

Waimakariri District Council

Community and Recreation Committee

Agenda

Tuesday 22 August 2023

3:30pm

Council Chambers
215 High Street
Rangiora

Members:

Cr Philip Redmond (Chairperson)

Cr Robbie Brine

Cr Brent Cairns

Cr Al Blackie

Cr Niki Mealings

Mayor Dan Gordon (ex officio)

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**A MEETING OF THE COMMUNITY AND RECREATION COMMITTEE WILL BE HELD
IN THE COUNCIL CHAMBER, 215 HIGH STREET, RANGIORA ON TUESDAY
22 AUGUST 2023 AT 3:30PM.**

Recommendations in reports are not to be construed as
Council policy until adopted by the Council

BUSINESS

Page No

1 APOLOGIES

2 CONFLICTS OF INTEREST

Conflicts of interest (if any) to be reported for minuting.

3 CONFIRMATION OF MINUTES

**3.1 Minutes of the meeting of the Community and Recreation Committee
held on 23 May 2023**

RECOMMENDATION

6 – 17

THAT the Community and Recreation Committee:

- (a) **Confirms** the circulated Minutes of the meeting of the Community and Recreation Committee, held on 23 May 2023 as a true and accurate record.

3.2 Matters arising (From Minutes)

4 DEPUTATIONS

4.1 Waimakariri Age Friendly Advisory Group – Norman West (Chairperson)

N West will update the Committee on the work being done by The Waimakariri Age Friendly Advisory group.

4.2 Rangiora Airfield – Owen Stewart (Airfield Manager and Safety Officer)

O Stewart will provide an update on the progress at the Rangiora Airfield.

5 REPORTS

5.1 Community Team Key Project Update Report – Tessa Sturley (Community Team Manager)

RECOMMENDATION

18 – 28

THAT the Community and Recreation Committee:

- (a) **Receives** report No. 230811122634.
- (b) **Notes** that this report highlights only a few key initiatives and that a full overview of work undertaken by the Community team will be presented to the October meeting of the Community and Recreation Committee, alongside an update on progress in reviewing the Community Development Strategy.
- (c) **Notes** the collaborative, community-led approach adopted in the development and delivery of these initiatives.
- (d) **Notes** that an Expression of Interest to the Welcoming Communities fund has been accepted, resulting in three years-worth of funding for a much-needed additional 0.5FTE in staffing. This will ensure a broader, more strategic approach to connecting and empowering migrant newcomers into the district.
- (e) **Notes** that a presentation of the draft framework for the Arts Strategy and overview of process will follow the presentation of this report.
- (f) **Notes** that whilst external funding will likely be acquired to support these priority projects, in terms of Long-Term Plan considerations, there may be a need to consider a degree of resourcing to support the implementation of the Arts Strategy, should external funding avenues be unavailable.

5.2 Aquatics August Update – Matthew Greenwood (Aquatic Manager)

RECOMMENDATION

29 – 35

THAT the Community and Recreation Committee:

- (a) **Receives** Report No. 230801116541.
- (b) **Notes** Aquatic Facilities progress against key performance indicators including facility Attendance and Financial results.
- (c) **Notes** the attraction and retention of new staff continues to be a key priority to address staff sickness and movements.
- (d) **Notes** the increased pressure this puts on the wider team and the steps being taken to support their wellbeing.
- (e) **Notes** the increased focus on water safety for our schools programme to ensure alignment with Water Safety NZ outcomes and development opportunities for the students.
- (f) **Circulates** this report to the community boards for their information.

6 CORRESPONDENCE

Nil.

7 PORTFOLIO UPDATES

- 7.1 **Greenspace (Parks, Reserves and Sports Grounds) – Councillor Al Blackie.**
- 7.2 **Community Facilities (including Aquatic Centres, Multi-use Sports Stadium, Libraries/Service Centres, Town Halls and Museums) – Councillor Robbie Brine.**
- 7.3 **Community Development and Wellbeing – Councillor Brent Cairns.**
- 7.4 **Waimakariri Arts and Culture – Councillor Al Blackie.**

8 QUESTIONS

9 URGENT GENERAL BUSINESS

10 MATTERS TO BE CONSIDERED WITH THE PUBLIC EXCLUDED

In accordance with section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 of that Act (or sections 6, 7 or 9 of the Official Information Act 1982, as the case may be), it is moved:

1. That the public is excluded from the following parts of the proceedings of this meeting

Replacement of Library Radio Frequency Identification (RFID) Technology

The general subject of the matter to be considered while the public is excluded, the reason for passing this resolution in relation to the matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

Meeting Item No. and subject	Reason for excluding the public	Grounds for excluding the public-
10.1 Replacement of Library Radio Frequency Identification (RFID) Technology	Good reason to withhold exists under section 7	To enable the local authority to carry on without prejudice or disadvantage, negotiations (including commercial and industrial) negotiations as per LGOIMA Section 7 (2) (i).

Workshop

- National Policy Statement indigenous Biodiversity – Dr Bex Dollery (Ecologist – Biodiversity)

NEXT MEETING

The next meeting of the Community and Recreation Committee will be held on Tuesday 17 October 2023 at 3.30pm.

**MINUTES OF A MEETING OF THE COMMUNITY AND RECREATION COMMITTEE
HELD IN THE COUNCIL CHAMBER, 215 HIGH STREET, RANGIORA ON TUESDAY
23 MAY 2023 AT 3:30PM.**

PRESENT

Councillors P Redmond (Chairperson), A Blackie, B Cairns and N Mealings.

IN ATTENDANCE

Councillors J Goldsworthy and P Williams.

C Brown (General Manager Community and Recreation), T Sturley (Community Team Manager), P Eskett (District Libraries Manager), M Greenwood (Aquatics Manager), E Trevathan (Mayors Taskforce for Jobs Facilitator), B Eldridge (Assistant Librarian) and C Fowler-Jenkins (Governance Support Officer).

There were 13 members of the public present.

1 APOLOGIES

Moved: Councillor Blackie

Seconded: Councillor Mealings

THAT apologies for absence be received and sustained from Mayor D Gordon and Councillor R Brine.

CARRIED

2 CONFLICTS OF INTEREST

There were no conflicts declared.

3 CONFIRMATION OF MINUTES

3.1 Minutes of the meeting of the Community and Recreation Committee held on 21 March 2023

Moved: Councillor Blackie

Seconded: Councillor Cairns

THAT the Community and Recreation Committee:

- (a) **Confirms** the circulated Minutes of the meeting of the Community and Recreation Committee, held on 21 March 2023 as a true and accurate record.

CARRIED

3.2 Matters arising (From Minutes)

There were no matters arising.

4 DEPUTATIONS

Nil.

5 REPORTS

5.1 Community Team Update Report on Three Key Projects – T Sturley (Community Team Manager)

T Sturley spoke to the report noting that it provided an overview for the period February to April 2023 of three key projects of migrants and newcomers, the Art Strategy and youth employment. The Community Team had been able to access some great external funding opportunities the results of which were detailed in the report. She highlighted recommendation (c) noting the expression of interest lodged with the Ministry of Business Innovation and Employment to be a part of the Welcoming Communities project. She was delighted to report this had been accepted into the Welcoming Communities programme which resulted in the acquisition of significant funding over a three year period to facilitate a more welcoming community.

Councillor Williams noted in item 5.1 'financial implications' in the report noted that "*there was no short term financial implications for Council in relation to its contents of the report*" and queried what the long term financial implications for Council would be. T Sturley replied that she did not foresee any long term implications however she believed it needed to be highlighted that Art Strategy development was well advanced with no clear indication of what resourcing would be required. It was most likely that external funding would be sought, therefore she thought it was unwise to say that there would be no long term implications.

Councillor Williams queried how the Committee could receive the report if they did not know what the long term goals were and how that would impact the financial situation for the Council. C Brown replied that if there were financial implications this would become apparent in time for Councillors to be considered during the Council's Long Term Plan process. There were no large short term impacts, however there was potential for there to be large financial investment in arts and culture in the future which would be up to the community and Council to determine.

Councillor Redmond sought clarification if the part time position to be funded by the Ministry of Business Innovation and Employment, would be a fixed term contract. T Sturley replied that it would be and would give the Community Team increased capacity in the migrant portfolio enabling a more strategic approach to be taken. C Brown noted that the role was a fixed term position and completed it would then be up to the Council to decide, based on the evidence, whether they wanted to continue to fund the role in the future.

Councillor Redmond asked when T Sturley referred to short term impacts if that was three years. T Sturley replied that the report presented a number of opportunities and there may be some financial implications as a result of those opportunities. The Migrant portfolio was funded for three years, however the implication for the art portfolio was yet to be identified.

Councillor Cairns asked how many migrants were living in the Waimakariri district. T Sturley did not have current figures with her, however the last figure was around 7,000. She believed that the Census figures would give a better indication when they were released.

Councillor Cairns noted he had ran a food forest design course for Rangiora residents a few weeks ago and had 20-30 people eager to start a food forest. He also mentioned that Community College North Canterbury had a twelve week horticultural programme and there was the Youth Development Opportunities Trust who may be interested in assisting residents in building a food forest in Rangiora. T Sturley thought that was an opportunity to explore.

Moved: Councillor Redmond

Seconded: Councillor Blackie

THAT the Community and Recreation Committee:

- (a) **Receives** report No. 230512068647.
- (b) **Notes** the collaborative, community-led approach adopted in the development and delivery of the three key initiatives involving migrants and newcomers, the Arts Strategy and youth employment.
- (c) **Notes** that staff have submitted an 'Expression of Interest' to the Ministry of Business Innovation and Employment's (MBIE) Welcoming Communities fund, which, if accepted would result in three years-worth of funding for a much-needed additional 0.5FTE in staffing to ensure a broader, more strategic approach to connecting and empowering migrant newcomers into the life of the District.
- (d) **Notes** that staff await confirmation of the adoption into the programme, which is expected in early June 2023.
- (e) **Notes** that community development staff facilitate the acquisition of external funding to support these priority projects.
- (f) **Notes** that, with respect to the Arts Strategy project, a Steering Group would determine the nature of any necessary resourcing to support its delivery, including how that might be funded.
- (g) **Notes** that, following the presentation of this report, staff would present a brief overview of the Welcoming Communities model and recent successes in the Mayor's Taskforce for Jobs programme.

CARRIED

Councillor Redmond thanked T Sturley for her report and he believed it was an achievement to get a 0.5EFT for three years at no cost to the Council although the Council were aware of the overheads for that person, the salary was a significant saving. The other matters were works in progress. He thought it was a good outcome.

E Trevathan provided the Committee with an overview of the Mayor's Taskforce for Jobs programme (Trim 230529078055).

Councillor Redmond asked how they found these young people. E Trevathan noted that they came from a range of sources. Some had been referred through the MSD office, there was also a range of other community organisations referring them through from Kaiapoi Community Support to the Youth Trust and a couple General Practitioners acting as their health coach had referred some young people.

Councillor Redmond enquired if the team worked with the high schools. E Trevathan explained that they were working with the high schools to help those students who were choosing to leave school early.

Councillor Blackie noted that the report stated that clothing, tools and even laptops were provided. He asked if there was a limit per person and a month down the track things did not work if there were any repercussions. E Trevathan noted that the guideline was a maximum \$3,500 towards costs for the job seeker and a maximum of \$3,500 for the employer. Employers were entitled to get Work and Income support for wage subsidies therefore there was no requirement for funding from the Mayor's Taskforce for Jobs. She noted for example if an applicant required tools to do the role the business would provide them therefore the tools belonged to the business so should the applicant did not work out the tools remained with the business.

Councillor Mealings noted that it was good to see this initiative in our district as she understood this was intended for provincial Councils. The Council was running a pilot to place twelve young people into work and enquired if all of the positions had been filled. E Trevathan noted that she had already placed three students and several others that were waiting for appropriate roles. With most of the young people it was going to take a while as there were matters that needed to be worked through prior to placing them.

Councillor Williams noted that the Waimakariri was full of small businesses. He asked if E Trevathan had a list of all those businesses she could contact so small businesses know there was support available. E Trevathan noted that the initiative would be in the next Enterprise North Canterbury newsletter which had 3,500 in their database.

Councillor Williams asked if there would be a report to the Council on how long the students remained in the roles. C Brown noted that staff would give an update to the August Community and Recreation Committee meeting.

Councillor Goldsworthy asked if there was a baseline as to what our current standing in education training or employment was. E Trevathan noted the Work and Income statistics showed there was 231 people in the 18 to 24 age group who were receiving the job seeking work ready benefit and of those there were 51 solo parents noting that with this programme they did not have to be receiving a benefit.

Councillor Goldsworthy asked if this was more of a local flavour to what the job seekers assistance was providing already from a national level. E Trevathan noted that the reason MSD funded partnerships like this was local solutions for local people which enabled a more agile way of setting up new initiatives than through the national system.

Councillor Goldsworthy noted that the funding was approved for 2024/25 and queried if this success would eventually become a ratepayer responsibility or if the national funding would continue. T Sturley was unsure however given that extension funding had shown the benefit of the programme she believed that it was likely that Central Government would continue to support the programme as long as the results remained positive. She believed at this point it was too soon to anticipate the outcome.

Councillor Cairns asked if youth with disabilities received the same funding of \$3,500 per applicant given they probably had a higher range of issues which needed to be dealt with or were they eligible for other funding. E Trevathan noted that the \$3,500 was not an absolute and each case was considered on its own merit. Depending on medical needs the team could collaborate with other agencies to get the best outcome.

Councillor Cairns asked enquire if the MSD had put a threshold for the twelve that had been targeted for the six months. T Sturley replied that the funding was aligned to set KPIs.

Councillor Redmond asked what the age limits were. E Trevathan noted that 16 to 24 year olds definitely qualified, however older applicants could be considered depending on their situation and if they met the criteria of either a health or disability condition or other significant barriers.

Councillor Blackie asked if this programme was likely to continue with a change of Government. T Sturley noted that there had been no indication that the programme would be discontinued if there was a change in Government.

5.2 Aquatics May Update – M Greenwood (Aquatic Manager)

M Greenwood took the report as read highlighting the improved attendance, the customer satisfaction survey which had been emailed to all addresses on file and circulated via social media. Ninety-five percent signalled that they were satisfied with the provision of services, staff and facilities. The Council had achieved its pool safe accreditation which was an annual assessment to ensure safe standards, training, chemical handling, procedures, water treatment and health and safety reporting were maintained. There was concern that there were a couple of tiles lifting in the leisure pool at Dudley pool which would require the closure to the leisure pool at shore notice.

Councillor Redmond noted that the report indicated income was down on budget and expenses were up. Part of that appeared to be because of increased depreciation and the effects of a revaluation. M Greenwood replied that he understood that this was consistent across all Council activities, as the revaluation of its assets had affected many of the Council's activities.

Councillor Williams acknowledged the 95% customer satisfaction however noted that this did not mean anything unless the actual numbers that were surveyed were known. M Greenwood replied that they had 302 responses to specific questions.

Councillor Cairns acknowledged the discount given to pre-schoolers to encourage them to become more comfortable in the water and asked if there was any analysis of the uptake of the discount. M Greenwood replied that they had not done any analysis on the discounted figures however they were hoping to get some more targeted information on the community services card users by engaging with those people directly to see how fees could be managed differently.

Councillor Goldsworthy asked if there were any findings or recommendations that came from the audit. M Greenwood replied that they received a report for each site and there were specific recommendations regarding the replacement of the spill kits and chemical handling which had now been actioned.

Moved: Councillor Mealings

Seconded: Councillor Cairns

THAT the Community and Recreation Committee:

- (a) **Receives** Report No. 230501060301.
- (b) **Notes** Aquatic Facilities progress against key performance indicators including facility attendance and financial results.
- (c) **Notes** a result of 95% for overall customer satisfaction as part of the recent customer satisfaction survey.
- (d) **Notes** Waimakariri District Aquatic Facilities had retained its Poolsafe accreditation for another year.
- (e) **Circulates** this report to the community boards for their information.

CARRIED

Councillor Mealings commented that looking at the numbers she was not surprised, they had done exceptionally well during trying circumstances over the last few years. It was pleasing to see that the staffing and recruiting had improved and that the numbers were on the rebound. She noted with regard to the survey there were over 300 respondents and 65% of those used the pool at least twice a week. She congratulated staff on the pool safe accreditation.

5.3 **Libraries update to May 11 2023 – P Eskett (District Libraries Manager)**

P Eskett took the report as read and highlighted the better digital futures for the Otautahi Māori Women's Welfare League. The aim of the partnership was to familiarise women with the Better Digital Futures for seniors course material so they would be able to begin providing the course to their community.

She also highlighted the death café initiative which was a partnership with Hurunui District Council libraries service. Death cafes differed from traditional more widely known grief support groups and were more discussion groups that met the immediate needs of the people and were a social franchise which operated out of 83 countries. The death café North Canterbury was now registered on the death cafes global website and by working within this framework the North Canterbury programme could adhere to established guidelines that kept the facilitator, registered social worker and library teams safe. The meetings were run for approximately 90 minutes at no cost.

She referenced the craft programmes, for our youngest people in the community and many of their parents this was a highly valued lifeline. Many of the participants who attended the craft groups noted that they did not have access to digital technologies at home. The physical 'meet up' craft group connected parents socially who were living in a similar social economic manner or feeling isolated. An added benefit was that the kids were kept amused with a lot of recycled materials which could be replicated at home. 'Take and Make' craft packs were made up for those families who missed out on the after school sessions. Sixty-five packs were made up every month and were distributed to the three libraries.

B Eldridge spoke to the report highlighting the creative communities scheme. Which was an Arts Council funding initiative run by councils around the country and Waimakariri was allocated \$60,000 a year. All the advertising and associated paraphernalia had been revamped with more of a focus on social media so as to appeal to the young practitioner rather than attracting repeat business from community groups. Two funding rounds were run a year, one which closed at the end of March and the other at the end of August. He highlighted the diversity in the district and applications ranged from short films, poetry, amateur theatre groups, art exhibitions, community classes, workshops and musicians. Waimakariri was one of the busiest Canterbury districts compared to Hurunui and Selwyn, and were just behind Christchurch City with the number of applications being received every round. Waimakariri District Council was unique in that it was the only Council in the country where this scheme was administered by the libraries.

Councillor Cairns noted the successful craft programme in Kaiapoi was now in hiatus and enquired why that may be. P Eskett replied that the staffing for the programme was provided by NZLPP in 2022, they had a secondee in a one year fixed term role who had a real strength in art however they had not been able to carry on in this position. There was also less of an uptake in Kaiapoi with a less consistent attendance therefore they had bumped up the craft packs which were popular. , there were some coming changes to staffing once the Annual Plan was ratified there would be some staffing changes and it was possible that programming and events would become part of the entry level library role.

Councillor Cairns queried if the libraries supported students that were home-schooled. P Eskett replied that staff had delt with them quite a bit over the last couple of years were quite aware of the curriculum and how libraires could be supportive including the provision of craft packs for the type of activities that home school learners needed.

Councillor Williams queried why the rainbow group meeting was being held in the library in view of the increasing hostility towards the transgender community and not at a Council facility. The libraries were for everybody and should not be targeting one particular group for these meetings. P Eskett replied if the library experienced any overt hostility towards the group they would encourage them to think about the other spaces and facilities available however to date the feedback was that they felt safe in Waimakariri Libraries and members of this group our LGBTQI+ communities their allies and their whanau appreciated what Waimakariri Libraries offered.

Councillor Williams asked if the Group had the ability to go to other facilities and if they had experienced any hostility at those facilities. P Eskett did not believe that they had experienced hostility at other venues. Councillor Williams asked why they then had moved from the facilities to the library. P Eskett explained the statement was regarding transgender people worldwide and they had not experienced that in Waimakariri Libraries. Councillor Williams asked if there was no problem why could they not hire a meeting room like every other group. P Eskett replied that on a Friday night the library had plenty of space and resources to connect with this community who had a strong young adult collection, which included printed resources for both parents allies and LGBTQI+ members, on how they navigate life and transition. The space was considered very safe. Friday nights included gaming and hot drinks and biscuits as they did for the elderly on a Wednesday morning with games for grownups. It seemed like a great use of a public facility which was open and paying for staffing and power and brought more people in.

Councillor Williams stated that he had received personal feedback from people that would not go to the library because of the group meeting there. He asked if she had considered people that would not go to the library and why the rainbow group was not being treated other social groups and hiring a Council meeting venue. P Eskett replied that the libraries were advocates for everybody and were safe spaces for everybody regardless of sexual orientation, ethnic group, age, housing situation and the last free space in the community that was not faith based. C Brown noted that there were a number of different groups that were associated and supported by the library as a space where they felt safe within the community. There were also a number of groups who used our community facilities and if the Waimakariri Rainbow Group wanted to meet up at a community facility that would be fine however there was no issue with them choosing to do what they were currently doing it in a space supported by the library and in an area where there was a number of other groups which were also supported by the library.

Councillor Williams noted that the United Nations Sustainable Development Goals were right through the report and asked when the Councillors had voted and passed the goals. He understood that most Councillors did not know what all the goals were so why had they been included in the report. C Brown replied that the Council had not voted on this however he understood these were also included in the Council's Annual Plan and Long Term Plan. The libraries international federation which referenced the sustainable development goals and looked to other libraries right throughout the world to see if there were things that people were doing that worked towards those sustainable development goals. He understood that the Council had a workshop that was open to the public which discussed what the sustainable development goals were and a report would be following to the Council to make a decision on whether or not and to what level it wanted to or not align with the sustainable development goals. The 17 sustainable development goals had been left in the report noting that the workshop had already taken place however the goals had been included in library reports for two years.

Councillor Goldsworthy asked how libraries managed to make so many reductions in operational expenditure. P Eskett replied that the libraries had a significant amount of unspent operational and maintenance budget currently with a domino effect being triggered once their kiosk replacement and shelving replacement programmes were completed. The knock on effect with maintenance and some operational funding would trigger a significant spend.

Councillor Redmond thanked P Eskett for her report. The point that had been made was that libraries were for all users and we relied on the staff to monitor how that usage occurred. One thing he learned about libraries was that they were more than books.

Moved: Councillor Cairns

Seconded: Councillor Blackie

THAT the Community and Recreation Committee:

- (a) **Receives** Report No. 230511068377.
- (b) **Notes** the customer service improvements.
- (c) **Circulates** the report to the Boards for their information.

CARRIED

Councillor Cairns commented that he loved going into the libraries and he noticed that they had New Zealand Music Month. He noted that libraries were more than books and he loved the way it was an environment that everyone was welcome.

Councillor Redmond commented that the libraries did have a connection with the arts, he did not think it was a coincidence that Ruataniwha had the art gallery located in the building, the same with the Rangiora and Oxford Libraries. He found Creative Communities quite an interesting organisation, which gave away money which was then spent in the district.

Councillor Mealings thanked P Eskett for the content in her report, the Creative Communities work was awesome and she loved the craft packs and the way that the library continually embraced and included everyone. She commented with the Death Café as death was difficult to talk about this was a healthy way to do so.

In his right of reply Councillor Cairns noted that he had visited the Menz Shed recently and it was full of caskets, he thought that was quite extraordinary that they were all making their own caskets.

6 CORRESPONDENCE

Nil.

7 **PORTFOLIO UPDATES**

7.1 **Greenspace (Parks, Reserves and Sports Grounds) – Councillor Al Blackie.**

- Te Kohaka o Tuhaitara Trust – the selection process for Greg Byrnes replacement was progressing.
- Mahinga Kai project – ticking along nicely, they had installed the boardwalk and raised path through the low wetlands. The Te Kohaka o Tuhaitara Trust had signed off on the lease so now the project was officially owned by the Te Kohaka o Tuhaitara Trust and they were in the process of developing a statement of intent.
- Waikuku Beach Camp – Te Kohaka o Tuhaitara Trust had declined the twelve month rollover of lease as was planned and the Council would be finishing there on 30 June 2023. C Brown and the Council's Property team were working hard to get something in place before that date.
- Kairaki sections had been put on the back burner partly because of the lack of a manager for the Te Kohaka o Tuhaitara Trust currently and because Council staff had identified some significant hoops we had to jump through.

7.2 **Community Facilities (including Aquatic Centres, Multi-use Sports Stadium, Libraries/Service Centres, Town Halls and Museums) – Councillor Robbie Brine.**

- Pegasus Community Centre – Council staff were doing a workshop to the Woodend-Sefton Community Board at their June 2023 meeting which would follow with a report to the Board in July 2023. Consultation had been completed with overwhelming support for the area around the outside of the lake as opposed to Waitaki Reserve. The main areas of concern remained carparking and sufficient land for expansion. Staff were working with the developer on whether or not the current proposal could be extended to accommodate those two issues.
- Ravenswood land purchase – Council staff had completed a matrix of all the different land parcels in the area that would be suitable and were hoping to report back to the Committee at their June 2023 meeting.
- Aquatics – green prescription no longer existed however North Canterbury Sport and Recreation Trust had launched a similar programme which would allow people who used to access the green prescription to utilise the same network of recreation opportunities.
- Libraries – tranche one of the Better off Funding allocated some money to progress the planning of the civic precinct and library extension, that work was currently underway to utilise that Government funding.

7.3 **Community Development and Wellbeing – Councillor Brent Cairns.**

- Play Street – Coronation event on King and Charles Streets in Rangiora. Looking at using this idea to connect communities and getting people more active.
- Local foodbank provided 80 food parcels in March 2022 and in March 2023 they provided 179. There was a real issue with food insecurity. The recent Government budget had seen reduction in funding for food security, which would impact on those at the front line.
- Neighbourhood Support North Canterbury and Police were working together to raise funding for CCTV cameras. Monday 22 May 2023 Sovereign Palms residents arranged a community meeting where around 100 attended, a community led CCTV programme. Already

the likes of Silverstream community were calling for cameras in the area.

- Rangiora held a Food Forest design course and had 20-30 residents keen to start at least one food forest in the township, working with Council staff on this project.
- Waimakariri Access Group – had raised issues that in times of emergency those with disabilities were at higher risk. A presentation was being developed to present to Civil Defence as to how those resident's concerns could be allayed and how Civil Defence could accommodate them in relation to emergency hubs, access and toileting facilities.
- Pegasus Residents' Group were setting up a youth division to organise events for youth, they invited suitable students from the local schools to participate. The first event would be a movie night.
- Attended both combined Museum meetings as well as the Kaiapoi Museum's Annual General Meeting. Some groups were doing well with visitor numbers, whilst others would like to see more visitors. All would like to see more promotion of what they did.
- Kaiapoi reported an increase of visitor numbers due to the North Canterbury Motor Caravan Association park, however were still having issues with accessing the mezzanine with heavy boxes and with an aging group of volunteers. They were concerned that someone was going to get hurt on the current stairway so have asked Council to look at pricing for a stair lift and also a walkway ramp from lifts across to mezzanine which the group would ask to be part of the Councils Long Term Plan.
- Civil Defence and the RT12 conducted an exercise in Kaiapoi during the weekend, these were volunteer groups that respond in times of emergency and exercises like this were beneficial. They had a group of street leaders from Silverstream attend so they could learn from the exercise.
- New Zealand Motor Caravan Association had seen some Kaiapoi businesses report an increase of sales of 10%. The Park and Ride facility close to the park had the visitors staying longer in the own as they could use public transport to move around the district.
- Oxford were having a Matariki Lights Festival, they were working with staff to install lights on the main street and potentially the town hall.
- Kainga Ora had started to demolish buildings to make way for additional social housing in both Rangiora and Kaiapoi.
- Wendy Howe from the Community Team was coordinating On Track Training for volunteer groups. These were starting in the next month, great workshops on governance, strategic planning, communications strategies etcetera.
- Citizens Advice North Canterbury in April 2023 dealt with 253 enquiries, in March 2023 they dealt with 322. Most of the enquiries related to customer issues and legal/government, but they dealt with the community, education, employment, family, health and housing.

Councillor Williams noted that the Council used to have community get together and barbeques at parks. He asked if we were still having those. Councillor Cairns noted that North Canterbury Neighbourhood Support were organising some of those events and they found that they did not run well whereas if the community was approaching them to run these events they got far greater support. C Brown noted that there would be more information around this in the next few months.

Councillor Blackie noted that Waka Kotahi had relaxed their regulations to allow street parties. He asked if that flowed over to general relaxation so that an organisation running any event where it needed twenty or so metres of road shut for a few hours could do it without spending lots of money. C Brown replied that it was generally for events associated with communities getting together.

7.4 **Waimakariri Arts and Culture – Councillor AI Blackie.**

- There had been a delay with the Arts Strategy with the project group.
- Creative Communities – latest allocation of money \$50,000 for 21 applications.
- Waimakariri Public Arts Trust – one of their major artists got covid related sickness and had to pull out and a major sponsor for one of the sculptures had pulled out.

8 **QUESTIONS**

Nil.

9 **URGENT GENERAL BUSINESS**

Nil.

10 **MATTERS TO BE CONSIDERED WITH THE PUBLIC EXCLUDED**

In accordance with section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 of that Act (or sections 6, 7 or 9 of the Official Information Act 1982, as the case may be), it is moved:

Moved: Councillor Redmond

Seconded: Councillor Blackie

THAT the public be excluded from the following parts of the proceedings of this meeting.

Item 10.1 Report from Kaiapoi-Tuahiwi Community Board meeting 17 April 2023.

The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

Meeting Item No. and subject	Reason for excluding the public	Grounds for excluding the public-
10.1 Report from Kaiapoi-Tuahiwi Community Board meeting 17 April 2023	Good reason to withhold exists under section 7	To enable any local authority holding the information to carry on, without prejudice or disadvantage negotiations (including commercial and industrial negotiations) (s 7(2)(i)).

CARRIED

CLOSED MEETING

Resolution to resume in Open Meeting

Moved: Councillor Redmond

Seconded: Councillor Blackie

THAT open meeting resumes and the business discussed with the public excluded remains public excluded.

CARRIED

NEXT MEETING

The next meeting of the Community and Recreation Committee will be held on Tuesday 20 June 2023 at 3.30pm.

There being no further business the meeting closed at 5.15pm.

CONFIRMED

Chairperson
Councillor Philip Redmond

Date

WAIMAKARIRI DISTRICT COUNCIL**REPORT FOR INFORMATION****FILE NO and TRIM NO:** GOV-01-04 / CMS-09-10-02 / 230811122634**REPORT TO:** Community and Recreation Committee**DATE OF MEETING:** 22 August 2023**FROM:** Tessa Sturley – Community Team Manager**SUBJECT:** COMMUNITY TEAM KEY PROJECT UPDATE REPORT**SIGNED BY:**
(for Reports to Council,
Committees or Boards)


 Department Manager



 Chief Executive
1. SUMMARY

- 1.1. This report provides an overview of key activities for two of the Community Team's priority areas, over the three-month period, May to July of this year.
- 1.2. The report details progress on the following projects, related to community development, and community safety
- Welcoming Inclusive Communities
 - Capability Building
 - Kaiapoi Community Hub
 - Arts Strategy
 - Safe Communities

2. RECOMMENDATION**THAT** the Community and Recreation committee:

- (a) **Receives** report No. 230811122634
- (b) **Notes** that this report highlights only a few key initiatives and that a full overview of work undertaken by the Community team will be presented to the October meeting of the Community and Recreation Committee, alongside an update on progress in reviewing the Community Development Strategy.
- (c) **Notes** the collaborative, community-led approach adopted in the development and delivery of these initiatives.
- (d) **Notes** that an Expression of Interest to the Welcoming Communities fund has been accepted, resulting in three years-worth of funding for a much-needed additional 0.5FTE in staffing. This will ensure a broader, more strategic approach to connecting and empowering migrant newcomers into the district.
- (e) **Notes** that a presentation of the draft framework for the Arts Strategy and overview of process will follow the presentation of this report.

- (f) **Notes** that whilst external funding will likely be acquired to support these priority projects, in terms of Long-Term Plan considerations, there may be a need to consider a degree of resourcing to support the implementation of the Arts Strategy, should external funding avenues be unavailable.

3. **BACKGROUND**

3.1. In line with the four pillars of the Waimakariri Community Development Strategy 2015 - 2025, the Community Team's collective role is to:

- **Engage** with the community and so capture its views, imagination, skills, experience and ideas.
- **Inform** the community about significant relevant issues and opportunities that affect the lives of our residents.
- **Connect** people, groups and organisations with others who can help to address those issues and opportunities.
- Help them to establish working groups and **empower** them with the skills, information and resources they need to collectively translate their ideas into action.

3.2. Whilst the strategy is currently under review, these four pillars continue to frame this collaborative, community-led work, which aligns with 10 of Council's Community Outcomes, 'best practice' criteria for our status as an International Safe Community and eight of the United Nations Sustainable Development Goals.

4. **ISSUES AND OPTIONS**

4.1. **Welcoming Inclusive Communities**

4.1.1. **Welcoming Communities**

The table below details population percentage by ethnicity for the Waimakariri District. It should be noted that this is based on 2018 Census data. Based on anticipated continuation of increased immigration, it is expected that there will be a steady increase in our local ethnic migrant population as our communities continue to grow in number and diversity.

European/NZ Pakeha		Māori		Pacific		Asian		MELAA Middle Eastern Latin American African		Other	
#	%	#	%	#	%	#	%	#	%	#	%
55,229	92.9	5,097	8.6	822	1.4	1,719	2.9	249	0.4	816	1.4

Whilst Canterbury-wide, the table below illustrates that our ethnic migrant population is proportionately younger. This is useful in terms of indicating and planning for the pending increase in ethnic migrant population across our communities. It is an important consideration in planning for welcoming and

inclusive communities and initiatives that meet the diverse needs of those communities.

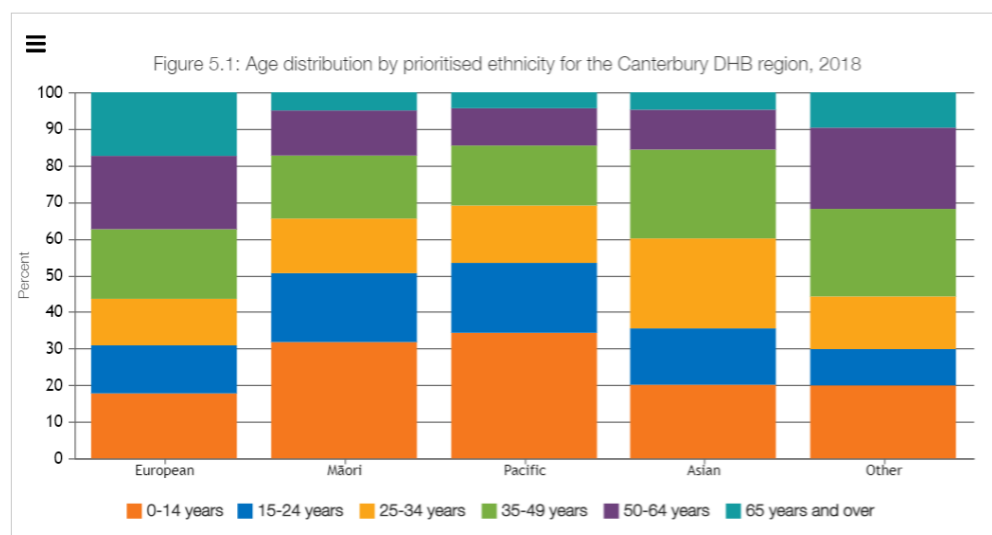


Table uplifted from <https://www.canterburywellbeing.org.nz/our-population/>

Led by Immigration New Zealand (INZ) in partnership with the Ministry of Ethnic Communities and the Human Rights Commission, Welcoming Communities works towards healthier, happier and more productive communities by welcoming newcomers into the local community. It centres on an eight-pillar framework:

- Inclusive Leadership
- Connected and Inclusive Communities
- Civil Engagement and Participation
- Welcoming Communications
- Welcoming Public Spaces
- Equitable Access
- Economic and Business Development
- Culture and Identity

With our Expression of Interest successful, we have been granted Ministry of Business Innovation and Employment funding of \$54K per annum for three years to employ a 0.5FTE Welcoming Communities Facilitator. This will increase capacity and apply a broader, more strategic approach to ensuring that our District is welcoming - particularly to migrants.

Applying the Welcoming Communities Framework to the Waimakariri District will facilitate positive social outcomes for our increasingly diverse community. It will also help us to bridge the gap between newcomers and long-term residents, celebrate diversity and attract people who can apply their unique skills, talents and experience to create more vibrant communities.

With our neighbouring communities in Hurunui and Selwyn also in the Welcoming Communities programme, Waimakariri's involvement makes good sense. With many service providers operating across the region, there are most definitely opportunities for collaboration with those two TLAs. We are well used to sharing ideas and translating successful initiatives across each other's communities.

Recruitment is underway for a facilitator, whose first priority will be to develop a Welcoming Communities Action Plan, to be presented to the Community and Recreation Committee.

4.1.2. In Common Campaign

In line with Welcoming Communities and recognition of the increasing diversity in our communities, this month saw the launch of a campaign that aims to get people thinking about inclusion.

This is in response to a survey undertaken by the Migrant Steering Group that indicated that whilst people are friendly in our District, it is difficult to build friendships if you are from a different culture to the majority of other residents.

Pictured opposite is one of the 'posters' for the online and printed media aspects of the project, which will also include a range of small scale workshops events and opportunities for people to connect over differences and commonalities.



4.2. Mayor's Taskforce for Jobs

The Mayor's Taskforce for Jobs programme continues to grow in momentum with an increase in the number of local work-ready opportunities and supports in place to make it easier for local young people to get into work. The coordinator has developed well-established partnerships with the local Ministry of Social Development (MSD) work broker and across the work readiness, business and community sectors. This has resulted in increased capacity, collaboration and opportunity for local young people not in education, employment or training.

The 2023/2023 contract requires that 14 local young people are placed in sustainable employment, however the scope of the project is much broader, with 'work-readiness' being a key issue for young people in our District.

To date, as a result of the programme, more than 20 local unemployed young people now either have jobs or are empowered with the removal of barriers to being able to access sustainable employment. Currently there are around 50 young people on the books. Since commencement of the local programme in late March

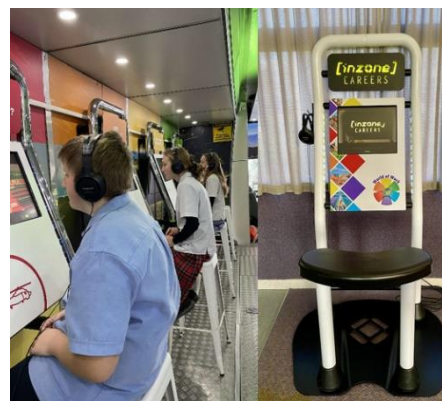
- Seven young people have gained jobs in a variety of areas, including the timber industry, bricklaying, retail and hospitality.
- 18 are in various stages of driver licencing.
- Two have completed Site Safe Training
- One has undergone counselling to address mental health-related barriers
- Seven have undergone training in Customer Service and in Communication

The following endorsements are typical of the feedback that we get from clients:

"I would just like to say our experience with the Mayors' Taskforce For Jobs has been amazing. My son has been given massive support from you and he has gained his confidence back. You worked around his particular needs to get him to achieve his personal goals of obtaining his driver's licence and full-time employment. You provided amazing support, and we will be forever grateful."

“It has been a pleasure and a privilege working with MTFJ. The opportunities they opened up for me, they were able to get me employment and sit my full licence. I am forever grateful, especially for Elizabeth. Nga mihi nui”

The scope of the programme goes beyond individual clients. To increase the reach of work-readiness support, with funds for the MTFJ programme, our coordinator has been able to secure INZONE Career Kiosks for local libraries and high schools. This great too brings together careers’ information through interactive, digital kiosks with each person on the coach able to select their own vocational pathway. The mobile version ‘Careers Coach is pictured, right.



4.3. Kaiapoi Community Hub

4.3.1. With site works pending in the medium term, staff have been working with the Kaiapoi Hub Trust to progress the acquisition of funding for their buildings. A workshop was held to review a funding plan and to get the Trust to identify which aspects were most pressing, as well as a way forward in delivering the funding plan. The workshop included a resetting the cohesive vision, given representation by two very different organisations with very different priorities.

The review of the funding plan was a useful means to clearly identify the most appropriate funding streams for the various aspects of the building project. Discussions with Lotteries (DIA) and Rata Foundation indicated that their interest would be in funding for the shared community space, rather than the larger Satisfy Food Rescue or other buildings, therefore it was necessary to ensure that a clear way forward could be identified to achieve funding for Men’s Shed and Satisfy Food Rescue.

It was agreed that the most urgent priority was to support Men’s Shed in acquiring buildings and funding. Discussion centred on the merit of allowing Men’s Shed to explore less expensive options that would suit their needs, whilst retaining the aesthetics of the wider site. Staff have been supporting them in these endeavours and are working with Greenspace to progress the development of a Design Guide that clearly stipulates what can and cannot be included in the design.

In terms of the wider funding acquisition, staff have encouraged supported the Trust to employ a 20 hour per week, waged funding coordinator who can engage funders, prepare appropriate applications and progress the events, sponsorship and partnership aspects of the funding plan. With recruitment to begin shortly two strong applicants have been identified, both with successful careers in the sales and funding acquisition industries. Community development staff will support the funding coordinator in developing a prioritized plan and in identifying appropriate partners across the district.

4.3.2. Whilst not a member of the Hub Trust, Youth Development Opportunities Trust (YDOT) have expressed strong interest in establishing a workshop on the Hub site, as have model railways.

With Men's Shed and these two other users having synergies, in terms of creating a means to connect and empower men, staff have identified an opportunity for collaboration and the sharing of some facilities. To that end we are currently brokering relationships between these three organisations. Men's Shed in particular can see the value in developing 'symbiotic' relationships, where each partner supports or adds value to the work of the other.

Men feature most highly in local and national mental health statistics, therefore this aspect of the Kaiapoi Hub will provide significant social benefit to the Kaiapoi and surrounding communities.

4.4. **Safe Communities**

With the dissolution of the Safe Community Foundation of Aotearoa NZ, a clear desire was expressed by Safe Communities across the country to sustain the model. The Community Team Manager has taken a lead as part of a small working group to develop a sustainable national model that will ensure that practitioners in those communities are supported with professional development, data, networking and best practice tools and resources.

A needs assessment identified a number of options for the model and the group have identified a membership model, similar to that adopted by Hauroa Te Whenua (rural Health Alliance of Aotearoa NZ) of which Waimakariri District are a member. We recently hosted this core group, leading a workshop to cement appropriate governance options and a fee structure.

It has been decided to establish an Incorporated Society and to spend some of the surplus funding left by the original foundation to employ someone short term to progress that, and the establishment of the membership model. We will host a second workshop in Kaiapoi in December, engaging a wider range of communities from across the Country to begin this process. Meanwhile we are engaging with communities to bring them on board with this new direction.

4.5. **Arts Strategy**

A number of factors have contributed to slower than expected progress on this project, however, following broad community engagement, the strategy's core content has been accepted by the Council Project Control Group and Key Stakeholder Reference Group.

The full content draft will be published for presentation to the Community Boards and Community and Recreation Committee for review at their September meetings. Community Consultation on the draft document will also be undertaken in September. Approval of the final document will be sought at the October meeting of the Community and Recreation Committee, following presentation to the community boards.

The launch of the strategy in November is aimed to coincide with an event currently being planned by Waimakariri Public Arts Trust.

4.6. **Empowered Communities**

4.6.1. **On Track Workshops – Capacity Building for Community Groups**

The 2023 On Track series is a six-part monthly programme of training designed to support and increase the knowledge and ability of the leaders and decision makers who keep our many clubs, societies and trusts operating.

These monthly workshops are running from June to November in 2023, covering governance, strategic planning, managing volunteers, managing finances, marketing and communications, funding plans and building a case for support for your organisation.

Most of the participants are volunteers on boards and committees representing a range of community organisations. That these people put aside the time to upskill their knowledge for the benefit of the organisations they contribute to, is a positive indication of the health of our district's community sector.

The 2023 series has an interesting mix of participating organisations represented, including sports clubs, arts societies, residents' associations, spiritual wellbeing, migrant support, environmental groups, media and more. The level of knowledge and experience amongst the participants is varied, this provides a great opportunity for attendees to learn from each other, as well as the presenters and to make great connections within the community.

Five of 13 workshops for this year have been delivered over the July and August

- 2x Governance and strategic planning part **one** (evening and daytime)
- 2x Governance and strategic planning part **two** (evening and daytime)
- 1 x Incorporated Societies Act

28 Organisations have registered for On Track this year, with 57 people from 12 local organisations registering for the full series

Highest registration numbers were for the Incorporated Societies Act 2022 workshop. The new act will require all societies to re-register, update their constitution and ensure several processes are followed. The regulations related to this will be released by MBIE by October this year. Societies will have until 2026 to comply or lose their incorporated status.

The Incorporated Societies Act workshop was delivered in partnership with Canterbury Community Law. It explained how the law will affect societies, what they will need to do, the timeframes, along with practical suggestions to help them prepare them to comply.

The On Track Series is now in its 4th year and sustained attendance and positive evaluations evidence its value. Evaluations to date for this year's series had all attendees had gained useful new tools and knowledge. Feedback included:

- *“Great workshops – very engaging and I really like the presenters’ ability to easily convey the concepts.”*
- *“I learnt about the importance of stepping back and focussing on governance, much appreciated and inspiring.”*

4.6.2. Youth Futures Youth Education and Employment Programme

Youth Development and Mayor's Taskforce for Jobs staff supported the first Inspiring the Future event at Kaiapoi High School.

Inspiring the Future is a programme where, young people hear from local workers and business owners. They learn about different careers, the highlights and the challenges, as well as the education pathways that lead to those roles.

This is a valuable experience for students, in terms of identifying best subject choices for their desired career future.

This initiative aligns with the North Canterbury Youth Futures, Mayors Task Force for Jobs, and general Youth Development. In particular it addresses the second of three strands in the Youth Futures Youth Employment plan:



Role Model Allan – Helicopter Pilot

- **Strand 1: Partnerships** – education providers, local and government agencies and employers are actively involved, and are contributors to the development of a partnerships across the region which supports greater success in transition for young people from education to ongoing training and/or employment.
- **Strand 2: Learning pathways** – education providers will collaborate to ensure that relevant learning pathways are established for young people who are either from secondary school or are NEET to access in tertiary or work base placed training.
- **Strand 3: Engaging the Community** – all contributors will endeavour to ensure greater awareness throughout the community of future employment opportunities and identify and understand the appropriate learning pathway for young people to realise these career aspirations.

Our Youth Development Facilitator Leads the North Canterbury Youth Futures Steering Group



4.6.3. Waimakariri Access Group

With strong leadership and facilitation support, the Waimakariri Access Group has grown in capacity and influence. There has been a recent increase in membership from across the district representing organisations, people with disabilities or from organisations working with people with disabilities. Over recent years the group had experienced a decline in 'consumer' membership, however, with a current strong focus on being seen and affecting change, the group has attracted proactive membership from people with lived experience of disability.



The group have recently taken a lead in working with Civil Defence to train their volunteers about how to recognise and respond appropriately to residents whose impairments mean that they need specific or additional support in an emergency.

In the past few months, supported by community development staff the group has lent its support to some extraordinary locals affected by disability, including a woman campaigning for wheelchair beach access and, most recently, Youth Council co-chair Zack Lapin, who is leading the development of an Inclusive Sports Festival. Community development staff have supported Zac in making his dream become a reality.

Implications for Community Wellbeing

There are significant implications on community wellbeing as a result of these activities:

- The application of an evidence-based, community-led approach ensures the development of sound, relevant initiatives that empower residents to plan a part in creating a safe, healthy, connected and resilient District
- This work centres on the creation of connected, inclusive communities, where people have a sense of belonging.
- Broad sector collaboration results in better and locally accessible social, health, education and community service provision.
- People are empowered with skills and opportunities to access employment and engage in the life of their community.
- Community groups and volunteer-involving organisations are adequately skilled and resources to support the needs and deliver quality service to local residents
- Our community will be able to sustain itself through future natural disasters or crises without strain being put on supply chains.
- The collective wisdom, experience and opinion of local residents is applied to local decision making.

5. COMMUNITY VIEWS

5.1. Mana whenua

The relationships that the community have built through engagement with Ngāi Tūāhuriri hapū and local and regional Maori health providers have fostered an increased the reach of information and supports for the rūnanga and the whanau that it supports.

Staff continue to seek Ngāi Tūāhuriri feedback and representation on local networks associated with these and the broader range of community development projects.

5.2. Groups and Organisations

Through its various working parties, project coalitions and steering groups, the Community Team has established and maintains an in-depth working knowledge of the Waimakariri District and the physical, socio-economic and environmental factors that affect the quality of life of our residents. The Community Team applies a community-led approach to its work, collaborating with well over 300 community, education, business: and government and non-government stakeholders.

5.3. **Wider Community**

Broad community engagement is an important part of the work of the Community Team. This ensures a community-led approach that is relevant to all with a stake in creating a safe, healthy, connected and resilient District.

6. **IMPLICATIONS AND RISKS**

6.1. **Financial Implications**

There are no significant short term financial implications for Council in relation to the content of this report. Community Team staff will assist with the acquisition of external funding to support these priority projects. There are no significant short term financial implications for Council in relation to the content of this report. As part of their business-as-usual roles Community Team staff ensure the acquisition of external funding to support these priority projects.

With respect to budgets for two projects detailed in this report:

- With our Expression of Interest accepted, budgeting for Welcoming Communities operational costs will be apportioned in line with the associated Ministry of Business Innovation and Employment funding. Project costs associated with the programme will initially be covered our Department of Internal Affairs project funding.
- Likewise, with it yet to be decided whether there will need to be a facilitation aspect and where such a role might be located, there is currently no budget for the Art Strategy project, outside external funding allocation in early 2022 for project development. Once the strategy has been approved, a steering group will determine the nature of any necessary resourcing to support its delivery, including how that might be funded. Community Development staff will facilitate the acquisition of such funding.

6.2. **Sustainability and Climate Change Impacts**

The information in this report does not have sustainability impacts.

6.3. **Risk Management**

The Community Team maintain strong relationships with internal (Council) and external stakeholders to ensure that initiatives are community-led and sustainable.

6.4. **Health and Safety**

Health and Safety considerations are included in planning for all Community Team facilitated initiatives.

7. **CONTEXT**

7.1. **Consistency with Policy**

This matter is not a matter of significance in terms of the Council's Significance and Engagement Policy.

7.2. **Authorising Legislation** N/A

7.3. Consistency with Community Outcomes

As detailed in the attached report, the collective work of the Community Team aligns with the following Community Outcomes:

- Effect is given to the principles of the Treaty of Waitangi
- People are friendly and caring, creating a strong sense of community in our District
- People's needs for mental and physical health and social services are met
- There is a safe environment for all
- People have wide ranging opportunities for learning and being informed
- There are wide ranging opportunities for people to contribute to the decision making that affects our District
- Public spaces and facilities are plentiful, accessible and high quality
- The community's cultures, arts and heritage are conserved and celebrated

7.4. Authorising Delegations

None



Tessa Sturley
COMMUNITY TEAM MANAGER

WAIMAKARIRI DISTRICT COUNCIL**REPORT FOR INFORMATION**

FILE NO and TRIM NO: GOV-01-04 / AQU-02-09 / 230801116541


REPORT TO: COMMUNITY AND RECREATION COMMITTEE

DATE OF MEETING: 22 August, 2023

AUTHOR(S): Matthew Greenwood, Aquatics Manager

SUBJECT: Aquatics August Update

ENDORSED BY:
(for Reports to Council,
Committees or Boards)



General Manager



Chief Executive

1. SUMMARY

- 1.1. The purpose of this report is to provide the Community and Recreation Committee with a summary of the Aquatic Facilities Unit's year to date progress, as measured against the unit's most significant Key Performance Indicators. It includes a summary of customer attendance and a budget update for the year to 30 June 2023.
- 1.2. This report also details further information regarding recruitment and wellbeing activities to support staff and changes to our Schools learn to swim programme.

Attachments:

- i. Nil

2. RECOMMENDATION

THAT the Community and Recreation Committee:

- (a) **Receives** Report No. 230801116541.
- (b) **Notes** Aquatic Facilities progress against key performance indicators including facility Attendance and Financial results.
- (c) **Notes** the attraction and retention of new staff continues to be a key priority to address staff sickness and movements.
- (d) **Notes** the increased pressure this puts on the wider team and the steps being taken to support their wellbeing.
- (e) **Notes** the increased focus on water safety for our schools programme to ensure alignment with Water Safety NZ outcomes and development opportunities for the students.
- (f) **Circulates** this report to the community boards for their information.

3. BACKGROUND

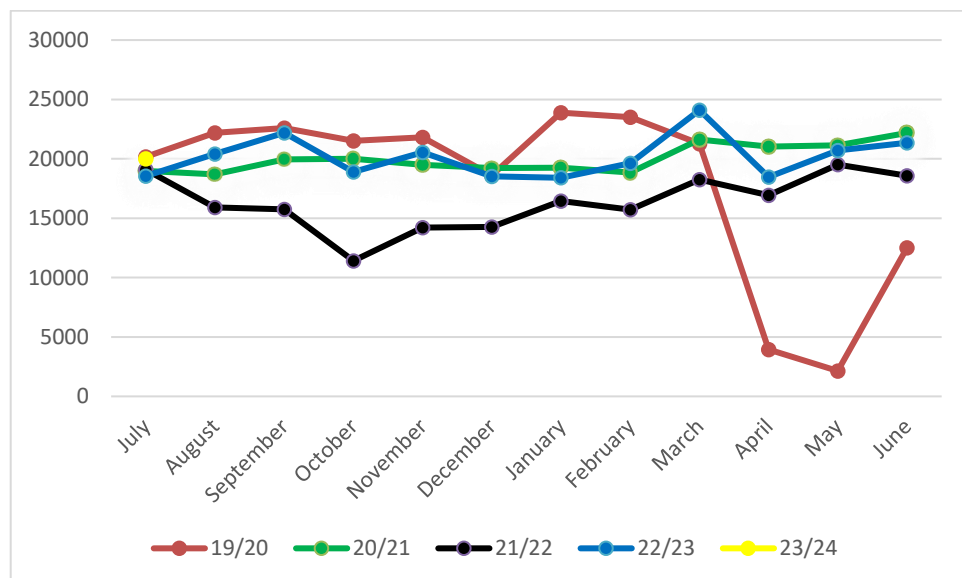
- 3.1. The Waimakariri District Council's Aquatic Facilities team deliver strong aquatic programmes and enjoyable recreation opportunities for the ongoing wellbeing of our community and visitors. We do so from four sites: two indoor, year-round facilities and two seasonal summer pools, which operate over the summer period from October to April.

- 3.2. The Aquatic Facilities team work closely with partner organisations, clubs, trusts and interest groups to support water safety programmes, grow and develop swimming and Aquatic exercise initiatives, and works with the Council to ensure our facilities are inclusive places, accessible to all members of the community.
- 3.3. Staffing and recruitment activities over the past couple of years, have been hampered by low unemployment, and a dynamic, fast moving employment market. Aquatics staff continue to work closely with Councils Human Resource team to ensure we identify and develop a strong pool of talent, ensuring high standards and safe enjoyable facilities for our community.
- 3.4. Customer satisfaction surveys are run every six months as a means of engaging with our users, inviting feedback on the facilities, staff and programmes offered. Overall satisfaction with our offering is measured as part of the survey against a target result of 90% or greater and is one of the facilities non-financial key performance indicators.
- 3.5. The Waimakariri District Council has been part of Recreation Aotearoa's Poolsafe programme since early in its inception as, in lieu of other legislation, the programme offers an independent assessment against key operating criteria, ensuring robust health and safety practices. Recreation Aotearoa enable sharing of best practice examples within the industry while engaging, lobbying and seeking clarification from Government departments on behalf of the industry.

4. **ISSUES AND OPTIONS**

4.1. **Aquatics customer attendance**

The following table provides a summary of ticket sales across the facilities to date as at 31 July 2023.



The large dip in 2020 (red) coincides with the first national lockdown in April 2020 with the facilities closed. September through November of 2021 (black) saw the introduction of level restrictions, vaccine passes and head count limits within indoor spaces which restricted our ability to deliver services, on top of a time when the community were cautious of gathering in groups and indoor spaces

Attendance at the facilities is up on a month by month comparison with last year, with March 2023 being our busiest month to date. Visits tailed off in April due to the timing of the school holidays, Easter and Anzac weekends which saw a majority of people take the opportunity to head away. Dudley's leisure pool was closed for tiling works in June and while alternatives were available, this will have impacted recreation numbers across the month.

It is also important to note the economic impacts both currently in play and across the last few years, with a surprisingly strong economy initially, post covid outbreak, through to the current situation impacting consumer discretionary spending.

4.2. **Staffing and recruitment update**

Staff levels are once again beginning to impact upon weekend hours through a combination of staff movements and sickness. A number of our roles require close contact with customers, with winter colds hitting both staff and customers hard. Additionally it appears that Covid is once again on the increase with a number of staff required to follow isolation protocols.

While leadership do their best to predict the movements of staff, a number have changed their availability mid-year on top of low levels of suitable candidates during recruitment activities run in the first half of 2023, which puts further pressure on the wider team. We continue to prioritise peak activity times and our programmes including Learn to Swim and Aquarobics, to ensure any disruption is kept to an absolute minimum.



We are currently part way through our third recruitment for this year. As stated above the first two brought on some good candidates but had limited success overall due to a limited pool of applicants. Our current recruitment has seen over 20 applicants express interest with a majority of those having both the skills and availability we are looking for. We are completing the pre-employment checks and waiting for the police vetting to clear so that we can proceed to training and onboarding.

As part of ensuring a successful summer at all aquatics facilities, we are starting the planning of our summer recruitment. This includes ensuring we attract and train adequate staffing for the Oxford Pool.

We have started working alongside key staff from the district at Ministry of Social Development (MSD) as part of our attraction strategy for Oxford in particular, where the local Work Broker will run targeted campaigns with clients in the district who are available during school hours and may be under represented in the job market, running this campaign opens our demographic of applicants more broadly which increases our chance of securing great staff and also provides jobs to our district.

As well as local MSD support and promotion, we are now actively engaging with Youth Futures and have attended the recent Youth Futures Expo at Rangiora High School, promoted Aquatics and Council careers as well as recently attending a youth careers event at Kaiapoi High School.

To ensure we capture interest from potential candidates we have run an open ended Expression of Interest process, this has also captured interest from candidates who are turning 16 soon (Age required) and would like to be considered for a role within the aquatics team meaning we have a rolling talent pool.

Another tactic we are using this year is to introduce pre-screening and assessment centres to the recruitment process. This ensures candidates are clear about the pre requisites for the roles, checks off any of our exclusion areas and means we are only interviewing candidates that would actually be successful in gaining a position. This in turn uses less staff and candidate time.

We are hopeful with these new connections, attraction strategy and processes that our summer recruitment campaign is successful.

4.3. **Mental health and wellbeing**

Following the passing of a colleague earlier this year, Aquatics leadership staff are working to prioritise a greater awareness of our team's mental health and the impacts this has upon their wellbeing and the vast opportunities for support.

Part of this process involved coming to grips with the extensive amount of external resources and support which is available and ensuring we are pointing individuals in the right direction to access these. Additionally it has been an important reminder that leadership staff who are supporting these team members end up sharing these individual burdens and benefit from the same support and access to counselling.

We have been receiving a lot of support from our colleagues in the Human Resource team, Raise, Councils employee assistance provider and other external providers. Sue Bergin from the Aquatics leadership team has been doing some great work with other key staff to develop a crisis support plan, with the intention of capturing our learnings to ensure that others are aware of options and have access to key resources.

Additionally we are looking at the wider wellbeing picture to ensure staff remain well connected with the wider organisation through shared activities such as shared morning teas and have access to the wide range of social activities and support networks Council offers.

4.4. **Updated approach for our Learn to Swim Schools programme**

This term we have rolled out some changes to our schools learn to swim programme. This programme aims to provide low cost water skill instruction to students of North Canterbury schools to ensure a base level of knowledge and to help address New Zealand's drowning toll statistics.

2022 saw 10 drowning fatalities in Canterbury, one of the highest rates in the country, short of Auckland/Northland. These drownings occurred mainly at beaches, off boats or at inland waterways including lakes and rivers.

The focus of our work has been worked to refine the purpose and outcomes of our programme to ensure both value for money but also greater understanding within the wider community. Students will now be assessed and put into levels at the start of the lesson period with the programme prioritising the teaching of water safety knowledge. This includes more practical skills such as the safe use of lifejackets, exiting and entering a boat and moving through rivers.

Previously there has been more emphasis on swimming style and technique however experience has shown that this has had limited impact. Further, we have seen parents confusing the two approaches and withdrawing children from our after schools programme as they didn't want to "double up" or pay for the same thing twice.

Additionally, with funding becoming more competitive, it is important that our offering provides great value for money and aligns with the prospectus and skills the funding groups are looking to promote. We have kept in touch with the schools and our other partners around our updated approach and the response has been overwhelmingly positive.

Implications for Community Wellbeing

While there are no specific implications contained in the issues raised above, Community Wellbeing continues to be the key driver for all activities within the district's Aquatic Centres. From the sharing of knowledge, developing key life skills, fellowship and the opportunity for recreation, rehabilitation and recovery, the wellbeing of our community is central to our ongoing relationship with our customers.

4.5. The Management Team has reviewed this report and support the recommendations.

5. **COMMUNITY VIEWS**

5.1. **Mana whenua**

Te Ngāi Tūāhuriri hapū are not likely to be affected by, or have an interest in the subject matter of this report.

5.2. **Groups and Organisations**

There are no groups and organisations likely to be affected by, or to have an interest in the subject matter of this report. Aquatics staff continue to work closely with our key community partners and wider industry organisations, including North Canterbury Swim Club, Water Skills for Life, Waimakariri Access Group, Recreation Aotearoa, Swimming NZ and the North Canterbury Sports and Recreation Trust, to name a few.

5.3. **Wider Community**

In our most recent General Customer Satisfaction survey run April 2023, Aquatics achieved an overall customer satisfaction rating of 95%. This is up from our previous result of 94% six months prior and ahead of our targeted ≤90%. The next survey is scheduled to run in October 2023.

Aquatics staff continue to engage with our community, through platforms such as SwimDesk, the Councils website, Facebook pages and emails to members. Further, we invite feedback through our in-house surveys, customer feedback boxes, staff engagement and social media channels.

6. **OTHER IMPLICATIONS AND RISK MANAGEMENT**

6.1. **Financial Implications**

The following table summarises the Aquatic Facilities operational financial position in the 2022/23 year as at June 2023.

Aquatic Facilities Budget Summary	YTD Actual \$'000	YTD Budget \$'000	Variance \$'000
Operational Income	1,440	1,832	(392)
Rates Funding	3,333	3,381	(49)
Total Income	4,773	5,213	(440)
Operation Expenses	3,589	3,561	(27)
Maintenance	284	298	14
Corporate overheads	724	735	11
Internal Interest	280	284	5
Depreciation	876	525	(351)
Total Expenditure	5,752	5,404	(348)
Total Surplus (deficit)	(979)	(191)	(789)

While attendance continues to improve year on year overall, it is down on forecast which impacts Operational Income. Councils Long Term Plan was developed prior to and without the knowledge of the impacts and changing customer trends brought on by Covid. The final income deficit, currently \$392,000 is anticipated to continue to not align with the

activity as anticipated for the Long Term Plan budget. As with previous years this is being addressed through an annual plan deficit which will be met by the covid loan. This has been addressed for the current financial year through an adjustment during the annual plan process.

The income result was spread evenly across the three main income types, Recreation, Programmes (Learn to Swim & Aquarobics) and Prepaid entries (Concessions & Memberships) and this was balanced in part by savings in Operational Expenses through careful management and decreased resource usage. Direct staffing costs remained on budget due to the need to continue to meet contractual obligations and safe operating requirements.

As is consistent across Council, depreciation is a key issue following the revaluation of assets in the 2021/22 Annual report.

There are no financial implications of the decisions sought by this report.

This budget is included in the Annual Plan/Long Term Plan.

6.2. Sustainability and Climate Change Impacts

While the recommendations in this report do not have a direct sustainability or climate change impact, the impact our operation has on the community and environment are key drivers for the delivery of services and our planning processes.

As explored in the District Aquatic Strategy, ensuring the efficiency of our operation is key to managing the sustainability of current and future offerings. This ensures that facilities will be well utilised and continue to be good value for money for future generations.

Aquatic staff continue to investigate more sustainable and climate conscious alternatives with examples including switching to LED lighting, closely monitoring our water quality to reduce the need for additional chemical balancing and switching products to prioritise less impactful chemicals for cleaning and filtration.

To further minimise its environmental impact, our pool plant utilises systems to recirculate water and recover heat, which decrease the overall energy required to operate.

6.3 Risk Management

While we have completed a number of recruitment activities the market continues to be fluid and ongoing movement threatens to further impact services. We are currently working with staff to ensure the optimisation of our current resource before we once again seek externally for new candidates.

Fluctuating attendance affects the revenue split between ticket sales and rates revenue. Staff will continue to monitor revenue and expenses closely, reporting regularly, working to refine the business model to identify efficiencies and meet the community demand for low cost, safe and enjoyable recreation opportunities.

There are no risks arising from the adoption/implementation of the recommendations in this report.

6.3 Health and Safety

Customer and staff safety is key to the ongoing success of the facilities with leadership staff working closely with Council's Health and Safety team, SportNZ, and other key groups to ensure our ongoing operation continues to comply with Ministry of Health instructions and guidance.

Community spread from colds and viruses can impacts our availability to safely staff programmes and services. Our Aquatics BCP outlines how we will manage staffing

pressures to ensure we continue to operate a safe and secure environment for our customers at all times.

Poolsafe accreditation requires robust practices around reporting, investigation, trending and management of both staff and public accidents. This is on top of the Council's Health and Safety requirements and ensures a comprehensive overview.

There are no health and safety risks arising from the adoption/implementation of the recommendations in this report.

7. CONTEXT

7.1. Consistency with Policy

This matter is not a matter of significance in terms of the Council's Significance and Engagement Policy.

7.2. Authorising Legislation

Poolsafe - Though not currently a legislative requirement, Poolsafe accreditation is recognised as industry best practice, representing a base safe standard for operating a public aquatic facility following a coronial enquiry delivered in October 2006

7.3. Consistency with Community Outcomes

The Council's community outcomes are relevant to the actions arising from recommendations in this report.

- Public spaces and facilities are plentiful, accessible and high quality, reflecting our cultural identity.
- There is a strong sense of community within our District.
- There is a healthy and sustainable environment for all.
- There is a safe environment for all.
- People needs for mental and physical health and social services are met.
- Businesses in the District are diverse, adaptable and growing.

People have wide ranging opportunities for learning and being informed.

7.4. Authorising Delegations

This committee has delegated authority for the governance of the Aquatic Facilities.