

A woman with dark hair tied back, wearing a black sports bra, is shown in profile in a gym. She is holding a barbell across her shoulders, looking intently to the left. The background shows gym equipment and bright lights.

# NB Leisure Trust

## Trustee Application Guide

## **Information Pack for Interested Applicants**

Thank you for your interest in NBLT. Within the attached guide we explain more about the Trust and its work and how the Board of Trustees functions.

### **About NBLT**

#### **1.1 Governing Document/Objectives**

NBLT is a Charitable Company Limited by Guarantee and also a Registered Charity No: 1109970. The Trust's Memorandum and Articles of Association outline the remit for NBLT, identifying its range of activities, and sets out the process for decision making, Board Meetings and the election of Trustees.

NBLT commenced trading as a Company in December 2003 following a decision by NBBC to establish a Non Profit Distributing Organisation (NPDO).

In June 2005, NBLT gained acceptance by the Charity Commission and is now a Registered Charity. NBLT manages approximately 147 employees (63 FTE) consisting of full-time, part-time and casual employees

NBLT was established for public benefit primarily for the people who live, work, study or visit the borough of Nuneaton and Bedworth. The main objectives for which the Company was established are: -

A registered charity (1109970) since 2005, Nuneaton & Bedworth Leisure Trust (NBLT) is a non-profit registered charity that aspires to improve people's quality of life and health and well-being through leisure, fitness and activities which are accessible to all. NBLT serves to benefit the lives of all those who live, work, and study within the Nuneaton and Bedworth area.





### 1.2 Vision

NBLT recognises that our success is dependent on our ability to consistently supply our customers with high quality sustainable services that meets their needs within available resources.

More specifically NBLT's vision statement is about "Improving the Quality of Life" for all who live within the Borough. We are therefore dedicated to achieving continuous improvement in customer satisfaction, and working to help improve the lives of those people who use our services.

### 1.3 Mission Statement

Our mission statement is "Healthy lives, fitter futures."

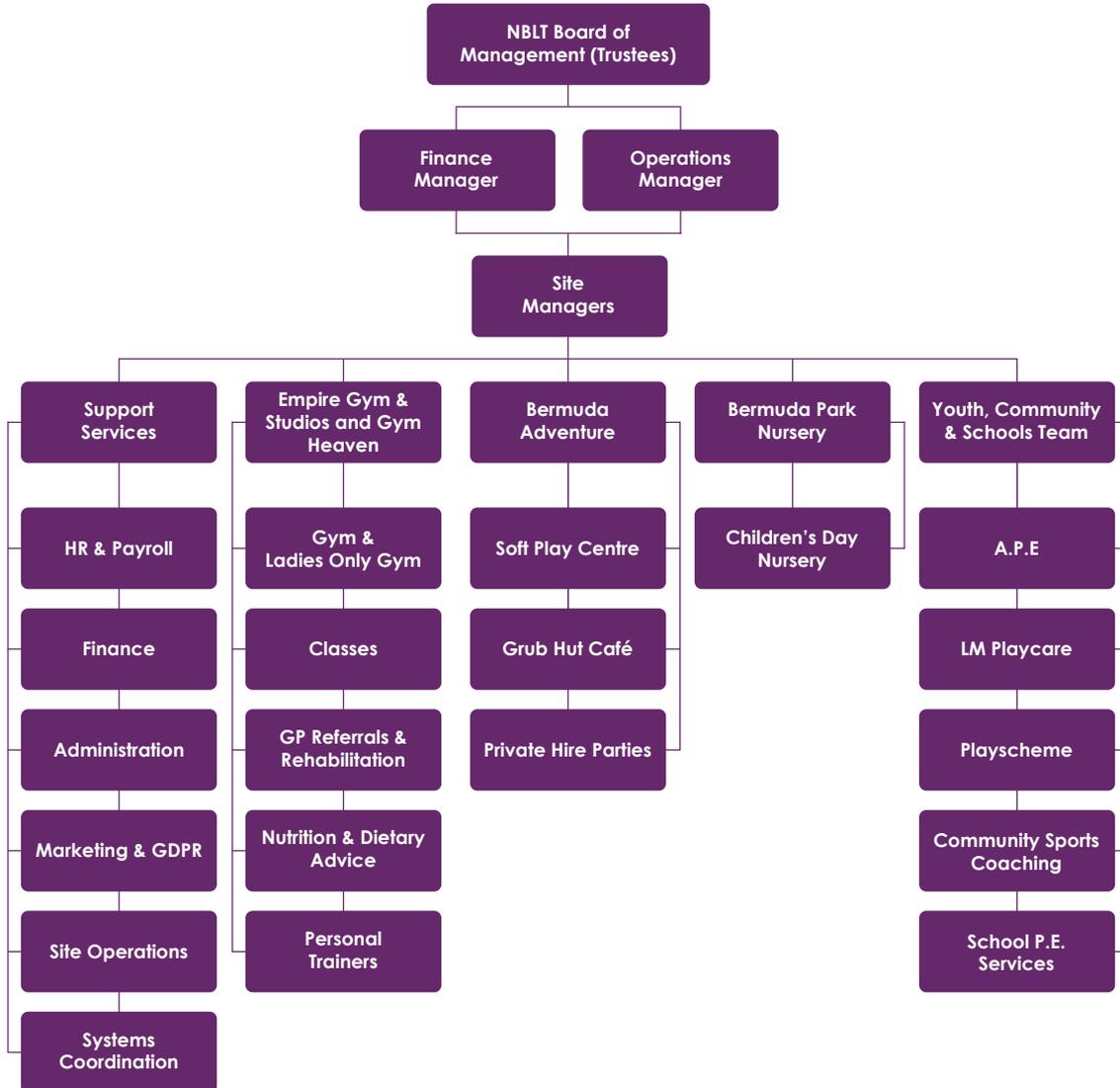
### 1.4 Strategic Objectives of NBLT

The strategic objectives of NBLT are: -

- a) Manage NBLT finances in accordance with good business practices, legislative requirements, and in accordance with the Memorandum and Articles of Association and other agreements as they apply.
- b) To ensure that leisure provision meets the needs of the local community in the most effective and efficient way.
- c) To encourage and develop employees to be empowered and take ownership of NBLT's objectives. In 2022 we added to the already comprehensive list of staff benefits and implemented the Perks at Work scheme. Under this, all contracted staff are able to benefit from discounts off big brand purchases, online courses, and meal deal packages.
- d) To generate investment opportunities for the development and improvement of leisure facilities and sports opportunities for the people of Nuneaton and Bedworth.
- e) To work with external partners to maximise funding opportunities and tackle social issues within the borough.
- f) To develop and attract grant funding from all appropriate sources.
- g) To promote the positive benefits of leisure in terms of health related issues.
- h) To be aware of all environmental issues and take account of the effect NBLT's business has on local, national, and global environment.
- i) To respect the gender, age, and ethnicity of all customers and employees.



### 1.5 Organisation Chart





### Empire Gym & Studios

Empire Gym and Studios is a 20,000 sq ft, purposefully converted, premier health & fitness facility situated in the heart of Nuneaton.

This facility and its employees offers an excellent customer experience for people wishing to improve their physical fitness and adopt healthier lifestyles within the Boroughs of Nuneaton and Bedworth. It is the best equipped and best staffed facility in the area and offers personal help and support to all customers. It is the best equipped and best staffed facility in the area and offers personal help and support to all customers. A significant competitor of Empire is budget gym Pure Gym, which opened in Nuneaton town centre on October 2017. Whilst we are always looking for new customers, we accept that we are may not return to the number of members that we had prior to the budget gym opening. We are always looking for new customers but accept that we are never going to return to the number of members that we had prior to the budget gym opening. Following the effects of the Coronavirus pandemic in 2019, Empire did not reopen until April 2021 and that was on a very reduced capacity and opening hours. We expanded our opening hours and services from July 2021 increasing our numbers within the gym but maintaining all covid restrictions as per UK Government guidance at that current time. Our Class timetable remained very reduced as a result of covid restrictions and, like all gyms, we sadly lost a significant number of our members during this time.

Entering 2022, we have since re-opened the site in full and to attract new customers and re-engage with current, have introduced new classes and seasonal offers.

We have introduced new style classes to the timetable and bought some old favourites back. In 2022 also introduced Circuit classes on the new rig within the Performance area of the gym, which have proved very popular with 5 classes per week being attended. Our newest class in 2022 is Booty Bootcamp which has proven a very popular niche class.



### **Empire Heaven**

With its own separate entrance, Empire Heaven is our ladies only gym located within the Empire Gym & Studios facility.

The gym is kitted out with the highest specification pneumatic resistance equipment that is extremely safe to use. This is complemented by a good range of cardio equipment of the same quality and design as those used in the main gym. Our customers get a nice compact facility with easy access to the other activities within the Empire building, giving them a simple pathway if they want to take their exercise to the next step.



### **Youth, Communities & Schools**

Our Youth, Communities and School team (YCST) outreach services deliver sports coaching in schools including Playschemes, PPA sessions, disability services, and out of school hours clubs.

YCST also works in community settings in the local Nuneaton and Bedworth Borough with other local organisations and charities.

We offer alternative education for children "struggling" in a traditional school setting (APE). The team delivers community initiatives such as promoting disability sports and healthy eating/living advice, in addition to operating before and after school Childcare services.





### Bermuda Adventure Soft Play World

Located in the centre of Nuneaton's Bermuda Park Industrial Estate, Bermuda Adventure is a 9,000 sq ft unit which was fitted out into a high specification functional soft play facility. The site reopened in May to limited numbers with all covid restrictions in place. We continue to operate an online booking system for all play sessions to monitor child to adult safety ratios. Before re-opening improvements were made to the outdoor area, the race track tyres were securely fixed to the paved area.

Bermuda Adventure includes a bouncy castle, 4 lane racing slide, obstacles, rope bridge, ball pools, sports zone and tunnel slide. There is an outdoor play area, and the centre also runs children's parties and exclusive hire parties.

All parties require a minimum of 10 children, with a maximum of 25 depending on availability. Exclusive parties are available for 50 children, up to a maximum of 100 children.



### Bermuda Park Nursery

Adjoining the Soft Play Centre, Bermuda Park Nursery is a 4,000 sq ft. building adjoining Bermuda Adventure fitted out as a high-quality children's nursery. Not only is the nursery equipped to the highest standards, but the garden is fully usable throughout the year with a large canopy, outdoor classroom and artificial turf. Although the nursery was affected by covid outbreaks it remained open throughout the year. Numbers of children attending have continued to rise as restrictions have eased and parents have returned to work.





# ALTERNATIVE PROVISION EDUCATION

## CURRICULUM SUPPORT & EARLY INTERVENTION TO AVOID EXCLUSION

### Case Study 1

NBLT had a student under the Alternative Provision of Education programme who was referred onto the project from a local school. They did not attend the school however were still on their registration to attend. They found the school setting hard and challenging and were refusing to attend each day.

The student currently has a 1-1 provision 3 times a week from 9.30am-12 noon. Firstly the student was working through our ASDAN Sports & Fitness Award in AoPE

and has since completed all 6 credits over 7 different modules including Sports Participation, Health, Fitness & Nutrition and Researching Sport. We are awaiting their work to be moderated and sent off for a completion certificate in AoPE.

The student is now working on our ASDAN Sports & Fitness Award in CoPE. This is a more challenging booklet with complex tasks for the student to complete. The student has been working hard to complete more credits through the CoPE

booklet and has completed 9 credits in total so far.

Throughout the student's time with us, they have attended a local Primary school, and planned, delivered and evaluated a sports coaching session, visited local attractions and completed online qualifications to help them succeed in their future work.

This student now feels comfortable within a school setting and can attend lessons at school.



## Case Study 2

This student attended our provisional education from 2018-2020. He also attended secondary school for 2-3 days a week and spent the remainder of the time at our provision. This student completed the ASDAN sport and fitness course in his time with us furthering his learning including maths, English, ICT and problem solving skills.

During their completion of this course the student was also accompanying a coach

to observe and help deliver coaching sessions in local schools. This helped the student to see sport delivered within a professional environment and shadowing coaches lent itself to the student understanding the roles/responsibilities whilst working with children. Participating in delivery helped this student to understand the organisation and planning needs to carry out a sports session in a school environment.

Furthermore this student attended and volunteered their own time at a sporting event (chance2shine) in which we have coached a range of schools in cricket for six weeks and then arranged for a tournament to be held between the schools. The student's roles included refereeing games, setting up equipment for the matches as well as score keeping and shadowing coaches on the day of the tournament.

We believe the above provides evidence that NBLT's Alternative Provision of Education is successfully reintegrating students back into mainstream school, as well preventing exclusions. We contribute this to the personalisation, curriculum, engagement and environment offered as part of the provision.

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