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| HIGH LIFE HIGHLAND REPORT TO BOARD OF DIRECTORS11 December 2018  | AGENDA ITEM REPORT No HLH /18 |

## **CHair/chIEF EXECUTIVE’S UPDATES - Report by Chief Executive**

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| **Summary**The purpose of this report is to provide Directors with information and the opportunity to discuss issues affecting HLH and its work at an early stage.It is recommended Directors comment on and note the updates. |

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| **1.** | **Business Plan Contribution** |
| 1.1 | This report supports the highlighted Business Outcomes from the High Life Highland (HLH) Business Plan:1. **To advance sustainable growth and financial sustainability**
2. **Deliver the Service Delivery Contract with THC**
3. **Improving staff satisfaction**
4. **Improving customer satisfaction**
5. **A positive company image**
6. **Services designed around customers and through market opportunities**
7. **Sustain a good health and safety performance**
8. **A trusted partner**
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| **2.** | **Opportunities for Directors to Represent HLH – Update** |
| 2.1 | Directors were circulated with invites to the following events:* Oran Mor – at the Northern Meeting Park on 15 September
* Inverness Townscape Heritage event showcasing the new digital Heritage Trail on 25 September
* Inverness Botanic Garden 25th Anniversary on 25 September
* Highland Adult Literacy Partnership Event 19 October 2018
* Young Persons Leadership Conference and Highland Coaching and Leadership Awards16 November 2018
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| **3.** | **Awards** |
| 3.13.1.13.1.23.1.3 | Highland Council Quality Awards - Community Award WinnerNominated by the Community Council, Tom Grant received the Community Award at the Highland Council Quality Awards Ceremony on 8 November at Inverness Town House.Tom is a full time leisure assistant at Lochbroom Leisure and as well as coaching swimming to all ages, he also, as a volunteer, runs a popular swim club teaching children to be safe, happy and confident in the water. Last year the Club won their first competition medal in a long time – giving the young competitors a real boost. Tom has also been looking beyond the pool and thanks to his enthusiasm and skills there is now a thriving network of wild swimmers in the Ullapool area. In March the antics of Tom and his colleagues became a surprise internet hit when they “swam” through deep snow that had accumulated on the tennis courts. The stunt raised £2,800 to support the local swimming pool and I’m told the spectators had a great time pelting the hardy swimmers with snowballs!The community council say: “Tom doesn’t just do a great job of encouraging and inspiring the people with whom he comes into contact through his work and his volunteering, his infectious enthusiasm and energy is a positive influence on the wider community. We want him to know much we all appreciate him.” |
| 3.23.2.1 | Highland Heroes Award – Public Servant of the YearJanette Douglas, Youth Development Officer based in Alness won the Scottish Provincial Press Highland Heroes Public Servant of the Year award and was presented with this at a ceremony on 8 November. Over her twenty years in her role Janette has organised many activities and projects and also helps young people gain qualifications through a number of initiatives. Janette says her award is down to the hard work of her colleagues and the children she helps “it’s really about the team around me. It’s a reflection of the people I work with and all of the young people as well”. |
| 3.33.3.13.3.23.3.33.3.43.3.53.3.63.3.73.3.83.3.9 | Sportscotland – Volunteer of the Year and BBC Scotland Unsung HeroKirsty Ewen has been recognised by sportscotland as the Volunteer of the year and received her award at the ceremony in Glasgow City Chambers on Thursday 15 November 2018 with it just being announced that she has also been awarded the BBC Scotland Unsung Hero Award.Kirsty works in two part-time roles with HLH, one in Disability sport and the other in Secondary School Competition.The ‘home’ of her volunteering is Inverness Swim Club where she is a volunteer coach and last year she also covered the position of head coach. She organises the Scottish Open Water competition and assists on development camps for the junior open water team, most recently in Cyprus.Kirsty volunteered at the recent European Swimming Championships in Glasgow, was a member of the sportscotland Young People’s Sport Panel and was invited to be a member of the women and girls in sport advisory board. This advises the Minister on how best to achieve aims for a more active Scotland through driving participation, marketing and awareness of Scottish women and girls in sport.Kirsty also played an integral part in designing the Fit for Girls solutions workshops, an initiative run for the first time this year that aims to provide resources for facilitators which will lead to an increase in the number of young girls getting involved in sport. This year she has also spoken at the Improving Participation for Women & Girls in Sport event representing the Sport Panel.Kirsty has also been a key voice in raising awareness of mental health in sport through her role in the youth panel.  This year, Kirsty has shared her personal story and experiences with the sportscotland board, had an article in My Sporting Life, spoken at Grangemouth High Schools Mental Health & Well-being launch and presented at the Scottish Association for Mental Health (SAMH) Event. In June Kirsty opened the UK Coaching Conference at Oriam by speaking passionately about the impact sport has had on her life. Everyone there, athletes, coaches, MSPs were blown away by her journey. So much so that other speakers continued to reference her during their workshops throughout the weekend. Her impact is incredibly wide across Scotland. This year she has presented and been involved in contributing to discussions with key partners across Sport at a variety of sportscotland led events from the Active Schools Managers day, networking events, Community Sport Hub officers days, launch of Wellbeing and Protection Standards for Children 1st. Additionally, having attributed Sport Leaders programs to opening many doors for her she continues to inspire future young leaders by supporting the Young Ambassador programme and attending their conferences. |
| **4.** | **MacDonald Aviemore Highland Resort**  |
| 4.1 | The previous three year Agreement with the Resort finished in July 2018. The Agreement allowed Highlife Members access to its swimming pool without further payment. Since then, there have been regular and various behind the scenes communications involving the Resort, the community, the Council, MSPs, MPs and HLH. Following a meeting in mid-November involving the Council, HLH and the Resort, agreement has been reached for a one year continuation of the access to the pool by the public, pending discussions about the nature and length of future Agreements.  |
| **5.** | **Caithness Horizons, Development of Business Case**  |
| 5.1 | Directors will be aware HLH has been approached by The Highland Council and the Board of Caithness Horizons to consider the transfer of the management of the facility to HLH.  In accordance with the normal due diligence process of reviewing the business case for such potential transfers, two building conditions surveys have been commissioned to highlight any maintenance issues that might pose significant risk to HLH.  In addition HLH staff are in the process of reviewing the operating model that would best suit the nature of the business and developing the revenue budget that would result.  The outcome of both pieces of work will inform the development of the full business case which would be presented to the HLH Board at a future meeting. |
| **6.** | **Nevis Centre** |
| 6.1 | Similarly, Directors will also be aware that Directors of the Nevis Centre in Fort William have also approached HLH to consider adoption of day to day management of that facility. Building and M&E surveys have indicated that there are some significant issues before HLH could consider moving the request to a Business Case evaluation. These issues are currently being discussed with the Council and Directors of the charity that currently operates the centre. |
| **7.** | **Music Education Providers Group** |
| 7.1 | HLH delivered a presentation at a meeting of the Music Education Providers’ Group (MEPG) at the Royal Conservatoire in Glasgow last month. MEPG includes representatives from local authorities, creative Scotland, the Scottish Government, university academics, trade unions, national third sector organisations, the Scottish Qualifications Authority etc. Across Scotland many local authorities have reduced their music tuition Services and there is a Scottish Government review underway. In Highland, since Schools Music Tuition transferred to HLH on 1 April 2018, five new posts paid for from customer income and external grant funding have been added to the staff team and the number of pupils taking part in music tuition has increased by over 700. The purpose of HLH presenting at the meeting was to demonstrate that there are alternative delivery mechanisms as well as alternatives to cutting services.  |
| **8.** | **Meeting with new THC Chief Executive** |
| 8.1 | The HLH CE was invited as part of Donna Manson the Council’s new CE’s induction to meet with her, to discuss HLH’s contribution to the delivery of the Council’s aims. The meeting was positive with some early encouraging reflections from Ms Manson on the worth and future role of HLH.  |
| **9.** | **Signing of Armed Forces Covenant** |
| 9.1 | On the 25th November the CE took part in an official re-signing of the Armed Forces Covenant and the presentation to HLH of its Bronze Award for the contribution it makes to the lives of those involved in the armed forces. The purpose of the Covenant is to try as far as possible to ensure that members of the armed forces and their families are not disadvantaged through their involvement and deployment with the forces. |
| **10.**  | **Health and Sport Committee Preventative Action on Health Report** |
| 10.1 | The Scottish Parliament Health and Sport Committee published “Preventative Action and Public Health” on 12th November 2018. High Life Highland is specifically mentioned in the publication: “High Life Highland delivers a widespread programme of falls prevention exercise, in partnership with NHS Highland, in care settings, including care homes, town and village halls and leisure and cultural facilities. This has resulted in a significant drop in the number of falls experienced by the older population, improved physical and mental health and savings to NHS Highland”. The full report can be seen by following this link:<https://sp-bpr-en-prod-cdnep.azureedge.net/published/HS/2018/11/12/Preventative-Action-and-Public-Health/HSS052018R10.pdf>  |
| **11.** | **Moray Leisure** |
| 11.1 | At the request of the Board of Moray Leisure Limited and Moray Council, HLH developed an Improvement Plan to address the deteriorating financial position of Moray Leisure Centre in Elgin.  HLH staff have been based in Moray Leisure Centre since January 2018 and are due to remain on site until July 2019 for the purposes of working with the Board of Moray Leisure to implement the Plan.  The following progress has been made in respect of the six points within the Plan:1. Resolution of General Manager’s absence – complete;
2. Resolution of senior staff absences – complete;
3. Staffing establishment restructure – Recognition Agreement drawn up and signed by Board and Unions; new structure being implemented;
4. Introduction of Fit Life and refurbishment of fitness suite – Fit Life introduced in October 2018 with just under 1700 memberships sold at the end of November; new fitness suite due to be installed in March 2019;
5. Reduction in operating deficit – efficiencies being identified in staff and other operating costs; growth in Fit Life income being planned; and
6. Board governance and training – HIE Moray have agreed to fund David Gass to undertake governance training with the Moray Leisure Board early in 2019.
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| **12.** | **Implications** |
| 12.1 | Resource Implications – There are no additional resource implications arising from this report. |
| 12.2 | Legal Implications - There are no new legal implications arising from this report. |
| 12.3 | Risk Implications – There are no new risk implications arising from this report.  |

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|  **Recommendations**It is recommended Directors comment on and note the updates. |

Designation: Chief Executive

Date: 28 November 2018