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| HIGH LIFE HIGHLAND  REPORT TO BOARD OF DIRECTORS  14 MARCH 2023 | AGENDA ITEM 13 REPORT No HLH/ 7 /23 |

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

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| **Recommendation** 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:   1. comment on and note the updates; and 2. approve the redundancy of the climbing wall posts should redeployment not be possible. | |
| **1.** | **Business Plan Contribution** |
| 1.1 | This report supports the highlighted Business Outcomes from the High Life Highland (HLH) Business Plan:   1. Seek to continuously improve standards of health and safety. 2. Commit to the Scottish Government’s zero carbon targets and maintain the highest standards in environmental compliance. 3. **Use research and market analysis to develop and improve services to meet customer needs.** 4. **Increase employee satisfaction, engagement and development to improve staff recruitment and retention**. 5. **Improve the financial sustainability of the company.** 6. **Value and strengthen the relationship with THC.** 7. Develop and deliver the HLH Corporate Programme and seek to attract capital investment. 8. **Use research and market analysis to develop and deliver proactive marketing and promotion of HLH and its services.** 9. Initiate and implement an ICT digital transformation strategy across the charity. 10. **Develop and strengthen relationships with customers, key stakeholders and partners.** 11. **Deliver targeted programmes which support and enhance the physical and mental health and wellbeing of the population and which contribute to the prevention agenda.** |
| **2.** | **Chief Executive Update** |
| 2.1 | The Chief Executive will give verbal updates on:   * Asset Rationalisation * Leisure refurbishments * Highland Folk Museum Parking |
| **3.** | **Climbing Wall – Redeployment/Redundancy Consultation** |
| 3.1 | As trailed at the December 2022 HLH Board meeting, the planning around the closure of the Inverness Leisure climbing wall is underway. The context for the decision is that a new charity, ‘The Ledge’ will open a state of the art climbing wall on 30 March 2023. The dedicated climbing facility will have areas for beginners and experts, including a lead climbing wall, bouldering walls, an Olympic standard bouldering wall and a dedicated children’s area. The facility will also have a strength and conditioning area and will deliver the National Indoor Climbing Award Schemes. |
| 3.2 | While the Inverness Leisure wall would have remained open if The Ledge was not being built, the current facility is subsidised, and with the new one being superior in terms of its extent, operating hours and range of climbing on offer, the inevitable migration of customers would worsen that situation. The annual saving associated with the wall is £26k and making the decision now avoids a FY 2023/24 £33k investment in safety matting and essential maintenance. |
| 3.3 | There were 2.5 FTE posts associated with the operation of the wall. There are 1.5 FTE (two post holders) still in post and redeployment discussions have been initiated with them, all efforts will be made to offer the staff a reasonable redeployment within the Charity. The Board is asked to approve the redundancy of the two posts should redeployment not be possible. The potential redundancy payment associated with this is c. £4,300. |
| **3.** | **Chair Update** |
| 3.1 | The Chair will give verbal updates at the meeting on:   * + - * Reflections on the budget planning process.       * Importance of the SDC review |
| **4.** | **Implications** |
| 4.1 | Resource Implications – there are no new resource implications arising from this report. |
| 4.2 | Legal Implications - there are no new legal implications arising from this report. |
| 4.3 | Equality Implications – there are no new equality implications arising from this report. |
| 5.4 | Risk Implications – there are no new risk implications arising from this report. |

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| **Recommendations** It is recommended Directors:   1. comment on and note the updates; and 2. approve the redundancy of the climbing wall posts should redeployment not be possible. |

Designation: Chief Executive

Date: 27 February 2023

Author: Steve Walsh, Chief Executive