

## Appointments and Staffing Committee

Thursday 14 November 2024

### Report of the Assistant Director Environment, Culture and Wellbeing

#### Appointment of two temporary 12-month Active Wellbeing Engagement Officer posts

##### Exempt Information

None

##### Purpose

This report is to request permission from the Committee to create two temporary one-year Active Wellbeing Engagement Officer posts. The posts are funded via the Inclusive Communities Fund to increase engagement in activities to improve both physical and mental wellbeing. The posts will be instrumental in helping to address health inequity in the borough.

##### Recommendations

It is recommended that the committee consider the content of this report and agree to:

1. Appoint two grade E one-year fixed term Active Wellbeing Engagement Officer posts.

##### Executive Summary

The above posts will help to address low physical activity rates and high overweight & obesity rates in the borough. Tamworth would benefit from a concentrated effort to improve the health status of its residents. 1 in 3 children in Tamworth are active for less than 30 minutes a day and prevalence of excess weight in reception children is statistically higher than national average (20%), in Glascote (29%) and Stonydelph (32%). In year 6 children excess weight is statistically higher than national levels (36.6%) in Glascote (42%).

Although no wards are statistically higher than national rates, obesity is highest in Glascote (25.6%) and Amington (23.2%). 1 in 4 adults in Tamworth are active for less than 30 minutes per week against the recommended 150 minutes per week recommended by the Chief Medical Officer. Increasing physical activity in children will develop movement skills, muscular fitness, and bone strength; whilst increasing adult activity will improve or maintain muscle strength, balance and flexibility helping to prevent falls in later life, maintain bone health along with helping to prevent overweight and inactivity related conditions such as diabetes, hypertension and certain types of cancer.

The Active Wellbeing Engagement Officers will work in conjunction with local sports clubs, physical activity providers and community groups to enable activities that will promote both active and mental wellbeing, helping to increase levels of physical

activity whilst harnessing wellbeing as a conduit to impact on community cohesion by promoting equality, diversity and inclusion within the community.

Some of the envisaged activities the Active Wellbeing Engagement Officer role will facilitate are the provision of free fruit and vegetables via a community allotment scheme at Anker Valley, health screening (such as blood pressure & body composition analysis) & physical activity opportunities, for example group exercise classes, walking football, cricket, netball, walking schemes, lead cycle rides, couch to 5k, and unique sessions such as silent discos & silent yoga sessions, gradually training volunteers to allow the sustained longevity of the project. The project will provide a collaborative and holistic approach to helping break down the barriers to taking positive steps to improve health risk factors and provide a mobile service where appropriate to engage hard to reach communities.

Following a job evaluation the posts were graded at E. When appointed at the bottom of the scale this equates to £36,950 including employer's oncosts. This means that the cost for the Engagement Officer posts is £73,900, with the remainder £3,900 being taken from the Sports Development Project Fund budget.

Delivery enabled by both posts will be linked to opportunities identified in community consultation (through CiC Wellbeing Strategy) and ongoing work by the Active Wellbeing Team. This will be accompanied by pre and post-delivery data giving both objective and subjective data as evidence of the impact of the projects.

### **Resource Implications**

External funding of £70,000 via the Inclusive Communities Fund has already been applied for and awarded, with the additional £3,900 being identified from the Sports Development project fund budget.

### **Legal/Risk Implications**

£70,000 of the £73,900 is externally funded which has already been approved and allocated to the Borough Council to deliver the roles and the subsequent programmes of work. If not approved the money is likely to be unspent within the necessary timeframes and ultimately returned to the funding body.

### **Equalities Implications**

A Community Impact assessment is attached below.

### **Environment and Sustainability Implications (including climate change)**

None.

### **Background Information**

None.

### **Report Author**

Karen Moss – Head of Active Wellbeing

### **List of Background Papers**

None.

# Community Impact Assessment

## Part 1 – Details

What Policy/ Procedure/ Strategy/Project/Service is being assessed?	Active Wellbeing Staff Recruitment	
Date Conducted	4/11/24	
Name of Lead Officer and Service Area	Head of Active Wellbeing- Karen Moss	
Commissioning Team (if applicable)		
Director Responsible for project/service area	Executive Director Organisation	
Who are the main stakeholders	Environment, Culture and Wellbeing	
Describe what consultation has been undertaken. Who was involved and what was the outcome	AD People S151 Officer	
Outline the wider research that has taken place (E.G. commissioners, partners, other providers etc)		
What are you assessing? Indicate with an 'x' which applies	A decision to review or change a service	<input type="checkbox"/>
	A Strategy/Policy/Procedure	<input type="checkbox"/>
	A function, service or project	<input checked="" type="checkbox"/> Yes
What kind of assessment is it? Indicate with an 'x' which applies	New	<input type="checkbox"/>
	Existing	<input checked="" type="checkbox"/> Yes
	Being reviewed	<input type="checkbox"/>

	Being reviewed as a result of budget constraints / End of Contract	<input type="checkbox"/>
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## Part 2 – Summary of Assessment

Give a summary of your proposal and set out the aims/ objectives/ purposes/ and outcomes of the area you are impact assessing.  
Recruitment of temporary Active Wellbeing Team Members

Who will be affected and how?

Supply of community engagement activities in relation to Active Wellbeing

Are there any other functions, policies or services linked to this impact assessment?

Yes

No

If you answered 'Yes', please indicate what they are?

## Part 3 – Impact on the Community

Thinking about each of the Areas below, does or could the Policy function, or service have a direct impact on them?

Impact Area	Yes	No	Reason (provide brief explanation )
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage and Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gypsy/Travelling Community	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Those with caring/dependent responsibilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Those having an offending past	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Children	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Vulnerable Adults	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Families	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Those who are homeless	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Those on low income	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Those with drug or alcohol problems	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Those with mental health issues	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Positive wellbeing activities have an intrinsic link to improving peoples overall mental wellbeing.
Those with physical health issues	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Providing Active Wellbeing Activities will support residents physical health and wellbeing.
Social inclusion Please include refugees and asylum seekers,	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Social inclusion: Armed Forces The Armed Forces Covenant is a pledge that together we acknowledge and understand that those who have served in the armed forces, and their families, should be treated with fairness and respect and any impact should be considered	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Health and Wellbeing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Having staff resource to deliver wellbeing activities in Tamworth will support residents overall sense of health and wellbeing.
Climate Change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

#### Part 4 – Risk Assessment

From evidence given from previous question, please detail what measures or changes will be put in place to mitigate adverse implications. this includes climate change considerations

This is the section in which to please outline any actions to mitigate negative or enhance positive impacts in terms of economic, environmental or wider societal considerations, and actions to review and monitor the overall impact of the change accordingly.

Impact Area	Details of the Impact	Action to reduce risk
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All	As above	No mitigation or further measures are considered necessary or appropriate.

**Part 5 - Action Plan and Review**

Detail in the plan below, actions that you have identified in your Community Impact Assessment, which will eliminate discrimination, advance equality of opportunity and/or foster good relations.

If you are unable to eliminate or reduce negative impact on any of the impact areas, you should explain why

Impact (positive or negative) identified	Action	Person(s) responsible	Target date	Required outcome
Positive	Outcomes with pre and post surveys will support data collection of participants overall sense of wellbeing.	Head of Active Wellbeing	Ongoing	Reported back through funders mechanisms.

Date of Review (If applicable) .....

**Appendices**  
Role profiles.

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