

REPORT TO CULTURE & SPORT SUB COMMITTEE – 12 SEPTEMBER 2019

PROMOTING PHYSICALLY ACTIVE LIFESTYLES IN THE WORKFORCE

1 Recommendation

The Committee is recommended to:

- 1.1 **Instruct the Head of Service for Lifelong Learning and Leisure to further investigate the feasibility and market for a fitness facility in Woodhill house.**

2 Background / Discussion

- 2.1 Aberdeenshire Council and Live Life Aberdeenshire receive regular feedback from its staff (typically through staff surveys) on the importance of encouraging and facilitating physical activity near to or during work. Recognised advantages of a physically active workforce are:

- Reduced stress levels,
- Improved physical health,
- Improved mental health (through improved sleep as an example),
- Reduced risk of major illnesses (e.g. type 2 diabetes)
- Improved general wellbeing

All of the above can improve both absence levels at work and increase productivity amongst staff.

- 2.2 Ongoing office rationalisation and the reducing need for records storage has created the opportunity for LLA to consider the supply of a fitness facility in Woodhill House, which would serve primarily staff based there (and visiting staff) and impact on their lives as detailed in 2.1.
- 2.3 Initial investigations have identified that a space in the basement of Woodhill house could be made suitable for a small facility (15 fitness station) together with the infrastructure required to safely monitor usage.
- 2.4 In the future, Woodhill House is expected to have desk stations for up to 1200 staff from a variety of companies, as well as regularly hosting a number of visitors, many of whom will already be members of LLA fitness facilities. Further investigations would highlight both the potential for positive health impact and for whether this would be sustainable based on potential visitor numbers and membership sales.
- 2.5 Initial discussions with the Culture and Sport Project board have highlighted that there are no significant obstacles that would preclude further feasibility work on this project (for example requirement for this space for storage or lease to other organisations).

- 2.6 It is proposed to continue investigations into the feasibility of such a service, specifically looking to ascertain staff benefits and the financial sustainability of such a project.
- 2.7 This feasibility will consider whether or not the project has the capacity to be self-financing, with a presumption that it must be to go ahead, and also ascertain whether Woodhill House is the optimum location for such an initiative.
- 2.8 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments have been incorporated within this report and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

3 Scheme of Governance

- 3.1 The Sub-Committee is able to consider and make a decision on this matter as Communities Committee has sub-delegated the delegations in Sections D.6 in Part 2A, List of Committee Powers in the Scheme of Governance which allows this committee through delegated authority to “to ensure the adequate provision, development and support of facilities for sporting and leisure activities. The sub delegation is detailed in the Terms of Reference for the Sub-Committee as agreed by Communities Committee on the 31 May 2018.

4 Implications and Risk

- 4.1 An equality impact assessment is not required at this stage but may be required once further feasibility work has been carried out.
- 4.2 There are no staffing implications at this stage, though further work will identify staffing requirements as well as optimal hours of work.
- 4.3 There are no financial implications at this stage, though further work will investigate both the costs and benefits of a small facility.

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