pool staff representative to progress ideas on building reconfiguration including staff accommodation, storage and energy solutions. Aim - to provide a detailed brief for commissioning a professional/s.

Signed:

Date:

Page 3 of 4

Group to report to SPC. **Agreed** Cllrs Hill and Rodgers to sit on the working group – SPC Chair to make contributions; LSM also to sit on the group; **LSM to liaise with pool staff re pool staff member representation**. Cllr Hill flagged the need for further consideration of appointing a Project Manager.

- 198/23 **Pool User Group:** further/future communications with the group **SPC Chair to draft an email including reference to current significant pool projects.**
- 199/23 **Engagement with other pool and leisure organisations and services e.g. Future Lidos Project:** update shared under 197/23.
- 200/23 **Clerk – any additional reports and/or correspondence.** Noted reference to Martyn's Law (NALC/SLCC to liaise with Councils on implementation).
- 201/23 **Any other business** – flagged that the pool back gate should be kept locked at all times unless specific access in or out was required; and that the gate should not be used otherwise pool entrance/exit. Noted this is relevant in relation to implementation of Martyn's Law.
- 202/23 Next meeting – **21 May 2024, 7.30pm.**

Meeting ended 9.35pm

Signed:

Date:

Page 4 of 4