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<b>Report To:</b>	<b>Policy &amp; Resources Committee</b>	<b>Date:</b>	<b>21 March 2023</b>
<b>Report By:</b>	<b>Head of Legal &amp; Democratic Services</b>	<b>Report No:</b>	<b>LS/031/23</b>
<b>Contact Officer:</b>	<b>Ruth Binks</b>	<b>Contact No:</b>	<b>01475 712828</b>
<b>Subject:</b>	<b>Remit from Education and Communities Committee to fund early release costs in order to source funding for the provision of free swimming for under 16s</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 The purpose of this report is to request the Committee to consider a remit from the Education and Communities Committee to fund early release costs linked to the funding for the provision of U16 Free swimming and to return £35,000 from the salary saved to the Education and Communities Committee to fund the revised U16 Free Swimming Policy.

1.3 The Education and Communities Committee on 7 March 2023 agreed to vire from the CLD employee costs to the free swimming budget, subject to Policy & Resources Committee agreeing to fund the one-off early release costs and the return of part of the salary saved.

1.4 The Education and Communities Committee agreed a preferred proposal for the continuation of free swimming during the Easter, Summer and October school holidays and early bird slots at weekends. This option however was £35,000 more than the allocated budget. In order to fund the £35,000 shortfall, the intention is to remove a post from the Youth Work and Sport Team. The deletion of this post would result in a saving to the committee of £46,900 but it would be subject to release costs.

1.5 Under the Council Voluntary Early Release criteria, the release costs have to be repaid within a 3 year period and this is not achieved if the £35,000 highlighted above is retained by the Committee. As a result, approval is needed from the Policy and Resources Committee to fund the one off VER costs and to return £35,000 from the £46,900 saved to the Education & Communities Committee, to fund the revised U16 Free Swimming Policy. It should be noted that the balance of the salary saving will be taken as a corporate saving.

## **2.0 RECOMMENDATIONS**

2.1 It is recommended that the Committee:

- agrees to the request from the Education and Communities Committee of 7 March 2023 to fund the one off VER costs and to return £35,000 from the £46,900 saved to the

Education & Communities Committee to fund the revised U16 Free Swimming Policy provide the preferred model for free swimming.

**Iain Strachan**  
**Head of Legal & Democratic Services**

### 3.0 BACKGROUND AND CONTEXT

- 3.1 The Education and Communities Committee agreed a preferred proposal for the continuation of free swimming during the Easter, Summer and October school holidays and early bird slots for weekends. This option was £35,000 more than the allocated budget. In order to fund the £35,000 shortfall the intention is to remove a post from the Youth Work and Sport Team. The deletion of this post would result in a saving to the committee of £46,900 but it would be subject to release costs.

### 4.0 PROPOSALS

- 4.1 Under the Council Voluntary Early Release criteria, the release costs have to be repaid within a 3 year period and this is not achieved if the £35,000 highlighted above is retained by the Committee. As a result, approval is needed from the Policy and Resources Committee is required to fund the one off VER costs and to return £35,000 from the £46,900 saved to the Education & Communities Committee to fund the revised U16 Free Swimming Policy. It should be noted that the balance of the salary saving will be taken as a corporate saving.
- 4.2 It is therefore proposed that the Policy and Resources Committee agrees to the request from the Education and Communities Committee of 7 March 2023, to fund the one off VER costs and to return £35,000 from the £46,900 saved to the Education & Communities Committee to fund the revised U16 Free Swimming Policy as the preferred model for free swimming.

### 5.0 IMPLICATIONS

- 5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO	N/A
Financial	X		
Legal/Risk	X		
Human Resources	X		
Strategic (LOIP/Corporate Plan)	X		
Equalities & Fairer Scotland Duty	X		
Children & Young People's Rights & Wellbeing	X		
Environmental & Sustainability			X
Data Protection			X

### 5.2 Finance

The release of the employee will be a cost to the Council. After the £35,000 virement this will deliver a net saving which will be held centrally.

#### One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
Earmarked Reserves	VER	23/24	TBC		One off release costs subject to VFM criteria

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
Communities	U16 Swimming	23/24	£35,000	CLD employee costs	Subject to P&R Approval
CLD	Employee costs	July 2023	(£12k)		Balance of saving to be taken as a corporate saving

5.3 **Legal/Risk**

None.

5.4 **Human Resources**

The proposals in this report have been developed in conjunction with the Head of HR.

5.5 **Strategic**

N/A

5.6 **Data Protection**

(a) Equalities

This report has been considered under the Corporate Equalities Impact Assessment (EqIA) process with the following outcome:

	YES – Assessed as relevant and an EqIA has been carried out and can be accessed via the following link <a href="https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments/equality-impact-assessments-2023">https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments/equality-impact-assessments-2023</a>
X	NO

(b) Fairer Scotland Duty

If this report affects or proposes any major strategic decision:-

Has there been active consideration of how this report’s recommendations reduce inequalities of outcome?

X

YES – A written statement showing how this report’s recommendations reduce inequalities of outcome caused by socio-economic disadvantage has been completed.

NO – Assessed as not relevant under the Fairer Scotland Duty.

## **6.0 CONSULTATION**

6.1 N/A

## **7.0 BACKGROUND PAPERS**

7.1 Free swimming for U16s – Education and Communities Committee 7 March 2023