

**Community Leisure Scotland HR Group Meeting  
Dewar's Centre, Perth. 14<sup>th</sup> November 2019**

**Present:**

<i>Lana Turnbull</i>	<i>Fife Sports &amp; Leisure Trust</i>	<i>Diane Gaffney</i>	<i>Live Active Leisure</i>
<i>Karen Marsh</i>	<i>Fife Sports &amp; Leisure Trust</i>	<i>Carol Forbes</i>	<i>Live Active Leisure</i>
<i>Sarah Halliday</i>	<i>Live Borders</i>	<i>Kirsty Keay</i>	<i>Fife Cultural Trust</i>
<i>Holly Brown</i>	<i>Edinburgh Leisure</i>	<i>Morven McLeod</i>	<i>High Life Highland</i>
<i>Suzie Elliot</i>	<i>Glasgow Sport</i>	<i>Michelle Lawrence</i>	<i>High Life Highland</i>
<i>Jane McFarlane</i>	<i>Active Stirling</i>	<i>Rachel Smith</i>	<i>Renfrewshire Leisure</i>
<i>Colin Sturrock</i>	<i>Enjoy Leisure</i>	<i>Kirsty Cumming</i>	<i>Community Leisure UK</i>

*In attendance: Robert Nesbitt (SAMH, Zoe Temperton (Westfield Health), Andrew Morrall (Disclosure Scotland)*

*Apologies: Nicki Scorgie (Sport Aberdeen), Iain Stevens (ANGUSalve), Lisa McGrotty (Fife Cultural Trust)*

Discussion Summary	Action Point
<b>Welcome</b>	
<p>Kirsty Cumming welcomed the group and round the table introductions were given, with apologies as noted above.</p> <p>Apologies were also received from colleagues at Balfour and Manson who remain keen to support the group, but were unable to attend this meeting.</p>	
<b>Actions and updates from the meeting on 9.5.19</b>	
<p>The notes from the meeting on the 9<sup>th</sup> May were agreed.</p> <p>The actions pending from the last meeting have been carried out.</p>	
<b>Mental Health</b>	
<b>The Mental Health Charter for Sport &amp; Physical Activity</b>	
<p>Robert Nesbitt gave an introduction to mental health and how it affects people across Scotland, with an overview of some of the work and support provided by SAMH. The PACE (People Active for Change and Equality) project brought together a range of stakeholders to develop a Mental Health Charter for Sport and Physical Activity, which Community Leisure Scotland has supported with, alongside some member trusts. The charter can be accessed on the website - <a href="https://www.samh.org.uk/documents/SAMH_Mental_Health_Charter2018.pdf">https://www.samh.org.uk/documents/SAMH_Mental_Health_Charter2018.pdf</a></p> <p>There is a free e-learning tool available to organisations that sign up to the Charter. The only requirement is for organisations to submit an action plan, which is a straightforward process. There are currently 440 organisations signed up to the Charter from across Scotland.</p> <p>There is an opportunity to celebrate the work of Charter signatories and celebrate the passion and enthusiasm of organisations.</p>	<p>Consider opportunity to celebrate work of members supporting the charter</p>
<p><b>Mental health training and support in the workplace</b></p> <p>Mental health is the biggest cause of absence from work. SAMH will be launching new products in the new year around supporting mental health:</p> <ul style="list-style-type: none"> <li>- Mental health in the workplace</li> <li>- mental health awareness</li> </ul>	

<p>- Supporting someone around mental health</p> <p>RN and LT then described a positive case study of an individual working at Fife Sports and Leisure Trust, who was supported by the organisation’s HR team and SAMH to support and improve their mental health and wellbeing and return to work.</p> <p>RN talked about another SAMH project, ALBA (Active Living Becomes Achievable), which has been piloted in three local authority areas, working with leisure trusts on exercise referral. Typical adherence rates to physical activity interventions are 20%, compared to 80% average through the ALBA project.</p> <p>There was then general discussion, with challenges raised by members around signposting in some areas.</p>	
<p><b>Westfield Health: Supporting mental health in the workplace</b></p>	
<p>Zoe Temperton talked about the role of mental health first aiders as being a voice that reaches beyond the traditional remit of HR. Mental health champions were also highlighted as having a key role to play within organisations to raise the profile and awareness of mental health and wellbeing.</p> <p>Westfield health can support members with mental health in the workplace through their Healthy Extras offer, mental health first aid training and advice around mental health and wellbeing.</p>	
<p><b>Community Leisure UK Updates</b></p>	
<p>KC updated the group on the work of Community Leisure UK, including the appointment of a new Chair for Community Leisure Scotland – Robin Strang, former CEO at West Lothian Leisure.</p> <p>A members’ update was circulated ahead of the meeting, outlining some of the key areas of work. Notably there has been a shift in the direction of the organisation to focus more on influencing and advocacy. Community Leisure Scotland produced a manifesto ahead of the General Election in December, outlining the key priorities and messages for members in Scotland. Although many of the areas are devolved to Scotland, it has been a useful tool to initiate conversations.</p> <p>Following the submission on behalf of members to the Low Pay Commission, there has been positive engagement with a willingness from colleagues within the Commission to continue to engage with Community Leisure members and to understand the landscape for leisure trusts. There is also ongoing positive engagement with the Living Wage Foundation, which is also keen to understand more about the leisure sector landscape.</p> <p>KC has met with colleagues from the STUC, linking in with the influencing work, to open a conversation around different models of delivery, with a provisional invitation to present at the STUC research conference in February.</p>	

