

FLINTSHIRE COUNTY COUNCIL

REPORT TO: **CABINET**

DATE: **TUESDAY 16 JULY, 2013**

REPORT BY: **DIRECTOR OF LIFELONG LEARNING**

SUBJECT: **SWIM FLINTSHIRE**

1.00 **PURPOSE OF REPORT**

1.01 To confirm arrangements for the launch of the new Nofio Clwyd scheme for progression in swimming.

2.00 **BACKGROUND**

2.01 Swim Flintshire is an elite swimming performance training squad funded by a partnership between Flintshire County Council, Swim Wales and local swimming clubs. All parties contribute towards the cost of running the squad. These costs are primarily the salaries of two full time coaches, a part time coach and associated costs.

2.02 The squad was designed to take up to 30 swimmers and currently has 24 (including three who do not live in Flintshire). In addition to this squad Swim Flintshire facilitates three masters swimming sessions per week at Mold Leisure Centre.

2.03 In 2010 it was proposed to end Flintshire County Council's support for Swim Flintshire as a cost saving measure. At its meeting on the 14th December 2010, Executive decided instead to accept offers of £10,000 per annum from Swim Wales and £10,000 from Swim Flintshire with additional support from parents and to continue to support the programme.

2.04 The cost of supporting the programme has never been included in the Leisure Services annual budget. The shortfall in funding, which was £52,000 in 2012/13, contributes to an unsustainable service overspend which must be addressed. The 2013/14 budget strategy is based on the cessation of funding for the current Swim Flintshire programme.

3.00 **CONSIDERATIONS**

3.01 The Council has consulted Swim Flintshire and the National Governing Body, Swim Wales, about alternative approaches to developing elite swimming. This has prompted discussions between

those parties and local swimming clubs.

3.02 Negotiations have been concluded for the creation of a new body, Nofio Clwyd for the delivery of a progression and elite programme of swimming. The National Governing body will take the lead role in the programme from the start of the new swimming season in September 2013. Four of the five local swimming clubs have joined Nofio Clwyd (Buckley, Connah's Quay, Flint and Mold). Holywell SC has chosen not to join.

3.03 The Council has given Swim Flintshire notice of its withdrawal from the present arrangement on 4 August 2013.

3.04 Formal consultation with the affected employees who are potentially at risk of redundancy because of the Council's withdrawal from its arrangement with Swim Flintshire has begun.

4.00 RECOMMENDATIONS

4.01 That Members welcome and support the new Nofio Clwyd scheme and endorse the new partnership.

5.00 FINANCIAL IMPLICATIONS

5.01 The full year saving from implementing the proposal is £52,000, the in-year saving is £21,000 less any redundancy costs.

5.02 One off redundancy or early retirement costs which are currently estimated at £7,000 although this may change depending on the number of people who can be redeployed.

6.00 ANTI POVERTY IMPACT

6.01 None arising directly as a result of this report.

7.00 ENVIRONMENTAL IMPACT

7.01 None arising directly as a result of this report.

8.00 EQUALITIES IMPACT

8.01 None arising directly as a result of this report.

9.00 PERSONNEL IMPLICATIONS

9.01 Three employees will be made redundant if suitable alternative employment cannot be found and they are not redeployed elsewhere. The process will involve the implementation of the Council's redundancy, assimilation and redeployment policies.

10.00 CONSULTATION REQUIRED

10.01 Formal consultation is ongoing with the affected employees who are potentially at risk of redundancy and their representatives.

11.00 CONSULTATION UNDERTAKEN

11.01 Consultation has taken place with Swim Wales and Swim Flintshire.

12.00 APPENDICES

None

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

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