

# Document Pack

**Democratic Services Section  
Chief Executive's Department  
Belfast City Council  
City Hall  
Belfast  
BT1 5GS**



8<sup>th</sup> March, 2013

## **MEETING OF PARKS AND LEISURE COMMITTEE**

Dear Alderman / Councillor,

The above-named Committee will meet in the Lavery Room (Room G05), City Hall on **Thursday, 14th March, 2013** at 4.30 p.m., for the transaction of the business noted below.

You are requested to attend.

Yours faithfully

PETER McNANEY

Chief Executive

### **AGENDA:**

1. Routine Matters
  - (a) Apologies
  - (b) Minutes
  - (c) Declarations of Interest
2. Flooding at Orchardville (Pages 3 - 6)
3. Boxing Strategy - Update (Pages 7 - 100)
4. Growing Strategies Update (Pages 101 - 104)
5. Ash Dieback - Update (Pages 105 - 114)
6. Mary Peters Track - Update (Pages 115 - 118)
7. Proposed Container at Waterworks Park (Pages 119 - 130)
8. Belfast Education and Library Board - Works at Flora Street Walkway (Pages 131 - 136)
9. Zoo Playground - Update (Pages 137 - 138)

10. Holiday Closures (Pages 139 - 144)
11. Bereavement Administration (Pages 145 - 148)
12. Apprenticeships in Parks (Pages 149 - 150)
13. Memorial Safety - Update (Pages 151 - 156)
14. Type 'C' Graves (Pages 157 - 166)
15. Dog Control Orders - Update (Pages 167 - 170)
16. Barnett Demesne - Request for Use by Grand County Lodge of Belfast  
(Pages 171 - 172)
17. Barnett Demesne - World Police and Fire Games (Pages 173 - 174)
18. Charity Football Games - Request to Use Council Name (Pages 175 - 176)



### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Flooding at Orchardville</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Andrew Hassard, Director of Parks and Leisure

<b>1.</b>	<b>Relevant Background Information</b>
	<p>Members will be aware of the heavy rain on the night of 27 June 2012 which caused severe flooding across the city. One of the areas affected was Orchardville and surrounding areas.</p> <p>Following a multi agency debrief and a range of other feedback including that from elected members, a 'June 2012 flooding report' was compiled by the Council's Emergency Planning Team. This report looked at the background to the flooding, the response of the agencies involved and made a number of recommendations to improve the response in the future.</p> <p>The Strategic Policy and Resources Committee endorsed the findings of this report, including its recommendations at its meeting on 23 November 2012.</p> <p>One of the recommendations was to conduct a review of flooding hotspots. This was to be taken forward on a collective basis across the agencies.</p>
<b>2.</b>	<b>Key Issues</b>
	<p>The Rivers Agency have now written to the Council (letter attached Appendix 1) indicating that they are proposing to undertake a study with others to identify sources of flooding in the Orchardville and surrounding areas, what can be done to manage these sources and who is best placed to take action.</p>

	<p>One of the sources identified by local residents is runoff from the Woodlands Playing Fields and while work has been carried out to improve the effectiveness of the drainage on the site, it is appropriate for the Council to be involved in the study.</p>
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<b>3.</b>	<b>Resource Implications</b>
	Financial - £5,000 together with staff time.

<b>4.</b>	<b>Equality Implications</b>
	None

<b>5.</b>	<b>Recommendations</b>
	<p>It is recommended that the Council engage with the Rivers Agency and other partners in the study into flooding in the Orchardville area and agree to make a financial contribution of £5,000 towards the costs of appointing a specialist consultant to assist with the Study.</p>

<b>6.</b>	<b>Decision Tracking</b>
	Director of Parks and Leisure

<b>7.</b>	<b>Key to Abbreviations</b>
	None

<b>8.</b>	<b>Documents Attached</b>
	Appendix 1 - Letter from the Rivers Agency.



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Andrew Hassard  
Director of Parks and Leisure  
Belfast City Council  
Adelaide Exchange  
24- 26 Adelaide Street  
Belfast BT2 8GD

Our Ref: DA2-12-9599

6 February 2013

Dear Andrew

I am writing to confirm our brief discussion regarding flooding at Orchardville and the surrounding area, adjacent to the Woodlands Playing Fields, Finaghy Road North.

A number of organisations have already taken action following the flooding in June last year and while this has undoubtedly improved the situation, a significant level of flood risk remains. Consequently, Rivers Agency are proposing to undertake a study in partnership with NI Water and others, which will identify sources of flooding, what can be done to manage these sources and who is best placed to take action. One source of flooding, identified by residents, is runoff from the Woodlands Playing Fields and I am pleased that the Council has already taken action to improve the drainage of the playing fields to prevent runoff. We would intend to record this positive action and assess the effectiveness of this intervention as part of the study.

There is also the potential to use "green" areas for the storage of flood water in extreme conditions and we would seek the Councils expertise and support in exploring these opportunities to develop sustainable drainage solutions for the benefit of the local community and those downstream who also have suffered flooding.

I am seeking the Councils endorsement and support for this study. This will involve some staff time and a small financial contribution for the engagement of specialist consultants who will take this forward. We would intend to engage a consultant by end March 2013, with a report due by end September 2013.

I look forward to the Councils response but if you need to discuss in the interim please contact me on 02890 253424.

Yours sincerely

**Pat Aldridge**  
Director of Engineering

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Update on Development of an Amateur Boxing Strategy for the City</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Rose Crozier, Assistant Director, Parks and Leisure
<b>Contact Officers:</b>	Emer Boyle, Policy and Business Development Manager Claire Sullivan, Policy and Business Development Officer

<b>1.</b>	<b>Relevant Background Information</b>
	<p>Members will be aware that the Council has developed an amateur boxing strategy for the city in partnership with Co Antrim Boxing, Ulster Boxing Council (UBC), Sport Northern Ireland (SNI) and the Irish Amateur Boxing Association (IABA).</p> <p>Following approval of the draft strategy by Committee at its meeting in October 2012, a period of public consultation opened on Monday 5 November 2012. A copy of the draft strategy and a response questionnaire were available to download from the website and the closing date for responses was Friday 8 February 2013.</p> <p>In addition a meeting was organised on the 17 January in Ormeau Bowling Pavilion to which all the boxing clubs on our mailing list were invited. Officers also presented the draft strategy to a special meeting of the youth forum and sought their views on it. The Council's S75 Consultative Forum has also been kept informed of the development of the strategy and was notified of the consultation process.</p>
<b>2.</b>	<b>Key Issues</b>
	<p><u>Consultation findings</u></p> <p>A total of 16 written responses were received to the public consultation in addition to the meetings that were held with the boxing clubs and the</p>

Council's youth forum. A copy of the detailed consultation findings is attached as appendix 1 and the following is a summary of the key findings:

- Increasing female participation
  - There is agreement that this is an issue that needs to be addressed but there is a lack of facilities in the majority of clubs for females
  - Suggestion was made that additional money needed to be put into target/develop female participation
  - Suggestion was made that there is a need to have more female coaches as females may feel intimidated going to classes with male coaches
  - Promote female boxers – e.g. use their photos on poster
  -
- Increasing participation among people with a disability
  - The majority of clubs do not have the facilities necessary to facilitate members with a disability
  - Suggestion was made that we should look at working with special needs schools – train coaches to work with kids with special needs
  -
- Sport development officers/coaches
  - There was mixed feelings from the governing bodies and boxing clubs for the appointment of 2 Sport Development Officers; unclear what their role would be and some feeling that they won't come from boxing and won't know about the sport
  - There was support for putting in additional boxing coaches or following the Dublin model
  - The possibility of the coaching training being run in Belfast rather than Dublin was raised
  - Suggestion made that if each club had a qualified coach they could train others in the club
  -
- Volunteers
  - Issue of getting and keeping volunteers was raised
  - Need for funding to help with volunteers expenses
  - Question was asked could Belfast City Council set up a volunteer list/bank that clubs could use
  -
- Financing of clubs
  - None of the proposed funding is to help clubs with running their clubs – issue of keeping clubs running and their doors open
  - Can we examine the use of council facilities for example free/reduced hire rates for boxing clubs?
  -
- Events



- Need for funding to host events in Belfast but also need to have a balance between the money being available for the large scale and small events
- Issue of getting funding for boxers going to events elsewhere
- Need to work with all the partners to bring large scale international competitions to Belfast
- 
- Schools programme
  - Support from Youth Forum for the schools programme but questioned if enough money being put into it
  - Not clear understanding from clubs as to how it would work

#### Amendments to the draft strategy

The steering group met to discuss the consultation findings and any amendments to the draft strategy that were necessary as a result of the consultation. The following amendments (in bold) have been suggested to the action plans within the strategy:

#### *Pathways (boxers, coaches and officials)*

- Explore the potential of obtaining funding and sponsorship to support a programme of competitive fixtures, **both local and international competitions**, in Belfast
- Begin discussions with the education sector in relation to the introduction of a non-contact boxing programme in schools **including special need schools**

#### *Coach education and development*

- **Work with the governing body to attract and train more females as coaches**
- **Work with the governing body to train coaches that can work with people with special needs**

#### *Club support and development*

- **Explore the introduction of one Sports Development Officer and 2 community based Coaches for Belfast, based in Belfast City Council with boxing as a priority target area**

A copy of the final strategy is attached as appendix 2 and Members are requested to consider the proposed amendments to the action plans.

#### Appointment of Sport Development Officers (SDOs) and Coaches

Within the consultation process the action that prompted the greatest level of discussion and comment was the proposal that two SDOs be appointed to deliver the strategy. The view from across the boxing fraternity was that there was a danger that the two SDOs would not have sufficient links to boxing to be effective and that we should consider the programme that has been put in place in Dublin which aims to promote boxing and

	<p>community activity and is targeted at ‘at risk’ young people in disadvantaged areas.</p> <p>Based on the feedback and discussions with our partners we are now proposing that one SDO and two community based coaches are put in place. If Members agree to this proposal there will be a shortfall in the budget that has been allocated to staff and we will have to find additional resources for the appointment of a second coach. We are currently exploring other options such as the appointment of a coach through the Active Communities Programme. If the proposal is accepted we will work with our partners to define the role of the two community based coaches and the programme of activities they will undertake. We will also ensure that the SDO works with the regional Club Development Manger (funded by SNI and line managed by IABA) to ensure there is no duplication of resources.</p> <p><u>Other issues raised through the consultation</u></p> <p>Other issues raised through the consultation included:</p> <ul style="list-style-type: none"> <li>• Funding for travel by Belfast based boxers to competitions elsewhere – the Council through the Support for Sport Scheme’s Individual Grant helps pay for personal expenses, such as travelling abroad to train, and for participation in governing body approved competitions outside Northern Ireland and this is open to boxers.</li> <li>• Funding for running costs such as affiliation fees, insurance and utilities costs – whilst many clubs (across all sports) find it difficult to keep their doors open, officers believe that giving clubs funding for running costs is a short term measure and would not promote sustainability within the sport.</li> <li>• Issue of sectarianism in the support – within the action plans one of the agreed actions is for the Council to work with Co Antrim Boxing to develop and deliver a good relations programme for Belfast based clubs.</li> </ul> <p><u>Next steps</u></p> <p>Subject to Members agreeing the final strategy it is proposed that the Council should formally launch the strategy at an event with our partners. The details of the launch have yet to be worked out but it is likely that we would look at using the Ulster Hall because of its links with boxing and that it would be an evening event to facilitate the attendance of members of the boxing clubs.</p>
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<b>3.</b>	<b>Resource Implications</b>
	<p><u>Financial</u></p> <p>£200,000 per year for 3 years has been agreed for the implementation of</p>

	<p>the strategy</p> <p><u>Human Resources</u> Officer time on an ongoing basis</p> <p><u>Asset and other Implications</u></p> <p>None at this stage.</p>
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<b>4.</b>	<b>Equality and good relations implications</b>
	<p>The strategy has been equality screened in line with the Council's equality process. The screening showed that there were potential adverse impacts on a number of groups including females and people with a disability and mitigating actions have been added to the strategy.</p>

<b>5.</b>	<b>Recommendations</b>
	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> <li>(i) agree the final strategy subject to any comments, amendments or inputs from Members;</li> <li>(ii) agree to a formal launch of the strategy with our partners; and</li> <li>(iii) subject to committee approval, agree that the Council's vetting and selection process is followed to explore the creation and recruitment of one Sports Development Officers and two community based Coaches.</li> </ul>

<b>6.</b>	<b>Decision Tracking</b>
	<p>The Policy and Business Development Manager will implement the actions agreed by Committee.</p>

<b>7.</b>	<b>Key to Abbreviations</b>
	<p>IABA – Irish Amateur Boxing Association SNI – Sport Northern Ireland UBC – Ulster Boxing Council SDO – Sports Development Officer</p>

<b>8.</b>	<b>Documents Attached</b>
	<p>Appendix 1 – Consultation findings Appendix 2 – Final boxing strategy</p>

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**Consultation on Draft Amateur Boxing Strategy 2012-2022**

**Findings**

**March 2013**

**Contents**

- 1.0 Background
- 2.0 Response rates
- 3.0 Summary of key findings
- 4.0 Breakdown of responses to questionnaire
- 5.0 Summary of findings of meeting with boxing clubs
- 6.0 Summary of meeting with youth forum

**Appendices**

- Appendix 1 Note of meeting with boxing clubs
- Appendix 2 Note of meeting with BCC youth forum
- Appendix 3 Copy of consultation questionnaire

## 1.0 Background

- 1.1 Following approval of the draft strategy by the Parks and Leisure Committee at its meeting in October 2012, a period of public consultation opened on Monday 5 November 2012. A copy of the draft strategy and a response questionnaire were available to download from the Council's website and the closing date for responses was Friday 8 February 2013.
- 1.2 A letter was sent to 31 boxing clubs<sup>1</sup> informing them of the consultation and inviting them to a meeting at which they could give their views. This meeting was held on Thursday 17<sup>th</sup> January 2013 at 7pm in Ormeau Bowling Pavilion. A detailed note of this meeting is attached as appendix 1.
- 1.3 Officers also offered to meet with the Boards of each of the partner organisations to discuss the strategy and provide clarification as required. This offer was taken up by the Board of Co Antrim Boxing and a meeting was held with them on 8 January 2013.
- 1.4 An email was sent to all the organisations on the Council's Section 75 Consultative Forum list informing them of the consultation and inviting them to respond. As there is a high level of interest in boxing from the Irish Traveller Community contact was made with two umbrella organisations informing them of the consultation and inviting their views.
- 1.5 Officers also presented an overview of the draft strategy to the youth forum at a specially organised meeting. The meeting was attended by 17 members and a high level of discussion followed the presentation. A detailed note of this meeting is attached as appendix 2.

## 2.0 Response rate

- 2.1 A total of 16 written responses were received to the public consultation, 14 of which were in the format of the consultation questionnaire. Of the responses received 14 were made on behalf of clubs, one was from an individual and one was from Sport NI. The clubs that submitted a response are:
  - Belfast (Kronk) ABC
  - St Pauls ABC
  - Holy Trinity ABC
  - Sandy Row ABC
  - Monkstown Boxing Club
  - St Agnes ABC (the respondent also indicated that he is a member of the IABA but the response was from the club)
  - Gleann ABC
  - Oliver Plunkett ABC
  - 'Patsy Quinn Gym' Newington
  - Dockers Boxing Club
  - Corpus Christi
  - Emerald ABC
  - Red Triangle ABC
  - Cairn Lodge ABC
- 2.2 Several clubs did not submit formal written responses but representatives attended the meeting in Ormeau Bowling Pavilion and made their views known. These clubs were:

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<sup>1</sup> 27 clubs within the Belfast City Council boundary and four on the periphery (two in Newtownabbey and two in Lisburn council areas).

- St John Bosco ABC
- Albert Foundry
- Holy Family ABC
- Hillview ABC



### 3.0 Summary of key findings

3.1 The following is a summary of the key findings from the consultation exercise:

- Increasing female participation
  - There is agreement that this is an issue that needs to be addressed but there is a lack of facilities in the majority of clubs for females
  - Suggestion was made that additional money needed to be put into target/develop female participation
  - Suggestion was made that there is a need to have more female coaches as females may feel intimidated going to classes with male coaches
  - Promote female boxers – e.g. use their photos on poster
- Increasing participation among people with a disability
  - The majority of clubs do not have the facilities necessary to take members with a disability
  - Suggestion was made that we should look at working with special schools – train coaches to work with kids with special needs
- Sport development officers/coaches
  - There was mixed feelings from the governing bodies and boxing clubs for the appointment of 2 Sport Development Officers; unclear what their role would be and some feeling that they won't come from boxing and won't know about the sport
  - There was support for putting in additional boxing coaches or following the Dublin model
  - It was raised is there the possibility of the coaching training being run in Belfast rather than Dublin
  - Suggestion made that if each club had a qualified coach they could train others in the club
- Volunteers
  - Issue of getting and keeping volunteers was raised
  - Need for funding to help with volunteers expenses
  - Question was asked could Belfast City Council set up a volunteer list/bank that clubs could use
- Financing of clubs
  - None of the proposed funding is to help clubs with running their clubs – issue of keeping clubs running and their doors open
  - Can we examine the use of council facilities for example free/reduced hire rates for boxing clubs
- Events
  - Need for funding to host events in Belfast but also need to have a balance between the money being available for the large scale and small events
  - Issue of getting funding for boxers going to events elsewhere
  - Need to work with all the partners to bring large scale international competitions to Belfast
- Schools programme
  - Support from Youth Forum for the schools programme but questioned if enough money being put into it
  - Not clear understanding from clubs how it would work

#### 4.0 Breakdown of responses to questionnaire

4.1 The consultation questionnaire asked a series of questions to which respondents were asked to rate their agreement on a scale from strongly agree to strongly disagree. Space was also provided for respondents to provide comments. A copy of the consultation questionnaire is attached as appendix 3. This section provides a breakdown of the responses to each question. Within each table the number of responses given to each point of the scale is given.<sup>2</sup>

4.2 Respondents were asked 'Do you agree or disagree with the overall approach of the draft amateur boxing strategy?'

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
8	4		1	1

4.3 The approach taken was to work in partnership with a number of bodies to develop the draft strategy and to undertake a baseline assessment to identify need. The feedback from both the questionnaire and the wider meeting was strong agreement for the approach taken. Specific comments made included:

- I believe this strategy is a brilliant move for Ulster boxing; both BCC and SNI should be applauded for what they have set in motion; I strongly believe that if this strategy is allowed to run its course the success of Ulster boxing will increase tenfold
- I think what is being done at present is acceptable
- Very good project
- Your strategy does not take in the financial needs of the clubs in every day running
- There is a clear need for investment in the sport of boxing given its work in local communities. The approach proposed however, suggests that the sports administration and governance framework is of a good standard. Regrettably, the support from its NGB and Provincial Board is less than ideal. There is a clear difference in how the sports leadership operates and that of one such as the GAA and IRFU. There is little harmony between all stakeholders in the sport and clubs have been left to 'go it alone' in many ways. Any investment must be in adherence with the highest standards of accountability and as such, should focus on the establishment of a clear management structure initially before investment is released
- Sport NI agrees with the approach that Belfast City Council has undertaken with regards to the development and proposed delivery of the Strategy. Sport NI does note that many of the outputs of the strategy are dependent on the Country Antrim Board, UBC and IABA. In order for a boxing strategy to be delivered effectively, Belfast City Council would need to ensure that these organisations are satisfied with the content of the strategy and the proposed delivery mechanism.

4.4 Respondents were asked 'Do you agree that we identified the correct key issues and need within amateur boxing in Belfast?'

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
7	6		1	

4.5 Again the responses from both the questionnaire and the feedback from the wider meeting suggest that there is agreement that we have identified the correct key issues. It was

<sup>2</sup> The total may not add to 14 as not all respondents answered every question.

raised that there are particular issues around facilities for females and people with a disability. Specific comments made included:

- I believe that the key issues have been identified correctly
- You can only deal with need and the issues which the clubs tell you about
- Clubs need financial help for heating, electric, insurances etc
- Clubs should be helped in some way with insurance and other overheads such as travelling costs to national championships
- The clubs have given BCC an assessment of their needs and BCC have gone to great lengths to inform Belfast clubs of how to move forward – good start
- Two major sectors are not covered – the justice system and the health service
- I agree but do feel you are going in the wrong order...everything begins with the local boxing club... but very little of the funding available for boxing seems to be going directly to clubs. The first priority must be clubs fit for purpose
- The baseline assessment had an 87.1% response rate which provides an accurate assessment of the key issues affecting clubs. However it is essential that any investment into the sport of boxing is aligned with the strategic needs as identified by the IABA and UBC strategies with the requirements of the clubs being met through these organisations.

4.6 Respondents were asked ‘Do you agree or disagree with us using the four strategic challenges outlined in the draft strategy?’

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
7	5	2		

4.7 The four strategic challenges used were those identified by the IABA in their strategic plan and used by both UBC and Co Antrim Boxing. These strategic challenges are:

- Pathways (boxers, coaches and officials)
- Coach education and development
- Club support and development
- Governance

Again there was strong support for using these four strategic challenges and no specific issues were raised at the wider meeting. Specific comments made in the questionnaires included:

- I especially agree with governance, which should help spread the work load in running a club and will greatly help when the clubs are applying for such things as grants. One strategy that might have been overlooked is that of giving each club an immediate small grant to cover running costs
- The four points above can only but move our sport forward
- Four challenges seem unnecessary
- Sport NI agrees that with the use of the four strategic challenges as they are in-line with both the strategic needs identified by the IABA and UPBC. However a consequence of this approach could be a duplication of resources, with support being targeted for the same themes by different organisations. Therefore it is essential that Belfast City Council works in partnership with both the boxing authorities and Sport NI to ensure the efficient investment of funds into boxing.

4.8 Respondents were asked to provide comments on each of the four action plans and to provide any additional actions they thought could be added to the action plan. The following summarises the comments and suggestions made under each heading:

**Action Plan for Pathways (boxers, coaches and officials)**

- Need for clubs to receive funding to bring in teams for events – do not put it all to large scale events
- Can funding be obtained to send teams to competitions elsewhere
- Why is free Boost only available for elite athletes – would be more beneficial to give it to up and coming boxers
- The pathways plan if followed will be a major help in promoting Belfast boxing and the city as a venue for major events
- It might be a good idea to target female schools as a way of bringing more females into the sport and target large community events such as festival to promote boxing
- Hopefully if the action plan set out is delivered it would help promote the art of amateur boxing in Belfast and the clubs will continue to help young boxers show their true potential
- I boxed for a number of clubs and boxing is an important and essential element of my 'keep fit' lifestyle since then. I would love to qualify as an IABA coach but have never been able to connect up with the system to achieve this – it's essential that former boxers' expertise and enthusiasm is harnessed to resource amateur boxing clubs across Ulster/N Ireland
- To promote the sport of boxing we must have safe premises. You have at no time noted that all our competitors must complete a very stringent medical nor do you mention all clubs must be affiliated to the IABA.
- 'Try It' events and 'Belfast Boxing'? - From the survey, clubs have indicated that they do not have the facilities to cater for either of the underrepresented groups mentioned – females and people with a disability. If the two initiatives ('Try It' events and 'Belfast Boxing') create a demand for participation in boxing there is a risk that the present facilities as used by the clubs will be unable to facilitate any new members
- Support for Sport – Support for Individuals Grant - this initiative is similar to Sport NI's Athlete Investment Programme and therefore there may be a need for collaboration between Belfast City Council and Sport NI
- International Competitions – the bidding and staging of major events such as the Commonwealth Boxing Championships will require the UBC to bid for them not the County Antrim Board. There is a need to ensure, that throughout the strategy, the appropriate section within the IABA is involved in the delivery of the action plan. There has to be consideration given to the governance / business relationship between Co. Antrim Board, UBC and IABA and how Belfast City Council will manage and interact with the relevant roles and responsibilities of all parties
- The Pathways Action Plan does not provide any support or actions for a pathway beyond club boxing e.g. a talent pathway. Work on this area could examine the opportunities for boxers to avail of a well-resourced high performance centre potentially based in Belfast or elsewhere in Northern Ireland.

**Action Plan for Coach education and development**

- If each club had a qualified coach then they could train others in their club
- Possibility of having some of the coaching courses in Belfast rather than in Dublin
- I suggest that the coaching course are held more regularly and in various places across Belfast; the coaches who do level 1 should be encouraged to level 2 as quickly as possible
- There should be development plans for younger coaches which should be funded because young coaches have to pay £100 each which clubs cannot afford
- Coach education comes from ground level – hands on approach
- Ex amateur boxers should be contacted and invited to partake in the coaching programme

- All affiliated clubs must have an active communication link with the coach education/development project

### **Action Plan for Club support and development**

- Issue that the level required for the Sports Development Officer will be 'graduate' and this will rule out most people 'in boxing'
- Would prefer the role were boxing roles or coaching rather than sports development role
- Think the SDOs will be a massive help
- Put in 4 coaches instead of SDOs
- If these new SDOs help clubs get grants it will offset the costs of their wages
- Difficulties with attracting and retaining volunteers
- Could BCC set up a volunteer bank
- Can BCC examine the use of council facilities – reduced rates for hire
- Issue of running costs – clubs find it hard to get the money to keep the doors open
- The appointment of 2 development officers could possibly be the most important part of the strategy – I personally believe they have to be impartial and independent of all clubs
- The volunteers within all clubs is something that I hope the strategy works for...it would be good if the volunteers could achieve something in return for all their efforts, maybe some kind of award which could then be put on CVs
- Pay coaches expenses, i.e. fuel costs and subsistence
- That the finances of clubs should be looked at and that the really poor clubs should receive immediate assistance of some kind
- Look at some level of funding for qualified volunteers
- Look at some sort of central venue in Belfast (BCC owned) that clubs can avail off for events
- I think there should be 2 development officers from the city council
- The employment of 2 sports development officers makes a big hole in the pot – maybe 2 job sharing
- New clubs should be put on provisional licence for 2-3 years
- The sine qua non for Belfast boxing clubs seems to have been their Spartan nature – but to me it seems remarkable that out of adversity this place has facilitated boxers of the highest capability and achievement for near on 100 years. A bit more 'support and development' will only reinforce our natural ability in these parts to breed amateur boxing champions
- Clarity needs to be provided on the IABA/SNI supported club development manager appointed recently and the proposed staff to be recruited by BCC. Duplication of resource is likely if there are no clear lines of delineation between roles, responsibilities and relationships.
- Not necessary to spend so much money on 2 Development Officers – have you considered paying affiliation fees for all the clubs instead
- Sport NI recognises that effective coaches play a vital role in increasing and sustaining participation in sport, as well as in the development of talent and attainment of success. Therefore, the availability of an appropriately skilled and qualified coaching workforce will be a key factor in the realisation of this strategy
- All three actions detailed within the Coach Education and Development Action Plan will require the approval of and delivery by the governing body (IABA, Ulster Council and Co Antrim Board). In addition, any support for coach education in Belfast would have to be aligned to IABA coaching framework. Within this there are mentoring programmes already in place that could be drawn upon to deliver coaching master plans and on-line resources
- Sport NI is of the opinion that there needs to be clarification sought regarding the role of the Sports Development Officers. During the development of the strategy it was

suggested that these roles were to be based on the Dublin model where the officers are more community/youth oriented rather than sports orientated. The officers work with children on a range of issues and use training in a boxing club as a mechanism to attract the children. It would appear now that the officers' main priority would be the delivery of the boxing strategy and also one to one assistance to clubs. This is a different role and would need to be very clearly aligned to the Club Development Manager which is employed by the IABA. The proposed situation of sports development officer for boxing working with clubs but having no responsibility to the governing body does not seem the most effective or efficient arrangement

- It would be useful to have an analysis of the map of the clubs in Belfast to show where the hotspots and gaps are. This would also demonstrate if and where new clubs need to be established (as proposed in the action plan). In addition with an average club membership of approx 70, there may also be a need to encourage the coming together of clubs (potentially in new facilities) for economies of scale.

#### **Action Plan for Governance**

- Clubmark is a lot of work but it is worth it in the end as all the information is in the one folder
- Totally agree with this part of the plan, it is essential for all clubs to have governance. I believe the action plan should make it essential that all clubs do their Clubmark – we are already through the bronze stage and have found it very helpful in running the club more effectively
- On line information 'very well' but would need help to retrieve the information from computer
- It's vital that amateur boxing in Greater Belfast is synonymous with the highest standards of personal and social probity
- The importance of good governance within the voluntary and community sector is fundamental where tax payer's monies are invested. The current arrangement is less than ideal and cognisance of a Sport NI audit into the Ulster Boxing Council should be read prior to funding being released into the sport
- Any person wishing to box must be affiliated to the IABA. Affiliation is also linked with every club and member being insured...the IABA is affiliated to the AIBA (world body) and if you wish to compete you must comply with the World Body
- Club Mark support is already in place for Belfast City Council supported by Sport NI. This support is available to the clubs to, gain the Club Mark and in turn develop better management structures and to put in place relevant policies and procedures. Club Mark already provides online templates and policies which the clubs can gain access too
- Sport NI is of the opinion that the work that will be needed to improve governance is underestimated and under-resourced. There should be further consideration of the timescales for the actions e.g. governance, administration, coach and official education needs to be completed before the promotional aspects of the sport to ensure there is capacity to cope with increased numbers.

4.9 Respondents were asked to identify any other actions that they thought should be included in the draft amateur boxing strategy. The suggestions made were:

- The only item I think has been overlooked is that of an immediate cash injection into the clubs, without this some of the clubs may not be around in a few years to reap the benefits of the strategy
- All clubs have their own strategy
- Help with the overall running of a boxing club
- It saddens me to have to comment on my disappointment that our boxing clubs and membership may not be as open and welcoming to all our citizens, regardless of our cultural markers. Everything must be done to focus on amateur boxing training, skills development and practice, completion and related social interaction so as to major on

the absolute importance of respect for, and valuation of, the manifest difference and diversity within our society

- A fit for purpose audit and possible appointment of an operations type manager to manage staff
- The Strategy would benefit from having a finance section which provides a costing for each action plan to cover 2013 – 2016 and targets set against those costings. Also, for clarity, it would be beneficial for Belfast City Council to consider and state in the strategy the amount it is intending to allocate to areas e.g. staff time etc.

4.10 Respondents were asked ‘Do you agree or disagree with the proposed approach to monitoring and evaluation (ie the performance indicators as set out on page 27 of the draft amateur boxing strategy and a comprehensive strategic review)?’

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
7	4	2	1	

4.11 The responses show that the majority of respondents agree with the proposed approach to monitoring and evaluation. Specific comments made included:

- I think this is the only way in which you can realistically tell if the strategy is succeeding... if the strategy is failing these indicators will or should show exactly where and why it has failed
- Doesn't give any reason what support it gives to clubs; refs and judges numbers change from year to year, same with memberships. Female boxing in Co Antrim needs to have their own association
- Reports from all the clubs giving an update on the boxing strategy and how it has impacted on their club
- In general the strategy would benefit from the inclusion of a table with:
  - the Actions (potentially grouped);
  - the KPIs that relates to the actions;
  - baseline information from the consultation work);
  - targets (based on some consideration on club needs in relation to their size and membership profile); and
  - the cost to achieve the target and the proposed avenues for funding the cost.

4.12 In relation the equality screening respondents were asked ‘Do you agree or disagree with our provisional finding and proposed mitigating actions?’

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
5	5	1	2	

4.13 The responses show that the majority of respondents agree with our provisional finding and proposed mitigating actions. Among the comments made in relation to this were:

- Perhaps one way to increase female participation would be to have more females coaches as females can be intimidated by male coaches
- It would be useful to have coaches that were trained to work with people with special needs as perhaps boxing could be used to manage certain conditions such as ADHD
- All sports clubs no matter what sport they are involved in should be run equally for all members... in the sport of boxing must clubs don't have the facilities to accommodate all the above. This is something that must be addressed quickly
- The club already promotes an open door to all, regardless of religion or gender – we support the promotion of the sport
- Equal opportunities for everyone if the facilities are in place

- Careful thought needs to be put into how to engage disabled persons in try it events. Specialised training also should be provided to coaches
- I strongly disagree with all forms of sectarianism
- Sport NI would wish to have sight of the outcomes of the pre-consultation before agreeing or disagreeing with the findings and proposed actions. Sport NI is aware that both the IABA and UBC regard the increase in female participation as a strategic priority and through the Sport NI Investment Programme are seeking to improve club facilities to meet the needs of female boxers e.g. toilets, changing and shower facilities.

4.14 Respondents were asked to provide any other comments they wished to make on the draft amateur boxing strategy. Among the comments made were:

- Once again I would just like to say that everyone involved in this strategy to date, deserves a large pat on the back... I hope all the good work continues right up to 2022. The strategy if implemented will bring nothing but success to Ulster boxing and all involved in it
- There is much needed investment required to the grassroots of boxing, actions plans are required, help is needed in the running costs of clubs to survive...I hope consideration will be given to helping clubs and not lining people's pockets
- My club is now into its 41<sup>st</sup> year – this strategy is a must for amateur boxing in Belfast and beyond – it can only but work
- I was very disappointed when recently the media reported that difference and diversity in our boxing club memberships had resulted in bad-mannered, discourteous treatment of some boxers and officials from one Belfast boxing club. I would like to have seen this addressed with more energy and imagination to minimise the harm done to amateur boxing's reputation and standing. Let's focus on boxing, its beauty, its honourable history and legacy and its potential for enriching all our lives and connecting us with boxing fans, enthusiasts and aficionados across the world.
- The club welcomes that fact that the report highlights issues such as facilities which are unfit for purpose; unpaid services provided by volunteers; the lack of male and female changing and the lack of toilets and showers. We are deeply disappointed that there is no suggestion in the Draft Strategy that there are serious issues surrounding the governance of amateur boxing and sectarianism.
- In terms of the contents of the report we would note that the Olympic success was obtained by boxers who represented the Republic of Ireland on the international stage. We believe there should be equality for those who see themselves as British. They should have the right to compete under the Union Flag at the Olympics. This is a serious equality issue.
- While there is much talk in the report about increasing female participation in the sport (which we welcome) there is nothing proposed to address the serious underrepresentation of Protestants in the sport. In our view BCC needs to encourage clubs in Unionist areas of the Province and actively encourage people from the Protestant community to train as coaches in order to encourage people from that community to take up the sport
- As a club outside of the BCC boundary, I would welcome the strategy to be rolled out to clubs close to the BCC limits. With many young people travelling to our area from the Belfast area due to its programmes and facilities we feel funding should be made available for programmes delivered
- Sport NI welcomes the proposed investment in boxing within Belfast. Sport NI will work closely with Belfast City Council and the IABA (including UBC and Co Antrim Board) to ensure that the investment from this strategy and from Sport NI's Boxing Investment Plan complements one another and that the resources are delivered to the boxing clubs using effective and efficient process.



## **5.0 Summary of findings of meeting with boxing clubs**

5.1 A detailed note of the meeting with the boxing clubs is attached as appendix 1 but in summary the discussion focused on number of key issues as outlined below:

- Facilities
  - look at putting funding into the existing facilities of other sports that could also be used by boxing
  - need for facilities for females and additional money to be put into this area to develop this aspect of boxing
- Event funding
  - need to balance the support given to large international events and small scale local events
- Coach education
  - potential to have the training in Belfast
  - train a coach in each club who can train other coaches in their club
- Club support and development
  - issues with the proposal to appoint two Sports Development Officers
  - issue of recruiting, retaining and rewarding volunteers
  - clubs need assistance with running costs
  - is there a possibility of free/reduced rates for hire of BCC facilities.

## **6.0 Summary of meeting with youth forum**

6.1 A detailed note of the meeting with the youth forum is attached as appendix 2 but in summary discussion was around the following key themes:

- Increasing female participation and potential methods to do this
- The proposed schools programme
- Increasing participation among people with a disability and in particular suggestions for working with people with special needs.

6.2 The members of the youth forum also had queries around the process for allocating the funding associated with the delivery of the action plans and felt that it should be used to promote boxing across the entire city and not just in areas of social deprivation.

**Belfast City Council**

**Parks and Leisure Services**

**Draft Amateur Boxing Strategy**

**Notes of meeting with boxing clubs as part of the consultation process  
Held on the Thursday 17<sup>th</sup> January 2013 @7pm at  
Ormeau Bowling Pavilion**

**In attendance:**

Rose Crozier - Belfast City Council  
Emer Boyle - Belfast City Council  
Claire Sullivan - Belfast City Council  
Claire Moraghan - Belfast City Council  
Shaun Ogle - Sport NI  
Willie Devlin - Sport NI  
Jim Sanderson - Independent facilitator

There were 22 representatives of boxing clubs from across the city including representatives from Co. Antrim Boxing Board.

**Introduction to the consultation process**

Rose Crozier (RC) opened the discussion and welcomed and thanked everyone for attending the meeting and presented the agenda for the evening. She outlined the process and approvals received to date, an overview of the draft strategy, the consultation process and how attendees should respond to it.

Willie Devlin (WD) gave an explanation of the SNI (Lottery) fund including its 3 tranches:

- equipment
- premises repairs
- major capital works.

**A number of specific questions were raised by attendees in relation to the SNI fund and WD responded -**

Q. Is the equipment already picked? If more has been requested than is available, will the kit then be prioritised? (Particular reference to treadmills etc)

A. *Headgear, boxing gloves and bags are seen as priority items.*

Q. When would the actual visits to the clubs to assess their condition be happening?

A. *SNI is currently appointing Design Team - likely to happen in March/April 13.*

Q. When will repairs etc likely to be taking place?

A. *Minor works next year and the major capital build happening the year after.*

One club representative raised an issue where clubs may be unable (due in some instances to condition of facility) to receive kit until the more significant work is undertaken

(John DeBosco example) and asked what action could be taken to secure this provision until a more appropriate time

*SNI will consider this and advise accordingly*

One of the club representatives referred to the assistance which had been promised by the Minister for immediate work to be undertaken (in particular - special case commitment for John DeBosco) and queried over the lengthy period of time that it is taking to action

*SNI confirmed that all clubs are being treated equally.*

### **Discussion on draft Amateur Boxing Strategy for Belfast**

The discussion was facilitated by Jim Sanderson. He commenced the session by testing awareness of how many of the audience had read the draft strategy. The majority indicated they were not fully aware of the Draft document.

He outlined his proposed methodology which was to follow the format of the Draft document and to seek responses to each of the consultation questions following sufficient time for discussion and clarification on particular queries. He suggested that some points might require further consideration by BCC staff and this process provided the opportunity for clubs to raise issues, to seek clarification or, if necessary, recommend a change in direction but most importantly, it would provide BCC with meaningful opinion, in agreement or otherwise with the Draft Strategy. For the purpose of efficiency, on this evening, it was agreed that a nil response from the audience would indicate general agreement with the question being considered.

**Question 1:** Do you agree or disagree with the overall approach of the draft amateur boxing strategy?

- a. Strongly Agree
- b. Comments and Issues arising

BCC should be congratulated for taking the initiative, although long overdue, for giving attention to the sport and helping to improve the situation for the sport.

**Question 2:** Do you agree that we identified the correct key issues and need within amateur boxing in Belfast?

### **Assessment of need**

We used several sources to provide us with information on the key issues and need within boxing in Belfast. This included information on membership, coaches and volunteers, governance structures, funding, facilities and equipment. These sources included information we gathered from the surveys we sent to all the boxing clubs in Belfast as part of the baseline assessment and information we obtained from the IABA and UBC.

- a. Agree
- b. Comments and Issues arising

### Facilities

Issue with accessibility of facilities and use of equipment for disabled users (e.g. lowering of bags etc)

*SNI appointment of a Design Team will ensure appropriate consideration of accessibility issues*

Has any consideration been given to the use of existing sports facilities in a particular area (not boxing clubs)? Maybe it would be cheaper to add on an extension to an existing building which could be used for boxing rather than starting from scratch (e.g. using existing gyms and changing rooms etc).

*SNI - happy to work with clubs if suitable economies of scale are identified in project proposals; part of role of new Boxing Development Manager is to build relationships between boxing and other sporting codes.*

If clubs don't own premises, where do they stand?

*SNI will look for some level of security of tenure, but will seek to minimise obstacles for clubs with their proposals.*

#### Female provision

There is an issue around provision for females and getting that addressed - need more money to develop this element of boxing

*BCC referred to the appointment of Development Officers (with remit for boxing). Part of their remit will be to support clubs in their identification, preparation and application for and securing of other funding which will assist in developing programme etc. SNI highlighted the need for design of facilities to accommodate this demand.*

*Both BCC and SNI to consider further.*

#### Coach development

Agreed - no specific issues.

#### Volunteering

Agreed - no specific issues.

#### Governance and management

Agreed - no specific issues.

#### Club development plans

Agreed - no specific issues.

#### Assistance with funding

Agreed - no specific issues.

Q.3 Do you agree or disagree with us using the 4 strategic challenges?

## Action plans

We have developed action plans under four strategic challenges identified by the IABA in their strategic plan and used by both UBC and Co Antrim Boxing. These strategic challenges are:

- Pathways (boxers, coaches and officials)
- Coach education and development
- Club support and development
- Governance

Agreed - no specific issues.

### Q.4 Comments on action plan for Pathways (boxers, coaches and officials)

Issue of availability of funding for events in March 2013.

There is a need for funding for bringing international competition to Belfast. Give funding to clubs to bring teams in not just to Co Antrim.

*SNI informed the meeting that they will be opening an events funding programme in the next few weeks.*

Can funding be obtained for boxers going to competitions elsewhere?

*BCC to review policy.*

Why just free Boost for elite boxers - they are already looked after and have access to gyms, saunas etc and train 6 days a week so they don't need to go to a LC on their 1 day off? Would be more beneficial to give it to up and coming boxers.

*BCC to consider policy.*

If SNI and BCC spend money on big events then it reduces the likelihood for clubs to be able to get funding for small events.

*BCC advised that the level of funding available, generally, is limited and once allocated the budget is not replenished until the following year.*

Query around if an event that has received funding makes a profit, does the surplus have to be repaid to the funder.

*BCC to advise on grant aid policy and auditing of funding allocations.*

### Q.5 Comments on action plan for Coach education and development

Agreed with each of the 3 identified actions.

If each club had a qualified coach then they could train others in their club. Possibility of the coaching training being run in Belfast and not always in Dublin. Will be difficult to roll out the level 2 training as there are a limited number of tutors - all tutors are linked to the IABA and they are currently training up more people.

*All points noted by BCC for consideration with Steering Group*

### Q.6 Comments on action plan for Club support and development

## Development

The following comments were made around the introduction of Sports Development Officers for Belfast:

- Issue of 2 officers being employed and what will they know about boxing - making it at the level of graduate and that will rule out most of the people who are "in boxing".
- If it's run the way it has been in Dublin - all people who have been appointed there have come up the ranks in boxing.
- Would prefer the roles were boxing roles or coaches rather than sports development roles.
- Think it will be a massive help.
- Put in 4 coaches instead of SDOs.
- Issue raised of getting boxing qualification on the JD/spec.
- If these new SDOs help club get grants that will offset the cost of their wages.

*BCC to consider comments.*

## Volunteers

Toolkit for volunteers - lots of feedback re getting and keeping volunteers  
Money needs to be fed into the system to help with volunteering.

Very difficult to develop other elements of boxing e.g. females, with the same number of volunteers.

Example was given of the small fund that BELB had a number of years ago to support volunteers.

Could BCC not lead on the whole volunteering element of the strategy and get a list/model in place to help with this process - set up a volunteer bank which clubs can use?

*BCC to consider options for volunteer bank generally.*

## Facility use and funding

Can we examine the use of council facilities - reduced rent for community centres?

Is it possible to get reduced rates to hire the Ulster Hall?

Is it possible to get funding to pay coaches for the hours they work or to pay expenses (transport etc)?

There's no sustainability in this for running of clubs - it costs quite a few thousand pounds a year to run clubs and these are not all sustainable. Actual clubs need money to keep running and to actually open their doors and keep the sport running.

Issue of paying for:

- insurance
- affiliation fees
- travel
- lack of sponsorship in the recession.

Need some way to help clubs with the standard running costs as well as the development all aspects of the strategy.  
Issue around start up funding - do not just give new clubs money as they might disappear; they need to prove themselves over a year or two.

Issue of what sports are included under the title of boxing club - some may include martial arts.

There may be too many boxing clubs already - increasing participation shouldn't be about new clubs as this may dilute where all money goes.

*Major issue for BCC is about sustainability and governance of clubs in the future. This is linked to the need for sound and objective business planning as part of a club development plan. This is similarly linked to the need for support mechanisms for clubs to develop such plans.*

Not just funding for events, but proposal for a venue for hosting events, training camps and ongoing centre of excellence (a base in Belfast) e.g. a "home for boxing" - for all boxing clubs in Co Antrim and a base for the Antrim Board.

Issue was raised that there are concerns with BCC money being used for a County Antrim dedicated venue.

*BCC to consider*

Q.7 Comments on action plan for Governance

Agreed with all 3 actions.

*Clubmark* is a lot of work but it is worth it at the end as all the info is in one folder.

*Comment ditto*

Q.8 Please identify any other actions that you think that we should include in the draft amateur boxing strategy.

None given in addition to those below - attendees were advised to put any additional comments in their response.

Q.9 Do you agree or disagree with the proposed approach to monitoring and evaluation (i.e. the performance indicators as set out on page 27 of the draft amateur boxing strategy and a comprehensive strategic review)?

**Monitoring and Evaluation**

The draft amateur boxing strategy proposes a set of performance indicators against which effectiveness of the strategy will be monitored and reported on annually.

These are set out in detail on page 27 of the draft strategy document. In addition, we propose to undertake a comprehensive strategic review in 2016 to consider how successful the approach taken has been and to agree the next phase of actions.

No comments made.

Q.10 Equality screening

**Equality Impact**

Section 75 of the Northern Ireland Act 1998 (see [http://www.ofmdfmi.gov.uk/section\\_75](http://www.ofmdfmi.gov.uk/section_75)) requires that public authorities, in carrying out functions relating to Northern Ireland, have due regard to promote equality of opportunity -

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Between men and women generally;
- Between persons with a disability and persons without; and
- Between persons with dependants and persons without.

Equality impact screening of the draft amateur boxing strategy is being conducted, to which this consultation will contribute. Based on the outcomes of the pre-consultation phase already conducted, our provisional finding is that there may potentially be an adverse impact on some of the categories listed under Section 75. These include women and persons with a disability.

Within our action plans we have included mitigating actions to help manage any potential impacts on these groups. These include 'try it' events for females and persons with a disability.

Issue raised over relevance of equality screening questions; whether it should be asked when boxers are from all sections of the community and does it affect the funding you are given?

*BCC advised that Council was bound by legal requirements to equality screen all now policies and strategies.*

The meeting was closed by Rose Crozier who thanked attendees for their contributions and interaction. She asked clubs to complete the forms and return them to BCC. Five completed forms were handed in. Session ended at approx. 9.20 pm.



**Meeting with Youth Forum re Draft Amateur Boxing Strategy**

**Monday 4<sup>th</sup> February 2013 @ 5pm**

In attendance: Claire Sullivan (CS), Parks and Leisure  
Pete Murray, Parks and Leisure  
Lorraine Wallace, Young Person's Coordinator  
17 Members of the Youth Forum

A brief presentation was given by CS to the group outlining the process to date and the key points of the strategy.

The following points were raised during the discussion. They are grouped into broad themes:

Female participation

- Issue of female participation – one problem is not enough female trainer/coaches; example was given of attending a boxercise class and feeling intimidated by the male trainer
- It was suggested that a self defence element to any programme would appeal to women
- Suggestion was made to concentrate on volunteers – encourage women to become coaches
- Get local female boxers to promote boxing – usually its men on posters, why not use female boxers

Working with schools

- £10k seems like a small amount to give to a schools programme when you consider the number of schools across the city
- Equipment is expensive so rather than giving schools money to buy equipment work with the boxing governing body to go into schools; example was given of the IRFU coming into one of the school and the number of pupils who participated for a small sum of money
- Boxing open days – move to schools, target younger generation

Increasing participation among people with a disability

- Target special needs schools – there is a lack of PE in special needs school; Disability Sport and SNI have come into the school in the past
- Clubs don't have the facilities for females and people with disabilities
- Need to train coaches so they have ability to work with people with special needs

Increasing participation

- Look at boxing across the city – promote it all areas not just those that are socially deprived
- Look at using existing groups to target programmes at it such as scouts groups

Process queries

- Query was raised if we were funding events how would they benefit Belfast
- Query was raised over how the money was going to be distributed



# **Amateur Boxing Strategy 2012 - 2022**

## **Consultation Questionnaire**

**November 2012**



### **Purpose of this document**

The purpose of this consultation questionnaire is to seek your views on the draft Amateur Boxing Strategy. Your views will help inform the final strategy and how we implement it. You should complete the questionnaire after reading the draft strategy.

### **Consultation Process**

A pre-consultation phase has already been completed, involving members of boxing clubs across the Belfast City Council area and on the periphery. The outputs of the pre-consultation phase have been used to prepare this draft strategy. The results from this phase of public consultation will be used in the finalising of the strategy.

### **How to respond**

This questionnaire has been developed to help you in submitting your views. If you do not agree with the content of the draft strategy, please say so and state exactly what it is you do not agree with. And, if possible, what you think should be considered instead.

Alternative formats of the document are available on request and by contacting us.

If you need an explanation of any terms we've used or you want any clarification please contact us.

Telephone	028 9091 8779
Emailing	sullivanc@belfastcity.gov.uk
Writing to	Policy and Business Development Unit Parks and Leisure Department Belfast City Council 2nd Floor, Adelaide Exchange 24-26 Adelaide Street Belfast BT2 8DG

The documents can also be viewed and downloaded from our website at [www.belfastcity.gov.uk/boxing](http://www.belfastcity.gov.uk/boxing)

**Responses must be received no later than 4pm on Friday 8<sup>th</sup> February 2013** and should be posted to the above address or emailed to [sullivanc@belfastcity.gov.uk](mailto:sullivanc@belfastcity.gov.uk)

Please note that all responses will be treated as public, and may be published on our website. If you don't want your response to be used in this way, or if you would prefer it to be anonymous, please tell us when responding (see Statement of Confidentiality and Access to Information Legislation at the end of the document).

Once we have considered all responses we will publish a report on our website.

Thank you for taking the time to complete this questionnaire and for giving us your views.

**Your information**

I am responding as:

An individual

on behalf of an organisation or club

Name:	
Title (If applicable) e.g. President, secretary	
Organisation or club (If applicable)	
Address	
Telephone	
E-mail	

**Mailing list**

Please tick the box below if you would like to be included on our mailing list to receive further information on the development and implementation of the amateur boxing strategy.

Please include me on your mailing list

**Approach**

Our draft strategy was developed in partnership with Country Antrim Boxing, the Ulster Boxing Council (UBC), Sport Northern Ireland (SNI) and the Irish Amateur Boxing Association (IABA). We undertook a baseline assessment of all boxing clubs in Belfast and on the periphery. We used this information along with information provided by the IABA and UBC to identify need across the city.

We have developed actions to meet these needs and we plan to deliver these in partnership with others over a 10 year period.

**Question 1:** Do you agree or disagree with the overall approach of the draft amateur boxing strategy?

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree

Please provide details of why you agree or disagree with the overall approach and any changes you think should be made to the overall approach.

**Assessment of need**

We used several sources to provide us with information on the key issues and need within boxing in Belfast. This included information on membership, coaches and volunteers, governance structures, funding, facilities and equipment. These sources included information we gathered from the surveys we sent to all the boxing clubs in Belfast as part of the baseline assessment and information we obtained from the IABA and UBC.

**Question 2:** Do you agree that we identified the correct key issues and need within amateur boxing in Belfast?

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree

Please provide details of why you agree or disagree with the key issues and need we have identified and any other things we should consider.

**Action plans**

We have developed action plans under four strategic challenges identified by the IABA in their strategic plan and used by both UBC and Co Antrim Boxing. These strategic challenges are:

- Pathways (boxers, coaches and officials)
- Coach education and development
- Club support and development
- Governance

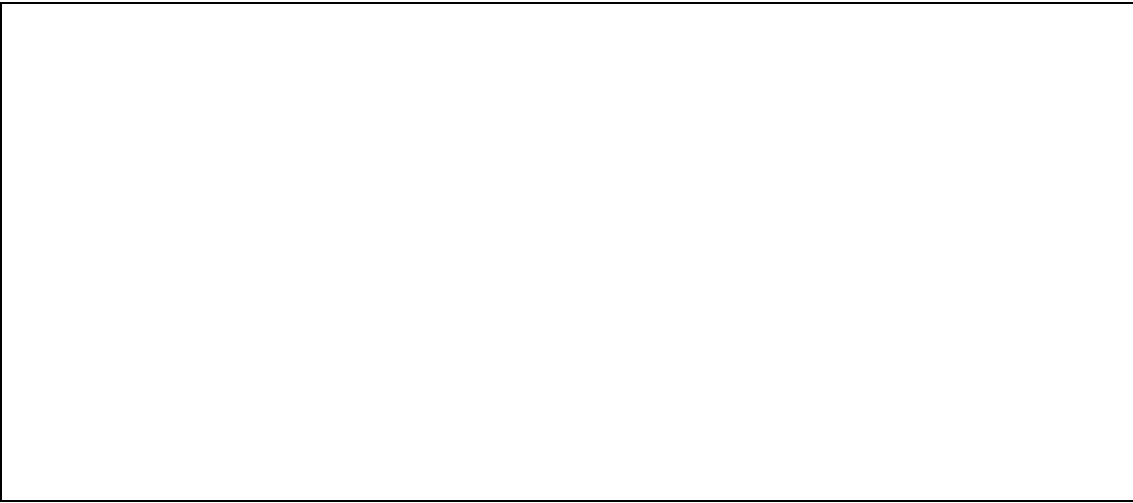
**Question 3:** Do you agree or disagree with us using the four strategic challenges outlined in the draft strategy?

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree

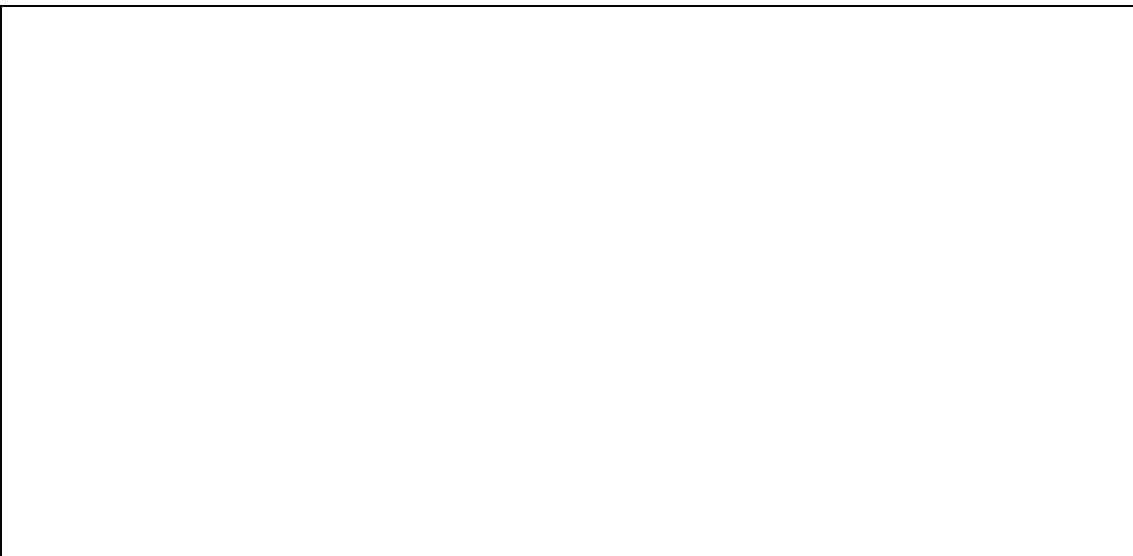
Please provide details of why you agree or disagree with the use of the four strategic challenges and if there are any additional strategic challenges you feel should be included.

**Question 4:**

(a) Do you have any comments on the Action Plan for Pathways (boxers, coaches and officials)?



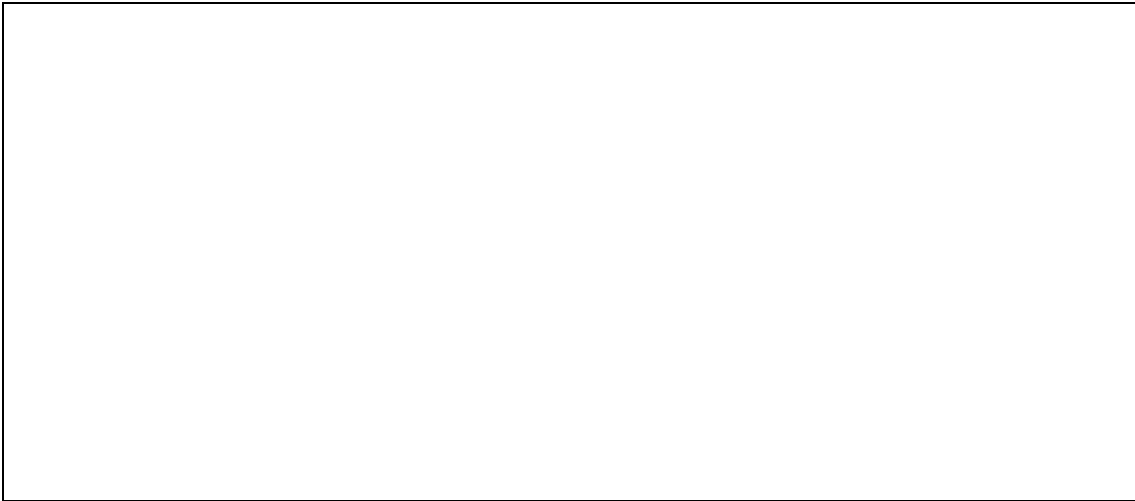
(b) Please provide details of any other action areas which you think should be included in the plan for Pathways (boxers, coaches and officials) and your reasons for suggesting them.





**Question 5:**

(a) Do you have any comments on the Action Plan for Coach education and development?

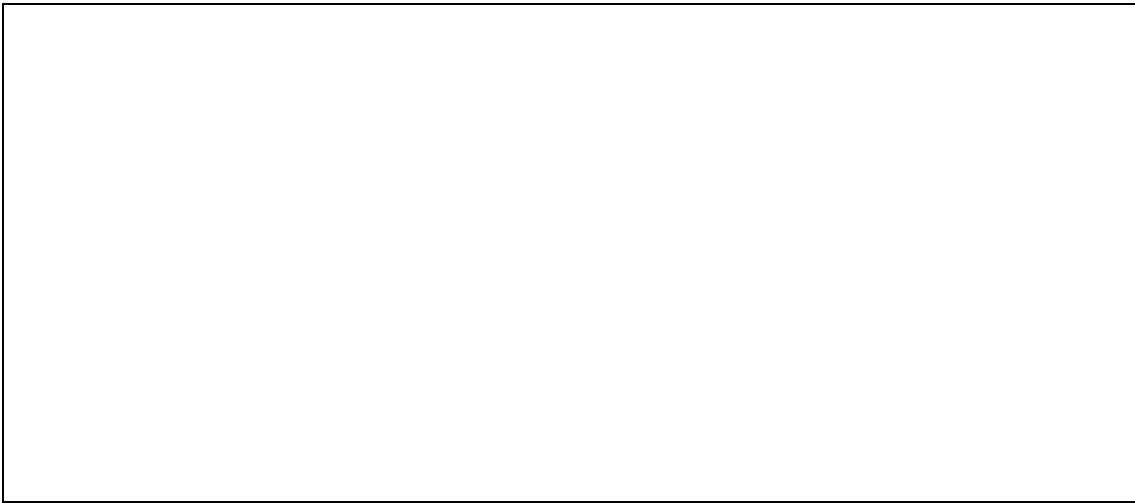


(b) Please provide details of any other action areas which you think should be included in the plan for Coach education and development and your reasons for suggesting them.

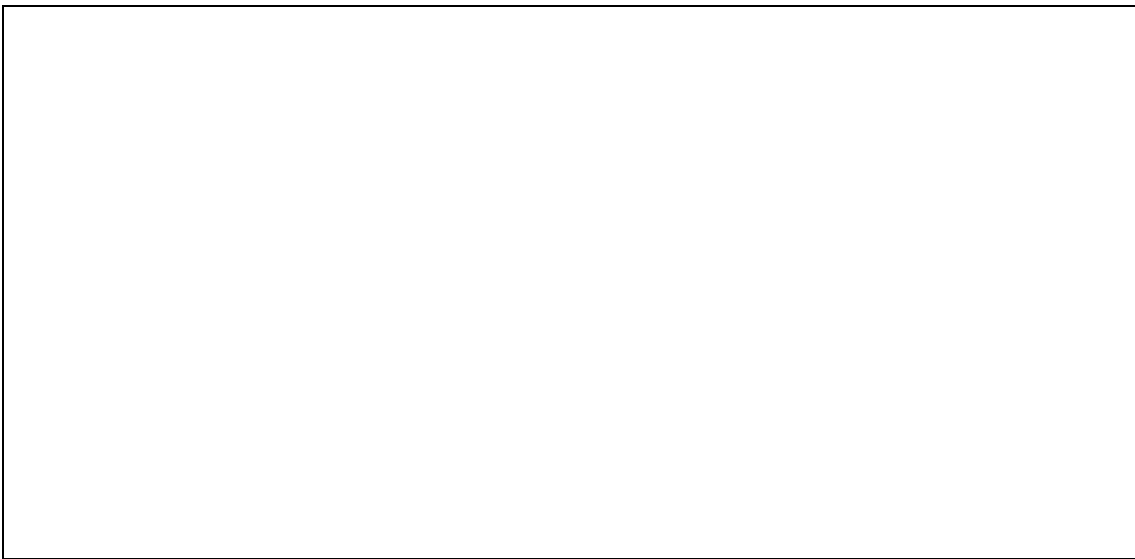


**Question 6:**

(a) Do you have any comments on the Action Plan for Club support and development?



(b) Please provide details of any other action areas which you think should be included in the plan for Club support and development and your reasons for suggesting them.



**Question 7:**

(a) Do you have any comments on the Action Plan for Governance?



(b) Please provide details of any other action areas which you think should be included in the plan for Governance and your reasons for suggesting them.



**Question 8:** Please identify any other actions that you think that we should include in the draft amateur boxing strategy.

**Monitoring and Evaluation**

*The draft amateur boxing strategy proposes a set of performance indicators against which effectiveness of the strategy will be monitored and reported on annually. These are set out in detail on page 27 of the draft strategy document. In addition, we propose to undertake a comprehensive strategic review in 2016 to consider how successful the approach taken has been and to agree the next phase of actions.*

**Question 9:** Do you agree or disagree with the proposed approach to monitoring and evaluation (ie the performance indicators as set out on page 27 of the draft amateur boxing strategy and a comprehensive strategic review)?

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree

Please provide details of why you agree or disagree with the approach.

**Equality Impact**

Section 75 of the Northern Ireland Act 1998 (see [http://www.ofmdfmi.gov.uk/section\\_75](http://www.ofmdfmi.gov.uk/section_75)) requires that public authorities, in carrying out functions relating to Northern Ireland, have due regard to promote equality of opportunity -

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Between men and women generally;
- Between persons with a disability and persons without; and
- Between persons with dependants and persons without.

Equality impact screening of the draft amateur boxing strategy is being conducted, to which this consultation will contribute. Based on the outcomes of the pre-consultation phase already conducted, our provisional finding is that there may potentially be an adverse impact on some of the categories listed under Section 75. These include women and persons with a disability.

Within our action plans we have included mitigating actions to help manage any potential impacts on these groups. These include ‘try it’ events for females and persons with a disability.

**Question 10:** Do you agree or disagree with our provisional finding and proposed mitigating actions?

Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree

Please provide details of why you agree or disagree with our provisional finding.

## Additional comments

**Question 11:** Please provide any other comments you wish to make on the draft amateur boxing strategy.



## Confidentiality and Access to Information Legislation

Information provided in response to this consultation, including personal information, may be published or disclosed in accordance with access to information legislation: these are chiefly the Freedom of Information Act 2000 (FOIA), the Data Protection Act 1998 and the Environmental Information Regulations 2004.

If you want us to treat the information that you provide as confidential, please be aware that, under the FOIA, there is a statutory Code of Practice (section 45) which we must comply with. It deals, with, amongst other things, obligations of confidence. In view of this, it would be helpful if you could explain to us why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we will take full account of your explanation, but we cannot give an assurance that we can maintain confidentiality in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on Belfast City Council.

For further information about confidentiality of responses see [www.ico.gov.uk](http://www.ico.gov.uk) or contact the Information Commissioner's Office on 028 9026 9380 or email [ni@ico.gsi.gov.uk](mailto:ni@ico.gsi.gov.uk)



# Amateur Boxing Strategy 2012-2022





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## Foreword

As Chair of Belfast City Council's Parks and Leisure Committee, I am delighted to be able to present this Amateur Boxing Strategy to the people of Belfast. Belfast has a proud tradition of boxing and our boxing clubs across the city continue to produce talented boxers. Belfast has produced nine Olympic medal winners including two at the London 2012 games.

However it is not just about the elite performers, boxing clubs play an important role in the life of communities across the city, many of them in socially deprived areas. They provide an outlet to young men and an ever increasing number of young women, equipping them with life skills. Boxing provides these young people with discipline, confidence, self management, respect, strategic and tactical thinking, that they might not otherwise get.

We have worked with a range of partners in the development of this strategy and the challenge for all us is to ensure that the support is in place to allow boxing clubs to continue to develop and grow.

I would like to take this opportunity to thank and congratulate all those who have contributed to the development of the Amateur Boxing Strategy for Belfast.



Councillor Gerard McCabe  
Chair, Belfast City Council Parks and Leisure Committee



# 1. Executive summary

## Background

Boxing has traditionally been a very successful sport for Northern Ireland with many successes at local and international levels. The most recent success was two Belfast boxers winning bronze medals at the London 2012 Olympic Games.

Belfast City Council recognises the important role which amateur boxing plays in the life of Belfast and its working class communities. This has led to the development of a city-wide amateur boxing strategy which will provide much-needed investment in and support for Belfast's amateur boxing clubs.

## Strategy development

A steering group was established in February 2012 to oversee the development of the strategy. It is made up of representatives from Belfast City Council, County Antrim Boxing, the Ulster Boxing Council (UBC), Sport Northern Ireland (SNI) and the Irish Amateur Boxing Association (IABA).

From the beginning we have also consulted with local boxing clubs to make sure that we also have a clear picture of what is happening at the grassroots level.

The first stage of the process was to undertake a baseline assessment of all the boxing clubs in Belfast and those on the periphery.

This provided us with information on a range of issues including membership, coaches and volunteers, governance structures, funding, facilities and equipment.

We used this information along with information provided by the IABA and UBC to identify need across the city and common issues that are facing boxing clubs.

## Action

Based on the assessment of need carried out as part of the development of their strategic plan IABA identified four strategic challenges under which they outline strategic targets, performance indicators and strategic initiatives.

The UBC and Co Antrim also based their plans on these four strategic challenges which are:

- Pathways (boxers, coaches and officials)
- Coach education and development
- Club support and development
- Governance

To ensure alignment actions were developed under these four strands within this strategy. These actions will cover the first period of delivery of this strategy, 2012-16.

## Review

The effectiveness of the implementation of the strategy will be monitored and reviewed through a range of performance indicators. We would also propose that a comprehensive strategic review be undertaken in 2016 to consider how successful the approach taken has been and to agree the next phase of actions.

This strategic review would include a repeat of the baseline assessment that was undertaken to inform this strategy.



## 2. Introduction

This draft strategy aims to consider the role and development of amateur boxing in Belfast. Boxing has traditionally been a very successful sport for Northern Ireland with many successes at local and international levels. Boxing was Northern Ireland's most successful sport at the most recent Commonwealth Games in Delhi and Northern Ireland was the most successful Commonwealth boxing team at the Games.

Within Ulster<sup>1</sup> Antrim is the strongest county. Belfast boxers have been very successful at the Olympics and have won nine of Ireland's 16 Olympic medals for boxing. Of the five male boxers who qualified for the London 2012 Olympic Games, two were from Belfast clubs; Paddy Barnes and Michael Conlon. Both won a bronze medal.

Development of this strategy has been led by Belfast City Council in partnership with County Antrim Boxing, the Ulster Boxing Council (UBC), Sport Northern Ireland (SNI) and the Irish Amateur Boxing Association (IABA). From the beginning we have also consulted with local boxing clubs to make sure that we also have a clear picture of what is happening at the grassroots level. To oversee the development of the strategy we drew up a governance framework which was agreed by all partners. A copy of the governance framework is attached as appendix 1.

There has also been political support and in January 2012 the Council's Parks and Leisure Committee agreed to support the development of an amateur boxing strategy for the city.

At the Belfast City Council meeting on 1 February 2012 the following notice of motion was proposed and referred to the Parks and Leisure Committee.

*"This Council supports the efforts of the Minister for Culture, Arts and Leisure and the boxing fraternity to secure the presence of the Cuban Olympic Boxing Team in Belfast for their pre-Olympic Games training.*

*Belfast has a proud history of boxing excellence and our boxing clubs and coaches continue to produce fantastic young talented boxers, including Michael Conlon, who will be representing Belfast and Ireland in the London 2012 Games.*

*Recognising the important role which amateur boxing plays in the life of the City and our working class communities, the Council welcomes the development of a City-wide boxing strategy which will provide much-needed investment in and support for our amateur boxing clubs."*

In March 2012 the Parks and Leisure Committee also agreed to the proposed approach for the development of the strategy. A copy of this is attached as appendix 2.

The period of this strategy is 2012-2022 but the action plans will cover the period 2012-16 to align it with the IABA's Strategic Plan and the UBC's Implementation Plan.



<sup>1</sup> Within the governance structure of boxing Ulster is made up of the six counties of Northern Ireland plus Cavan, Monaghan and Donegal



### 3. Setting the scene

Amateur boxing in Ireland is governed by the Irish Amateur Boxing Association (IABA) whose objective is to develop, foster and control amateur boxing in the 32 counties of Ireland. Founded in 1911, the IABA operates from the National Stadium in Dublin, the only purpose built amateur boxing stadium in the world. Under the IABA there are four provincial bodies and each of the 32 counties also has a county board<sup>2</sup>. Within Ulster there are 114 clubs<sup>3</sup>. The following table breaks these down by county.

County	No of clubs	% of total clubs in Ulster	% of clubs in NI
Antrim	42	36.8	48.8
Armagh/Down	19	16.7	22.1
Cavan/ Monaghan	10	8.8	-
Derry	12	10.5	14.0
Donegal	18	15.8	-
Tyrone /Fermanagh	13	11.4	15.1
<b>Total in Ulster</b>	<b>114</b>	<b>100</b>	<b>-</b>
<b>Total in NI</b>	<b>86</b>	<b>-</b>	<b>100</b>

It is clear that within Ulster, Antrim is the strongest county, containing over a third of the clubs in Ulster and almost half of the clubs in Northern Ireland. Of the 42 clubs in Co Antrim almost two thirds (60% or 25 clubs) are based in Belfast.

<sup>2</sup> In some cases where boxing is not strong counties are joined together

<sup>3</sup> As of 12 June 2012



## 4. Strategic context

The amateur boxing strategy relates both directly and indirectly to a range of central and local government policies and strategies and national, regional and local boxing strategies and plans including those shown below.



### National level

The **IABA's Strategic Plan 2011-16** sets out the strategic direction for amateur boxing in Ireland and how this will be achieved by 2016. The vision, as laid out in the strategic plan, is:

*'To be Ireland's leading Olympic sport and one of the World's leading boxing nations in competition, development and governance'.*

The strategic plan identifies four strategic challenges and outlines strategic targets, performance indicators and strategic initiatives under each of these. The four strategic challenges are:

- Pathways (boxers, coaches and officials)
- Coach education and development

- Club support and development
- Governance

### Regional level

The **Programme for Government 2011-15** has four priorities one of which is: Building a Strong and Shared Community which focuses on:

*'Unlocking the potential of the culture, arts and leisure sectors as instruments for positive change. Additionally, it seeks to encourage greater involvement in sporting and pastoral activities to advance social cohesion and integration.'*



### **Sport Matters - The Northern Ireland Strategy for Sport and Physical Recreation 2009-19**

builds on the success of previous strategies and proposes a strategy for the development of sport and physical recreation in Northern Ireland up to 2018. The document identifies 26 high level targets under the areas of participation, performance and places. In delivering against each of these targets the strategy will:

- increase the number of children and adults experiencing, enjoying and participating in high quality sporting opportunities;
- enable an increasing number of our most talented athletes to achieve at the highest level in their sport, including European, World, Commonwealth and Olympic/Paralympic competition; and
- ensure that every person in Northern Ireland has access to a range of new, improved and shared world-class and locally available sports facilities.

The **UBC's Strategic Implementation Plan 2012-16** sets out the way it will implement the IABA's Strategic Plan in Ulster. The UBC sees the development of this implementation plan as an important tool for Ulster Boxing in underpinning its future and in delivering the highest professional standards possible.

The plan has four strategic objectives based around coaching, governance, participation and high performance. The plan also details key actions under each of the four strategic challenges identified in the IABA's plan.

### **Local level**

**Belfast City Council's Investment Programme 2012-2015** outlines a commitment to investing £213m on capital projects, local economic growth, people communities and neighbourhoods and ensuring value for money. This includes using the £5m Local Investment Fund to attract and compliment other funding for regeneration such as Sport NI's Community Capital Programme.

The **County Antrim Board's Development Plan 2012-2015** outlines their vision as '*To have vibrant and successful clubs supported by best practice coaching, governance and facilities*'. The plan also outlines how the Board will contribute to three of the IABA's Strategic Challenges:

- governance
- coach education and development
- club support and development

The **Physical Activity and Sports Development Strategy for the City of Belfast's** vision is 'Together, putting sport and physical recreation at the heart of Belfast'. The strategy identifies five goals and sets out a detailed set of strategic initiatives and actions against them.

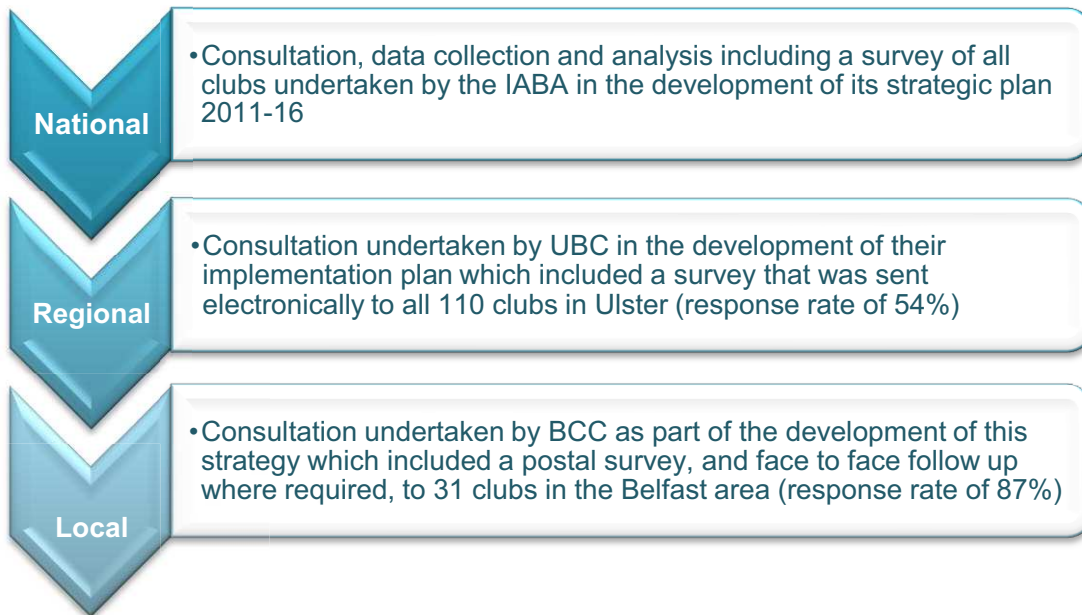
These are:

- partnership
- capacity
- facilities
- participation
- performance



## 5. Assessment of need

Several pieces of work have been undertaken which provide evidence that can be used to assess the need within amateur boxing in Belfast. These include:



### Key issues

It is clear from all the assessments carried out that there are common issues across amateur boxing clubs. It is critical that these are addressed so amateur boxing can continue to grow and develop. These issues include:

- Many clubs have facilities that are not fit for purpose and are not large enough for them to expand their membership.
- Although there is a growing interest in female boxing the majority of clubs do not have female changing facilities and therefore cannot expand female membership.
- Although the majority of coaches do have formal coaching qualifications a programme of coach development is required. This will create a high standard of coaching in the future which is necessary if boxing is to continue to enjoy success at international competition level.
- Boxing clubs do not have paid staff and depend on volunteers. The standard of training for volunteers varies greatly across clubs and some clubs have difficulty recruiting new volunteers.
- Governance and management varies across clubs and work is needed to ensure a high level of governance and management across all clubs.
- Not all clubs have a club development plan. There is interest among clubs in working towards Clubmark<sup>4</sup> which will require them to have a current and active plan.
- The majority of clubs are based in areas of social deprivation and operate on very small annual budgets. They would benefit with help to source funding.

<sup>4</sup>Clubmark is an accreditation scheme for junior sports clubs



## National level

Among the key conclusions of the work undertaken by the IABA in developing their strategic plan are:

- The high performance programme has been particularly successful, building on the achievements of work done by individual clubs, coaches and officials.
- The development of women's boxing has opened up the sport to a key target group for sporting participation. However, many clubs lack facilities to accommodate women and this is an issue, which must be addressed if more girls and women are to be attracted to the sport.
- The work highlighted the need for coach and official development to support the development of boxers, succinctly described in one senior coach's words 'If you don't have strong coaches, you don't have strong boxers.' Completion of work on the accreditation programme for levels 2, 3 and 4 for coaches is essential for this.
- Following on from the successful development of the High Performance programme boxing must now focus on development at local level, with a focus on local clubs, strengthening regional structures and other initiatives that facilitate participation and pathways to competition and progression.
- In relation to strategic implementation it is important to consider that the organisation relies on volunteers.

Research by the IABA also shows that boxing has a significant reach into disadvantaged communities and that life skills learned through boxing are important and beneficial for young people who might not have gained the advantage of the discipline, confidence, self management, respect, strategic and tactical thinking that, amongst other skills, are learned through the sport of boxing.

The IABA's strategic plan also acknowledges that boxing has a large and strong volunteer base with long standing experience of the sport. This base of volunteers is a key asset to boxing and the challenge facing boxing is to maintain and grow it. There is also an increasing understanding of the importance of acknowledging and recognising the contribution made by the volunteers to all aspects of the sport.

## Regional level

To support the development of their implementation plan UBC undertook an audit of all 110 clubs in Ulster to find out the current state of their facilities and equipment and the impact this has on the development of their club. 59 of the clubs responded which is a response rate of 54%. The information is not broken down at county level so it is not possible to extract the information relating to Belfast based clubs.

The following table shows the breakdown of the facilities that are available to the clubs that responded:





Facility	Percentage of clubs with this facility
Male changing rooms	65
Female changing rooms	24
Male toilets	82
Female toilets	51
Male showers	53
Female showers	19

The findings from this piece of work confirm one of the key findings of the IABA research that a lack of female facilities is an issue if women's boxing is to be developed and grown.

The audit also asked clubs about the condition of their buildings and facilities and as the following table shows two thirds of clubs need work done to their buildings and over 80% need work done to their club facilities.

	Poor repair/needs basics repaired	Usable but needs work	Good state of repair
Building	19%	48%	33%
Roof	16%	14%	70%
Facilities (changing rooms etc)	46%	37%	17%



The audit also showed that while 89% of clubs have one boxing ring, 7% of the clubs that responded do not have any.

Clubs were also asked to state the extent to which they agreed with a range of statements. As the following table demonstrates the majority of clubs that responded feel that their current facilities are holding back the development of their clubs and especially their ability to attract females.

Statement	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
The current facilities in my club are holding back the development of boxers and boxing	9%	11%	22%	25%	33%
The top priority for boxing clubs is to get money for new or more facilities and equipment	0	11%	10%	15%	64%
There are more urgent priorities for funding for our club than facilities and equipment	16%	24%	22%	18%	20%
We could have more women and girls boxing in our club if we had better facilities	7%	5%	4%	24%	60%

Based on the findings of the audit the UBC Implementation Plan states that ‘facilities enhancement will be a key component of achieving the UBC’s objectives for increasing the number of recreational boxers, increasing the involvement of girls and women in the sport and the successful development of boxer pathways to high performance’.

### Local level

As part of the development of this strategy Belfast City Council carried out a baseline assessment which involved sending out a questionnaire to 27 amateur boxing clubs in Belfast and four on the

periphery. 25 of the Belfast based clubs and two of the clubs on the periphery returned completed questionnaires equating to a response rate of 87.1%

The questionnaire was structured to gain information on a range of issues including membership, coaches and volunteers, governance structures, funding, facilities and equipment. The following summarises key information from the baseline assessment and the full document is attached as appendix 3.



The total membership of all the clubs that responded was 1,999 and an analysis of the membership shows that boxing is a male dominated sport with 79.5% of members being male. The following table outlines the total number of members, from all the clubs that responded, in each category. It also shows this as a percentage of the total membership of all the clubs that responded.

Category	Number of members	Percentage of total members
U11 boys	340	17
U11 girls	77	3.9
Junior boys (11-16 years)	567	28.4
Junior girls (11-16 years)	87	4.4
Senior men (17-34 years)	452	22.6
Senior women (17-34 years)	126	6.3
Veteran men (35 years+)	230	11.5
Veteran women (35 years+)	71	3.6
Other types of membership (no club specified what this was)	49	2.5
<b>Total</b>	<b>1999</b>	<b>100.2<sup>5</sup></b>



<sup>5</sup> Does not equal 100% due to rounding



The survey revealed that four clubs (14.8%) do not have female members of any age. One club does not have any U11 members of either gender and one club does not have any members under 16 years of age. Nine clubs cater for under 11 boys but not under 11 girls and five clubs cater for junior boys but not junior girls.

Clubs were asked whether they thought their membership would change over the next two years. Two thirds of club felt that it would increase as all of them thought that there is a growing interest in boxing. A majority of clubs also thought that the high standard of coaching and raised profile resulting from London 2012 would contribute to increased membership.

Eight of the clubs felt that their membership would stay the same and the reasons for this were they didn't have sufficient facilities and/or equipment to expand.

The clubs were asked to indicate the catchment area for their members. A third of clubs stated that their members came from the local area

(approx 10-15min walk or 0.75mile) surrounding their club while just under a fifth of clubs attracted members from across Northern Ireland.

An analysis of the location of the clubs show that they are all in areas that suffer from high levels of deprivation. When mapped against the 2010 Multiple Deprivation and Health Deprivation Measures, the majority of clubs (90%) are ranked within the 20% most deprived wards in Northern Ireland. These maps are attached as appendix 4.

All the clubs that responded offered competitive opportunities at local and national level. The majority of clubs offered a range of other activities including recreational boxing and boxing for fitness. However less than half the clubs which responded offered specific sessions for under 11 girls or female only boxing classes or sessions.

In total the clubs that responded have 195 coaches. The following table breaks down the type of qualifications that the coaches hold. The majority of coaches (63.15%) hold a level 1 IABA coaching qualification with a small number (11.8%) having international coaching experience.

Level of qualification	Number of coaches	% of total number of coaches <sup>6</sup>
Trainee coach - awaiting formal training	43	22.1
Level 1 IABA coaching qualification	123	63.1
International experience – e.g. coaching at Olympic or commonwealth level	23	11.8
Other qualifications e.g. professional fitness training	37	19

<sup>6</sup> This does not add to a total of 100% as some coaches are included in more than one category.



Clubs were asked to give information on the volunteers they have that are in addition to their coaches. The majority of clubs (21 or 77.8%) have volunteers, with most having fewer than 10 although one club has 15 and another 17. In total there are 123 volunteers across all the clubs and the following table breaks them down by age and gender.

Age and gender	Number of volunteers	% of total number of volunteers
Male – over 18	80	65.0
Male – under 18	8	6.5
Female – over 18	32	26.0
Female – under 18	3	2.4
<b>Total</b>	<b>123</b>	<b>99.9<sup>7</sup></b>

The table below outlines that a high number of clubs do not offer any training to volunteers and the level of training varies greatly across clubs.

Type of training	Number of clubs that provide this type of training
Coach mentoring within your club	12
Coach workshops provided by your club	5
Level 1 IABA coaching qualification	9
Formal training provided by a public body such as Belfast City Council or Sport NI, for example child protection training	10

<sup>7</sup> Does not add to 100 due to rounding



Clubs were asked to provide information on their governance and management and the information provided showed that the level of governance and management varied across clubs. Almost 20% of clubs do not have a management committee and one club has only one officer who carries out a number of roles. Two clubs did not have a constitution and the level and type of policies that clubs have in place varies.

Just over half of the clubs have a club development plan in place and four of the clubs that responded had Clubmark<sup>8</sup>. Seventeen of the clubs that responded indicated that they would be interested in working towards Clubmark with the support of Belfast City Council.

From the evidence provided on funding it is clear that the majority of clubs operate on a small budget and of the 18 clubs that provided information over 70% of them had an annual budget of less than £5,000. The majority of clubs raised their funding through members dues or subs and club fundraising.

Twenty two of the clubs stated that they had received funding from a public body in the last three years. The main funders have been Belfast City Council and Sport NI and the majority of awards were under £2,000. While the majority of funding applications are for refurbishment of premises or to purchase equipment, some clubs have obtained funding for events and activity programmes.

Of the clubs that responded only three own their own building with the majority (15) having a long term lease on a building. The remaining clubs hired venues when required or had another type of arrangement.

Clubs were asked to outline what facilities they have available to them, the condition they are in

and where they are accessible for people with a disability. The majority of clubs do not have female changing or shower facilities. Very few clubs stated that any of their clubs have excellent facilities and only a small number are accessible for people with a disability. Clubs were also given the opportunity to make comments on any specific issues they had with their facilities. These are detailed in the baseline assessment attached as appendix 3 but the majority were around the fact that they did not have facilities that were fit for propose; many are in a bad state of repair, very few have female facilities and some are lacking the space to allow them to expand their membership.



<sup>8</sup> Belfast Clubmark is an accreditation scheme for junior sports club that Belfast City Council deliver in partnership with Sport NI.



## 6. Current Practice and Support

To help us inform the action plans for the delivery of this strategy we examined current practice from elsewhere and the support that is currently available for amateur boxing in Belfast.

### Practice elsewhere

The Amateur Boxing Association of England Ltd (ABAE) is the national governing body for boxing in England and it is responsible for the governance, development and administration of boxing in schools, clubs and competition. Among the resources that ABAE have available on their website is an area relating to volunteering. They are currently working on a volunteering strategy but already provide a number of resources including a 'Volunteer Development Toolkit' which provide templates and information on recruiting and retaining volunteers. They also provide a number of case studies on clubs that have successful volunteer programmes.

Dublin City Council, the IABA and the Irish Sport Council have developed a partnership that aims to promote boxing and community activity, to encourage participation, to promote the values of sport and boxing in particular, and to develop partnerships and co-ordination with all interested and relevant local groups.

Through the Young People's Facilities and Service Fund from the Department of Children and Youth Affairs the partnership has appointed five Community Development Officers in boxing that cover the Dublin city area. The purpose of the fund is to assist in the development of youth facilities and services in disadvantaged areas where a significant drug problem exists or has the potential to develop. The objective of the fund is to attract 'at risk' young people in disadvantaged areas into these facilities and activities and divert them away from the dangers of substance abuse.

The Community Development Officers work with 10-21 year olds and run a 'Start Box' programme. The aim of this 12 week programme is to introduce young people to sport and physical

activity and if they show an aptitude or interest in boxing to direct them towards their local club. Interested participants over 18 are also offered the opportunity to take part in an introduction to coaching course.

### Regional support

Sport NI provides support for elite amateur boxers and 13<sup>9</sup> boxers are currently receiving support from Sport NI and the Sports Institute of Ireland. Several boxers from Belfast also receive support from the Irish Sports Council's High Performance Unit.

Sport NI has recently provided the funding for the IABA to appoint a Club Development Manager on a fixed term post to March 2015. The Club Development Manager's role will be to work with key partners to improve amateur boxing by developing quality, child friendly sports clubs in Northern Ireland. Their responsibilities will include supporting boxing clubs to source additional funding and developing a club development plan and a range of templates and resources to support clubs.

Sport NI has developed a Boxing Investment Programme. There will be approximately £3 million which will be invested over the next three years. Sport NI is currently developing the process for allocating the funding but it is anticipated that £232,000 will be allocated in 2012-13 for equipment with the remainder being allocated for capital projects in 2013-14 and 2014-15.

<sup>9</sup> As of September 2012



## Local support

As part of London 2012 pre-games training camps were set up across the UK. The purpose of these was to showcase facilities and to allow local people the opportunity to interact with Olympic competitors.

Among the camps set up in Northern Ireland was a boxing camp in Belfast. This was as a result of work by a number of partners including BCC, Queens Sport, Sport NI and local boxing coaches. Support was provided to visiting teams through the provision of subsidised transport, accommodation and facilities. As a result six boxing nations based themselves in Belfast for pre-games training camps:

- Argentina
- Australia
- Canada
- Cuba
- Ecuador
- Puerto Rico.

In total 35 boxers and 25 support staff were based in Belfast. As part of the camp the boxers participated in six open sessions in Belfast, Newtownabbey and Banbridge. These sessions allowed local boxers the opportunity to spar and train alongside Olympians. In addition to these sessions an international coaching master class was also held. Two of the Cuban boxers who attended the pre-games training camp won gold medals and a further two won bronze medals.

Belfast City Council under its Support for Sport grants funding has supported a range of boxing clubs and events. From 2007 to present we have supported four events under the events funding strand. In 2010-11, 10 boxing clubs received small grants (up to £1,000) and one club received a large grant (£5,000). A further 12 boxing clubs received small grants in 2011-12 and one club

received a large grant. To date this year nine clubs have received small grants and over the last three years seven clubs have also received £250 equipment grants.

Eleven boxing clubs based in Belfast have obtained 37 grants from a range of government departments over the period 2007-2012<sup>10</sup>. 11 of these grants were obtained in the financial year 2011/12, eight in 2010/11, six in 2009/10 and the remaining 12 before the end of 2008/09.

Of the grants seven were over £16,000 and were awarded for capital works and the purchase of equipment. Three of the grants obtained were between £5,000 and £10,000 while the remainder were small grants under £5,000. 15 of the grants obtained were around volunteering and the remainder were to deliver specific programmes.



<sup>10</sup> Information obtained from the government funding database





## 7. Action Plans

Based on the assessment of need carried out as part of the development of their strategic plan IABA identified four strategic challenges under which they outline strategic targets, performance indicators and strategic initiatives. The UBC and Co Antrim also based their plans on these four strategic challenges. To ensure alignment it is proposed that these are also used as the strands within this strategy's action plans.

To deliver on these strategic challenges, actions have been developed under each of them. It is proposed that these actions will cover the first period of delivery of this strategy, 2012-16. These actions are outlined in the following table with information on delivery timescales and who will be responsible for delivering them.





Pathways (boxers, coaches and officials)		
Action	Timeframe for delivery	Who will deliver
Hold 'try it' events including some targeted at underrepresented groups such as females and people with a disability	Short-term	Belfast City Council – LDU <sup>11</sup> in partnership with Belfast based boxing clubs
Promote free BCC Boost leisure membership for elite performers (those who perform at the highest level)	Ongoing	Belfast City Council
Promote the Support for Sport – Support for Individuals grant	Ongoing	Belfast City Council
Explore the potential of obtaining funding and sponsorship to support a programme of competitive fixtures, both local and international competitions, in Belfast	2013-16	Steering group members
Investigate potential sources of funding and sponsorship, including BCC, for hosting the Commonwealth Boxing Championships 2016 in Belfast	2013-16	Belfast City Council in partnership with IABA, UBC and Co Antrim Boxing
Begin discussions with the education sector in relation to the introduction of a non-contact boxing programme in schools including special needs schools	2013-14	Steering group members
Explore potential sources of funding for Belfast based ring officials ( 2-3 referees and 15-20 judges) to undertake the relevant training on an annual basis, to allow them to officiate at national, international and world events	2013 -16	Belfast City Council in partnership with Co Antrim Boxing
Host a 'Belfast Boxing' open day for individuals and groups who traditionally would have no involvement or exposure to boxing	2013-14	Steering group members in partnership with Belfast based boxing clubs

<sup>11</sup> Leisure Development Unit



Coach education and development		
Action	Timeframe for delivery	Who will deliver
Work with the governing body to develop and support a coach education programme across the city	Ongoing	Belfast City Council – LDU in conjunction with IABA, Ulster Council and Co Antrim
Develop a boxing specific coaching programme to include coaching master classes and online resources	2013-14	IABA, Ulster Council and Co Antrim
Source funding for the delivery of a boxing specific coaching programme in Belfast, aimed at gaining level 1 and level 2 qualifications	2013 - 2016	Steering group members
Work with the governing body to attract and train more females as coaches	Ongoing	Belfast City Council – LDU in conjunction with IABA, Ulster Council and Co Antrim
Work with the governing body to train coaches that can work with people with special needs	Ongoing	Belfast City Council – LDU in conjunction with IABA, Ulster Council and Co Antrim



<b>Club support and development</b>			
<b>Action</b>	<b>Timeframe for delivery</b>	<b>Who will deliver</b>	
Promote funding available through the Support for Sport grant scheme	Ongoing	Belfast City Council - LDU	
Support clubs in the development of a robust, current and active development plan with regular opportunity to review	Ongoing	Belfast City Council - LDU	
Explore the introduction of one Sports Development Officer and two community based coaches for Belfast, based in Belfast City Council with boxing as a priority target area	2013-14	Belfast City Council	
Develop and deliver a good relations programme to Belfast based clubs	2013-14	Belfast City Council in partnership with Co Antrim Boxing	
Develop a volunteer toolkit and resources to assist clubs to attract and retain volunteers	2013-14	Steering group members	
Provide start up support funding to allow for the development of new clubs across the city, through increasing the kick start funding element of Support for Sport	2013-16	Belfast City Council	

<b>Governance</b>			
<b>Action</b>	<b>Timeframe for delivery</b>	<b>Who will deliver</b>	
Work with clubs across Belfast to achieve Clubmark	Ongoing	Belfast City Council - LDU	
Work with clubs to develop strong management structures and put in place relevant policies and processes	Ongoing	Belfast City Council – LDU in partnership with Co Antrim Boxing	
Develop an online resource for clubs that provides information and templates in relation to governance and policies	2013-14	Steering group members	

## 8. Financing the strategy

This section outlines funding streams that are currently available for delivering the action plans. We anticipate that over the life of this strategy other funding streams may become available and Belfast City Council is currently discussing potential funding for the delivery of the actions plans in the period 2013-16.

### Belfast City Council

Boxing clubs can currently apply for financial help through Belfast City Council's Support for Sport grant scheme. Funding can be used to improve facilities, train coaching staff, buy new equipment, hold events or try out a new initiative or activity.

There are five 'types' of funding available:

- Support for Individuals grant
- Small development and equipment grants
- Large development grants
- Hospitality funding
- Events funding

Further information on the scheme can be found on the Council's website  
[www.belfastcity.gov.uk/supportforsport](http://www.belfastcity.gov.uk/supportforsport)

Belfast City Council currently work with a range of partners including the Public Health Agency, Belfast Trust and a range of voluntary and community organisations in the implementation of other strategies. We will continue to work with our existing and new partners to avail of any funding opportunities that arise to help us deliver the actions plans associated with this strategy.

### Other funding sources

There are various other sources of funding available from central government departments and other agencies and funders. Information on potential sources of funding is available from a number of websites including the central government funding database and NICVA's grant tracker.





## 9. Monitoring and evaluation

The amateur boxing strategy focuses on four strategic challenges and 19 actions over the period 2012-2016. We propose to monitor the effectiveness of the strategy through the following performance indicators:

Performance Indicators	Proposed data source
Number of Belfast based clubs	Ulster Council/Co Antrim Boxing
Percentage change in membership across the various categories	Repeat of baseline assessment in 2016
Increase in the number of females participating in boxing	Repeat of baseline assessment in 2016
Amount of funding and sponsorship sourced to support competitive fixtures	Co Antrim Boxing
Number of Belfast based referees and judges undertaking relevant training	Co Antrim Boxing
Number of Belfast based clubs obtaining Clubmark	Belfast City Council
Number of Belfast based coaches obtaining at least Level 1 coaching qualification	Repeat of baseline assessment in 2016
Increase in the number of trained volunteers in Belfast based clubs	Repeat of baseline assessment in 2016
Number of Belfast based clubs obtaining at least one grant annually from Support for Sport	Belfast City Council
Number of Belfast based clubs obtaining at least one grant annually from another source	Repeat of baseline assessment in 2016

Progress against the actions plans will be monitored and where possible indicators will be reported on an annual basis. We would also propose that a comprehensive strategic review be undertaken in 2016 to consider how successful the approach taken has been and to agree the next phase of actions. This strategic review would include a repeat of the baseline assessment that was undertaken to inform this strategy. The purpose of the baseline will be to measure the impact of the delivery of the action plan and to provide evidence around the need and priorities for the next phase.

## 10. Equality considerations

Section 75 of the Northern Ireland Act 1998 requires the council, in carrying out all its functions, powers and duties, to have due regard to the need to promote equality of opportunity between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; between men and women generally; between persons with a disability and persons without; and between persons with dependants and persons without.

The Act also requires the council, in carrying out its functions, to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

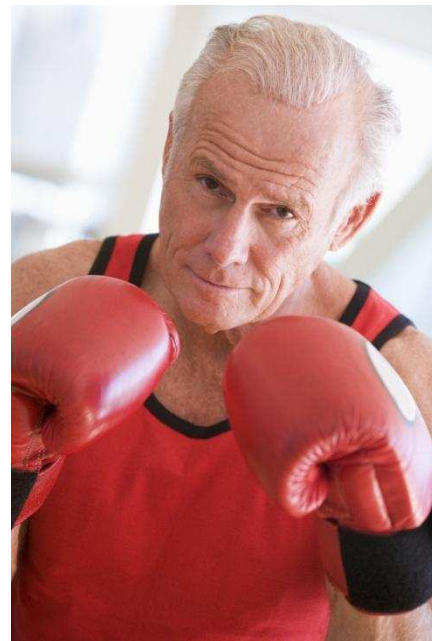
The council's Equality Scheme, which details how the council will fulfil its duties, was approved in April 2001. A part of that Equality Scheme was the production of a Good Relations Strategy. The council's Good Relations Strategy was prepared and adopted in February 2003; it was commended as a model of good practice in the Shared Future document by the Office of the First Minister/Deputy First Minister. The Good Relations Plan was updated in 2010.

Under the Disability Discrimination Act 1995 (DDA), (as amended by the Disability

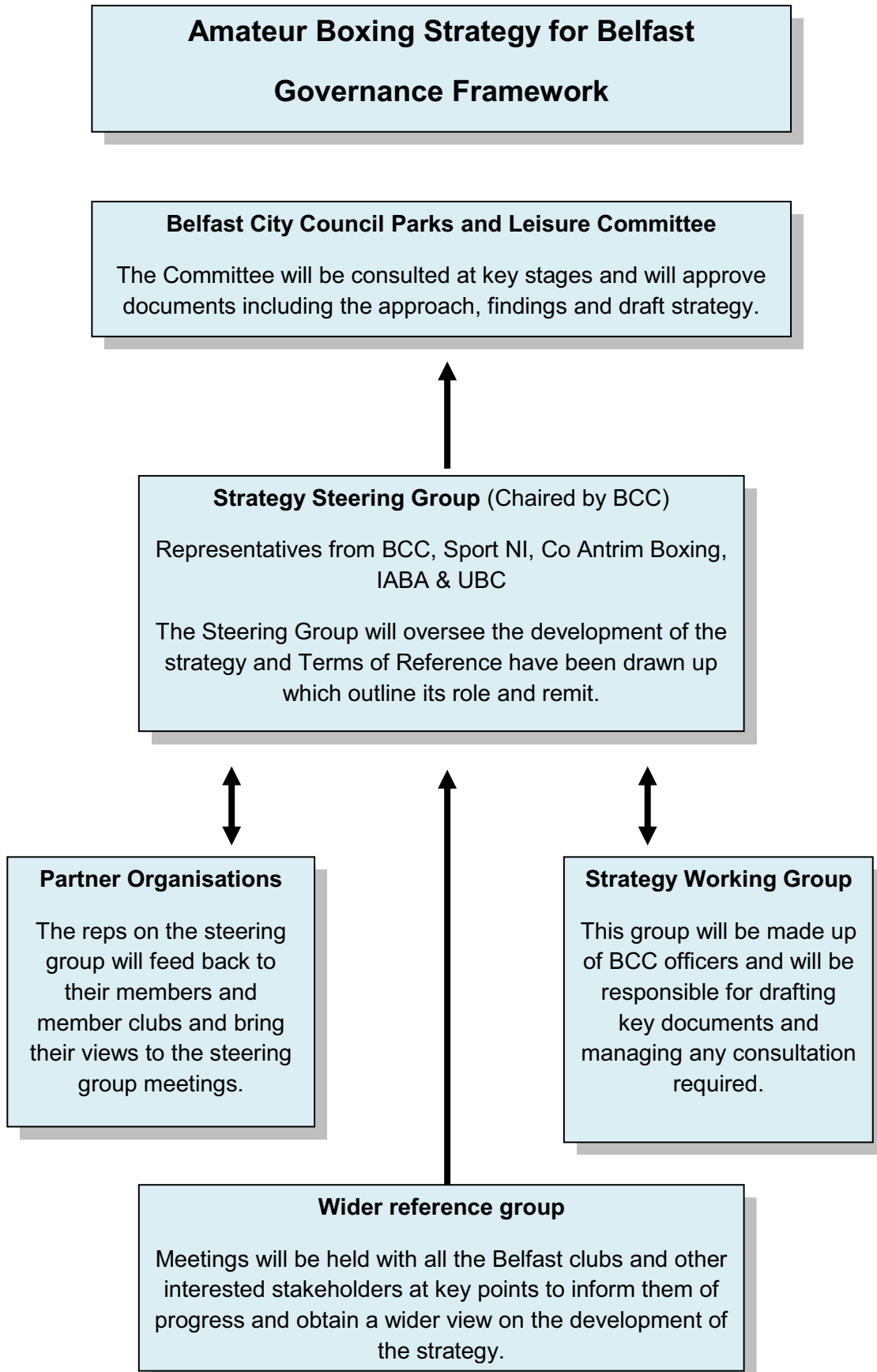
Discrimination (Northern Ireland) Order 2006) (DDO), from 1 January 2007, public authorities, when carrying out their functions must have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life.

This strategy was screened in line with the Council's equality screening process.



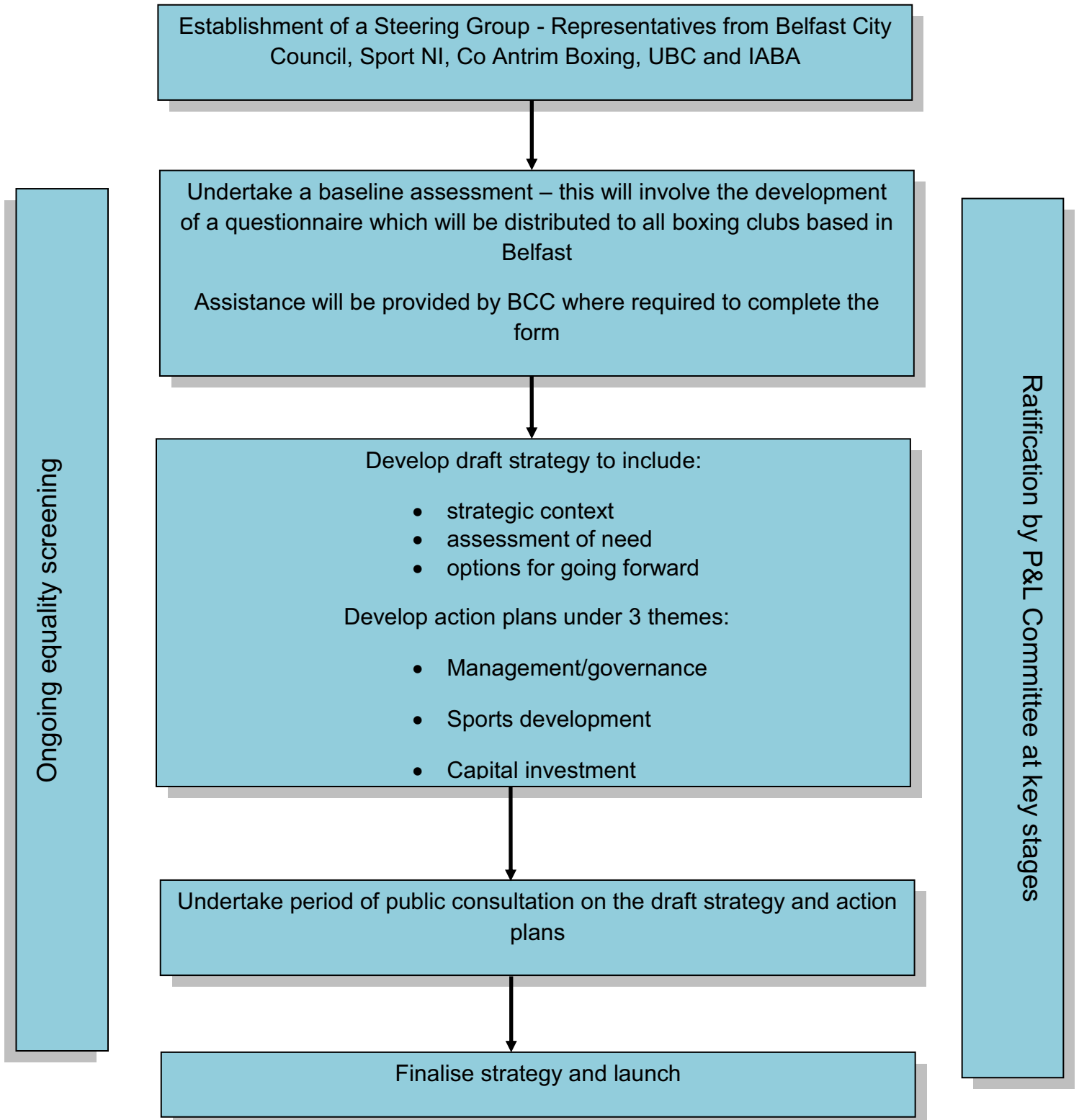
## Appendix 1





## Appendix 2

### Proposed Approach to the Development of an Amateur Boxing Strategy for Belfast





## Appendix 3

### Findings of survey of boxing clubs - June 2012

#### Contents

1. Background

2. Response rate

3. Membership

4. Coaching

5. Volunteers

6. Governance and management

7. Funding

8. Facilities and equipment



## 1. Background

To help us inform the development of the boxing strategy for Belfast we are undertaking a baseline assessment. This assessment will help us to get a clear picture of what boxing clubs are currently doing and how boxing as a sport is provided for in the city. To inform the baseline assessment it was agreed that a questionnaire be sent to all the boxing clubs in Belfast and those on the periphery.

A questionnaire was designed by Belfast City Council officers with input from members of the steering group. The questionnaire was structured to gain information on a range of issues including membership, coaches and volunteers, governance structures, funding, facilities and equipment. Advice was sought from the Council's Equality Officer to ensure that correct questions were asked to assist in the equality screening of the draft strategy.

A mailing list of 27 clubs in Belfast and 4 on the periphery (2 in Newtownabbey and 2 in Lisburn council areas) was drawn up by Co Antrim Boxing and the questionnaire was sent out on 12 March 2012. The closing date for the return of the completed questionnaire was Friday 6<sup>th</sup> April 2012. Belfast City Council officers offered assistance to complete the questionnaire and this was taken up by several clubs. As not all clubs had responded by the closing date, further contact was made with these clubs to encourage them to respond.



## 2. Response rate

Twenty seven of the thirty one clubs completed the questionnaire which equates to an overall response rate of 87.1%. Twenty five of the Belfast based clubs returned the questionnaire, with one non response and one club declining to complete the form. At the steering group meeting to discuss these survey findings it was confirmed that neither of these clubs are currently affiliated to the IABA. This equates to a 92.6% response rate from Belfast based clubs. Two of the four clubs from outside the Belfast City Council area returned a completed questionnaire.



### 3. Membership

#### Membership type

The total membership of all the clubs that responded was **1,999**; the breakdown of clubs by size is outlined in the table below. Over half of the clubs that responded (51.9%) have between 51 and 100 members. The smallest club has 22 members and the largest has 170 members.

It is clear from the responses that boxing is a male dominated sport and of the total membership 79.5% is male. The following table outlines the total number of members in each category and as a percentage of total members.

Club size	No of clubs
Up to 25	2
26-50	5
51-100	14
101-150	5
151-200	1

Clubs were asked to break down their membership into the following categories:

- U11boys
- U11 girls
- Junior boys (11-16 years)
- Junior girls (11-16 years)
- Senior men (17-34 years)
- Senior women (17-34 years)
- Veteran men (35 years+)
- Veteran women (35 years+)
- Other types of membership

The majority of clubs have members across all categories; however four clubs (14.8%) have no female members of any age. One club does not have any U11 members of either gender and one club does not have any members that are under 16 years. Nine clubs cater for under 11 boys but not under 11 girls and five clubs cater for junior boys but not junior girls.



Category	Number of members	% of total members
U11 boys	340	17
U11 girls	77	3.9
Junior boys (11-16 years)	567	28.4
Junior girls (11-16 years)	87	4.4
Senior men (17-34 years)	452	22.6
Senior women (17-34 years)	126	6.3
Veteran men (35 years+)	230	11.5
Veteran women (35 years+)	71	3.6
Other types of membership (no club specified what this was)	49	2.5
<b>Total</b>	<b>1999</b>	<b>100.2<sup>12</sup></b>

<sup>12</sup> Does not equal 100% due to rounding



## Monitoring information

The clubs were asked to provide information on the religious belief of their members and if they were unsure to provide a best estimate. The following table outlines the breakdown of the clubs by their religious belief. It shows that six of the clubs that responded (22%) are made up entirely of people from one religious belief. It also shows that the majority of boxing clubs in Belfast have a majority of their members from a Catholic background.

Religious belief	Number of clubs	% of clubs (that responded)
Members are all Catholic	5	18.5
Members are all Protestant	1	3.7
Members are predominately Catholic	16	59.3
Members are predominately Protestant	3	11.1
No one dominant religion	1	3.7
Unknown	1	3.7
<b>Total</b>	<b>27</b>	<b>100</b>

Five of the clubs that responded indicated that they had at least one member whose religious belief was Muslim and one club had a member who was a Buddhist.

The clubs were asked to give us the number of the members who fell into different racial groups. All of the clubs that responded stated that the majority of their members were 'white'. Ten of the clubs that responded stated that some of their members were from an 'Irish Traveller' background. In six of the clubs this group made up 5% or less of their total membership, in two clubs it made up 10% of membership, in one club 11% and in another 23%.

Other racial groups that were represented in the membership of clubs were:

- Chinese – 2 clubs
- Pakistani – 4 clubs
- Black African – 6 clubs
- Indian – 3 clubs

In terms of nationality or citizenship all the clubs stated that the majority of their members were British or Irish. Other nationalities that were represented in the membership of clubs were:

- Czech – 1 club
- Turkish – 1 club
- Pilipino – 1 club
- Iranian – 1 club
- Indian – 1 club
- Panamanian – 1 club
- African – 1 club
- Chinese – 2 clubs
- Polish – 9 clubs

Almost half of the clubs that responded (13) stated that they had a least one member who had a long standing illness, disability or infirmity.



### Change in membership

Clubs were asked to indicate how they thought the membership of their club would change over the next two years. The following table outlines the response:

How change	Number of clubs	% of clubs (that responded)
Increase	18	66.6
Stay the same	8	29.6
Decrease	1	3.7
<b>Total</b>	<b>27</b>	<b>99.9<sup>13</sup></b>

Of those clubs that responded that they felt their membership would increase, two clubs felt it would increase by fewer than 10 new members, six by between 20-30 new members, two by 40 members and two by between 80-85 new members. The reasons given for the increase are broken down in the table below:

Reason	Number of clubs
Growing interest in boxing	18
The standard of the facilities that the club provides	6
The standard of equipment that the club provides	7
A high standard of coaching	15
Raised profile as a result of London 2012	11

The following specific comments made were as to why club membership would increase:

- Need to get off street
- Club is a London 2012 PGTC
- Known as a family club
- Added profile – Irish boxing medals
- Michael Conlon our Olympic boxer in London 2012
- Advanced fitness
- New club
- Interest from girls

<sup>13</sup> Does not equal 100% due to rounding





The reasons that clubs that felt their membership would stay the same is given in the table below:

Reason	Number of clubs
Club does not have sufficient equipment to expand	4
Club does not have sufficient facilities to expand	6
There will be no change in the interest in boxing	1
Not enough coaches to expand	-
Not enough volunteers to expand	-

The following specific comments made were as to why club membership would decrease:

- Don't have the room
- Limited changing/showering facilities for both male and females members
- Don't have a suitable facility and finance to expand at present

Only one club stated that they thought their membership would decrease; they did not provide any reason for this.

### Catchment area

The clubs were asked to indicate the catchment area for their members. A third of clubs stated that their members came from the local area surrounding their club while just under a fifth of clubs attracted members from across Northern Ireland. The following table breaks down where the catchment area for clubs is:

Catchment area	Number of clubs	% of clubs (that responded)
Local area - approximately 10-15 minute walk ( $\frac{3}{4}$ of a mile)	9	33.3
City wide - Belfast City Council area	6	22.2
Greater Belfast	7	25.9
Other	5	18.5
<b>Total</b>	<b>27</b>	<b>99.9<sup>14</sup></b>

Those clubs that gave their catchment area as 'other' stated that in addition to Belfast their members came from

- Derry, Magherafelt and Carryduff
- All over NI
- Newry
- Students from all over NI who are studying in Belfast, Larne and Newtownabbey
- Newry and Bangor

<sup>14</sup> Does not equal 100% due to rounding



### Activities offered by the club

All the clubs that responded offered competitive opportunities at local and national level. The majority of clubs offered a range of other activities including recreational boxing and boxing for fitness. However less than half the clubs which responded offered specific sessions for under 11 girls or female only boxing classes or sessions. The following table shows a breakdown of the activities offered by the clubs:

Activities offered	Number of clubs	% of clubs (that responded)
Competitive opportunities – local level	27	100
Competitive opportunities – national level	27	100
Competitive opportunities – international level	24	88.9
Recreational boxing	25	92.6
Specific sessions for under 11 boys	22	81.5
Specific sessions for under 11 girls	13	48.1
Boxing for fitness for example boxercise classes	21	77.8
Female only boxing classes or sessions	13	48.1
Other	5	18.5

Other activities that clubs offer include:

- Kick boxing
- Session for people with a disability
- Circuit training
- Female training classes delivered by an outside trainer

## 4. Coaching

In total the clubs that responded have 195 coaches. The following table breaks down the type of qualifications that the coaches hold. The majority of coaches (63.15%) hold a level 1 IABA coaching qualification with a small number (11.8%) having international coaching experience.

Level of qualification	Number of coaches	% of total number of coaches <sup>15</sup>
Trainee coach - awaiting formal training	43	22.1
Level 1 IABA coaching qualification	123	63.1
International experience – e.g. coaching at Olympic or commonwealth level	23	11.8
Other qualifications e.g. professional fitness training	37	19

The majority of coaches are Access NI vetted but a small number, eight coaches or 4% of the total number have not been vetted.

### Monitoring information

The clubs were asked to provide information on the religious belief of their coaches and if they were unsure to provide a best estimate. The following table outlines the breakdown of the coaches by their religious belief. It shows that in 20 of the clubs that responded (74.1%) the coaches are all from one religious belief. It also shows that the majority of coaches in boxing clubs in Belfast are from a Catholic background.

Religious belief	Number of clubs	% of clubs (that responded)
Coaches are all from a Catholic background	15	55.6
Coaches are all from a Protestant background	4	14.8
Coaches are predominately from a Catholic background	6	22.2
Coaches are predominately from a Protestant background	1	3.7
No one dominant religion	1	3.7
<b>Total</b>	<b>27</b>	<b>100</b>

The clubs were asked to give us the number of their coaches who fell into different racial groups. All of the clubs that responded stated that the majority of their coaches were 'white'. Three clubs had one coach who was a member of a different racial group; these were Black African American, Black Caribbean and Indian.

In terms of nationality or citizenship all the clubs stated that the majority of their coaches were British or Irish. Three clubs had one coach who was had a different nationality or citizenship; these were African American, Trinidadian and Belarusian.

Fifteen of the coaches (7.7%) have a long standing illness, disability or infirmity.

<sup>15</sup> This does not add to a total of 100% as some coaches are included in more than one category.



## 5. Volunteers

Clubs were asked to give information on the volunteers they have that are in addition to their coaches. The majority of clubs (21 or 77.8%) have volunteers, with most having fewer than 10 although one club has 15 and another 17. In total there are 123 volunteers across all the clubs and the following table breaks them down by age and gender.

Age and gender	Number of volunteers	% of total number of volunteers
Male – over 18	80	65.0
Male – under 18	8	6.5
Female – over 18	32	26.0
Female – under 18	3	2.4
<b>Total</b>	<b>123</b>	<b>99.9<sup>16</sup></b>

Just under a third of volunteers (29%) have not been Access NI vetted and as the table below outlines a high number of clubs do not offer any training and the level of training varies greatly across clubs.

Type of training	Number of clubs that provide this type of training
Coach mentoring within your club	12
Coach workshops provided by your club	5
Level 1 IABA coaching qualification	9
Formal training provided by a public body such as Belfast City Council or Sport NI, for example child protection training	10

Limited monitoring information was provided in relation to volunteers but from what was provided it appears that all volunteers are 'white' and with the exception of one volunteer who is Belarusian, they are British or Irish. In common with their membership the majority of clubs have volunteers who come from one religious background. Thirteen of the clubs stated that all their volunteers were catholic and in one club the majority of their volunteers were catholic. Two clubs stated that all their volunteers were protestant and in one club the majority of their volunteers were protestant. Two clubs stated that their volunteers were a mix of religions.

Ten of the volunteers (8.1%) have a long standing illness, disability or infirmity.

<sup>16</sup> Does not add to 100 due to rounding

## 6. Governance and management

All 27 of the clubs that responded are affiliated to Irish Amateur Boxing Association (IABA). Over half of the clubs that responded (16 or 59%) are registered charities and two clubs are also companies limited by guarantee. One club also stated that they are part of another organisation but did not provide detail on what this was.

The clubs were asked to give details of the governance structures that they have in place and the table below gives a breakdown of the detail. All the clubs have a secretary but almost 20% do not have a management committee and in one club there is only one officer who carries out a number of roles.

Governance structure	No of clubs with this in place	% of clubs (that responded)
Management committee	22	81.5
President	24	88.9
Vice President	12	44.4
Secretary	27	100
Treasurer	26	96.3
Other office bearers	13	48.1

Other officer bearers that clubs have in place include:

- Chair
- Vice chair
- Child protection officer
- Parent officer
- Disability officer

The majority of clubs have a constitution with only two clubs stating that they did not have one. Clubs were asked to attach a copy of their constitution but at this point these have not been assessed in terms of content.

Of the clubs that responded four have obtained Clubmark and a further 17 have indicated that they would be interested in working towards achieving it with the support of Belfast City Council.

None of the clubs that responded have any paid staff.

Clubs were asked to provide details on the policies that they have in place and the following table details this. Clubs were asked to attach copies of their policies but at this point these have not been assessed in terms of content. One of the clubs stated that it had no policies but they did have IABA literature on the various topics, including child protection, but they had not made them club specific.



Type of policy	No of clubs with this in place	% of clubs (that responded)
Equal opportunity policy or equality statement	18	66.7
Child protection policy	25	92.6
Health and Safety policies	21	77.8
Other policies	5	18.5

Other policies that clubs have in place include:

- Code of conduct
- Volunteer policy
- Assets/equipment
- First aid policy
- Procurement Policy
- Asset Retention Policy
- Data Protection Policy
- Publicity Policy
- Retention of Document Policy.

Just over half of the clubs (14 or 51.9%) have a club development plan in place.



## 7. Funding

Clubs were asked to provide details on how they were funded. The following table shows the source of funding for clubs.

Type of funding	No of clubs who receive this type of funding	% of clubs (that responded)
Donations	16	59.3
Club fundraising for example tournaments	21	77.8
Grants from public bodies such as Belfast City Council and Sports NI	14	51.9
Members' dues or subs	23	85.2
Other	5	18.5

Limited information was provided on the amounts of funding received but the information that was provided shows that donations ranged in value from £200 to £2,000. Club fundraising brought in various amounts with £3,000 being the greatest amount raised and one club stated that this was the method through which it raised 90% of its finance. The majority of grants received were in the range from £450 to £2,330. One club received a grant of £4,800 while the largest grant received was £20,000.

The majority of clubs receive finance through members' dues or subs, the amount raised through this source of funding varied between £95 to £5,195. Six clubs also mentioned that they received funding from other sources including sponsorship.

Eighteen of the clubs stated the annual amount of funding they received. This ranged from £755 to £25,195 and the following table gives more detail on the annual amount of funding received by clubs.

Amount of annual funding	No of clubs	% of clubs (that responded)
Under £2,000	7	25.9
£2,001 - £5,000	6	22.2
£5,001 - £10,000	3	11.1
£10,001 - £15,000	1	3.7
Over £15,000	1	3.7

Twenty two of the clubs that responded stated that they had received funding from a public body in the last three years. The following table shows the funders and the number of clubs that have received at least one grant from them. The main funders have been Belfast City Council and Sport NI.



Funder	No of clubs	% of clubs (that responded)
Belfast City Council	13	48.1
Sport NI	7	25.9
Newtownabbey Borough Council	1	3.7
Children in Need	1	3.7
Youth Justice Agency	1	3.7
Other com/vol organisation	5	18.5
Private company	1	3.7

The majority of clubs have received awards that are under £2,000 but four clubs have received grants of between £19,300 and £24,500. The following table outlines the size of grants that clubs have received.

Size of grant received	No of clubs	% of clubs (that responded)
Under £1,000	18	66.7
£1,001 - £2,000	7	25.9
£2,001 - £5,000	3	11.1
£5,001 - £10,000	1	3.7
£10,001 - £25,000	4	14.8

Not all clubs provided information on what the funding awarded was for, but 11 clubs received funding for equipment, seven to run tournaments or events and six to run programmes such as ladies only sessions or a summer intervention programme.

Only eight of the clubs (29.6%) have recently applied for funding and are currently awaiting a decision. The applications include:

- 3 applications for equipment ranging between £1,500 - £3,900
- 2 applications for events (£530 and £980)
- 1 application for £1,200 to refurbish premises
- 2 applications for programmes (£1,000 and £1,200)
- 2 large scale capital grants (one to DSD for £100,000 and one to Sport NI for £250,000)





## 8. Facilities and Equipment

The table below details the type of facilities that clubs use. Only a very small proportion owns a building with the majority having a long term lease.

Type of facility	No of clubs	% of clubs (that responded)
The club owns its own building	3	11.1
The club has a long term lease on a building	15	55.6
The club hires a venue when required	3	11.1
Other	6	22.2
<b>Total</b>	<b>27</b>	<b>100</b>

Other arrangements in place include:

- Using school premises
- Using a community centre
- Have a peppercorn rent on a facility
- Occupying a building that previously belonged to a company who allowed the club to use it
- Have a five year lease on premises.

The following table outlines the facilities that clubs have available to them, the condition they are in and where they are accessible for people with a disability. The majority of clubs do not have female changing or shower facilities. Very few clubs stated that any of their clubs have excellent facilities and only a small number are accessible for people with a disability.

Type of facility	No of clubs with that facility	% of clubs (that responded)	Condition <sup>17</sup>			No that are accessible
			Excellent	Average	Poor	
Female changing	8	29.6	1	3	4	2
Male changing	19	70.4	2	5	11	6
Female showers	9	33.3	1	3	5	3
Male showers	19	70.4	2	3	13	5
Female toilets	14	51.9	2	6	5	3
Male toilets	23	85.2	3	7	10	8

All the clubs have floor space but only 16 of them also have a gym space and the size of the space available varies greatly.

<sup>17</sup> Some clubs did not state the condition their facilities were in



The following table gives details on the range and condition of equipment that clubs have available to their members. All the clubs have punch bags and all but one have gloves, sparing gloves and head guards. Over 20% of clubs do not have a fixed ring and two clubs stated that they did not have either a fixed or portable ring. A limited number of clubs stated that their equipment was in excellent condition with the majority saying it was in average or poor condition.

Other equipment that clubs have includes:

- Mitts
- Bikes
- Protector
- Ropes
- Mats
- Groin guards



Type of equipment	No of clubs with this equipment	% of clubs (that responded)	No available in individual clubs <sup>18</sup>	Condition <sup>19</sup>		
				Excellent	Average	Poor
<b>Fixed ring</b>	21	77.8	19 clubs – 1 fixed ring 2 clubs - 2 fixed rings	2	14	3
<b>Portable ring</b>	9	33.3	All clubs had 1 ring	4	2	2
<b>Weight training equipment</b>	20	74.1	6 clubs – 1 1 club – 2 1 club – 3 2 clubs - 8	6	6	7
<b>Cardio equipment such as treadmills</b>	21	77.8	4 clubs – 1 6 clubs – 2 3 clubs – 3 1 club – 4 1 club – 7 1 club – 8	5	3	11
<b>Punch bags</b>	27	100	2 clubs – 3 4 clubs – 4 3 clubs – 6 3 clubs – 8 1 club - 9 3 clubs -10 3 clubs – 12 1 club – 13 1 club - 15	3	11	9
<b>Gloves (pairs)</b>	26	96.3	7 clubs – 10 pairs and under 3 clubs – 12 pairs 1 club – 15 pairs 4 clubs – 20 pairs 3 clubs – 30 pairs 1 club – 50+ pairs	2	7	13

<sup>18</sup> Not all clubs provided information on the amount of equipment they had

<sup>19</sup> Some clubs did not state the condition their equipment was in



<b>Sparing gloves</b>	26	96.3		13 clubs – 5 pairs and under 3 clubs – 6 to 10 pairs 1 club – 12 pairs 1 club – 30 pairs	2	10	10
<b>Head guards</b>	26	96.3		4 clubs – under 5 6 clubs – 6 2 clubs – 8 1 club – 12 1 club – 30	2	9	11



All but one of the clubs also provided details on specific issues they have regarding facilities. The main issues raised were around the standard of facilities, several respondents stated that the buildings they use are not fit for purpose or are in a poor state of repair. Several clubs do not have facilities for females and others do not have the space to service waiting lists or grow their membership.

The detailed comments included:

- We would ideally like more space and better changing and shower facilities including facilities for females.
- Club requires portable collapsible ring for training purposes.
- The building we currently use has no running water, toilets, showers or changing facilities; it has an asbestos roof and no heating system.
- Our original club was demolished 2 years ago and we are waiting for new facilities to be built. We are currently renting space from a GAA club and have no facilities for females or disabled access. The boxing area is small so have to split up training sessions.
- Current rent and utility bills are an issue as are travel and accommodation for events and competitions.
- Issue with floor getting slippery and dangerous – also an issue with lack of space.
- Club needs some type of de-humidifier - has not been refurbished in 50 years.
- We have issues with allocated time and cost of the premises we hire. Also the fact that we have no fixed equipment i.e. ring because it is a shared premises.
- Showers are out of commission which means no female facility and boxers change in the gym which again is not ideal for females. Some boxing equipment is not fit for purpose and needs replaced.
- No females changing showers etc; no disability access; poor lighting; heavy condensation; guttering and drains in need of repair.
- School has given the club permission to use the gym and we are hoping to move to a more permanent fixture within the school.
- Our club is tiny and it needs to have an extension as soon as possible – we would have triple the number of members if we had an extension.
- Not equipped to take females.
- Our toilets and showers are in need of repair.
- Got a grant for the development of the building so have a purpose built facility.
- The club has a refurbishment plan in place for its first floor and roof but has been unable to find funding to carry out the work.
- Water leaks and dampness in club – plaster crumbling in the building; internal fabric of the building needs urgent attention.
- Our facilities are in very poor condition; we pay over £5,000 rent per year plus utilities and our landlord does not make any improvements – our aim is to give a sporting and healthier life to all.



- Our boxing and fitness areas are super but small, our toilets and showers are in bad condition and we have no female facilities or disabled access to our fitness suite. We rent these rooms and would ideally need our own premises to keep up with the growing demand in our catchment area.
- Building is too small for the number of members. Conditions in the gym are close to illegal.
- There is no separate changing and toilet doesn't work. Lights are poor and electrics need to be looked at. The roof leaks and the ring is wedged between two walls which is a health risk.
- We use rented premises with no lease and have a fear of when we will be asked to leave – this is a major concern and worry.
- The problems with using the community centre include:
  - We have to take down and store equipment after training every evening and there is no storage at the centre – it is stored in coaches' houses.
  - We have to wait for council staff to let us in as we aren't allowed a key.
  - We have to ask permission for any publicity event such as filming or press coverage to take place.
  - We have to dismantle and store the ring when the hall is being used for other functions or by other groups.
  - We have to ask permission to put up notices/photographs and cannot put up certificates.
- We are not allowed to use premises at weekends, or on bank or public holidays.
- There are no changing facilities and only 2 shower units one of which is in the disabled toilet.
- The floor of the centre is solid stone and is not suitable for skipping.
- We have to book rooms in advance for meetings.
- We have to close for two months in the summer as the centre is used for summer schemes.
- We have limited floor space so have no weights/fitness equipment area and our members have to do all their running outside.
- We have a waiting list of 80+ but the premises are not large enough to allow us to take on new members.
- Gym needs to be bigger, toilets are very poor, female changing and toilets are poor, no private areas, equipment restricted because of gym size and also have to turn kids away because of size.
- We have poor changing/showering facilities for our male boxers and no changing/showering facilities or toilets for our female boxers. Senior male boxers currently share facilities with junior and U11 boxers. Our current premises form part of a school complex that has been derelict for many years and has no heating other than electric heaters and is in extremely poor repair. Parts of the building are not safe to access and have had to be closed. The building is also open to the elements in places and the club area is often flooded as a result. We could expand if the facilities were available,



and if the building was adapted to the needs of our current and future membership I would have no doubt that we could increase boxing interest and diversify into other sporting activities on site.

- Our club has been going more than 75 years and over that time we have had many Irish champions and 10 Olympic representatives. Our club is located in a rundown building which has a roof with many leaks and is ready to cave in. We have tried to repair the roof but the last firm we contacted refused to get onto the roof as they deemed it to unsafe to work on. The club has no running water, toilets, showers, changing rooms or heating and is cold and damp all over. Our equipment is worn and the damp from the gym makes our equipment wear out very quickly.

#### Other general comments made were:

- The strategy being set up by BCC is one we wish to support and be actively involved in.
- Since the move have basic equipment and have not being able to apply for funding – number of members went down after the move but we would expect this to increase when get new facility and will therefore require new equipment. There is also an issue with transport – we would require a minibus to transport young members to competitions and other events.
- Club has been operating for 11 years and we consider ourselves to be an established club – we need more space as have a waiting list to join the club.
- If we had more space we could take more kids and expand.

- During my 43 years involvement with the club all I have to show is continuity and of course possibly thousands of young men who found discipline – some of whom are volunteers. Also the achievements – Irish titles, Olympic success and success as professional boxers.
- We feel we are at stage in club development were we need our own premises in order to increase or membership and improve the standard of our boxers.
- The lack of facilities means we cannot expand to include female members which in turn would lead to box aerobics etc and we could expand and provide a better facility for all.
- We can acquire the ground to extend the gym but we need BCC to help the community and give them a place for the children and a better future with better boxing facilities.
- We would be fully supportive of a boxing strategy as long as there is equity in its implementation. Boxing is an under supported sport and we would welcome any council support.
- We are a voluntary organisation and I believe if we do not receive any outside help our members will be on the street and numerous people will lose their love and passion for boxing and fitness.
- We have a great boxing and fitness gym but the monthly rent, running costs and the limited size of our club constricts is to what we can achieve. Ideally a bigger club of our own could help us to meet the demand in our area and be there for generations after us.
- A necessity for a boxing club is to stay within the area/community. It has helped build self esteem; our work is cross community, we work with the undesirables and have built up many relationships with



teams all over Britain and in the US. This has given kids the chance to visit the US which they would never otherwise have had the chance to do. Our club has also help develop other clubs in the US.

- During the run up to and the during the County Antrim and National championships we had to train our boxers outside as we couldn't use our usual venue for various reasons.
- Our club is recognised as one of the best coaching clubs in Ireland but we are held back due to the size of gym we have. In a modern era of coaching we need to expand and we need to introduce modern equipment to teach modern techniques to keep up with the fast changing world of sport.
- Our club is one of the leading gyms in the country but we face a constant battle to acquire funding to keep our gym doors open. Increasing costs place a huge burden on the club committee. There are increasing costs in sending teams to competitions and the rising number of competitions and growth in club membership add further to the funding issue. Through the dedication and unstinting voluntary work of all coaches and committees down the years, amateur boxing clubs played a hugely valuable role in their respective communities' right across the north. They were an integral part of the rich tapestry of community life, one of the golden threads that held communities together, lifting spirits during the dark days of the Troubles. As we move forward into a bright new future, amateur boxing clubs still have a major role to play, inspiring children, enriching lives and providing sporting paths for

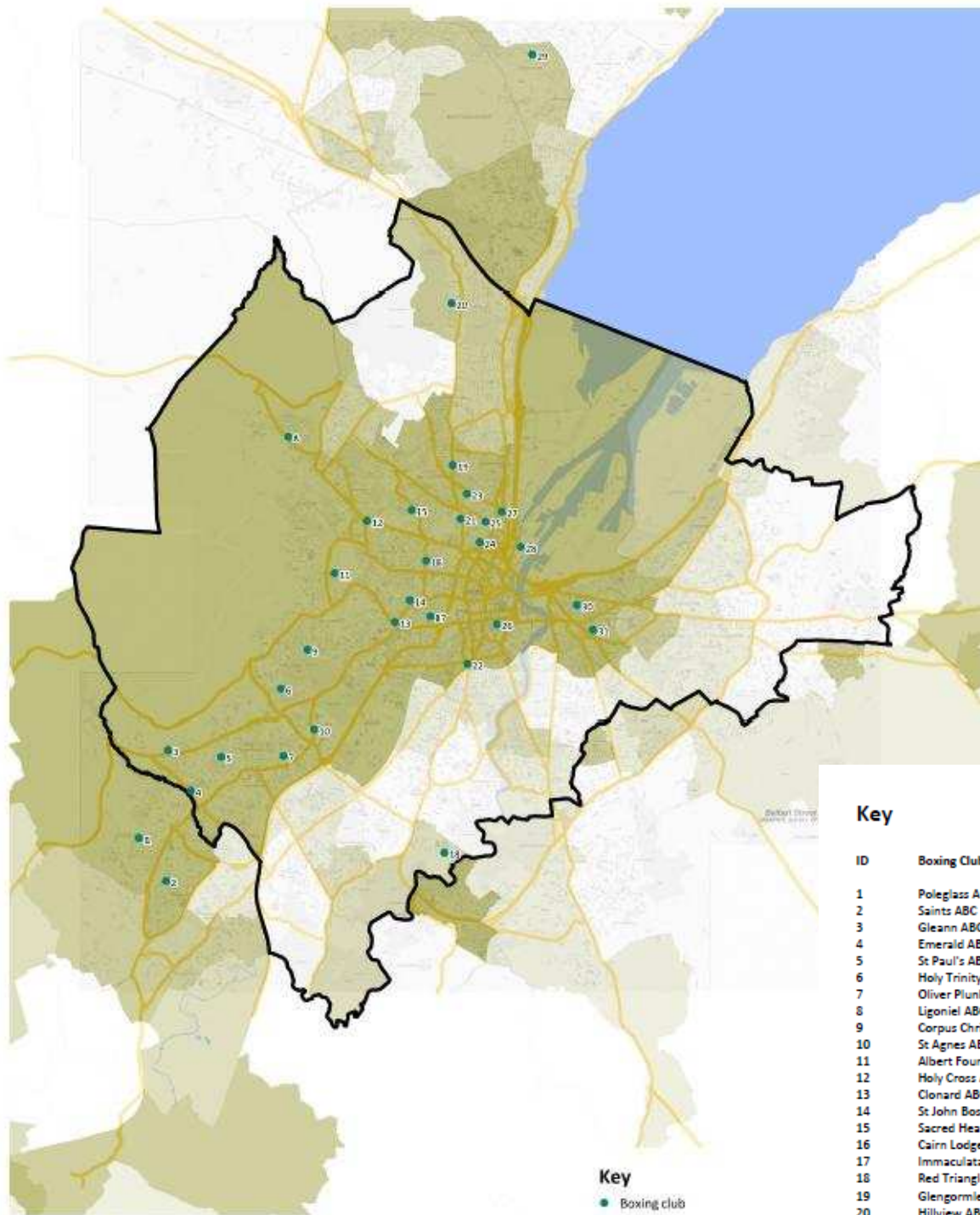
countless thousands of our children.

Any assistance BCC can offer to further those aims will be money well spent, a wise investment in our shared future.

- Our club is experiencing greater difficulty identifying and securing resources to cover our running costs, as well as the cost to transport and accommodate boxers when fighting away from Belfast. Some of the training equipment has been in use for more than 50 years and funding to replace essential kit is difficult to source. We have found that securing even small funding grants requires having to plough through complex and often repetitive application procedures which can be off putting. Furthermore if unsuccessful in a grant application, obtaining feedback is also problematic.
- The building that we are in although poor in condition has the potential to be transformed into a building for the people of the area to be proud of. The local area has very high unemployment, very high poverty rates, a high level of single parents, high rates of criminal activity and very high suicide rates. The club is a beacon of hope for the kids and adults in area. Indeed with one of our members competing in this year's Olympics a lot of our young people aspire to try and reach this great achievement. We expect even greater numbers to want to use our club as a result of this. The venue we use has offered us additional space to cater for the growing number of local people wanting to be part of our club but we need help from local funding bodies in order to make this happen.



## Appendix 4



Map: Boxing Clubs mapped against 2010 Health Deprivation

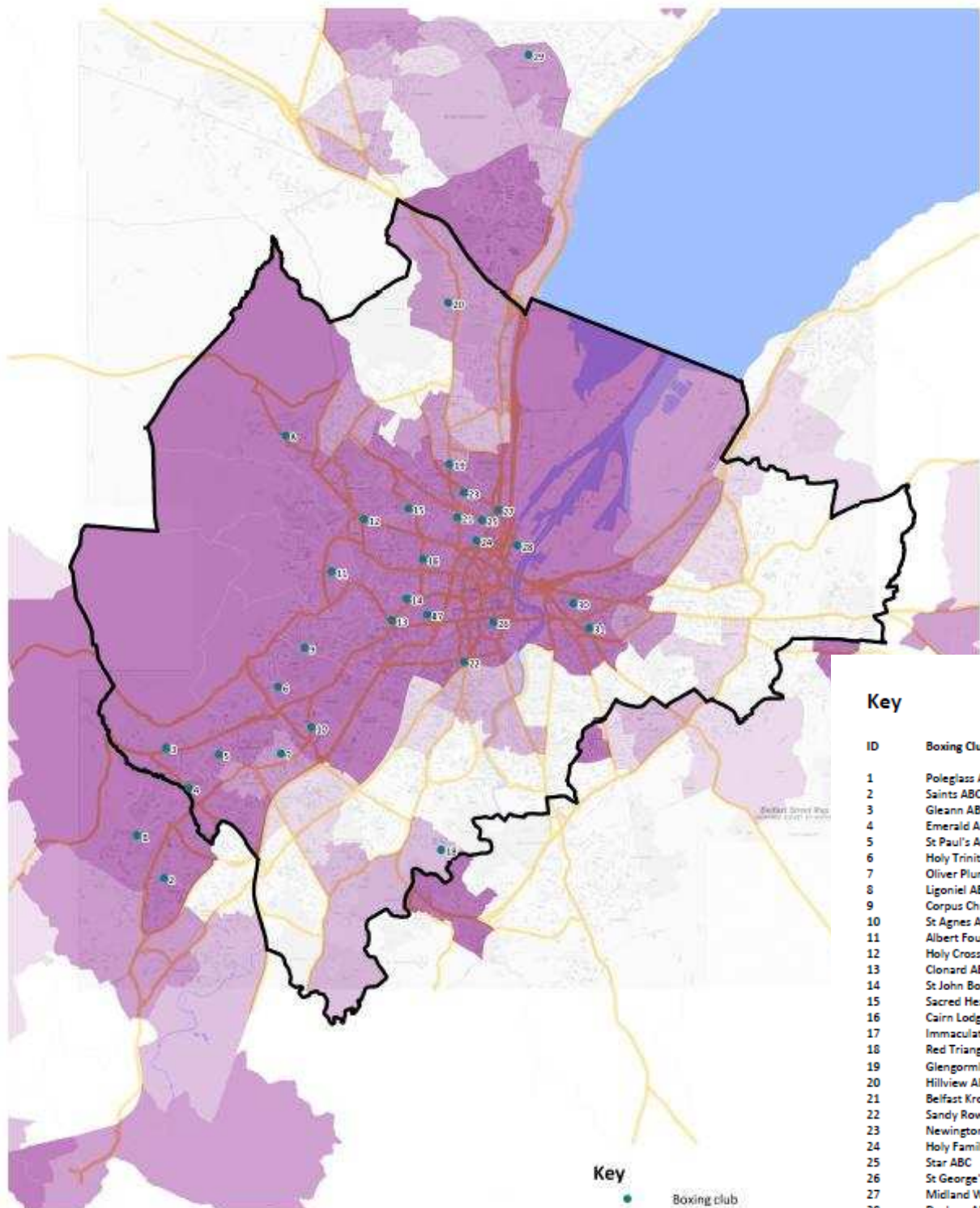
Belfast Mapping Data  
Prepared by SNAP  
Based upon the  
Land and Property Services map  
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**Key**

- Boxing club
- Health Deprivation rank
  - 20% least deprived
  - 20% most deprived
- Belfast Local Governmer

**Key**

ID	Boxing Club
1	Poleglass ABC
2	Saints ABC
3	Gleann ABC
4	Emerald ABC
5	St Paul's ABC
6	Holy Trinity ABC
7	Oliver Plunkett ABC
8	Ligoniel ABC
9	Corpus Christi ABC
10	St Agnes ABC
11	Albert Foundry ABC
12	Holy Cross Ardoyne ABC
13	Clonard ABC
14	St John Bosco ABC
15	Sacred Heart ABC
16	Cairn Lodge ABC
17	Immaculata ABC
18	Red Triangle ABC
19	Glengormley ABC
20	Hillview ABC
21	Belfast Kronk Boxing Gym
22	Sandy Row ABC
23	Newington 'Patsy Quinn Gym' ABC
24	Holy Family and Golden Gloves ABC
25	Star ABC
26	St George's ABC
27	Midland White City ABC
28	Dockers ABC
29	Monkstown ABC
30	Castlereagh ABC
31	Eastside ABC



**Key**

ID	Boxing Club
1	Poleglass ABC
2	Saints ABC
3	Gleann ABC
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5	St Paul's ABC
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7	Oliver Plunkett ABC
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12	Holy Cross Ardoyne ABC
13	Clonard ABC
14	St John Bosco ABC
15	Sacred Heart ABC
16	Cairn Lodge ABC
17	Immaculate ABC
18	Red Triangle ABC
19	Glengormley ABC
20	Hillview ABC
21	Belfast Kronk Boxing Gym
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23	Newington 'Patsy Quinn Gym' ABC
24	Holy Family and Golden Gloves ABC
25	Star ABC
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27	Midland White City ABC
28	Dockers ABC
29	Monkstown ABC
30	Castlereagh ABC
31	Eastside ABC

**Map: Boxing Clubs mapped against 2010 Multiple Deprivation**

Belfast Mapping Data  
Prepared by SNAIP  
Based upon the  
Land and Property Services map  
with the permission of the Director & Chief Executive  
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CS & LA 156

**Key**

- Boxing club
- Multiple Deprivation Measure rank**
- 20% least deprived
- 
- 
- 20% most deprived
- Belfast Local Government District boundary

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Parks and Leisure Department  
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Published April 2013

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Growing Communities Update</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officers:</b>	Emer Boyle, Policy and Business Development Manager

1.	Relevant Background Information
1.1	The purpose of this report is to update Members on activities relating to community gardens and the development and implementation of the Growing Communities Strategy.
1.2	Following development of the draft Growing Communities Strategy, completed in partnership with the Public Health Agency, Belfast Healthy Cities and the Belfast Health Development Unit, officers undertook public consultation on the strategy between July and October 2012.
1.3	In anticipation of the continuing development of community gardens by the Council including those committed to in the Investment Programme, in August 2012 this Committee granted officers approval to seek tenders for a delivery partner or consortium of partners to undertake facilitation of growing activities in Council community gardens for a period of three years, to the value of £90,000.
1.4	The following summarises the development of Council community gardens to date: <ul style="list-style-type: none"> <li>– Waterworks was the first community garden, developed through Peace III funding in 2010 and managed by GROW;</li> <li>– During 2010, three further gardens were developed through the Growing Together project - at Glenbank, Suffolk and Lenadoon;</li> <li>– Two pop up growing spaces were created in year one of the Growing Respect project at Ormeau and Shankill;</li> <li>– Musgrave and Grove community gardens opened in Summer 2012;</li> </ul>

2.	<b>Key Issues</b>
	<u>Planned / Ongoing Activities for 2013</u>
2.1	<p>We are about to move into year two of Growing Respect and a further three pop up gardens will be created at Ballysillan, Olympia and Whiterock;</p> <p>In addition, during 2013 a number of new Community Gardens will be completed and community engagement discussions and awareness sessions are taking place at present across Finlay Park, Wedderburn, Knocknagoney and Falls Parks areas. The community engagement exercise at Wedderburn has highlighted some local opposition to the chosen location. This will be taken into account and a new site may have to be found.</p>
2.2	<p><u>Tender for Provision of Support</u></p> <p>Following consultation with relevant officers and key suppliers, an invitation to <i>Tender for Provision of Support for Council-Based Community Growing Activities</i> was advertised during January 2013. Following evaluation of the tenders received, the contract is expected to be awarded by the end of March for a period of three years.</p> <p>The work which will be carried out under this contract includes, in summary, the following:</p> <ul style="list-style-type: none"> <li>– Engaging with local communities to generate ‘buy-in’ to community growing, recruit garden users and ensure effective participation;</li> <li>– Working with community groups and individuals to assist with the preparation of new Council community gardens;</li> <li>– Designing and facilitating sessions for garden users including ‘grow your own’ horticultural skills and health and wellbeing aspects of community growing;</li> <li>– Training Council officers to ensure ongoing in-house delivery of the above activities post-contract; and</li> <li>– Working with the Council to evaluate the effectiveness of the work undertaken.</li> </ul>
2.3	<p>Work undertaken will be delivered according to a programme agreed between nominated officers and the contractor’s lead representative in advance, against which progress and achievement of outputs and outcomes will be routinely monitored and reviewed as a formal requirement of the contract.</p>
	<u>Growing Communities Strategy</u>
2.4	<p>The public consultation on the Growing Communities Strategy closed on 5 October 2012, and a request was made to the strategy steering group on</p>

	9 November 2012 for final comments. A final strategy document has now been completed incorporating responses as appropriate, a copy of which can be provided to Members on request.
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<b>3.</b>	<b>Resource Implications</b>
3.1	<p><u>Financial</u></p> <p>The contract for Provision of Support for Council-Based Community Growing Activities will be awarded to a maximum value of £90,000 over three years. However, this will be subject to annual review to determine the requirement for continuation based on contractor performance and the need for further services. The annual amount is provided for within the annual 2013/14 revenue estimates.</p>
3.2	<p><u>Human Resources</u></p> <p>It is expected that the work undertaken through the above contract will contribute to the development of officers' capacity to deliver key aspects of the Growing Communities Strategy.</p>
3.3	<p><u>Asset and Other Implications</u></p> <p>It is expected that the work undertaken through the above contract will contribute to the development and maintenance of physical assets, including those community gardens to which the Council has committed through the Investment Programme.</p>

<b>4.</b>	<b>Equality and good relations implications</b>
	<p>There are no implications at this stage. However, Equality and Good Relations factors will be taken into account in any activities being delivered in line with the strategy. The strategy will be equality screened in line with the council's existing equality screening process.</p>

<b>5.</b>	<b>Recommendations</b>
	<p>Committee is asked to -</p> <ol style="list-style-type: none"> <li>1. Note this update on Growing Communities; and</li> <li>2. Endorse the final version of Growing Communities Strategy prior to its publication.</li> </ol>

<b>6.</b>	<b>Decision Tracking</b>
	<p>Further Growing Communities update to be provided to Committee on an annual basis.</p>

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Ash Dieback (<i>Chalara fraxinea</i>) Update</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Rose Crozier, Asst Director, Parks and Leisure
<b>Contact Officer:</b>	Alan McHaffie, Senior Woodland and Recreation Officer

<b>1.</b>	<b>Relevant Background Information</b>
1.1	On the 26 October 2012 the Department of Agriculture and Rural Development (DARD) wrote to the Council informing us of recent confirmed outbreaks of Ash Dieback in England, Scotland and in the Republic of Ireland. The purpose of this report is to update the Committee on the current situation with regards to Ash Dieback in terms of how this relates to the Council's and city's tree population.
1.2	Ash Dieback is a serious disease affecting ash trees and is caused by a fungus called <i>Chalara fraxinea</i> . The disease can manifest itself through leaf wilting, shoot, twig and branch dieback and bark lesions which ultimately lead to the death of the tree. It is particularly destructive of young ash plants, killing them within one growing season of symptoms becoming visible. Older trees can survive initial attacks, but tend to succumb eventually after several seasons of infection (See Appendix 1).
1.3	This disease can spread from plant to plant, from fallen leaves via leaf mould and through wind borne spores which can move up to 30 kilometres in one year spreading the disease.
1.4	Ash dieback has already caused widespread damage to the ash tree populations in continental Europe and is particularly prevalent in Denmark where up to 90% of trees have been infected. If the disease became established it has the capacity to inflict on common ash what Dutch elm disease did to our elm tree population in the late 70's early 80's - that is to essentially wipe out the species as a forest, woodland, amenity and landscape tree.

2.	Key Issues
2.1	DARD has taken the lead role in co coordinating and mapping any outbreaks throughout the province and has set up a protocol for reporting any suspicious symptoms on ash trees.
2.2	To date there has been 26 <i>Chalara fraxinea</i> confirmed infections in Northern Ireland, all of which that have been linked to recently planted young ash trees and there has been no confirmed cases of a wider infection of the environment (See appendix 2, Map)
2.3	<p>Due to the real threat to our natural environment, DARD has introduced two new pieces of emergency legislation to prevent the introduction and spread of Ash Dieback within Northern Ireland through the movement of ash plants and seeds for planting and from the movement of ash wood and bark:</p> <ul style="list-style-type: none"> <li>• The Plant Health (Amendment No3) Order (Northern Ireland) 2012</li> <li>• The Plant Health (Wood and Bark) (Amendment) Order (Northern Ireland) 2012.</li> </ul>
2.4	<p>An internal working group has been set up within the Parks and Leisure Department and to date we are in the process of:</p> <ul style="list-style-type: none"> <li>• Identifying any young ash tree planted over the past five years and inspecting these for any stem/shoot lesions, leaf necrosis and fruiting bodies associated with Ash Dieback when symptoms are most likely to be observed</li> <li>• Identifying the number and location of our ash tree population from existing and ongoing tree survey data throughout our parks</li> <li>• Installing information posters throughout our parks (Appendix 3)</li> <li>• Running toolbox talks for key staff, user groups, contractors etc on biochemical measures and good working practices if and when these are required</li> </ul>
2.5	We have also banned the import and planting of all ash trees within our parks and open spaces.
2.6	Ash Dieback is potentially a very serious threat and we have no reason to believe that the consequences of its entering the natural environment here would be any less serious to our ash tree population as is the case in Denmark and throughout continental Europe. It is important to stress that all the reported outbreaks here are associated with young plants linked by trade imports and DARD are dealing with these infections.
2.7	At present we do not have any <i>Chalara fraxinea</i> Ash Dieback infections within any of our sites and it will not be until spring/summer that we will know if this disease has reached any of our ash trees. The advice received from our colleagues in DARD is to be very vigilant and if we observe symptoms of Ash Dieback, we should inform DARD immediately.

2.8	To enable us to report any suspect ash trees the internal working group which is made up of Parks Managers, the Council's Biodiversity Officer and Arboriculturalists, is in the process of setting up a reporting mechanism which will be managed directly by the Arboriculturalists within the Landscape, Planning and Development unit and they will be liaising directly with the DARD team in relation to any suspected outbreaks.
2.9	DARD have confirmed that if any infections brought to their attention by the Council are confirmed through their laboratory analysis, DARD would then issue a 'statutory notice' on the Council and would work closely with officers of the Council offering guidance and advice on how best to manage an outbreak.
2.10	DARD are satisfied with the proactive approach the Council is taking and have suggested working closely with their own surveyors which we recommend doing once we have all the necessary tree data compiled which will identify where our ash trees are located.

<b>3.</b>	<b>Resource Implications</b>
3.1	If an outbreak of <i>Chalara fraxinea</i> Ash Dieback is confirmed by DARD, there will be costs associated to deal with the management of affected trees and their disposal however we cannot predict what these might be at this time.

<b>4.</b>	<b>Equality Implications</b>
4.1	There are no known equality implications associated with this update report.

<b>5.</b>	<b>Recommendations</b>
	<p>Members are asked to note the content of this report and;</p> <ul style="list-style-type: none"> <li>• Note that Council is in the process of taking all necessary steps to inform staff, user groups and the public of the possible threat of <i>Chalara fraxinea</i> Ash Dieback infection and will continue to work closely with DARD.</li> <li>• Agree to resource any remedial work necessary to deal with an outbreak of Ash Dieback</li> <li>• Note that Officers will undertake inspections of our ash tree stock when symptoms are most likely to be observed and will report back to DARD.</li> </ul>

<b>6.</b>	<b>Decision Tracking</b>
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	None
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<b>7.</b>	<b>Key to Abbreviations</b>
	DARD – Department of Agriculture and Rural Development

<b>8.</b>	<b>Documents Attached</b>
	Appendix 1 – Symptoms of Ash Dieback Appendix 2 – Map - Confirmed Infection Sites Appendix 3 - Bio Security Guidance Poster

# Ash dieback disease

*(Chalara fraxinea)*



1  
Diseased saplings typically display dead tops and/or side shoots.



2  
At the base of dead side shoots, lesions can often be found on the subtending branch or stem.



3  
Lesions which girdle the branch or stem can cause wilting of the foliage above.



4  
Mature trees affected by the disease initially display dieback of the shoots and twigs at the periphery of their crowns. Dense clumps of foliage may be seen further back on branches where recovery shoots are produced.

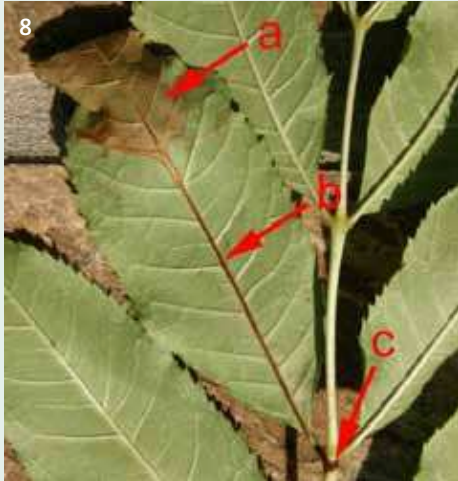


6  
In late summer and early autumn (July to October), fruiting bodies of *Hymenoscyphus* can be found on blackened rachises (leaf stalks) of ash in damp areas of leaf litter beneath trees. These do not necessarily belong to the pathogen but can be tested to determine their identity.



# Ash dieback disease

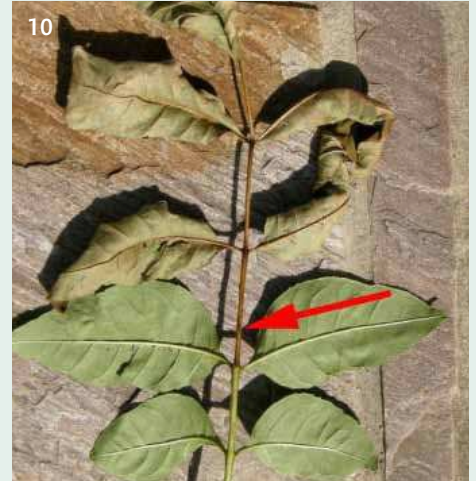
*(Chalara fraxinea)*



Leaf necrosis (a) extending into leaflet vein (b) and rachis (c).



Lesion on rachis (ends arrowed) without leaflet symptoms.



Necrosis of rachis (arrowed) and associated desiccation of leaflets.



Developing lesions associated with leaf scars.



Older lesion associated with leaf scar.



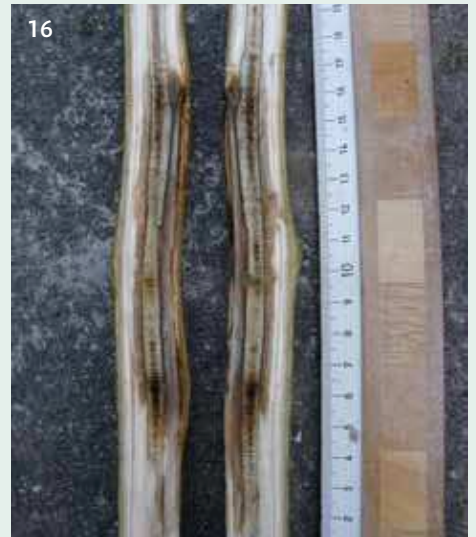
Developing lesion centred on a dead side shoot.



Older lesion centred on a dead side shoot.



Old lesion centred on a dead side shoot.



The wood and pith underlying bark lesions is usually strongly stained.

Photos 3, 8, 9, 10, 11, 15 & 16 courtesy of Thomas Kirisits; Photos 6 & 7 courtesy of Lea Vig McKinney; Photos 1, 4 & 5 courtesy and copyright of Iben Margrete Thomsen.



Forestry Commission

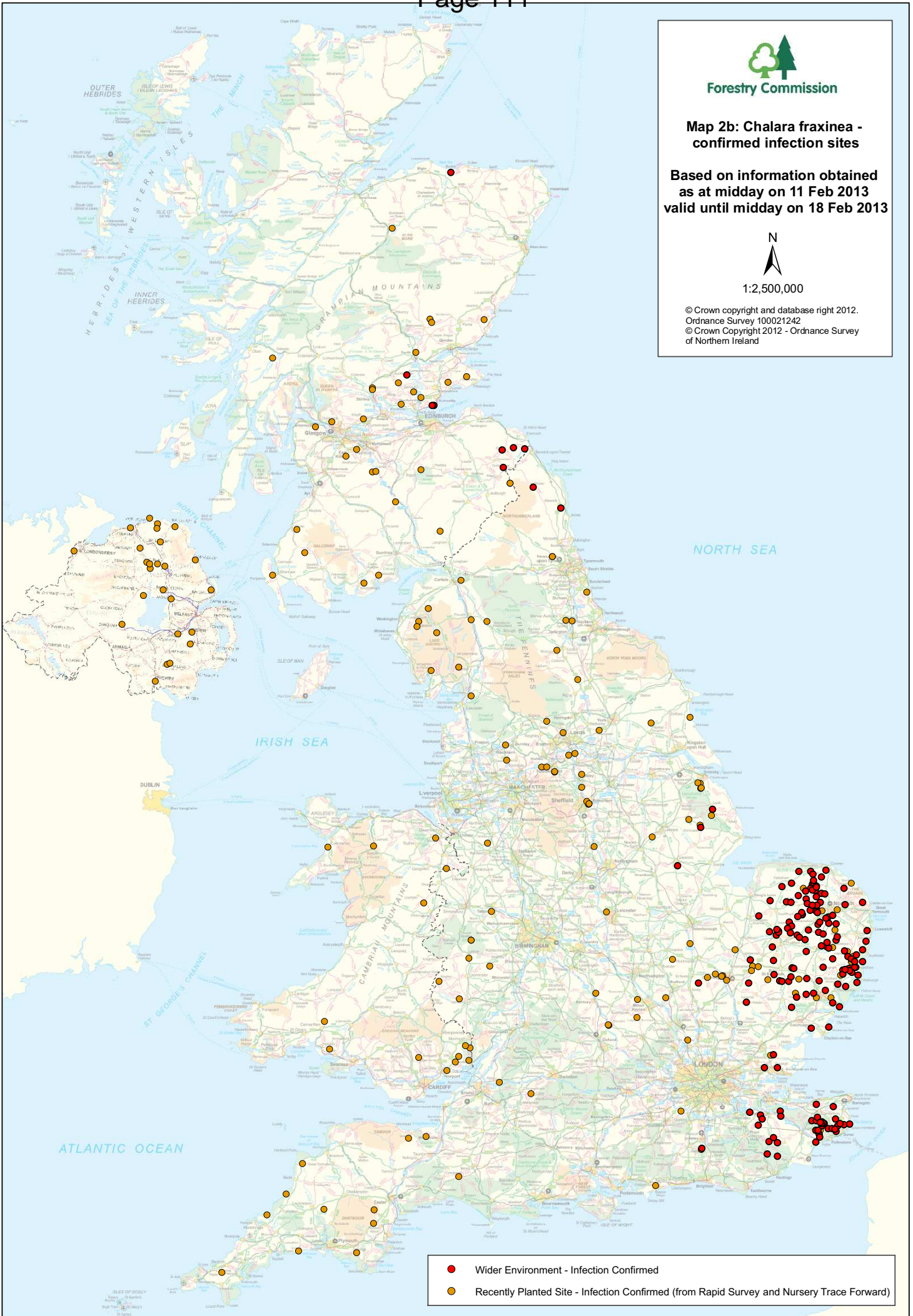
**Map 2b: Chalara fraxinea - confirmed infection sites**

**Based on information obtained as at midday on 11 Feb 2013 valid until midday on 18 Feb 2013**



1:2,500,000

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Ordnance Survey 100021242  
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- Wider Environment - Infection Confirmed
- Recently Planted Site - Infection Confirmed (from Rapid Survey and Nursery Trace Forward)

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# TURN OVER A CLEAN LEAF TODAY

## Help protect our trees and plants from pests and diseases

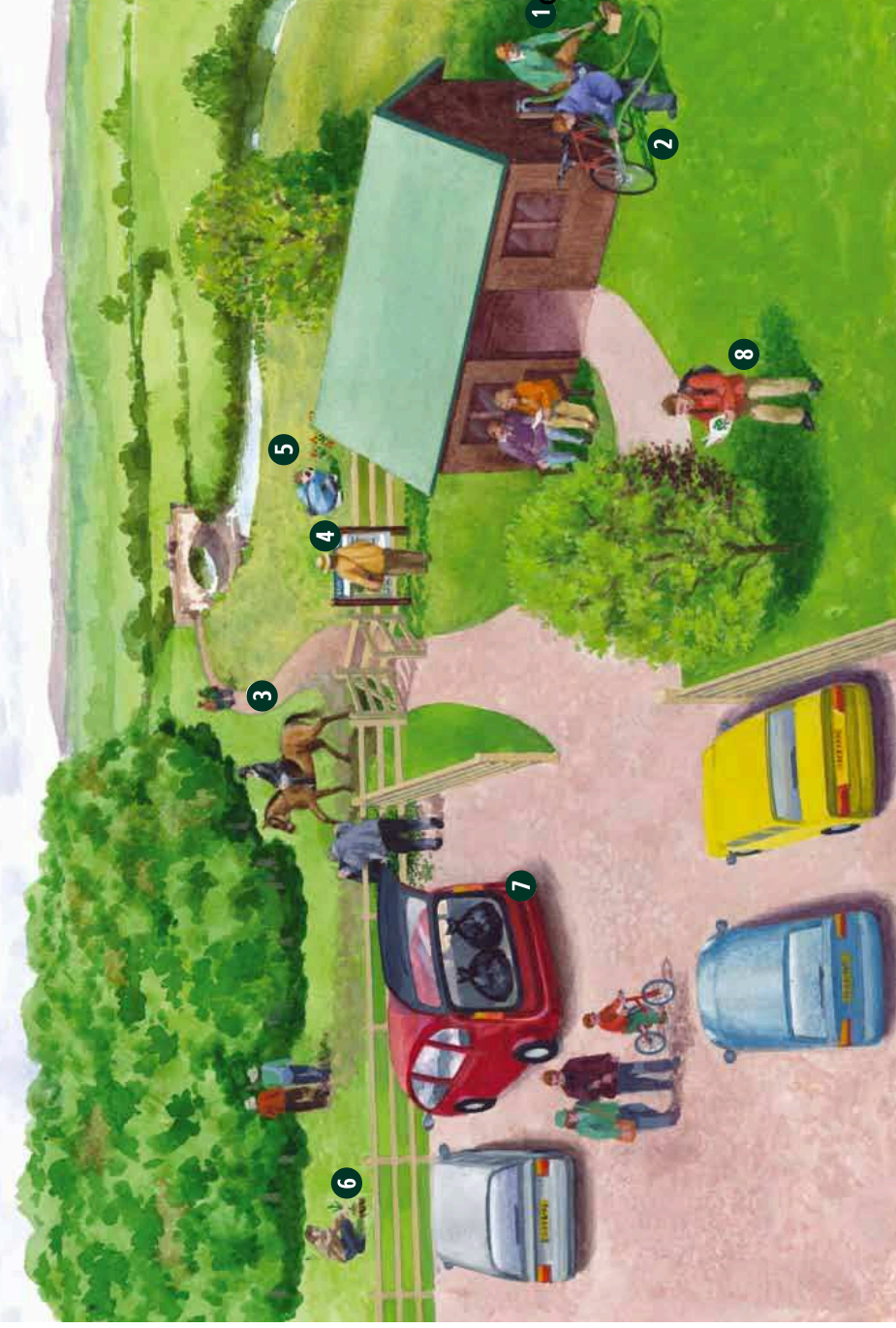
- Our trees and plants are under an increasing threat from new pests and diseases.
- When enjoying the outdoors, there are things that each of us can do to prevent these pests and diseases spreading from site to site.

### MUD can carry pests and diseases

- 1 Clean your boots and shoes
- 2 Wash down the tyres of bikes and vehicles after off-roading
- 3 Keep to obvious paths
- 4 Keep an eye out for information on notices

### PLANTS and LEAVES may already be home to pest and diseases

- 5 Avoid taking plants or cuttings from the countryside
- 6 Resist planting out your garden plants in the countryside
- 7 Avoid dumping garden waste in the countryside
- 8 Familiarise yourselves with common plant pests and diseases



### For more information contact:

DARD Helpline: 0300 200 7852

Email: [dardhelpline@dardni.gov.uk](mailto:dardhelpline@dardni.gov.uk)

Textphone: 028 9052 4420



Department of  
Agriculture and  
Rural Development

[www.dardni.gov.uk](http://www.dardni.gov.uk)

AN FODH

Talmhaíochta agus  
Forbartha Tuaithe

MAÍNYSÍRE O

Fairms an  
Kintra Forderin



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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Mary Peter's Track</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Rose Crozier, Assistant Director of Parks and Leisure
<b>Contact Officer:</b>	Stephen Walker, Departmental Portfolio and Programme Manager

<b>1</b>	<b>Relevant Background Information</b>
	<p>The Committee will be aware that the £3m upgrade of the Mary Peter's Track is part of the Council's Investment Programme. The new facility will have a new eight lane athletic track, a new infield area, all of which are to IAAF standards and a new 400 seater spectator stand.</p> <p>Members will be mindful that the track will be used to host the athletics part of the World Police and Fire Games scheduled for August 2013.</p> <p>Members are asked to note that the upgrade has been completed and handed back to the Council. Further, the track has received the necessary accreditation to allow it to be used as an athletic facility by IAAF and UK Athletics.</p>

<b>2</b>	<b>Key Issues</b>
	<p>The Committee is asked to note a number of issues.</p> <p><b><u>Opening of the facility</u></b></p> <p>Clearly many athletic clubs and individuals are anxious to make use of this high quality facility. As has been reported to Committee it has been necessary to keep the facility closed in order to complete the works and obtain the necessary approvals from the governing bodies of the sport. Whilst the track is ready for use, the infield requires further time for the turf surface to grow and be nurtured.</p>

	<p>Use of this area at present could result in damage to it. It is therefore proposed to erect signs to dissuade use of this area for a further period of time, perhaps until the end of April.</p> <p><b><u>Official Opening</u></b></p> <p>Following discussions with the Head of Corporate Communication it has been agreed that the facility will be opened during the week of 25 March. As this is the first project completed under the Council's Investment Programme it is proposed that it be opened by the Lord Mayor and the Chair of Strategic Policy &amp; Resources. Discussions are ongoing with the Lord Mayor's Office to schedule a date and time for the event and a provisional date of 28 March at 10:30 has been proposed, subject to confirmation with the Lord Mayor's Office. It is further intended that Dame Mary Peter's be invited to attend and be asked to make a short speech.</p> <p>Invitations will be issued to all Elected Members as well as those staff involved in the project and those whose responsibility for ongoing management once it is opened. Invitations will also be extended to Northern Ireland Athletics and some of the clubs who use the facility.</p> <p>The media will be invited to attend this event.</p> <p><b><u>A launch event</u></b></p> <p>Members will recall that previous reports have highlighted a launch event scheduled for 25 June 2013. It is proposed that this event goes ahead as scheduled but will be the first major event at the track and will act as a test event for the World Police and Fire Games.</p> <p>At this time it is proposed that a series of track and field events be held starting from approximately 6 pm until 9 pm. The events will be wide ranging and will include athletes at all levels including, schools, elite athletics and paralympians.</p> <p>It is also intended that the statue of Dame Mary Peter's will be unveiled at this event on 25 June 2013.</p> <p><b><u>Future Management Arrangements</u></b></p> <p>Tenders have been received for the future management of the facility. An evaluation process is nearing completion and an award will be made by the end of March 2013.</p>
--	--

<p><b>3</b></p>	<p><b><u>Resource Implications</u></b></p> <p><u>Financial</u> There are no additional financial implications.</p> <p><u>Human Resources</u> There are no additional human resource implications</p>
-----------------	--

<b>4</b>	<b>Equality and Good Relations Considerations</b>
	There are no equality implications
<b>5</b>	<b>Recommendations</b>
	The Committee is asked to note the report.
<b>6</b>	<b>Decision Tracking</b>
	A further report will be brought to Committee in April 2013.
<b>7</b>	<b>Key to Abbreviations</b>
	IAAF – International Association of Athletics Federation UK Athletics – United Kingdom Athletics
<b>8</b>	<b>Documents Attached</b>
	None

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Proposed Container at Waterworks</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Fintan Grant, City Parks Manager (North)

<b>1.</b>	<b>Relevant Background Information</b>
	<p>The Committee will be aware that there is a well established and vibrant fishermen's group operating within the Waterworks Park. This grouping has been in existence for several years and has cross community membership. The group has recently approached Council Officers and some elected members requesting the installation of a container at the site adjacent to the upper pond (see Appendix A). The purpose of this container would be to provide a storage facility for the equipment used by the group and also to provide a dry area. The proposal excludes the inclusion of heating, water, power and sewage.</p> <p>The proposal is for a 12m long container. To keep within the constraints under permitted development the height of the container, which will have a pitched roof, must not exceed 4m. In addition the group has asked that the container be masqued as a log cabin to provide a more sympathetic structure to the surrounding environment and in keeping with a more traditional view of fishing. Appendix B provides an illustration of the structure. Appendix C provides a more technical indicative outline.</p> <p>The estimated cost of this would be in the region of £30,000.</p> <p>The Department of Culture Arts and Leisure has intimated that it may be in a position to provide the necessary funding for this within the current financial year. A proposal has been sent to the Department and is currently under consideration.</p>

<b>2.</b>	<b>Key Issues</b>
	<p>The Committee is asked to consider the following:</p> <ol style="list-style-type: none"> <li>1. The fishermen's group is well established within the park and this proposal will help sustain the group in the future;</li> <li>2. There is the possibility that other interest groups in the future may approach the Council for similar accommodation;</li> <li>3. The container and associated security fencing will increase the maintenance responsibility, it is anticipated that routine maintenance will be minimal; however, vandalism to the fencing and / or the container would have a more significant impact, the value of the container is estimated to be in the region of £15,000 and the fencing £7,000, the other £8,000 is the cost of preparation and installation;</li> <li>4. The estimated time scale for the project to be delivered in approximately four months to allow for procurement, construction and installation;</li> <li>5. The Committee is being asked to give consent to the installation of the container and fencing and accept the associated maintenance and public liability responsibility associated with it.</li> </ol>
<b>3.</b>	<b>Resource Implications</b>
	<p><b><u>Financial Implication</u></b></p> <p>The cost of the container, fencing and installation will be in the region of £30,000 and will be met by the Department of Culture Arts and Leisure. The ongoing maintenance will be absorbed within existing budgets.</p> <p><b><u>Human Resource Implications</u></b></p> <p>There are no additional human resource implications</p> <p><b><u>Asset and other implications</u></b></p> <p>The installation of the container will help support a well established group within the park,</p>
<b>4.</b>	<b>Equality Implications</b>
	<p>There are no equality implications.</p>



<b>5.</b>	<b>Recommendations</b>
	<p>It is recommended that the Committee consent to the request to provide and locate a container as indicated in Appendices A, B and C on the basis that the cost is met by the Department of Culture Arts and Leisure; and agree to accept the associated maintenance and public liability responsibilities.</p>
<b>6.</b>	<b>Decision Tracking</b>
	<p>An update report will be presented by the City Park Manager (North) to a future meeting of the Committee.</p>
<b>7.</b>	<b>Key to Abbreviations</b>
	<p>None</p>
<b>8.</b>	<b>Documents Attached</b>
	<p>Appendix A – Location map showing proposed location  Appendix B – Photograph showing indicative image of the container  Appendix C – Detail drawing outlining specification</p>

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Appendix A Location Map Waterworks



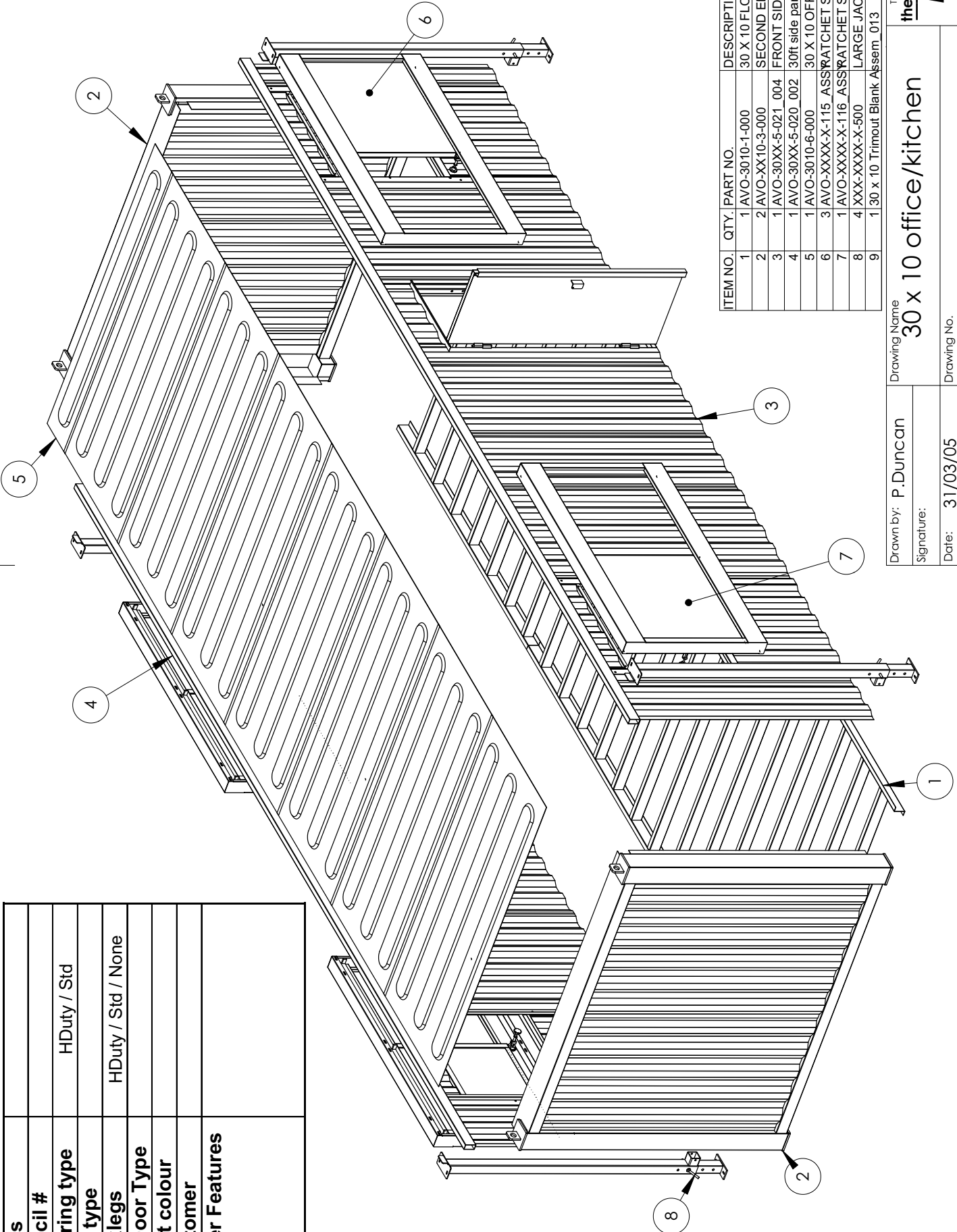
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Appendix B Photograph showing image of container at Waterworks



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<b>Signs</b>	
<b>Stencil #</b>	
<b>Flooring type</b>	HDuty / Std
<b>Wall type</b>	HDuty / Std / None
<b>Jacklegs</b>	
<b>Int.Door Type</b>	
<b>Paint colour</b>	
<b>Customer</b>	
<b>Other Features</b>	



ITEM NO.	QTY.	PART NO.	DESCRIPTION
1	1	AVO-3010-1-000	30 X 10 FLOOR
2	2	AVO-XX10-3-000	SECOND END PANEL
3	1	AVO-30XX-5-021_004	FRONT SIDE PANEL
4	1	AVO-30XX-5-020_002	30ft side panel 2 windows
5	1	AVO-3010-6-000	30 X 10 OFFICE ROOF
6	3	AVO-XXXX-X-115	ASSATCHET SHUTTER ASSY RH
7	1	AVO-XXXX-X-116	ASSATCHET SHUTTER ASSY LH
8	4	XXX-XXXX-X-500	LARGE JACKLEG
9	1	30 x 10 Trimout Blank Asssem	013

Drawn by: P.Duncan

Signature:

Date: 31/03/05

Rev: 001 Sht No 1 OF 3

Drawing Name  
**30 x 10 office/kitchen**

Drawing No.  
**AVO-3010-0-041\_003**

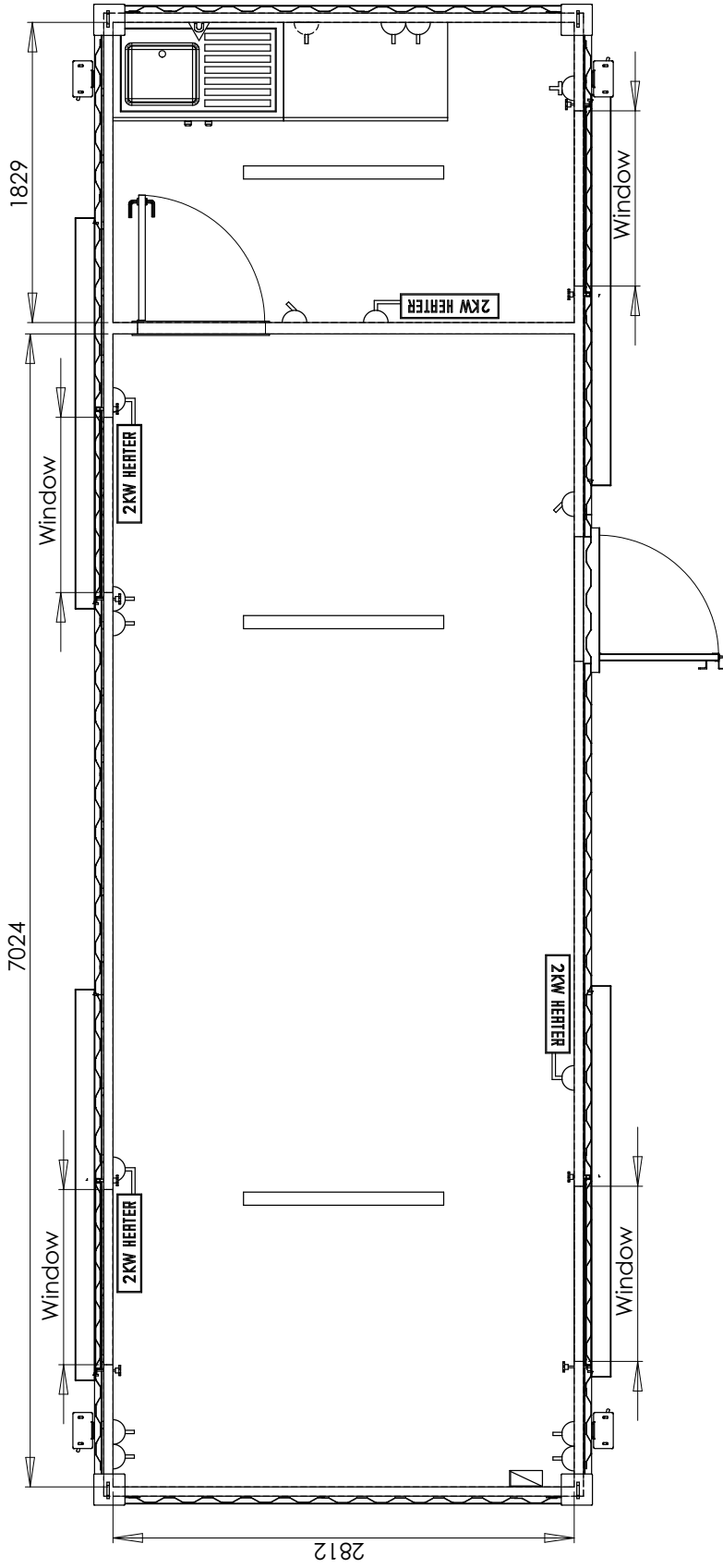
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




**MCAVOY GROUP**

2 Ferguson rd., Knockmore Hill Industrial Est  
Lisburn, Co. Antrim, UK, BT27 4JN  
Tel 028387 746372, Fax 028387 748175







- TWIN PLUG SOCKET = 
- SPUR = 
- LIGHT SWITCH = 
- CONSUMER UNIT = 
- WATER HEATER OVER = 
- WATER HEATER UNDER = 

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>BELB Works at Flora Street Walkway</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Cathy Reynolds, Estates Manager, Property and Projects Department

<b>1</b>	<b>Relevant Background Information</b>
1.1	The Belfast Education and Library Board's properties at Avoniel Primary School and Avoniel Nursery School adjoin Council owned land at Flora Street Walkway. The Primary and Nursery school sites are at a slightly higher level than the adjoining Council land and are supported by a brick retaining wall which is approximately one metre in height. A BELB palisade fence sits on top of the existing wall.
1.2	Because of instability in the existing retaining wall BELB propose to remove a length of approximately 80 metres of the existing wall and replace it with a new structure of similar size. Similar to the existing arrangement a palisade fence will be placed on top of the new structure.
1.3	To facilitate construction of the new wall BELB have sought access for their contractor through Flora Street Walkway and have also sought permission to enclose an area around the works for a period of approximately 10 weeks. The proposed access area is shown hatched orange on the attached map (Appendix 1) and the proposed compound area measuring approximately 6 metres x 70 metres is shown surrounded by a green/blue line.

<b>2</b>	<b>Key Issues</b>
2.1	BELB, on behalf of their contractor, have sought to enter into a Licence Agreement with the Council to provide access and the setting up of a contractor's compound area within Flora Street Walkway (the Licence Agreement will be between the Council and the contractor).

	The proposed Licence will be for a period of approximately 10 weeks and will contain provisions relating to insurance, reinstatement and detailed arrangements for access as agreed with the Park Manager. The Licence will also incorporate a Fee to partly reflect the cost savings to BELB/their contractor as a result of being able to utilise Council land. The fee will also act as an incentive to the contractor to remain on the site for as short a time as possible.
--	--

<b>3</b>	<b>Resource Implications</b>
3.1	<b>Finance</b> Income to Council from the proposed Licence Fee (yet to be agreed) for duration of temporary Licence, estimated at 10 weeks. No other capital or revenue costs should be incurred.
3.2	<b>Human Resources</b> Resource in Parks and Leisure, Estate Management Unit and Legal Services involved in agreeing detailed terms, drafting and completion of proposed Licence Agreement.
3.3	<b>Asset and Other Implications</b> The provision of a new retaining structure will stabilise the adjoining BELB site and prevent any future collapse of the site on to the Council's land.

<b>4</b>	<b>Equality and Good Relations Considerations</b>
4.1	There are no equality or good relations issues associated with this report.

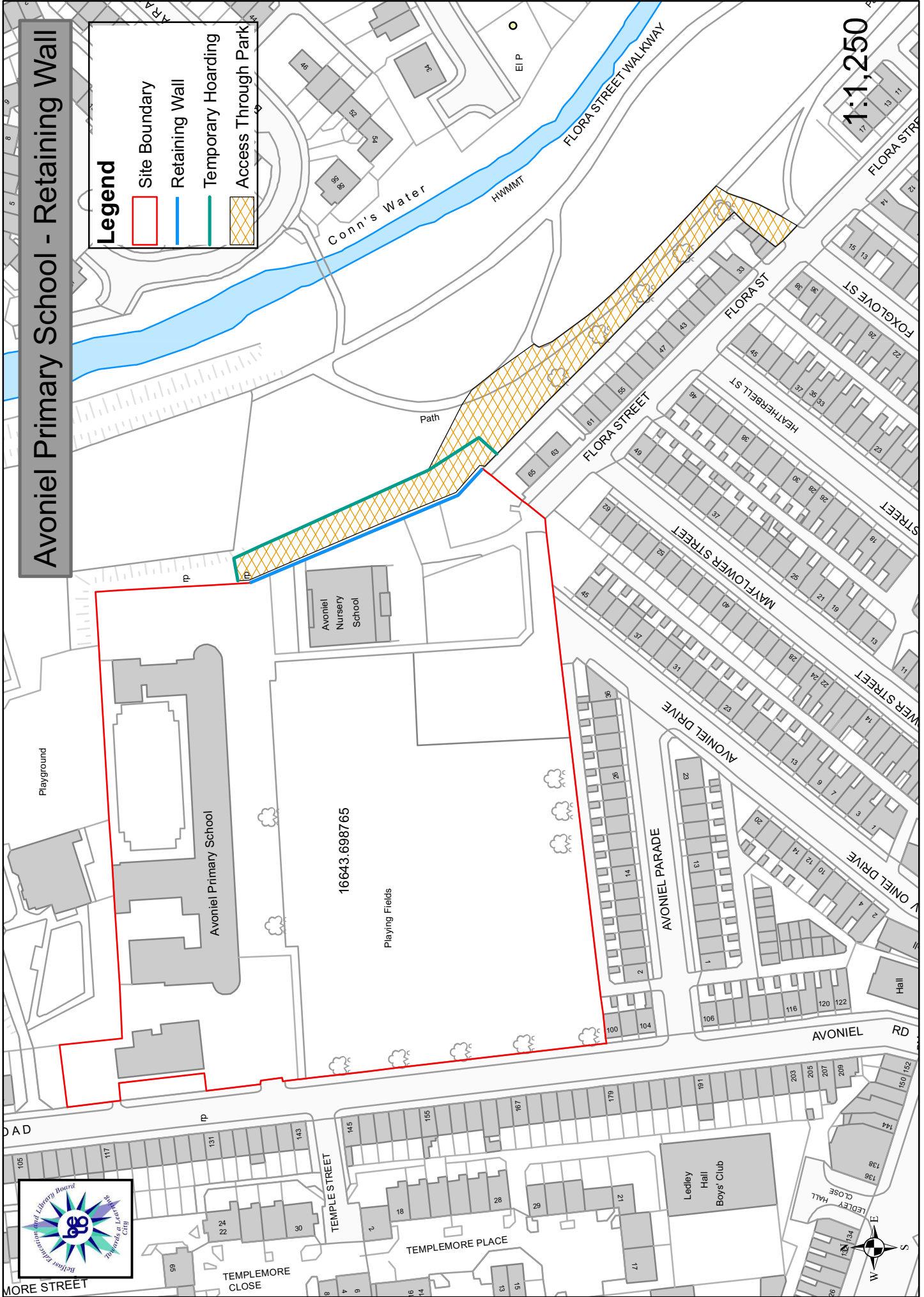
<b>5</b>	<b>Recommendations</b>
5.1	Committee is recommended to approve the grant of a Licence Agreement to Maurice Flynn & Sons (BELB's contractor) to allow replacement of a boundary wall at Avoniel Primary and Nursery School, subject to detailed terms, including an appropriate Licence Fee, to be incorporated in a legal agreement to be drawn up by the Town Solicitor and approved by the Strategic Policy and Resources Committee in accordance with Standing Orders.

<b>6</b>	<b>Decision Tracking</b>
	The Director of Parks and Leisure to liaise with the Director of Property and Projects with a view to bringing a report to the next available Strategic Policy and Resources Committee.

<b>7</b>	<b>Key to Abbreviations</b>
None BELB – Belfast Education and Library Board	

<b>8</b>	<b>Documents Attached</b>
Appendix 1 – Map showing proposed access area for contractor across Flora Street Walkway (hatched orange) and proposed contractor's compound area outlined blue/green.	

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Zoo Playground Update</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Rose Crozier, Assistant Director of Parks and Leisure
<b>Contact Officer:</b>	Mark Challis, Zoo Manager

<b>1.</b>	<b>Relevant Background Information</b>
1.1	The Tourism Development Scheme (TDS) is the programme devised by Northern Ireland Tourist Board (NITB) to allocate capital funds made available from the Executive Budget to tourism related capital projects. The TDS is a competitive process and requires applicants to make bids for funding from the scheme.
1.2	Members will recall that at the Parks and Leisure Committee meeting of 9 August 2012, a report informed the Committee that the Zoo's application for £215,000 to the NITB TDS for an enhanced playground facility had received initial approval and a business plan for the project was being prepared with a view to it undergoing full economic appraisal. The Committee gave support to the Zoo's application to the NITB TDS for an enhanced playground facility.
1.3	Subsequently, the project was referred to the Strategic Policy and Resources Committee on 24 August 2012, which agreed to include the £215,000 match funding in the capital programme.
1.4	At the time it was envisaged that we would be in a position to start ground work on the project in early 2013 with a view to the new facility opening in summer 2013.
1.5	However, while the draft economic appraisal has recently been received by NITB from their consultants, further internal review processes are required to be undertaken by NITB and the start of this project has been slightly delayed.

<b>2.</b>	<b>Key Issues</b>
2.1	It is currently envisaged that actual ground work associated with this project will not start until September 2013 with a view to the new playground being completed by spring 2014.
<b>3.</b>	<b>Resource Implications</b>
3.1	The matched funding has already been committed in the capital programme.
<b>4.</b>	<b>Equality and good relations implications</b>
4.1	The provision of an enhanced playground at the Zoo will provide improved play facilities to a greater number of visitors, of a wider age and ability range than is currently available.
<b>5.</b>	<b>Recommendations</b>
5.1	Members are asked to note the delay in the start of this project.
<b>6.</b>	<b>Decision Tracking</b>
6.1	A further report will be presented to the Committee in Autumn 2013 regarding the project.
<b>7.</b>	<b>Key to Abbreviations</b>
	TDS – Tourism development Scheme NITB – Northern Ireland Tourist Board
<b>8.</b>	<b>Documents Attached</b>
	None



### Belfast City Council

<b>Report to:</b>	Parks and Leisure
<b>Subject:</b>	<b>2013/14 Closures for Public Holidays</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Rose Crozier, Assistant Director

<b>1</b>	<b>Relevant Background Information</b>
	Each year a plan is presented to committee setting out the opening/closing arrangements for public holidays. Planned maintenance closures will also be facilitated at some sites during the year once the schedule of work has been agreed.

<b>2</b>	<b>Key Issues</b>																																
	The following holiday arrangements are proposed for the period April 2013 – March 2014 for sites as follows:																																
	<b>Cemeteries and Crematorium Administration</b>																																
	<table border="1"> <thead> <tr> <th>Date</th> <th>City Hall and site offices proposed opening hours</th> </tr> </thead> <tbody> <tr> <td>Sunday 31 March 2013</td> <td>Closed</td> </tr> <tr> <td>Monday 1 April 2013</td> <td>Closed</td> </tr> <tr> <td>Tuesday 2 April 2013*</td> <td>8.30am – 12.30 pm</td> </tr> <tr> <td>Monday 6 May 2013</td> <td>Closed</td> </tr> <tr> <td>Monday 27 May 2013</td> <td>Closed</td> </tr> <tr> <td>Thursday 11 July 2013</td> <td>Open normal hours</td> </tr> <tr> <td>Friday 12 July 2013</td> <td>Closed</td> </tr> <tr> <td>Monday 15 July 2013*</td> <td>8.30am – 12.30pm</td> </tr> <tr> <td>Monday 26 August 2013</td> <td>Closed</td> </tr> <tr> <td>Tuesday 24<sup>th</sup> December 2013#</td> <td>8.30am – 3pm</td> </tr> <tr> <td>Wednesday 25 December 2013</td> <td>Closed</td> </tr> <tr> <td>Thursday 26 December 2013*</td> <td>8.30am – 12.30pm</td> </tr> <tr> <td>Wednesday 1 January 2014</td> <td>Closed</td> </tr> <tr> <td>Thursday 2 January 2014*</td> <td>8.30am – 12.30pm</td> </tr> <tr> <td>Monday 17 March 2014</td> <td>Closed</td> </tr> </tbody> </table>	Date	City Hall and site offices proposed opening hours	Sunday 31 March 2013	Closed	Monday 1 April 2013	Closed	Tuesday 2 April 2013*	8.30am – 12.30 pm	Monday 6 May 2013	Closed	Monday 27 May 2013	Closed	Thursday 11 July 2013	Open normal hours	Friday 12 July 2013	Closed	Monday 15 July 2013*	8.30am – 12.30pm	Monday 26 August 2013	Closed	Tuesday 24 <sup>th</sup> December 2013#	8.30am – 3pm	Wednesday 25 December 2013	Closed	Thursday 26 December 2013*	8.30am – 12.30pm	Wednesday 1 January 2014	Closed	Thursday 2 January 2014*	8.30am – 12.30pm	Monday 17 March 2014	Closed
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**Roselawn Crematorium and Cemeteries Operations**

<b>Date</b>	<b>Crematorium operating hours</b>	<b>Cemetery burials</b>
Sunday 31 March 2013	Closed	Closed
Monday 1 April 2013	Closed	Closed
Tuesday 2 April 2013	8.00 am – 12pm	9.00am - 11.00am
Monday 6 May 2013	Closed	Closed
Monday 27 May 2013	Closed	Closed
Friday 12 July 2013	Closed	Closed
Monday 15 July 2013	8.00 am – 12pm	9.00am - 11.00am
Monday 26 August 2013	Closed	Closed
Tuesday 24 <sup>th</sup> December 2013	8am – 2pm	9am – 2pm
Wednesday 25 December 2013	Closed	Closed
Thursday 26 December 2013	8.00 am – 12pm	9.00am - 11.00am
Wednesday 1 January 2014	Closed	Closed
Thursday 2 January 2014	8.30am – 1.30pm	8.00am – 12.00pm
Monday 17 March 2014	Closed	Closed

96 Additional cremations slots have been available since November 2012. Members are reminded that cemeteries are open to the public as open spaces 365 days a year:

April – September Monday, Wednesday, Friday and Saturday is 8.00am – 6.00pm; Tuesday and Thursday 8.00am – 8.00pm; Sundays 10.00am – 6.00pm

March and October only Monday – Saturday 8.00am – 6.00pm; 10.00am – 6.00pm

November – February 8.00am – 4.00pm

**Belfast Zoo**

The zoo will close Christmas day and boxing day only.

**Leisure Services**

A schedule of proposed opening/closure arrangements are attached at appendix 1 for the above period.

As per January 2012 report the majority of centres close on bank holidays however some centres remain open to facilitate the smaller customer throughput and these are chosen on a geographical basis and rotated each year. This practise will continue for 2013/14. As discussed at last month's committee specific events or programmes will be developed where appropriate to try and improve the usage of our sites at these times and this will be kept under review.

Staff training has also proven difficult operationally for mandatory training or briefing sessions on operational issues. Members are asked during December to allow a training day to be allocated per Leisure centre. Any other short closures will be delegated to the director to facilitate operational reviews and improvements.

<b>3</b>	<b>Resource Implications</b>
	<p><u>Financial</u></p> <p>The financial impact of implementation of this change has been reflected within the revenue estimates for the period 2013/14.</p> <p><u>Human Resources</u></p> <p>Staff required to work bank holidays will be reimbursed appropriately.</p> <p><u>Asset and Other Implications</u></p> <p>None</p>
<b>4</b>	<b>Equality and Good Relations Considerations</b>
	None
<b>5</b>	<b>Recommendations</b>
	It is recommended that members approve the closures for 2013/14 as set out above and in appendix 1.
<b>6</b>	<b>Decision Tracking</b>
	The Committee Decision will be implemented by the Assistant Director and appropriate notification will be provide to staff and customers.
<b>7</b>	<b>Key to Abbreviations</b>
	None
<b>8</b>	<b>Documents Attached</b>
	Appendix 1: Schedule of bank holiday closures for leisure centres

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Appendix 1: PROPOSED LEISURE CENTRE PUBLIC HOLIDAYS & MAINTENANCE CLOSURES 2013/2014

APPENDIX 1

**O** Open      **C** Closed      **EC** Facility closed early between 4pm and 5pm.

MONTH	DAY	DATE	A'TOWN	A'NIEL	SH'ILL	B'SILL	Grove/ GWBC	OLYM	W'ROCK	TENNIS CTR	LSIDE	FALLS
<b>2013-2014</b>												
March	Sun	31	O	C	O	C	C	O	C	C	C	C
April	Mon	1	C	C	C	C	C	C	C	C	C	C
	Tues	2	C	C	C	C	O	O	C	C	C	C
MAY	Mon	6	C	C	C	O	C	C	C	OPEN FOR MARATHON	C	O
	Mon	27	O	C	O	C	C	C	C	C	C	C
JULY	Thurs	11	O	EC	EC	EC	EC	EC	O	EC	EC	O
	Fri	12	O	C	C	C	C	C	O	C	C	O
	Sat	13	O	O	O	O	O	O	O	O	O	O
	Mon	15	O	C	C	C	C	C	O	C	C	O
AUG	Mon	26	C	O	C	C	C	C	C	C	C	O
DEC	Tues	24	EC	EC	EC	EC	EC	EC	EC	EC	EC	EC
	Wed	25	C	C	C	C	C	C	C	C	C	C
	Thurs	26	C	C	C	C	C	C	C	C	C	C
	Fri	27	O	O	O	O	O	O	O	O	O	O
	Tues	31	EC	EC	EC	EC	EC	EC	EC	EC	EC	EC
JAN 2014	Wed	1	C	C	C	C	C	C	C	C	C	C
	Thurs	2	C	C	C	C	C	C	C	C	C	C
March 2014	Mon	17	C	O	O	O	O	O	C	C	C	C

Notes:

- 1) As part of an annual, rotational drain down programme, it is proposed that the swimming pools at Whiterock and Olympia Centre Leisure centres will close for essential planned maintenance and pool drainage during Christmas 2013. The respective pools will be closed for approximately 1-2 weeks.
- 2) The Council have not confirmed the public holiday provision for the 13<sup>th</sup> July or for the concessionary day during December 2013. As a result some further confirmation may be necessary when this information becomes available. The provisional plan anticipates these dates to be Monday 15<sup>th</sup> July and Thursday 2<sup>nd</sup> January.





### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Bereavement Administration</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Jacqui Wilson, Business Manager

<b>1</b>	<b>Relevant Background Information</b>
	<p>At February Committee the Assistant Director outlined the principal aspects of the improvement programme and answered a number of questions in respect of the administrative arrangements at the public office at the City Cemetery. After further discussion, the Committee requested that a report in respect of the administrative arrangements at the public office at the City Cemetery be submitted to a future meeting.</p>

<b>2</b>	<b>Key Issues</b>
	<p>At Committee on the 11 October 2012 the recommendations of the review of bereavement administration particularly at Dundonald and City Cemeteries were agreed.</p> <p>Committee agreed that:</p> <ul style="list-style-type: none"> <li>• Administrative cover at Dundonald Cemetery is provided Monday to Friday 10-2pm and Saturday 9.30-12.30pm and that burials can only take place during these time slots.</li> <li>• one part time vacant post can be filled at Dundonald Cemetery as per the proposed rota and a second part time post is recruited as a 'floater' to provide cover for the current gaps identified at the busier sites of Roselawn and the City Cemetery. This arrangement will be reviewed within the year and any issues reported back to committee.</li> </ul>

See appendix 1 for the agreed shift patterns for the sites to ensure the appropriate operational cover is in place

These arrangements are currently being implemented and the recruitment has just been completed in relation the cemetery administrators. They have been appointed and are currently being trained and should be fully operational in the next week.

<b>3</b>	<b>Resource Implications</b>
	<p><u>Finances</u> There are no financial implications as all posts have been provided for within the revenue estimates.</p> <p><u>Human Resources</u> This proposal is currently being implemented and the recruitment has just been completed.</p>
<b>4</b>	<b>Equality Implications</b>
	There are no known equality implications associated with this update report.
<b>5</b>	<b>Recommendations</b>
	The Committee is asked to note the contents of the report and that a review will be carried out within the year and any issues reported back to Committee.
<b>6</b>	<b>Decision Tracking</b>
	The Business Manager will be responsible for carrying out the actions associated with the decision in conjunction with Human Resources.
<b>7</b>	<b>Key to Abbreviations</b>
	None
<b>8</b>	<b>Documents Attached</b>
	Appendix 1 rotas for the cemetery administration staff

## City Cemetery pattern - final as of 10 Jan 2013

2 posts alternate weeks

	Week 1
Sunday	OFF
Monday	OFF
Tuesday	OFF
Wednesday	OFF
Thursday	8.30am - 4.30pm (8hrs)
Friday	8.30am - 4.00pm (7.5hrs)
Saturday	8.30am - 12.30pm (4hrs)
	<b>19.5hrs</b>

Dundonald 1 post	Week1
Sunday	off
Monday	8.30 - 4.30 (RL) 8 hrs
Tuesday	10.00 - 2.00 (D) 4 hrs
Wednesday	10.00 - 2.00 (D) 4 hrs
Thursday	off
Friday	off
Saturday	off
total no of hrs	<b>16</b>

Floater	Week1
Sunday	off
Monday	10.00 - 2.00 (D) 4 hrs
Tuesday	off
Wednesday	8.30 - 4.30 (C ) 8hrs
Thursday	10.00 - 2.00 (D) 4 hrs
Friday	10.00 - 2.00 (D) 4 hrs
Saturday	9.30 - 12.30 (D) 3 hrs
total no of hrs	<b>23</b>

RL - Roselawn  
D - dundonald  
C -City cemtery

<b>Week 2</b>
OFF
8.30am - 4.30pm (8hrs)
8.30am - 4.30pm (8hrs)
OFF
OFF
OFF
OFF
<b>16hrs</b>

<b>Week 2</b>	<b>Week 3</b>	<b>Week 4</b>
off	off	off
off	8.30 - 4.30 (RL) 8hrs	off
off	10.00 - 2.00 (D) 4 hrs	off
8.30 - 4.30 (C ) 8hrs	10.00 - 2.00 (D) 4 hrs	8.30 - 4.30 (C ) 8hrs
10.00 - 2.00 (D) 4 hrs	off	10.00 - 2.00 (D) 4 hrs
10.00 - 2.00 (D) 4 hrs	off	10.00 - 2.00 (D) 4 hrs
8.30 - 12.30 (RL) 4 hrs	9.30 - 12.30 (D) 3 hrs	8.30 - 12.30 (RL) 4 hrs
<b>20</b>	<b>19</b>	<b>20</b>

<b>Week 2</b>	<b>Week 3</b>	<b>Week 4</b>
off	off	off
10.00 - 2.00 (D) 4 hrs	10.00 - 2.00 (D) 4 hrs	10.00 - 2.00 (D) 4 hrs
10.00 - 2.00 (D) 4 hrs	off	10.00 - 2.00 (D) 4 hrs
10.00 - 2.00 (D) 4 hrs	8.30 - 4.30 (C ) 8hrs	10.00 - 2.00 (D) 4 hrs
off	10.00 - 2.00 (D) 4 hrs	off
off	10.00 - 2.00 (D) 4 hrs	off
9.30 - 12.30 (D) 3 hrs	off	9.30 - 12.30 (D) 3 hrs
<b>15</b>	<b>20</b>	<b>15</b>



### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Apprenticeships in Parks Scheme</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Rose Crozier
<b>Contact Officer:</b>	John MacFarlane, Parks Quality Manager

<b>1.</b>	<b>Relevant Background Information</b>
	<p>In 2006 the Council had an apprentice training scheme for gardeners that ran until 2011. There were 19 apprentices trained over a three year period of which only three did not to complete the apprenticeship.</p> <p>The apprentice gardeners were trained to National Vocation Qualification level 3 in horticulture attending Greenmount college on day release. They had placements of six months duration at various parks to gain experience of the different functions involved in providing the Parks and Cemeteries Service.</p> <p>On completion of the apprenticeship all of the apprentices were guaranteed a job at Grade 4.</p> <p>As part of the Council's Investment Programme there is a commitment to training and development and improving the employability of citizens. The apprenticeship scheme has been reviewed and will be revised and implemented to meet the objectives of the Investment Programme.</p>

<b>2.</b>	<b>Key Issues</b>
	<ul style="list-style-type: none"> <li>• The number of apprentices to be recruited will be three, based on affordability, and levels of supervision.</li> <li>• The length of the apprenticeship will be three years.</li> <li>• The recruitment of apprentices will include written and practical assessment.</li> <li>• It is planned that the apprentices will start work in July 2013 in time to enrol on the National Vocational Qualification Level 2</li> </ul>

	<p>Horticultural course at Greenmount College which starts in September 2013. Apprentices will be required to make their own travel arrangements.</p> <ul style="list-style-type: none"> <li>• The apprentices will be based in one park managed by the same Community Park Manager and Community Park Supervisor for the three years of their apprenticeship. They will however be required to move to other parks for short periods to gain the full experience of all the operations they cannot gain experience of in their assigned park.</li> <li>• The apprentices will be monitored throughout their employment on their performance including time keeping, sickness and progress with their Level 2 course. Failure to keep up with their course work may lead to their apprenticeship being terminated.</li> <li>• There will be no guarantee of a job at the end of their apprenticeship. They will however be able to apply for any vacancies in the Parks and Cemeteries Service.</li> <li>• The scheme will be reviewed half way through year three and recommendations will be made on the future roll out of the programme and if there should be a further scheme delivered.</li> </ul>
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<b>3.</b>	<b>Resource Implications</b>
	£37.5K has been budgeted for the scheme in the estimates for 2013/14 and this will be maintained for the duration of the scheme. The budget will cover wages, training and development needs.

<b>4.</b>	<b>Equality Implications</b>
	None

<b>5.</b>	<b>Recommendations</b>
	<p>The Committee is asked to note the appointment of 3 horticultural apprentices for a three year apprenticeship which supports the Investment Programme objectives.</p> <p>During this period the apprentices will be trained to level 2 in Amenity Horticulture and Turfculture and receive vocational training.</p>

<b>6.</b>	<b>Decision Tracking</b>
	Parks Quality Manager

<b>7.</b>	<b>Key to Abbreviations</b>
	None

<b>8.</b>	<b>Documents Attached</b>
	None



### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Update on the Memorial Safety Process in Cemeteries</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Rose Crozier, Assistant Director of Parks and Leisure
<b>Contact Officer:</b>	Ricky Rice, City Park Manager Sharon McCloy, Cemeteries and Crematorium Manager

<b>1.</b>	<b>Relevant Background Information</b>
	<p>In 2008, the Parks and Leisure Committee agreed to the implementation of a pilot programme of work on memorial safety and inspection in the City Cemetery and an interim policy framework for improving memorial safety. The implementation of the pilot programme was carried out for approximately nine months and relied on the use of existing staffing levels at the City Cemetery.</p> <p>The implementation of the pilot programme coincided with the introduction of a Departmental improvement programme. During this time an operational efficiency review of the Parks and Cemeteries Service was carried out which resulted in the restructuring and movement of some of the key staff associated with the roll out of the pilot programme. The emphasis of the initial pilot programme related to the inspection, management and maintenance stages of the memorial safety process. Data and evidence gathered as part of the pilot programme revealed the need to update and review the memorial safety process and concentrate on the installation stage as well. This report recommends the introduction of an all-encompassing dual management approach and procedures around the memorial safety process (installation, inspection, management and maintenance).</p>

2.	<p><b>Key Issues</b></p>
	<p>The Council as the City's burial authority has a duty under the Health and Safety at Work Northern Ireland Order (1978) to ensure, so far as reasonably practicable, the health, safety and welfare at work of their employees and responsibilities towards members of the public and other contractors who visit our cemeteries.</p> <p><u>City Cemetery pilot programme results</u></p> <p>A basic evaluation and review of the evidence and data gathered as part of the pilot programme reveals the following results, limitation and issues;</p> <ul style="list-style-type: none"> <li>• Detailed inspection reports were captured for eight grave sections within the City Cemetery – Grave sections L, M, N, P, Q, R, F2 and G2.</li> <li>• There is the need to focus on the memorial headstone installation stage as there is currently a lack of awareness of and adherence to installation procedures by monumental masons, including the following: <ul style="list-style-type: none"> <li>○ The cemetery office not informed when headstones are being erected</li> <li>○ Headstones being erected with no permission</li> <li>○ The fixing method used to erect some of the 'newer' headstones does not adhere to the National Association of Memorial Masons (NAMM) Code of Practice.</li> </ul> </li> <li>• There is a greater risk of injury to staff and the general public from the memorial headstones erected within the last 15-20 years.</li> <li>• There is a requirement to allocate adequate financial and human resources to successfully carry out all the duties associated with the various stages of the memorial safety process (installation, inspection, management and maintenance of memorials).</li> </ul> <p><u>Current position</u></p> <p>The Council is responsible for eight cemeteries in the greater Belfast area with burials mainly carried out at three locations (City, Roselawn and Dundonald). There are currently over 358,140 burials within these sites. To date a total of 5,676 graves have already been inspected at the City Cemetery as part of the pilot programme.</p> <p>Roselawn cemetery is currently the only cemetery operating by the Council that has new burial ground available. Section W is the current new section which has just over 3,000 graves in it. With the recent development of Section Y (2,800 graves approximately) the imminent development of Section Z (1,500 graves approximately) and 28 acres of undeveloped future burial ground, the life span of the cemetery in relation to the current number of new burials per year is 30-35 years.</p> <p>In 2012 there were a total of 254 new graves sold at Roselawn. This figure shows the large number of current and future memorial headstones at</p>



	Roselawn Cemetery based on the assumption that 80% of all graves have a headstone erected. In addition to this Roselawn, Dundonald and the City cemeteries continue to have new and/ or replacement headstones erected on existing graves on an ongoing basis.
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<b>3.</b>	<b>Proposed approach and next steps</b>
	<p>Based on the current position outlined above, the Department is proposing to develop and introduce a dual management approach and procedures around the memorial safety process which will include some of the following key priority areas of work:</p> <p><u><i>Approach to carrying out memorial inspection, management and maintenance</i></u></p> <ul style="list-style-type: none"> <li>• Review and update the interim policy framework of memorial safety and inspection;</li> <li>• Roll out staff training across the three main cemeteries (Roselawn, City and Dundonald) in memorial safety inspection. This will be carried out by an accredited trainer who works to the National Association of Memorial Masons (NAMM) and the British Register of Accredited Memorial Masons (BRAMM) Code of Practise.</li> <li>• Introduce and roll out the reviewed memorial safety and inspection programme over a nine month period to a section within Roselawn and Dundonald cemeteries in order to determine financial and human resources implications. This feedback will combine with the existing data and information gathered at the City Cemetery to help inform the extent and the actual costs of a long term programme of work around the safety and inspection of memorials.</li> <li>• Review the growing problem of the appearance of unauthorised memorials within the three cemeteries and to try and recover lost income either from the sculptor if known and/or the grave owner.</li> </ul> <p><u><i>Approach and procedures for the installation of memorials</i></u></p> <ul style="list-style-type: none"> <li>• In conjunction with the Policy and Business Development Unit (PBDU) and Legal Services develop a robust set of Rules and Regulations for monumental masons, which defines clearly a set of procedures right from the initial application process for monumental masons and families' right through to the compliance and monitoring stage of the erected memorial.</li> <li>• Introduce a central approved list of NAMM and/ or BRAMM accredited sculptors and masons who will be permitted to carry out work around the memorial safety process within cemeteries. All associated cemetery partners including customers, sculptors, masons and grave owners will be contacted and informed of the new procedures, outlining the subsequent implications and given the option of contacting the Council for further assistance in relation to meeting the procedural requirements.</li> </ul>

	<ul style="list-style-type: none"> <li>• Sculptors and/ or masons who are unable to produce adequate evidence of being a preferred supplier will be refused entry onto Council Cemeteries to carry out any work.</li> <li>• Introduce a simple sign in and sign out process for sculptors and masons within the cemeteries, which will also prompt a monitoring and compliance check on the installation of memorial headstones.</li> </ul> <p>It is envisaged that a detailed plan of work around the development and introduction of the dual management approach and procedures for the memorial safety process will be developed over the next couple of months. This will realistically outline a phased approach to carrying out priority areas of work and explore any associated financial and human resources implications.</p>
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<b>4.</b>	<p><b>Resource Implications</b></p> <p><u><i>Financial and human resource implications for the approach to carrying out memorial inspection, management and maintenance</i></u></p> <p>The extent of the human resources implications will be examined in detail in order to introduce and roll out the reviewed memorial safety inspection for a nine month period within Roselawn and Dundonald cemeteries. Some of the options to be explored include the following:</p> <ul style="list-style-type: none"> <li>• Use of cemetery operatives.</li> <li>• Recruit additional staff which may include seasonal staff.</li> </ul> <p>There will be a financial cost attached to staff training across the three main cemeteries which will be examined over the next couple of months. Provision for the financial and human resource costs associated with the development and implementation of this approach will be reflected in site estimates for 2013/14. At this time the full extent and actual costs associated with the long term programme of work is unknown: hence the need for an additional nine months inspection regime within Roselawn and Dundonald.</p> <p><u><i>Financial and human resource implications for the approach and procedures for the installation of memorials</i></u></p> <p>Work on the development of the approach and procedures for the installation of memorials can begin straight away by the City Park Manager, Cemeteries and Crematorium Manager, Policy and Business Development Unit, Legal Services and the Corporate Occupational Health and Safety Unit. The financial implications in relation to IT support systems will need to be reviewed. Existing staff will be used to develop and introduce the approach and procedure but the following human resource issues would need to be more fully explored:</p> <ul style="list-style-type: none"> <li>• Responsibility for monitoring and reviewing procedures;</li> <li>• Responsibility for ensuring compliance</li> <li>• Cemetery office, management and business support implications</li> </ul>
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<b>5.</b>	<b>Equality Implications</b>
	None

<b>6.</b>	<b>Recommendations</b>
	<p>Members are asked to:</p> <ul style="list-style-type: none"> <li>• Agree to the development and introduction of a dual management approach and procedures around the memorial safety process including installation, inspection, management and maintenance.</li> <li>• Note that an update report will be brought to Committee in May 2013 detailing an annual programme of work (April 2013 – March 2014) and exploring associated financial and human resource implications.</li> <li>• Agree that a rigorous evaluation is carried out in January 2014 to ascertain the long term actual costs and programme of work associated with the sustainable implementation of a rigorous Memorial Safety process.</li> </ul>

<b>7.</b>	<b>Decision Tracking</b>
	A follow up committee report will be brought the Assistant Director in May 2013.

<b>8.</b>	<b>Key to Abbreviations</b>
	<p>NAMM – National Association of Memorial Masons  BRAMM – British Register of Accredited Memorial Masons</p>

<b>9.</b>	<b>Documents Attached</b>
	None

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>'Type C' Graves in Roselawn Cemetery</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Sharon McCloy, Cemeteries and Crematorium Manager

<b>1.</b>	<b>Relevant Background Information</b>
	<p>Roselawn Cemetery is currently the only cemetery operated by Belfast City Council that has new burial ground available. With the recent development of Section Y (2,800 graves) the imminent development of Section Z (approximately 1,500 graves ) and 28 acres of undeveloped future burial ground, the life span of the cemetery in relation to the current number of new burials per year is 30-35 years.</p> <p>Currently at Roselawn Cemetery there are two Grave types available:</p> <p>Type A - full depth grave for up to four earth burials and/or cremated remains  Type B – suitable for two earth burials and/or cremated remains.</p>
<b>2.</b>	<b>Key Issues</b>
	<p>Within a few of the existing sections of the cemetery there are areas of ground that cannot accommodate any earth burials. This is due either to the presence of a seam of ground rock three ft below (Section D) or close proximity to the water table four ft down (Section W). This ground is currently lying unused although as it is incorporated into the layout of the adjoining graves they do have concrete raft foundations laid – see Appendix 1 and 2.</p> <p>The Memorial Tree scheme is no longer available at Roselawn Cemetery and the Manager has received requests from bereaved families for an</p>

	<p>alternative disposal option on site for cremated remains. One option is a grave to hold cremated remains only. Indications from some recently bereaved families are that they would purchase this type of disposal option.</p> <p>As this unused ground is already laid out within the existing burial sections it could immediately form without any expense incurred by the Department a new type of grave that would hold cremated remains only - to be called Type C – and because the concrete raft foundation is already in place headstones can be erected immediately after purchase.</p> <p>When cremated remains are buried in a traditional grave the opening is dug down to 2 ft and the urn interred. Each traditional grave is 7 feet long x 4 feet 6 inches wide. The potential Type C graves are also this size and could accommodate up to 12 sets of cremated remains – see grid layout in Appendix 3. This is a good utilization of the grave and ensures sustainably and continuity for families as a family grave for generations.</p>
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<b>3.</b>	<p><b>Resource Implications</b></p> <p>There are currently 25 graves identified in Section D and to date 34 graves have been identified in Section W with potentially more as the next part of Section W opens on the far side of Lake Two – the last laid out rows are close to the underlying water table and therefore unsuitable for earth burials.</p> <p>The ground is already laid out in grass and is maintained to the same high grounds maintenance standard as the surrounding area. To establish a Type C grave would provide additional income for the Department in the selling of each grave, from the interment of each set of cremated remains and from the erection and foundation fees for a headstone and would also utilise areas of unused ground.</p> <p>Currently the existing 2012/13 Scale of Charges are:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Type</th> <th style="text-align: center;">Belfast Resident</th> <th style="text-align: center;">Non-Belfast Resident</th> </tr> </thead> <tbody> <tr> <td>Type A grave</td> <td style="text-align: center;">£515</td> <td style="text-align: center;">£1625</td> </tr> <tr> <td>Type B grave</td> <td style="text-align: center;">£250</td> <td style="text-align: center;">£788</td> </tr> <tr> <td>Fee for grant</td> <td style="text-align: center;">£36</td> <td style="text-align: center;">£75</td> </tr> <tr> <td>Burial of cremated remains in a grave</td> <td style="text-align: center;">£71</td> <td style="text-align: center;">£225</td> </tr> <tr> <td>Fee to erect a memorial</td> <td style="text-align: center;">£58</td> <td style="text-align: center;">£115</td> </tr> <tr> <td>Type 111 foundation</td> <td style="text-align: center;">£169</td> <td style="text-align: center;">£337</td> </tr> <tr> <td>Type V1 foundation</td> <td style="text-align: center;">£338</td> <td style="text-align: center;">£676</td> </tr> </tbody> </table> <p>It is proposed to charge £150.00 for a Type C grave for Belfast Residents and £472.50 for Non-Belfast Residents - the current charging structure is</p>	Type	Belfast Resident	Non-Belfast Resident	Type A grave	£515	£1625	Type B grave	£250	£788	Fee for grant	£36	£75	Burial of cremated remains in a grave	£71	£225	Fee to erect a memorial	£58	£115	Type 111 foundation	£169	£337	Type V1 foundation	£338	£676
Type	Belfast Resident	Non-Belfast Resident																							
Type A grave	£515	£1625																							
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Burial of cremated remains in a grave	£71	£225																							
Fee to erect a memorial	£58	£115																							
Type 111 foundation	£169	£337																							
Type V1 foundation	£338	£676																							

	treble charge plus 5% for the Non-Belfast Residents. These prices would then increase for the 2013/14 Scale of Charges effective from 1 April 2013.
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<b>4.</b>	<b>Equality Implications</b>
	None

<b>5.</b>	<b>Recommendations</b>
	<p>Members are asked to approve the content of this report namely:-</p> <ul style="list-style-type: none"> <li>• To agree the introduction of a Type C grave at Roselawn Cemetery which would be for the interment of cremated remains only</li> <li>• To agree the proposed cost of £150.00 for Belfast Residents for 2012/13 and £472.50 for Non-Belfast Residents. These prices would increase in line with the scale of charges increase for 2013/14.</li> </ul>

<b>6.</b>	<b>Decision Tracking</b>
	None

<b>7.</b>	<b>Key to Abbreviations</b>
	None

<b>8.</b>	<b>Documents Attached</b>
	<p>Appendix 1 – Photograph of the unused grave area in Section D  Appendix 2 - Photograph of the unused grave area in Section W  Appendix 3 – Grid layout for cremated remains burial in a grave</p>

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Appendix 2 Section W



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<h1>Headstone</h1>		
1	2	3
4	5	6
7	8	9
10	11	12

7ft

← 4ft x 6" →

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject</b>	<b>Dog Control Orders – Update</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Rose Crozier, Assistant Director of Parks and Leisure

<b>1.</b>	<b>Relevant Background Information</b>
1.1	The Clean Neighbourhoods and Environment Act (NI) 2011 strengthens the legislative powers available to district councils to help them deal more effectively with a range of local environmental quality problems, including dog control.
1.2	Members are reminded that under Part 5 of the Act, Council's may create up to four separate orders to help manage issues associated with dogs in their area. Dog Control Orders can be made in respect of any land in the district council area, subject to certain exemptions, and can relate to the following four matters: <ul style="list-style-type: none"> <li>(a) Dog Fouling;</li> <li>(b) Requiring dogs to be kept on a lead in designated areas;</li> <li>(c) Excluding dogs from designated areas; and</li> <li>(d) Limiting the number of dogs a person can be in control of at any one time.</li> </ul>
1.3	A Dog Control Officer Group was established to consider guidance and develop proposals to implement Dog Control Orders in Belfast. The group is made up of officers from Health & Environmental Services Department, Parks and Leisure Department and Legal Services. As the enacting of dog control orders requires changes to existing practices and procedure, the development of staff capacity and effective communication with the public on the implications of the orders, it was decided to implement the orders in stages.
1.4	In February 2012 the Committee further agreed that implementation of the

	procedures for making new dog control orders would be undertaken on a phased basis and that the initial order would relate to section 40 (3)(a) of the Act (Fouling of land by dogs and removal of dog faeces).
1.5	At its August 2012 meeting therefore, the Parks and Leisure Committee adopted a recommendation that a Dog Control Order be made in respect of dog fouling. The Dogs (Fouling of Land by Dogs) (Belfast) Order 2012 became operative on 1 October 2012, replacing the dog fouling provisions contained in the Litter (NI) Order 1994.
1.6	The Order limiting the number of dogs which a person may take on to land was considered at the Health and Environmental Services Committee of 7 November 2012. The recommendation to limit the number of dogs to four was subjected to public consultation and agreement to make the order was confirmed by the Health and Environmental Services February 2013 committee. It received full Council approval on 4 March 2013 and is due to become operative on 1 April 2013.
1.7	At its November 2012 meeting, the Parks and Leisure Committee agreed the recommended approach to deciding whether or not to make a dog control order excluding dogs from cemeteries, children's playgrounds and playing fields or pitches in the city. This order was subjected to public consultation at the same time as the order limiting the number of dogs a person can take on to land.

<b>2.</b>	<b>Key Issues</b>
2.1	Consultation on the proposed Dogs (Exclusion of dogs from land) Order raised a number of concerns from the public. The draft Order was widely interpreted as suggesting that dogs would be excluded from whole sites when it actually only referred to playing surfaces within sites. This was particularly an issue with park users who generally use local playing fields to exercise their dogs.
2.2	The Council therefore provided clarification on the meaning of "exclusions" within the draft Order and stressed that the exclusion from land Order was, in effect, repeating the terms of existing bye-laws whilst giving the Council stronger enforcement powers.
2.3	Issues were raised about the need for facilities to allow dogs off lead. This refers to the order requiring dogs to be kept on a lead in designated areas which was still under consideration by the Dog Control group and proposals had not been brought forward at this stage. It would appear that some confusion had arisen from this order being implemented in adjoining Councils and the perception of many people that this was also being applied to Belfast City Council sites.
2.4	Due to the public response the consultation on the exclusion from lands order was suspended to allow further clarification and consideration of the issues raised.



2.5	The Dog Control Group has considered the issues raised and recognises that clear communication on the meaning and application of the orders is essential going forward. Also, given the issues raised about designated areas for dogs on lead, consideration has been given to trialling areas for allowing dogs off lead.
2.6	To help inform the implementation of further dog control orders it is therefore proposed that a pilot project is undertaken to trial this approach in the North of the city. It is proposed that the pilot would be in operation from June 2013 and would be monitored for a period of six months.
2.7	Findings and recommendations from the pilot and recommendations on the further implementation of dog control orders would be brought back to Committee in January 2014.

<b>3.</b>	<b>Resource Implications</b>
	The estimated cost of providing a designated area for dogs to run off lead is in the region of £8,000 - £10,000. This can be accommodated with existing budgets.

<b>4.</b>	<b>Equality and good relations implications</b>
	None

<b>5.</b>	<b>Recommendations</b>
	Committee are asked to note the updated position regarding the implementation of Dog Control Orders and the recommendation to pilot areas for dogs off lead.

<b>6.</b>	<b>Decision Tracking</b>
	The Assistant Director of Parks and Leisure will report back to committee with details of the proposed pilot.

<b>7.</b>	<b>Key to Abbreviations</b>
	DOE – Department of the Environment

<b>8.</b>	<b>Documents Attached</b>
	None

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### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Barnett Demesne – Request for use by the County Grand Lodge of Belfast</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Ricky Rice, City Parks Manager.

#### 1.Relevant Background Information

The Committee is reminded that in 2004 it received a request, for the first time, from the County Grand Lodge of Belfast to hold the Twelfth of July Demonstration event at Barnett's Demesne.

On 15 October 2004 the Lodge wrote to the Council and sought permission to use Barnett's Demesne property for the Twelfth of July event from July 2005 to July 2009. The former Community and Recreation (Parks and Amenities) Sub Committee at its meeting on 30 November 2004 acceded to the request for the event to be held on 12 July 2005.

At the meeting in November 2004 the Sub Committee recommendation stated that 'it will look favourably at a request to use the property (by the County Grand Lodge) as and when each is made but that in the exercise of fairness and equality of opportunity the Council cannot contract itself to reserve the use of its premises solely for the Lodge of the Twelfth of July demonstrations without giving equal consideration to other requests for use of the premises on such dates.'

The Committee is reminded that in successive years, all such requests from the Lodge have been approved.

#### 2. Key Issues

The Committee is asked to note that the County Grand Lodge has again requested the use of Barnett's Demesne for the 12<sup>th</sup> July event for 2013. As indicated earlier, the event has been held at Barnett's Demesne since 2005 (7 years). The Council has worked closely with the Grand Lodge to ensure that the venue has facilitated the holding of a satisfactory event.

The main concern is that the site be vacated as quickly as possible and be left in the same state as prior to use given that Malone House and the grounds are heavily used by others. The County Grand Lodge has undertaken to ensure that litter is removed and that any physical damage to the site is repaired to its original condition.

### **3. Resource Implications**

#### Financial

The charges for the use of the site will be in line with existing policy in relation to Parks events. The appropriate legal agreements will be entered into in respect of issues such as damage to property, health and safety and a bond of £2,000 will be required from the County Grand Lodge.

#### Human Resources

There are no additional human resource implications.

#### Asset and Other Implications

There is no significant impact on the asset.

### **4. Equality Implications**

Equality criteria have been met.

### **5. Recommendations**

It is recommended that the Committee accede to the request from the County Grand Lodge for the use of Barnett's Demesne on the 12<sup>th</sup> July 2013, subject to an appropriate legal agreement being prepared by the Town Solicitor and Assistant Chief Executive.

### **6. Decision Tracking**

The City Parks Manager will inform the County Grand Lodge of the Council's decision by 9 April 2013.

### **7. Key to abbreviations**

None.

### **8. Documents Attached**

None.



### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Use of Barnett Demesne for Orienteering Race by the World Police and Fire Games</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure department
<b>Contact Officer:</b>	Ricky Rice, City Parks Manager

<b>1.</b>	<b>Relevant Background Information</b>
	<p>Belfast will be hosting the World Police and Fire Games from 1 – 10 August 2013. It is anticipated this event will attract 25,000 visitors, including 10,000 competitors from around 70 countries.</p> <p>The games will include approximately 57 sports at 40 different venues across Northern Ireland. The event represents an opportunity to raise the profile of Belfast and boost the economy.</p>

<b>2.</b>	<b>Key Issues</b>
	<p>Belfast City Council and the World Police and Fire Games have already agreed a number of venues within Belfast City Council venues, including, amongst other, Mary Peters Track for Athletics, Boucher Road Playing Fields for Archery and Musgrave Park for Lawn Bowls.</p> <p>The World Police and Fire Games have contacted Parks Officers to seek permission for the use of Barnett's Demesne for their Orienteering middle distance race on 8 August 2013. Queens University Playing fields will be used by the organisers for registration and changing facilities and WPFPG will require an area of Barnett Demesne woodland and pathways for the orienteering race.</p>

<b>3.</b>	<b>Resource Implications</b>
	<p><b>Human Resources</b></p> <p>There are no Human Resource issues other than Officer time.</p>

	<p><b>Financial Resources</b></p> <p>The charges for the use of the site will be in line with existing policy in relation to Parks events. The appropriate legal agreements will be entered into in respect of issues such as damage to property, Health and Safety and a 24 point event plan will be required.</p>
<b>4.</b>	<p><b>Equality Implications</b></p> <p>There are no equality issues.</p>
<b>5.</b>	<p><b>Recommendations</b></p> <p>It is recommended that the Committee accede to the request from the World Police and Fire Games for the use of Barnett's Demesne on the 8 August 2013, subject to an appropriate legal agreement being prepared by the Director of Legal Services.</p>
<b>6.</b>	<p><b>Decision Tracking</b></p> <p>Ricky Rice will inform the World police and Fire Games of the decision of the Committee by 9 April 2013.</p>
<b>7.</b>	<p><b>Key to Abbreviations</b></p> <p>WPFPG – World Police and Fire Games.</p>
<b>8.</b>	<p><b>Documents Attached</b></p> <p>None</p>



### Belfast City Council

<b>Report to:</b>	Parks and Leisure Committee
<b>Subject:</b>	<b>Request for use of Pitch and Belfast City Council name for Charity Football Match</b>
<b>Date:</b>	14 March 2013
<b>Reporting Officer:</b>	Andrew Hassard, Director of Parks and Leisure
<b>Contact Officer:</b>	Andrew Hassard, Director of Parks and Leisure

<b>1.</b>	<b>Relevant Background Information</b>
	<p>A staff member in the Parks and Leisure Department has submitted a request for the free use of the stadium at Blanchflower Playing Fields and the use of Belfast City Council's name. The individual wishes to host a charity association football match to raise funds for an orphanage in Ukraine.</p> <p>The staff member is proposing that a Belfast City Council team play a team from Dublin City Council. The date and timing of the match have not been agreed and no approach has yet been made to Dublin City Council to take part. The proposal is that the Belfast City Council team is open to all employees and that as many people as possible are involved. The team members would be asked to take a sponsorship form and the funds would be raised through this method.</p> <p>The individual has not yet sourced any form of sponsorship or funding for a kit so it is not clear at this point if the Council logo will be on the team's jerseys.</p>

<b>2.</b>	<b>Key Issues</b>
	<p>In considering the request it is recommended that Members asked to note the following issues:</p> <ul style="list-style-type: none"> <li>In the past the Council has provided ad hoc support to staff and member sports teams or activities but there is currently no corporate policy in relation to this. In absence of an agreed policy Members are being asked to judge this request on its merits. This</li> </ul>

	<p>will be done on the basis that it will not set a precedent for future requests.</p> <ul style="list-style-type: none"> <li>• While the match is for charity it is not one of the Lord Mayor's chosen charities and is for a charity that operates outside of the Council's boundary.</li> <li>• The proposal is to invite a team from outside Northern Ireland to participate in the match.</li> <li>• At this point there is no detail on any potential sponsorship and any sponsorship deal that would include the use of the Council's name and logo would require the approval of Corporate Communications.</li> <li>• The request is for in kind support which is in the form of a waiver of the hire charges.</li> </ul>
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<b>3.</b>	<b>Resource Implications</b>
	<p><u>Financial</u> There will be a cost associated with the granting free use of the pitch. From 1<sup>st</sup> April 2013 this would range from £70.40 for match hire during the day to £182.80 for evening hire.</p> <p><u>Human Resource</u> There may be a requirement to bring in additional staff to cover the use of the facility.</p> <p><u>Asset and other Implications</u> There are no expected additional resource implications.</p>

<b>4.</b>	<b>Equality and good relations implications</b>
	There are no equality and good implications with this request as the invitation to join the team is open to all Council employees.

<b>5.</b>	<b>Recommendations</b>
	Members are asked to consider the request for: <ul style="list-style-type: none"> <li>(i) the free use of the stadium at Blanchflower; and</li> <li>(ii) the use of Belfast City Council's name for this charity match</li> </ul> and give direction on whether they should be granted.

<b>6.</b>	<b>Decision Tracking</b>
	The Director of Parks and Leisure will implement the Committee's decision.

<b>7.</b>	<b>Key to Abbreviations</b>
	None

<b>8.</b>	<b>Documents Attached</b>
	None