

26.2.26 Agenda Item 8 Proposal for WTC Staff Support to Wem Swimming & Lifestyle Centre (WSLC) Board

1. The Current Situation

Following a meeting between the RFO and WSLC Trustees (Cllr Broomhall and Cllr Towers), several organisational challenges were identified. While the board has recently hired an HR specialist to create staff policies, the following issues remain:

- Governance: Apart from its constitution, the board has no formal written policies or procedures.
- Recruitment: Difficulties in finding and keeping new Trustees.
- Relationships: The need to improve communication and clarity of roles between the Board of Trustees and staff.
- Due Diligence: Improvements are needed to ensure formal procedures are followed by staff when managing projects.

2. The Proposal

It is proposed that Town Council professional support to the WSLC Board starts April 2026. This work will involve:

- Policy Review: Checking the constitution and recommending the specific policies the board needs to function safely and legally.
- Observation: Attending one board meeting to look at how Trustees interact with each other and with the staff (a SWOT analysis).
- Consultation: Holding brief one-to-one chats with each Trustee to hear their views.
- Staff Liaison: Meeting separately with the Manager and Staffing Group representative to understand their perspective.

3. Expected Outcomes

A formal report will be produced for the Trustees. It is anticipated that the focus will be on:

- Highlighting existing strengths and suggesting areas where improvements can be made.
- Recommending ways to further develop the positive working dialogue between the Board and the staff team.
- Suggesting a simple framework of policies that can help ease the workload for everyone and provide clearer guidance for new Trustees.
- Identifying opportunities for the Board and staff to work even more effectively together on future projects.

4. Time and Cost

- Time Required: Approximately 30 hours of work over a 3-month period.
- Cost: £665.00 (Staffing costs only).
- Funding: This will be funded by using "underspend" from the existing 2025-26 Town Council staffing budget. There is no request for new money.

5. Recommendation

The Council is asked to:

- a. Approve the support project as outlined above.
- b. Earmark £665.00 from the 2025-26 staffing budget underspend to cover the costs of the project.