

**POLICE AND CRIME COMMISSIONER (PCC) FOR LINCOLNSHIRE
REQUEST FOR DECISION**

REF: 017/2018

DATE: 23 May 2018

SUBJECT		FORCE-WIDE GYM FACILITY PROVISION
REPORT BY	DEPUTY CHIEF CONSTABLE	
CONTACT OFFICER	Julie Wilkins, Chief of Staff Tel 01522 947098	
EXECUTIVE SUMMARY AND PURPOSE OF REPORT		
<p>To support delivery of his wellbeing strategy, the Chief Constable commissioned a feasibility study into the expansion of gym facilities in stations beyond Headquarters and Lincoln and this was presented to Chief Officer Group in March 2018. The recommendations in the attached paper were agreed, subject to discussion with Fire & Rescue and scheduling considerations.</p> <p>Approval is sought for additions to the capital programme as follows:</p> <ul style="list-style-type: none">• £200k in 2018/19• £300k in 2019/20 <p>The addition to the programme will be funded from prudential borrowing, giving an increase in capital charges (revenue) of £40k per annum on completion of the full scheme.</p>		
RECOMMENDATION	<i>That an increase of £200k to the capital budget for 2018/19 is approved for the first phase of gym facility development and that a further £300k is approved as an addition to the capital programme for 2019/20 for the second phase.</i>	

POLICE AND CRIME COMMISSIONER FOR LINCOLNSHIRE

I hereby approve the recommendation above, having considered the content of this report.

Signature:



Date:

23/5/18

A. NON-CONFIDENTIAL FACTS AND ADVICE TO THE PCC

A1. INTRODUCTION AND BACKGROUND

1. The Chief Constable's wellbeing programme incorporates mental, emotional and physical wellbeing of all staff, officers and volunteers associated with the delivery of policing services in Lincolnshire.

2. In relation to physical wellbeing, a number of initiatives are being developed, one of which is facilitating access to exercise facilities. The force is taking a four-tiered approach to this; tier 1 being development of on-site facilities (gyms, tennis courts etc), tier 2 sharing with other blue light services, tier 3 access to military establishment facilities and tier 4 being supported access to commercial/private facilities.
3. Tier 1 is the preferred approach as it is most likely to engage staff and officers and can be used to support other initiatives such as the Fitness Mentor programme, rehabilitation and preparedness for fitness test.
4. The attached extract from the Chief Officer Group paper contains full background information including the evidence base that there is sufficient demand across the force for such facilities.
5. Since the approval of the paper, further discussions have taken place with Fire & Rescue as to the appropriateness of their facilities for sharing. The discussions concluded with an agreement to develop separate facilities that can be accessed by either agency wherever possible (accepting that a condition for F&R staff to access police facilities would be a requirement for vetting).
6. Feasibility work by the Head of Facilities Management indicates that the most appropriate scheduling for the programme of works is as follows:

2018/19	Boston, Skegness and Grantham
2019/20	Sleaford, Spalding, Gainsborough and Stamford

7. This has been reflected in the funding schedule in the attached paper.

A2. LINKS TO POLICE AND CRIME PLAN AND PCC'S STRATEGIES/PRIORITIES

In ensuring the provision of policing that works, the PCC states in his Police and Crime Plan that 'The welfare of Lincolnshire Police officers and staff is a key concern for me and a continued and meaningful focus must be maintained to ensure the wellbeing, resilience and reputation of the Force.' Physical wellbeing has been shown to increase the resilience of officers and staff and providing gym facilities is a visible demonstration of the PCC's and force's commitment to support this.

B. FINANCIAL CONSIDERATIONS

Recommendations in the business case proposed total spend of £500k over the current and next financial year - £200k in 2018/19 (to deliver gyms at Boston, Skegness and Grantham) and £300k in 2019/20 (to deliver gyms at Spalding, Gainsborough, Sleaford and Stamford). The expenditure will be funded from prudential borrowing, which would give rise to an increase in capital charges of £16k in 19/20 and a further £27k in 20/21, based on an average asset life of 20 years for the additions.

On-going revenue costs for the facilities will be incurred to ensure appropriate maintenance of the equipment. This will be provided at a cost of £285 pa per facility, which will be incorporated within the Wellbeing budget for future years.

C. LEGAL AND HUMAN RIGHTS CONSIDERATIONS

[This should include the legal powers the PCC has for making the decision]

Section FR14.4 of the PCC and Chief Constable Financial and Contract Regulations states that “Business Cases on proposals estimated to cost above the delegated limit, any proposals for which there is no funding within the approved Budget or Capital Programme and any proposals with on-going revenue or capital budget consequences beyond the current financial year shall be submitted by the Chief Constable and the Commissioner’s CFO to the Commissioner for consideration.”

D. PERSONNEL AND EQUALITIES ISSUES

The plan for provision of facilities has been design to offer facilities to the majority of officers, staff and volunteers. Where facilities are not available, the force will pursue options from the other 3 tiers (F&R, military or private facilities).

E. REVIEW ARRANGEMENTS

Development and ongoing use of the facilities will be monitored by the Wellbeing Board.

F. RISK MANAGEMENT

Relevant risks and issues will be incorporated within the facilities project plan for each site. Once the facilities are operational, any emerging risks will be raised through the Wellbeing Board.

G. PUBLIC ACCESS TO INFORMATION

Information in this form along with any supporting material is subject to the Freedom of Information Act 2000 and other legislation. Part 1 of this form will be made available on the PCC’s website within one working day of approval. However, if release by that date would compromise the implementation of the decision being approved, publication may be deferred. An explanation for any deferment must be provided below, together with a date for publication.

Is the publication of this form to be deferred? No

If Yes, for what reason:

Until what date:

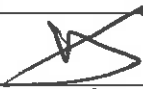

Any facts/advice/recommendations that should not be made automatically available on request should not be included in Part 1 but instead on the separate part 2 form.

Is there a part 2 form? Yes

If Yes, for what reason:

The paper attached contains detailed costings will be subject to tender.

ORIGINATING OFFICER DECLARATION

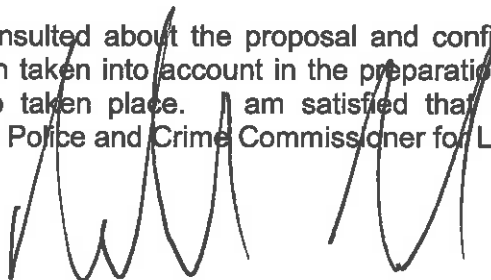
	Initial to confirm
Originating Officer: The Deputy Chief Constable recommends this proposal for the reasons outlined above.	* CW *
Financial advice: The PCC's Chief Finance Officer has been consulted on this proposal.	JGF
The CC's Chief Finance Officer has been consulted on this proposal.	RE
Chief Constable: The Chief Constable has been consulted on this proposal	
Monitoring Officer: The PCC's Monitoring Officer has been consulted on this proposal	

OFFICER APPROVAL

Chief Executive

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. Consultation outlined above has also taken place. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lincolnshire.

Signature:



Date: 12/5/18