

**Record of Officer's Decision**

**The Openness of Local Government Bodies Regulations 2014 and the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012**

<b>Date of Decision:</b>	30 April 2025
<b>Decision Maker (Officer):</b>	Kieran Charles – Sport & Leisure Operations Manager
<b>Authority for Delegated Decision (Cabinet/Committee Decision or Scheme of Delegation – provide reference):</b>	<p>Part 3, Schedule 3 – Responsibility for Executive Functions delegated to Officers paragraph 4.3 (1) – the Corporate Director has delegated authority to discharge executive functions within their respective service areas (Part 3.38). All delegations are subject to consultation where considered appropriate in the circumstances (paragraph 4.3 (4)(ii) – Part 3.39).</p> <p>The Corporate Director Lee Heley has delegated operational matters relating to the Sport and Leisure staff access to Leisure Centre facilities to the Sport &amp; Leisure Operations Manager.</p>
<b>Identify which Portfolio Holder(s)/Committee Chairman consulted?</b>	Cllr Mick Barry
<b>Ward Member(s) consulted?</b>	N/A
<b>Is it a Key Decision?</b>	No
<b>Is it subject to call-in?</b>	No
<b>Decision Made:</b>	<p>The Portfolio Holder for Leisure and Public Realm concurs with the Sport and Leisure Operations Manager to:</p> <p>A) For existing and new Sport &amp; Leisure Staff to have complimentary access to mainstream activities across the District Leisure Centres.</p>
<b>Reason for Decision (if a report was produced to support the Decision, refer to or attach it):</b>	<p>Sports and Leisure employees are expected to stay physically fit and healthy to effectively perform their duties and maintain their qualifications.</p> <p>Regular physical activity is crucial for maintaining the high standards required in their roles, ensuring they can perform their duties efficiently and safely. It is also essential for them to be in good condition when renewing their qualifications, as</p>

	physical fitness is often a prerequisite for certification. This option offers a way for employees to stay fit and healthy, which may also contribute to staff retention.	
<b>Highlight any associated risks/finance/legal/equality considerations:</b>		
<b>Details of any Alternative Options Considered and rejected (together with reasons):</b>	Not to offer this complimentary service, and to charge Sport & Leisure staff for memberships. This option does not align with the job descriptions, which imply that staff need to maintain their qualifications by staying fit and healthy. Imposing a charge could negatively impact staff retention, leading to increased recruitment needs and additional funding needed for new qualifications and retakes.	
<b>Details of any declarations of interest (by Portfolio Holder/Committee Chairman who was consulted by the officer, which related to the decision)</b>  <b>If relevant, a note of the dispensation granted by the Monitoring Officer:</b>	N/A	
<b>Reason Decision, or supporting Report, is not published:</b>	✓	Not applicable – Decision to be published.
<i>Tick one or more of the specific exemptions,</i>  <b><u>and</u></b>  <i>Give more information in the final box with regards to why the exemption applies and outweighs the public interest test (which is in favour of disclosure).</i>	<b>If Report is not to be published – tick one of the following boxes:</b>	
		The report supporting the Decision contains confidential information
		The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information:
		<ul style="list-style-type: none"> <li>• Relates to an individual</li> </ul>
		<ul style="list-style-type: none"> <li>• Likely to reveal the identity of an individual</li> </ul>
		<ul style="list-style-type: none"> <li>• Relating to financial or business affairs of a person or organisation</li> </ul>
		<ul style="list-style-type: none"> <li>• Relates to a claim for legal professional privilege in legal proceedings</li> </ul>
		<ul style="list-style-type: none"> <li>• Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment</li> </ul>
		<ul style="list-style-type: none"> <li>• Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime</li> </ul>

	<p><u>And</u> is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information</p> <p>Reasons:</p>
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**Officers**

Signed: K. Charles

Title: Sport & Leisure Operations Manager

Signed:

Title:

**In consultation with:**

Signed:

**Portfolio Holder for Leisure and Public Realm**

Signed:

Signed:

Signed:

**Section 151 Officer (if required)**

Signed:

**Monitoring Officer (if required)**

**Dated:**