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| HIGH LIFE HIGHLAND REPORT TO BOARD OF DIRECTORS21 March 2019  | AGENDA ITEM REPORT No HLH /19 |

## **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:* House of Memories Highland Launch – 26 February 2019
* 25th Gizzen Briggs Rally – 16 March 2019
* McRobert Cup Cross Country Event – 20 March 2019
* Annual Highland Young Musicians Youth Music Festival – 30 March 2019
* Highland Young Musicians workshop (audition) day for 2019/20 – 22 June 2019
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| **3.** | **Safe Highlander events** |
| 3.13.23.3 | Directors are invited to attend a 2019 Safe Highlander event. Safe Highlanders is a series of annual events that promotes: community safety; health; and crime prevention to primary seven school pupils during which they learn about life saving skills including first aid, fire and water safety, safety on roads and internet safety. Children are also presented with the dangers of electricity, building sites and substance misuse. The event aims to help children become more aware of personal safety; potentially avoid becoming victims of crime; and understand how to react to emergency situations.Three years ago, High Life Highland offered to take on the coordination role for Safe Highlanders on behalf of the Council and Community Planning Partners and expand the programme and reinstated events which had previously been run. There are now seven events across the Highland area. It is currently one of the largest partnership projects in the Highlands. The main Inverness Event is Running between the 13-17 May 2019 at the Cameron Barracks, Inverness. Our VIP day is on Tuesday 22 May, groups start at 09:00, 11:00 and 13:30. Directors are encouraged to attend these or any of the other local Safe Highlander events listed below:27 May 2019 - Aviemore Community Centre12 June 2019 - Caol Youth Centre and School10 June 2019 - Ferrycroft Visitor Centre, Lairg18 June 2019 - Portree High School3 and 4 September 2019 – Wick Assembly Rooms1-3 October 2019 - Dingwall Leisure Centre |
| **4.** | **Moray Leisure Centre**  |
| 4.1 | At the request of Moray Council and the Board of Moray Leisure Limited, two HLH Managers from the leisure facilities service have been working towards the implementation of a six point Improvement Plan to enable the leisure centre to become financially sustainable. Progress in respect of each of the areas of improvement include the following:1. the absence of the General Manager has been resolved;
2. the high sickness / absence level within the Senior Management Team has been resolved;
3. a more efficient staffing establishment designed to deliver medium to long term savings has been developed and approved by the Board;
4. ‘Fit Life’ (the equivalent to High Life in Moray) has been introduced and 2300 memberships sold to date and the gym is being refurbished with new equipment procured;
5. the budget is on target to achieve efficiency savings one year ahead of target; and
6. the Board has undergone governance training and is in the process of developing a new Business Plan for the facility.

HLH staff will remain in Moray until July 2019 to oversee the final stages of the implementation of the Plan. |
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| **5.** | **Moray Council** |
| 5.15.25.3 | Discussions with Moray Council over a greater involvement for HLH in operating services in Moray have been on and off over the past two years. Following the budget setting process in Moray, fresh approaches were made to HLH, to review where previous legal investigations had reached and to test willingness to progress discussions.The three potential options discussed so far were revisited:1. THC could dissolve HLH and recreate with two, not one share holders [THC + MC]. This option has serious business continuity, Non Domestic Rates and EU law implications;
2. THC and MC could agree to jointly deliver services across both areas. This would require what is described as “mutual co-operation” and may be quite complicated legally to effect; and
3. MC could prepare a tender for services of a similar nature to those delivered in Highland by HLH and HLH could then consider putting in a tender submission.

The next stage is for MC to approach THC and HLH for informal discussions to gauge willingness to investigate option[s] prior to potentially seeking further legal advice. |
| **5.** | **Implications** |
| 5.1 | Resource Implications – there are no additional resource implications arising from this report. |
| 5.2 | Legal Implications - there are no new legal implications arising from this report. |
| 5.3 | Risk Implications – there are no new risk implications arising from this report.  |
| 5.4 | Equality Implications – there are no new equality implications arising from this report. |

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

Designation: Chief Executive

Date: 8 March 2019