

ABERDEEN CITY COUNCIL

ALEO – ANNUAL REPORT

ORGANISATION:	Aberdeen Sports Village <i>Important note – ASV’s financial year (referred to as the <u>contract year</u> in the Joint Venture Agreement) starts on the 1st August and ends on the 31st July. The information provided in this report is for contract year 2023 - 2024</i>
REPORT COMPLETED BY:	Ludwik Metelski
DATE:	30 th August 2024

SECTION 1 - Outcomes and outputs



Please provide a qualitative summary of outcomes, outputs, activities undertaken and progress made to date:
<p>Aberdeen Sports Village (ASV) is a Joint Venture between Aberdeen City Council (ACC) and the University of Aberdeen (UoA) with each partner owning a 50% shareholding in ASV Ltd. Both ACC and UoA provide equal funding to ASV which has provided stability to its service delivery in very uncertain times.</p> <p>In Contract year 2023/24 (August 23 – July 24) ASV had a very strong performance, against a backdrop of a turbulent economy, increased energy costs and a cost-of-living crisis.</p> <p>Despite this turbulence, ASV remained focussed on supporting the local community, in terms of physical activity participation levels, providing affordable services to all and ensuring good access to schools, sporting clubs, students and our evergreen customers. The majority of ASV targets, outcomes and outputs have been reviewed and will continue to evolve around its strategic commitments but pleased to report that in most of its performance indicators, ASV continues to deliver on behalf of the city.</p> <p>This report will share the successes and progress made in this year and highlight ASV’s contribution to the Local Outcome Improvement Plan (LOIP).</p> <p>Encouraging the citizens of Aberdeen to be engaged in a sport, at any level and being physically active remains a city priority. ASV plays an important role in facilitating and improving the physical and mental health of communities but perhaps not widely recognised, it makes a positive economic impact on the city by the number of sporting events it brings and hosts in our city.</p> <p>ASV shares the city objectives of encouraging healthy and active lifestyle choices for all; continually identifying and developing relationships with those from varied backgrounds and groups of individuals with health concerns; and supporting wider social issues such as child obesity, underprivileged families, and adult loneliness. These key areas were identified through close partnership working with Aberdeen City Health and Social Care Partnership.</p>




Performance indicators:

This is the quantitative progress you have made in meeting targets over the year. These were agreed in your business plan / development plan and should be confirmed in your first quarterly meeting with your Lead Officer
PLEASE DO NOT CHANGE THE BASELINE OR TARGET FIGURES.

KEY PERFORMANCE INDICATORS

23-24

	Target	Measure
1. For Everyone in the Community: <ul style="list-style-type: none"> Meet income target for all of ASV Sport Meet targets for ASV aquatics memberships Meet targets for sports camps registrations 	£762,300 1,900 members 630 camp registrations	£811,272 Partially achieved (1,783 @ highest) Achieved 735
2. For Club Sport: <ul style="list-style-type: none"> Meet targets for all sport and partner club memberships Meet target for income from Community Sport, Events & Training Camps and Education 	350 club members £665,700	Achieved (358 @ highest) Achieved (£770,557)
3. For Performance Sport: Meet membership targets across all performance programmes, and support athletes to National programmes	150 performance development athletes	Achieved (174)
4. For Student Sport: Home of Sport for the University of Aberdeen sports clubs – club training and University events	Host 35 student clubs & 5 student events	Achieved 39 clubs & 5 events)
5. Events & Training Camps: Host a balanced programme of events at ASV	140 events (10 National events, 10 National camps & 1 International event)	Achieved 179 events; 27 National events, 6 National camps & 1 International event)
6. Telling our Story: Implement a system of showcasing good news stories and sharing achievements and new community initiatives	Telling our Story – on-going updates	On-going regular updates on our website
		
1. Staff will be trained as ‘mental health champions’	10% of staff	Achieved
2. Annual staff engagement survey. Create and deliver on the action plan	November 23	Ongoing
3. Real Living Wage operator	May 2024	Achieved
4. Invest in our staff training academy and invest in the training and development of our people	3% of staff costs to invest in training	Achieved
5. Know the make-up of our diverse team (gender, sexual orientation, religion or beliefs, ethnicity, disability or health	August 23	Achieved

condition, working patterns. Report the findings to our team and take action accordingly		
PROMOTING GROWTH AND INNOVATION 		
1. Implement a new Financial Management System	September 2023	Achieved
2. Total Members (inclusive of sport)	9,000	10,209
3. Average membership yield	£25.00	£25.93
4. Membership Income	£2.1 million	£2.2million
5. Average length of membership	20.5	21.72
WE ARE ACCOUNTABLE 		
1 Achieve a clean external Health and safety audit	Clean Audit	Achieved
2. Meet all HASAW targets detailed in the quarterly report	100%	Achieved
3. Achieve pool water management best practice	100%	Achieved
4. Achieve a clean financial audit report	Clean Audit	Audit due Oct '24
5. Achieve a balanced budget	Balanced budget	Achieved (£22,000+)
SAVING THE PLANET – PLAYING OUR PART 		
1. Implement a carbon reduction plan to reduce our carbon footprint of 785.3 tonnes of CO2e	July 2024	Achieved
2. Implement a programme to replace lights with energy saving LED light	July 2024	Ongoing – replacement program underway
3. Reduce overall waste by 50% and increase recycling levels.	July 2024	Ongoing
4. Investigate options for alternative renewable energy sources	July 2024	Complete
5.Reduce utility consumption (water, heat, electricity)	By 5% per year	Ongoing 10% electricity

If you have not met the targets set please give any reasons or explanation for this:

ASV's performance in 2023-24 exceeded expectations in terms of growth in the majority of products and services on offer.

Please provide a summary of particular successes or case studies:

Since launching, ASV has excelled at addressing many of the social issues and challenges that impact health and wellbeing. ASV has identified a range of community needs in relation to sport and physical activity, recognising not only the important role it plays in improving physical health, but also the social, mental health, and wellbeing benefits, and the economic impact on the city.

Our strategic objectives include encouraging healthy and active lifestyle choices for all; continually identifying and developing relationships with those from varied backgrounds and groups of individuals with health concerns;

and supporting wider social issues such as child obesity, underprivileged families, and adult loneliness. These key areas were identified through close partnership working with Aberdeen City Health and Social Care Partnership.

ASV aims to break down barriers with our programmes, believing in diversity, inclusivity, and being an accessible place for the whole community. ASV is committed to reducing barriers to participation and ensuring that programmes are accessible for all, regardless of their situation. ASV developed several initiatives focused on reducing barriers to participation, such as:

1. HOLIDAY PROGRAMMES

- **ASV Children's Programme:** introduces children, including those with disabilities, to sport in a fun and safe environment.
- **ASV Children's Sports Camps:** 10 weeks of multi-sport, full week camps; every week of the school holidays.
- **ASV Sports Specific Camps:** a number of focussed camps for all pathway levels in swimming, diving, football and athletics.
- **Partnership Camps:** collaborative delivery with other partner organisations and professional sports bodies, including free football and activities in partnership with Aberdeen Football Club Community Trust and the Russell Anderson Foundation, whereby children from the SIMD areas in ASV's locale were offered free sport's coaching, with food provided by ASV; plus ASV co-ordinated the Denis Law Legacy Trust Community Festival, providing free opportunities for over 1,600 people to participate.
- **Summer/Easter of Play:** The Scottish Government provided local authorities with significant funding to deliver Summer/Easter of Play, to help improve the wellbeing of children and young people over the summer holiday period. As a participating partner, and through accessing the government funding via ACC, ASV provided the activities with a key focus on food and activity for young people to further promote healthy and fun activity, whilst also supporting the physical and mental wellbeing of families during the summer holiday period, and providing over 180 free meals.
- During the 2024 summer holidays, ASV delivered activity to 1,851 children which totalled over **20,000 hours of physical activity**.
- ASV (either directly or in partnership) provided **1,900 meals** to children from our local community during the summer school holidays



2. SCHOOL ACTIVITIES

ASV enhanced its relationships with the primary schools within their local cluster area, supporting the following school usage during 2023/2024 (table indicates the number of pupil participants):

P1	P2	P3	P4	P5	P6	P7	TOTAL
136	664	1210	835	1934	4297	1281	10,357

This is an increase from 9,288 in 2022-23.

2. SENIORS PROGRAMME

- The community programmes at ASV also help to provide stability and routine in many people’s lives; loneliness and isolation is becoming a concerning issue for older adults, with over half of all people aged over 75 now living alone.
- ASV’s **Evergreens Programme** introduces older adults to group exercise and sporting activities, giving them to chance to socialise and make friends; it has been hugely successful in offering accessible, friendly, fitness options to adults aged over 60.
- Our low-cost Evergreens membership, launched in 2016, now has 1,236 members.
- While many local and national leisure facilities focus on the 65+ age group, the ASV Evergreen program is designed for those aged 60 and above. Engaging individuals in wellness programs earlier, starting at 60, can help prevent or manage age-related health issues more effectively. This proactive approach supports healthier aging by encouraging regular physical activity, social engagement, and mental stimulation before significant age-related declines begin. The current generation entering their 60s often have different expectations for their retirement years compared to previous generations. Many are more active and interested in maintaining a high quality of life, so offering programs at 60 can cater to these evolving expectations.
- Our Evergreens program offers 23 dedicated group exercise classes and 8 sports sessions each week, tailored to those aged 60 and over. These include weightlifting, metCon, studio cycling, Pilates, Zumba, yoga, pickleball, table tennis, netball, and badminton. Each activity is designed to enhance muscle strength, balance, and overall fitness, while also fostering social interaction and a sense of community among participants.
- ASV are excited to report that in 2023-24, ASV saw a remarkable 122,527 bookings for our Evergreen programs and activities, marking a substantial increase from the previous year. This significant rise highlights the growing popularity and value of our offerings, reflecting our members' enthusiasm and commitment to staying active and engaged. The increase not only demonstrates the success of our diverse range of activities but also underscores the positive impact we're having on the lives of older adults in our community.
- In addition to our group exercise and sports sessions for Evergreens, we offer specialised fall prevention classes, including "Stable & Able" and "Chair-Based exercise". These classes are specifically designed to target the key areas that contribute to fall risk, such as balance, coordination, and core strength. These classes offer more than just physical benefits—our "Stable and Able" group also enjoys a coffee morning before each session, providing valuable social interaction. This social time fosters a sense of community and connection, making the experience both physically and emotionally enriching.
- Along with our group classes, we also offer one-on-one personal training for our Evergreen members. We currently have 22 Evergreen members taking advantage of this service. Our trainers are specially qualified in exercise for older adults and have additional training in working with conditions like Parkinson's. This means they can create personalised workouts that really make a difference for older adults, helping them stay strong, active, and healthy.

- Christmas 2023 marked the return of our popular Evergreens Christmas lunch, where we hosted 70 Evergreens in our café and guests enjoyed a full Christmas dinner. Festive games followed creating a joyful and memorable celebration and experience.
- In 2024, ASV introduced our first Evergreen Wellbeing Week, adding a variety of new activities to our regular schedule. This week featured breathing workshops, walking groups, first aid sessions, a seminar on healthy habits at 60, and nutrition seminars. These additions were fantastic because they provided our Evergreen members with a holistic approach to their well-being, covering everything from physical fitness to essential life skills and healthy living tips.

3. COMMUNITY PARTNERSHIP: ASV ENERGISERS



- In collaboration with the business sector and local sports clubs, ASV continued to develop the ASV Energisers programme for local primary schools this year
- The initiative provided free afterschool sport, food, heat, shower facilities and sports equipment (swimming costumes and goggles) to children from the local area
- The primary school reach included Sunnybank, Woodside, Seaton, Kittybrewster, St Peters, Riverbank, Cornhill, Greenbrae, Walker Road, Ashley Road, Middleton Park and Mile End
- Autumn Term 2023: 28 children took part in athletics, with 140 free meals provided
- Winter Term 2024: 130 children took part in learn to swim, athletics and football, with 1,002 free meals and fresh fruit provided
- Spring Term 2024: 120 children took part 1098 meals and fruit provided
- Summer Term 2024: 76 children took part, 403 meals and fruit provided
- Total of 354 children and 2,643 free meals
- 27 students from NESCOL delivered the coaching, providing the students with valuable work experience
- Supported financially by Global E&C

4. COMMUNITY PARTNERSHIP: THE LINKS NURSERY

- Working in partnership with Excellence and Equity Practitioners to break down barriers for pre-school participation in sport
- Now in its second year, this programme continues to provide pre-school children attending the Links Nursery with access to free activities each week at ASV
- Activities include blocks of learn to swim for 15 x 3-5 year olds each term.
- During 2023 / 2024, the project provided at least 1 block of 5 weeks of swimming lessons for 72 x 3 – 5 year old children
- To help sustain this project, ASV secured further sponsorship from TEXO which will not only provide financial support, but will provide swimwear for children and assistants.



5. NEW COMMUNITY PARTNERSHIP: THE HOME OF COMMUNITY SPORT

- Following a successful initial pilot programme, the Home of Community Sport initiative built great momentum this year, with continued liaison with the local primary schools within the St Machar cluster; to provide free sporting activity during the school day (including facilities, transport and coaching)
- Schools participating included Kittybrewster, Sunnybank, Riverbank, St Peters, Seaton and Cornhill primaries
- Autumn Term 2023: a group of children with Additional Support Needs (S2-S5) participated in table tennis sessions, in partnership with the Aberdeen District Table Tennis Association
- Winter Term 2023: 757 children, 3,250 participations, variety of sports
- Spring Term 2024: 250 children, 1,166 participations, including learn to swim
- Summer Term 2024: 297 children, 1440 participations, including learn to swim and tennis
- Partnerships included local clubs, University clubs, and NESCOL (with 80 students gaining coaching experience)
- The project also included an ASV football festival
- The project has attracted some great feedback, “Students have come on leaps and bounds since the programme first started. They started off needing a lot of direction but have gradually progressed to now coming to sessions with their own plans and drills. Keep up the good work guys!” (David Duncan, Hermes FC & We Make Footballers)
- The project was officially launched in February 2024



6. DEVELOPING PARTNERSHIP: NESCOL

- To support the delivery of sport for everyone in the community, ASV and the North East Scotland College (NESCOL) have developed a partnership whereby NESCOL students receive vital practical experience of coaching through the ASV community schools projects, whilst working towards vocational qualifications.

- The partnership has already led to several students being offered paid opportunities, with future plans to develop this further as ASV becomes the main preferred placement provider for the college students.
- As part of this partnership, students receive mentorship during the coaching, which is provided by either ASV, or a partner club or organisation. This year staff, and volunteers from ASV, Aberdeen Amateur Athletics Club, Hermes Bridge of Don and We Make Footballers have all provided key mentorship to local students.



- Through this partnership ASV provided 27 students with work placement experience in the ASV Energiser Programme, and a further 60 students received experience providing coaching to 7 local primary schools at ASV (Seaton, St Peters, Sunnybank, Riverbank, Woodside, Kittybrewster, Cornhil).

7. ASV AQUATICS PROGRAMMES

- ASV delivers the Scottish Swimming Framework for Learn to Swim and Learn to Dive, for all ages and abilities.
- An average of 1,382 Learn to Swim members, a growth of 11% in comparison to the previous year.
- A series of intensive learn to swim blocks throughout the school holidays and recruitment of additional assistant swimming teacher should ensure additional capacity for the programme to continue to grow.
- With a partnership now in place with Dyce ASV swimming club, ASV can offer the whole pathway for swimming from adult and child, through learn to swim, progression into the Dyce squads, who are partner members of the performance swimming programme; the Dyce Head Coach has remarked on the excellent standard of the swimmers coming through the pathway from ASV.
- An average of 284 Learn to Dive and Diving Club members, an increase of 10% in comparison to the previous year.
- A series of intensive learn to dive blocks, squad training camps and private lessons ensure that the diving programme continues to operate a strong pathway for progression from Dive Skills 1 to the World stage.

8. EVENTS

ASV prides itself in the delivery of events. Working with key stakeholders across the UK, ASV has become one of the go-to places when looking to host events. We are proud of our ability to attract and then retain events year on year due to the experience we provide.

- 179 events hosted at ASV during 2023–2024, including 1 International, 27 national events and training camps, 82 regional and 5 University events
- Key Events included:

- Scottish Athletics National Age Group Championships: 700 athletes
- Katoni Cup: 6th year at ASV, 8 Scottish Premier League boys teams from across Scotland
- Scottish Schools Biathlon Championships: 50 children, qualifier for British championships
- Scottish Swimming Summer Meet: 4 days, 750 attendees daily
- University of Aberdeen Underwater Hockey Club: the annual Gowlands Cup, 13 UK teams

In partnership with the PEPAS group (physical education, physical activity and sport), ASV hosted and supported the delivery of the [Aberdeen Daily Mile Event](#). The event attracted over 2,000 young people from 48 Aberdeen city primary schools, for 15 minutes of activity at their own pace, on the ASV outdoor track, with the Daily Mile demonstrating its ability to enhance the physical, social and mental wellbeing of the children.

ASV then provided a follow-up session in collaboration with the Russell Anderson Foundation, for any pupil who had missed the original 'Daily Mile Event', with pupils from 5 additional schools attending.

The inspirational [Parasport Festival](#) returned to ASV in September 2023; 60 young people took part in this festival, organised by Scottish Disability Sport, providing opportunities for young people with disabilities to try a variety of sports, including swimming, kayaking, athletics, wheelchair basketball, table tennis, judo and boccia.



ASV hosted the opening round of the [Netball Scotland Scottish Super Cup Tournament](#), with 4 teams, comprising all national and development players, competing in the tournament.

In February 2024, ASV hosted the **British Para-Swimming Winter National and Great Britain Para-Swimming World Series**. The first leg of the 2024 World Para Series started with 5 days of competition in Aberdeen, prior to heading to Australia:

- 150 swimmers from 17 nations attended the event (along with 3 local athletes competing), that saw Team GB win 22 medals.
- The event had a major impact on the city during the week of competition, with 840 bed-nights across 3 hotels for the teams and a further 750 bed-nights for event staff and families, with around 300 spectators attending the Aquatics Centre each day.
- In collaboration with GB Aquatics and Premier Coaches (as part of the Home of Community Sport), ASV organised for 90 children from local schools to attend the opening heats of the World Series, providing a fantastic opportunity to see athletes perform on the world stage, as well as 15 members of the Finding your Fee amputee group attending.
- GB Aquatics commented: *“I couldn’t praise Aberdeen more for how much support and hard work that was put in by you and the team to make the event a success.”*

ASV hosted the **Scottish National Age Group Swimming Championships** in April 2024 – 5 days of competition, with 1,003 swimmers from across 93 Scottish clubs, plus around 330 spectators attending each of the 3 daily sessions. Once again, the city impact of the event was demonstrated throughout the week of competition, with 178 of the participants coming from a non AB postcode and living locally for the 5 day competition



The **Scottish National Age Group Diving Championships** were also held at the Aquatics Centre in April 2024 - 3 days of competition, 126 divers from 5 clubs, with the overall Thistle Trophy being won by the Aberdeen Diving Club.



ASV is a unique venue that has the facilities to attract a variety of **training camps** to Aberdeen. In addition to the world-class facilities, in partnering with Visit Aberdeenshire, UoA and local accommodation providers, ASV can provide the complete camp package. The Swimming Performance Analysis System that has been installed at ASV will generate international interest in hosting camps in Aberdeen.

Training camps this year have included the Swimming Senior and Youth squads, the Scottish Water Polo Girls and Mens.

9. DENIS LAW LEGACY TRUST COMMUNITY FESTIVAL

- This community festival was hosted by ASV in July 2024, in partnership with generous support from a number of local and national agencies, including Aberdeen City Council as part of the Festival of the Sea
- The festival provides free sport and activity opportunities, enabling more than 1,050 people to participate in a variety of sports
- Festival activities included tournaments for all ages and abilities including disability, girls, corporate 7s
- Family sports sessions included fun family sessions in badminton, table tennis, squash, pickleball and swimming
- 120 free meals were provided as part of the ASV Energisers within the festival
- In partnership with the Festival of the sea and funding from ACC, 23 children achieved their water smart award, 317 free family swims and 40 shallow water swims were provided during the festival



10. PARTNERSHIP: AFC / THE ASV MATCHDAY CLUB

The ASV Matchday offers individuals and groups the opportunity to experience Aberdeen FC home matches and Aberdeen Sports Village on matchdays. The programme is targeted towards families and groups as a reward, incentive or to support access to physical activity and football matches for those who otherwise would not be able to attend these venues. Target groups included families in the local community who are suffering from socio-economic issues due to a number of reasons, such as social exclusion, financial hardship or other disadvantages.

ASV hosted 16 ASV Matchday experiences, providing 156 people with a match ticket, and the opportunity to experience the facilities at ASV, including groups from Community Integrated Care, Family Learning, National Childbirth Trust, the Russell Anderson Foundation and AberNecessities.

11. PARTNERSHIP: ABERDEEN SCHOOL FOR THE DEAF

Following a trial pilot programme in the previous year, ASV successful secured Public Equity Funding (PEF) to continue with these sessions for the 2023–2024 school year.

ASV provided free learn to swim lessons for all pupils who attend the Aberdeen School for the Deaf. Throughout the year we provided the school with 31 x 30 minute swimming lessons

The programme included ASV staff receiving training from the school and also through the institute for swimming to ensure teachers were supported to communicate as best as possible with those attending and to ensure that the children received the best experience.

12. TARGETED GROUPS

ASV is passionate about ensuring that sport and physical activity is available to all. We are actively part of the ACHSCP'S Stay Well, Stay Connected programme and the Physical Activity Huddle, to develop and deliver programmes to support early intervention for those in need, including:

- Older Adults
- Community Groups
- Finding Your Feet
- Poverty and Low income families
- Those with Additional Support Needs
- St Machar Academy ASG Pupils
- Low Income Families

13. CARDIAC REFERRAL PROGRAMME

ASV has partnered with the Aberdeen Community Health and Care Village to deliver the NHS Cardiac Referral Programme, a crucial initiative aimed at supporting individuals who have recently experienced heart-related health issues. This referral program was specifically designed to create a clear and supportive pathway for patients recovering from a heart attack (myocardial infarction), newly diagnosed angina, heart bypass surgery, or stent procedures. We've seen a 30% increase in participation in the NHS Cardiac Referral Programme, not due to a rise in the number of individuals with heart conditions, but because of improved communication and outreach efforts by the instructors Donal Pirie and Jackie Schum who deliver the program. Enhanced coordination and clearer information have made it easier for patients to engage with our program and access the support they need. This growth reflects our commitment to effectively connecting with and serving our community, ensuring that more individuals benefit from our tailored health and fitness resources

Regular attendees benefit from weekly sessions that are integral to their ongoing recovery and long-term well-being. By providing a structured environment and expert guidance, ASV supports these individuals in adopting and maintaining an active lifestyle, ultimately aiding their recovery and promoting better heart health. This collaborative effort underscores our commitment to enhancing the quality of life for those with cardiac conditions and fostering a community where health and wellness are prioritised.

14. PARTNERSHIP: FINDING YOUR FEET

Last year ASV started supporting a group of local amputees with free weekly Personal Training sessions. The 'Finding Your Feet' charity support families affected by amputation or limb absence through a range of sporting initiatives and social inclusion projects designed to positively affect both physical and mental wellbeing. Isolation is a huge problem for many amputees. It has been proven that quality of life and even life expectancy is greatly reduced without social inclusion, with as many as 30% of vascular amputees not surviving to one-year post amputation.

The ASV "Finding Your Feet" program has continued to thrive, evolving from a small group of amputees attending a weekly group PT session to a vibrant community of 14 participants. Not only are they now enjoying their regular gym sessions, but they've also embraced swimming and table tennis as part of their routine. In an inspiring demonstration of their commitment, the group raised £2,431 for amputee support across Scotland by swimming the distance of the English Channel.



In October 2023, Tracy Stainer, our dedicated personal trainer, received national recognition for her exceptional work with amputees. She was honoured with the "Unsung Hero" award at the Variety Club Sports Disability Awards for her efforts to make sport more inclusive and diverse. Tracy was thrilled to celebrate this achievement with the class, showcasing the profound impact her work has had on the lives of those she trains.

15. ABERDEEN CITY HEALTH & SOCIAL CARE PARTNERSHIP

ASV are supporting 'The Stay Well Stay Connected' program which is aimed at preventing ill health by adopting early intervention.

ASV provide a tailored opportunity for adults aged 45 and over, including those with long-term health conditions or disabilities, to become more active through our comprehensive support program. This initiative, open to individuals nominated by their Link Practitioner, includes a FREE 3-month fitness membership and a personalised approach to fostering lifestyle changes.

The program features:

- A one-on-one lifestyle consultation with one of our experienced trainers, which can be accompanied by a Primary Care Link Practitioner if needed for the initial session.
- Complimentary access to our gym facilities, swimming pool, fitness classes, and sports sessions, allowing participants to choose activities that best suit their interests and fitness goals.
- Our ongoing support ensures that participants receive the guidance and encouragement they need to achieve and maintain a healthier lifestyle.

Wellbeing

ASV recently launched a Mental Health Awareness Week during the month of May; National Mental Health Awareness Month. We offered a diverse range of free classes and workshops to the entire city. The event featured Qi Gong, yoga, breathing workshops, stability fit sessions, and nutrition seminars, all aimed at promoting mental well-being and resilience. This comprehensive approach provided valuable tools and techniques for managing stress, enhancing stability, and improving overall health. With over 300 participants

across the week, the high levels of participation highlighted the community's strong demand for such resources and highlighted our commitment to fostering mental and physical wellness. For ASV, this successful initiative reinforced our role as a leading advocate for wellbeing and demonstrated our dedication to supporting and enriching the lives of the citizens of Aberdeen.

16. PERFORMANCE SPORT

Athletes across all performance programmes enjoyed a terrific year of development and outstanding performances, representing Aberdeen on the national and world stage.

- **ASV Table Tennis Academy** had a very successful season, with a flurry of outstanding achievements, including:
- A clean-sweep at the Scottish Primary Schools' (age group) Championships, winning all 4 available titles, leaving as boys and girls singles and doubles champions, with a further 2 silvers
- 2 Academy players captaining their respective Scottish teams to silver medals in the UK Primary Schools' Championships
- 5 Scottish National age group titles at the National Championships, plus further doubles gold medals
- 6 players represented Scotland at the UK Senior Schools Championships
- 3 players selected to represent Scotland at the 2024 European Youth Championships in Malmo, Sweden in July



- The **University of Aberdeen Performance Swimming** programme is a national performance pathway programme that provides a world-class training environment to athletes, from development to elite, based at ASV. The 2023-2024 season was extremely challenging, with the programme facing a funding reduction of £94k. This necessitated the implementation of completely new partnership and operational models, with the 2023-2024 season serving as a 'transition season' to fully implement and embed the new working arrangements. By working in close partnership with the University of Aberdeen, ASV and Scottish Swimming, the programme continues to thrive as a sustainable and effective programme.
- In addition to providing 25 hours of training for 90 members each week, the club provides development camps for younger swimmers, technical sessions and coaches forums.
- In August 2023, the club enjoyed outstanding performances at the World Para Swimming Championships, with Toni Shaw (S9) winning a bronze medal and Faye Rogers (S10) winning a gold and 2 bronze medals.

- 13 athletes reaching finals and achieving podium finishes at the Scottish National Short Course Championships
- An outstanding performance at this years' British Universities and Colleges Sport (BUCS) Short Course Championships, where Aberdeen finished 8th swimming team overall, and 3rd para swimming team overall, with Toni Shaw being awarded the title of top female para swimmer.



- Faye Rogers's stunning season included 2 British, 2 European and 1 World Record, across 100m fly, 200m fly and 400m freestyle.
- Tom Beeley won a silver medal at the British Championships and Toni and Faye's tremendous podium performances securing their selection for Team GB at the Paris Paralympics.



- **Aberdeen Diving Club** produced some excellent individual and team performances this season:
- 61 divers from Aberdeen Diving Club attended the Scottish Diving Levels competitions, with athletes winning 10 gold, 13 silver and 9 bronze medals.
- Noah Penman was selected to compete in the Junior European Championships in Croatia in August 2023, winning his first (silver) medal at an international meet. He then competed for Team GB at the Dresden Youth International, where he secured a further silver medal with a huge personal best performance.



- The club had divers taking part in the Swim England and Scottish Swimming Talent Games, representing Scotland in Eindhoven and a large group competing at the Irish Open Diving Championships, where they won 10 gold, 8 silver and 6 bronze medals



- In **Athletics**, 5 senior women from partner club Aberdeen Amateur Athletic Club (AAAC) represented Scotland at a Loughborough International meet, with a further 2 from other local clubs. Of those athletes, 4 are University alumni, and 2 are ASV Sports Camp Leaders.

17. INSPIRATIONAL INDIVIDUALS

This is **Tracy**; a Personal Trainer at ASV. Tracy was shortlisted by Scottish Disability Sport for her Service to Sport.

In addition, ASV was shortlisted for the Variety Club Disability Sport Awards in 2 categories: Accessible Sporting Venue (UK) and Tracy for Unsung Hero. These nominations acknowledge the support and commitment from Tracy and from ASV to deliver accessible and effective programmes, and in particular the contribution to the Finding your Feet amputee programme.



This is **Paris**; who spends many hours each week at ASV, having joined at just 3 years old. From Wee Swimmers through all the learn to swim levels, Paris has progressed through the pathway and is now a member of Dyce ASV swimming club. She is also a member of Aberdeen Diving Club, in the Mini Rippers squad.



This is **Graham**; Head of Sport and Events at ASV. Graham Morrison won the Mentor of the Year Award by RGU's School of Creative and Cultural Business, one of the industry awards presented to local organisations and individuals who have proved vital to supporting their students over the past year. Graham was also selected for the **sportscotland** Scottish Sporting Leaders Programme this year.



This is **Fiona**; one of ASV's poster-girl walking netball players. Fiona won the Outstanding Achievement Award at the Aberdeenshire Clubsport Awards, and was presented by Audrey Nicoll MSP with a commendation award from the Scottish Parliament, for her advocacy work raising awareness of autism and disability across the North East and Scotland.

"Fiona's real strength is supporting coaches and players in understanding autism" (Caroline Walker)



At the **Scottish Swimming Awards 2023**, Anna Sless (ASV's Diving Coach) won the Performance Development Coach of the Year, whilst Noah Penman (Aberdeen Diving Club) was awarded the John and Margaret Bell Award for the diver who done most to enhance and uphold the prestige of Scottish Diving throughout the year.



At the **Aberdeen Sports Awards 2024**, ASV received 18 nominations across almost all categories for staff, athletes, programmes or partnerships.

Winners included:

- Max Singer, ASV Table Tennis Co-ordinator & Coach – Lifetime Achievement
- Noah Penman, ASV athlete & Diving Coach – Young Sports Achiever

- Anna Sless, ASV Diving Coach – Performance Coach
- Faye Rogers, ASV athlete – Student Sports Achiever
- Jane Davidson, ASV Coach / AAAC athlete – Judges Choice



Please provide a summary of any problems or issues that have required attention or action:

ACC Strategies and Action Plan Priorities:

Please provide a summary of how your activities have delivered against ACC strategies and action plan priorities.

See LOIP information included in next section of annual report.

Local Priorities:

Please highlight where your outcomes, outputs or activities align against the priorities of the Local Outcome Improvement Plan. <https://communityplanningaberdeen.org.uk/aberdeen-city-local-outcome-improvement-plan-2016-26/>

LOCAL OUTCOME IMPROVEMENT PLAN THEMES

1. People (Children and Young People)

Directly linked to targets relating to increasing physical, mental, emotional health and wellbeing, ASV delivers a suite of activities, specifically tailored for children and young people, including:

- Activities for **pre-school children**: to allow very young children to play and learn; with 70 aquatics lessons each week specifically for early learners, plus a unique partnership with the Links Nursery
- Activities and sports for **school-age children**: introducing children and young people to healthy and fun regular activity; working with key partner clubs to offer a seamless pathway to a club environment; with over 160 swimming and diving lessons and sporting activity club sessions each week, specifically for children

- Sports and supervised gym sessions for **teenagers**: providing an opportunity to socialise with peers whilst enjoying being active; with 8 sessions each week specifically for young people, 13 during the school holidays, seeing approximately 3,804 participations during the year.
- Children's **aquatics programme**: the well-established and respected aquatics programme is now celebrating 10 years of operation - over 1,500 children and adults enrolled in the whole aquatics programme, with over 1,350 children in the learn to swim programme
- A **holiday sports camp programme** for all ages and abilities: multi-activity camps, sports-specific camps, and in partnership with clubs and governing bodies, accessible and free camps for local families.

In relation to improving **post-school learning and employment opportunities**, ASV is committed to offering opportunities for vocational learning and work experience, with a view to supporting a well trained and prepared future workforce in the city.

- With a high proportion of the ASV workforce under the age of 25, with many still in further or higher education, ASV provides mentoring support, and on-going training to its young people
- ASV provides part-time and flexible employment opportunities for University and College students, and invaluable first steps and experience in the industry to senior school pupils
- The partnership with DYW North East (Developing the Young Workforce) has been positive for our youngest employees, and we fully aim to work with the group in the future year to facilitate modern apprenticeships and professional development
- ASV has supported a number of staff to become qualified in their field to deliver high quality, governing body recognised training courses; the short-term aim is to expand its delivery in relation to such courses, with a view to building a nationally recognised Training Academy, which will continually provide education and training
- ASV identified an early trend in the challenges now faced by the industry to recruit and retain staff; one solution was to deliver a number of Swim Teacher and Dive Coach training courses this year, inviting young people, swimmers and divers to take part, fully funded by ASV, which they then paid back to the ASV programmes by volunteering their time; in time, this has resulted in a significant number of young people who are now industry-trained and qualified, who are now paid teachers or coaches as part of the ASV aquatics team.

2. People (Adults)

The key areas where ASV will continue to evidence support in this area include building resilience within communities and supporting families, and increasing healthy life expectancies.

- Through enhanced customer engagement, ASV provides flexible and affordable opportunities for adults to participate in a variety of activities, via the Lifestyle Membership, or Lifestyle Day Pass.
 - 1,106,304 visits to ASV which was a 24% increase YOY (Aug23 – Jul24) (891,556 last year)
 - On average there were 10,209 individuals with membership at ASV which is a 7% growth YOY
 - There were 86,367 class attendances with an average occupancy of 70% throughout the year
- For senior members (over 60s) the Evergreens Lifestyle Membership lies at the core of the programme; a heavily discounted membership giving access to over 30 specialised sessions of sport and physical activity each week
 - Evergreens membership increased again this year by almost 13% with 1,236 Evergreens members
 - 31+ specialised sessions of sport and physical activity each week for Evergreens, with class utilisation sitting at over 85 and in some cases 90% (Aqua / Exercise to Music)
 - 122,527 Evergreens participations (Aug23-Jul24)
- ASV will continue to support the integration and health and wellbeing of our local population, working to deliver in partnership with the relevant bodies
 - 1,071 health referral participations (Aug23-Jul24), which is an increase of 13% year on year.
 - 2 Cardiac Rehabilitation and 1 Stable & Able class each week in conjunction with the NHS and the local health village.
- ASV is an equal opportunities employer and is committed to Equality, equity, diversity and inclusion
- ASV staff are made up of the following:

- 55% of staff are aged between 16 to 24 years old. These staff roles are predominantly coaching, teaching and lifeguard/operation assistant, with a vast majority being students. ASV employs an above average amount of young adults
- 56% of staff identify as female and 43% of staff identify as male. The industry average is 56% male.
- 74% of staff identify as white Scottish/British
- 88% of staff consider themselves not to have a disability. The industry average is 87%
- 74% of staff identify as heterosexual, 1% gay, 2% bisexual, 1% lesbian 7% prefer not to say
- 60% of staff have no religion or belief, 16% identify as Christian
- 41% of staff are casual workers, 35% are part time and 24% are full time
- Due to the nature of the service provided by ASV, the workforce has a large majority of casual staff who carry out roles such as coaching and teaching.

3. Place

Contributing to the city, and enhancing the positive environment in which people can live, work, study and visit, is very important to ASV.

- As a community sports facility, ASV aims to continue to evolve our ASV 'family' and make the facility as welcoming as possible for all people.
- ASV will continue to support our very local communities, by utilising funding opportunities and volunteers to deliver activities, food and education, through community projects (as per information in previous sections).
- ASV are committed to reducing our carbon emissions – our aim is to be carbon neutral by 2030
Our Carbon footprint is 785 tonnes of CO₂e which includes:
Scope 1 emissions that ASV own or control directly is 0.8 tonnes of CO₂e
Scope 2 emissions from energy providers is 750 tonnes of CO₂e
Scope 3 emissions indirectly caused by ASV are 34.2 tonnes of CO₂e
- ASV aim to invest in renewable energy and innovation that will assist in reducing our carbon emissions.
- An LED lighting replacement plan is underway with additional lighting controls to reduce consumption. We have upgraded the Sports Hall, Indoor Pitch, Indoor Athletics Track and 50m Swimming Pool, with the other sporting areas to follow.
- Staff cycle to work scheme.
- ASV aim to improve cycle and sustainable travel schemes for our staff and customers and achieved the Cycling Friendly Employer award. In partnership with Cycling Scotland an action plan was created. ASV survey staff annually on their travel behaviours to and from work.
 - 65% of staff travel between 1-10 miles to work
 - The majority of travel time takes between 15-30 minutes
 - 58% use their own car to travel to work as it's fast, convenient or there are no other alternatives, followed by 18% that walk and 5% bike to work
 - Staff raised concerns that they would not cycle to work due to safety concerns on the road or distance
- ASV aims to invest in biodiversity throughout the estate, transforming areas to be more attractive to insects and wildlife by planting wildflowers and encouraging tree cover. Approximately 80 tree saplings were planted by staff within our green spaces during the year.



- ASV are committed to reducing landfill waste by increasing recycling through educating users and staff. Total waste was 35, 466kgs which was a reduction of 18% from the previous year.
- ASV remains in partnership with Aberdeen Heat and Power to provide low cost, low emission heat and power.
- ASV is committed to replacing its fleet to electric vehicles to reduce emissions.
- ASV green spaces are regularly utilised by the local community for dog walking, exercise, picnics, relaxing and the occasional sledding in winter.
- Supporting the UN Sustainable development goals specifically *climate action, good health and wellbeing and zero hunger*.
- ASV supports team members with their own voluntary community-based projects, such as collecting presents or raising money for local charities, or collecting food for local distribution; ASV will encourage and champion such individual and team efforts in light of current and on-going challenges.
- Community clubs continue to enjoy utilising the facilities at ASV, and provide not only physical benefits, but also enhance social and emotional wellbeing and contribute to more positive mental health.
- ASV remains in close engagement with the University of Aberdeen to ensure continued support for the health and wellbeing of their community, and providing a 'home of sport' for over 40 of their student sports clubs.
- We will remain available as an emergency refuse centre for the people of Aberdeen.
- ASV hold UK Athletics track quality assurance scheme 'TrackMark' which allows ASV to host national level competitions.
- ASV's 3G pitch is World Rugby and Scottish Football Association compliant.

4. Economy

The past 2 years have been exceptionally challenging to the sport and leisure industry, but ASV continued to operate efficiently and effectively, where permitted within the guidelines, and contributed to the city's economy in a variety of ways, including:

- **Development of the skilled workforce:** With the majority of ASV's workforce being young people under the age of 25, ASV invests in significant in-house training each year. Through on-going Continued Professional Development and investment in professional members of the team, ASV offers a comprehensive suite of vocational training courses.
- With almost half of ASV's workforce being young people under the age of 25, ASV invests in significant in-house training each year. Through on-going Continued Professional Development and investment in professional members of the team, ASV offers a comprehensive suite of vocational training courses.
 - ASV employ 200 individuals, with over half the workforce being young people under 25 years of age
 - Up to 3% of staff costs were invested into training and development; with numerous in-house training opportunities for the ASV team
 - ASV Training Academy: 130 people gained qualifications, from 27 accredited courses
 - ASV supported 2 modern apprenticeships.

- 15 ASV staff are NHS Scotland accredited 'Mental Health First aid' qualified
 - Managers are developed to hold the IOSH Managing safely qualification with some holding the NEBOSH qualification
 - 51 staff are members of CIMSPA (Chartered Institute for the Management of Sport and Physical Activity) the professional body for the UK's sport and physical activity sector
 - The leadership team and the Board attended Equality, diversity and inclusion training
 - Frontline staff all attend the 'Worldhost' customer service course
 - Managers attended the SPSO (Scottish Public Services Ombudsman) complaint investigation skills course.
 - Our front-line teachers and coaches hold a child wellbeing and protection in sport qualification
 - Entry level Managers have achieved the level 3 ILM Leadership & Management qualification with some attaining the level 5 ILM Leadership & Management qualification.
 - Carbon Literacy for sport and IEMA Environmental sustainability skills
 - 2 Lifeguards have achieved the RLSS royal lifesaving society Trainer/Assessor qualification so they can develop lifesaving skills within the community
 - Human resource training for line managers on various topics like recruitment, performance management, dealing with absence & equality, diversity & inclusion.
 - Health and fitness qualifications and CPD
 - A comprehensive Lifeguard training programme
 - All catering staff hold the elementary food hygiene award or higher.
 - Food allergies awareness training
 - Les mills training in body balance and sh'bam
 - Diploma in Digital Application support
 - Swimming pool plantroom operator
 - Supporting pre & postnatal clients with exercise and nutrition
 - 4 staff are Belbin accredited trainers.
 - 2 staff are completing the Level 5 Coaching course so they can develop and coach staff in their performance.
 - 8 staff completed the ACT – Action Counters Terrorism course.
 - UK Athletics certificate in Track & Field facility Management completed by 5 staff.
 - Master's in finance
 - National Autistic Society Employer Awareness Session
 - Scottish Sporting Leaders Programme
 - Fire warden training for front line staff
 - Sport Scotland Assessor
 - 5 level 1 dive coaches were trained at ASV and have all been employed
 - 11 'Village volunteers' aged 16-19 years old volunteered 60 hours each of their time and in return gained a swimming teaching qualification and a child protection qualification. They then went on to gain employment at ASV.
- **Investment in infrastructure:** ASV has a substantial life-cycle reserve of £2.6 million which will be reinvested in ASV facilities over the 10 year investment programme. In the financial year 2022-2023, ASV invested in the following:
 - £202,000 invested in operational facility maintenance
 - £240,000 investment in energy saving LED lights
 - £120,000 investment in refurbishing the sports hall
- **Contributing to the city's tourism:** Please refer to previous section for summary of events held.

Education:

Please provide further information in respect to any education programmes delivered.

Please refer to previous section above

Employment

Please provide information about your volunteers, if you have any:

- What roles do your volunteers undertake within the organisation?
- Training and Policy in action?
- Example of volunteer success stories such as transition to employment?

ASV volunteers help greatly in the delivery of children's activities, Evergreens sports sessions and performance programmes.

- ASV had 32 regular volunteers in 2023-2024, with many more temporary and casual volunteers
- Each week on average there were over 30 hours of volunteer coaching
- The volunteers who support the performance programmes and events at ASV are invaluable; coaches, officials, committees, etc.
- ASV supports a volunteer package, whereby regular volunteers are offered training courses to further enhance their skills
- The partnership with NESCOL, sees 80 students provide weekly volunteer hours to ASV between October to April in the delivery of the ASV Energiser programme and Home of Community Sport.

A recently created training room was created which provides opportunities for the community to retrain or upskill in subjects like Lifeguarding, First aid, Sports coaching and sport officiating. Many learners go on to find employment locally or with ASV.

ASV is a real living wage employer.

There are 4 staff 'Chambers' who meet once a quarter for the following:

- The Green group champions ways of saving waste and reducing ASV's carbon footprint.
- The Health & Safety group reviews accident, policy, and procedure
- The Social group encourage a healthy working lifestyle with the emphasis on fun and engagement.
- The Consultation group meets to discuss company procedures, new ideas and initiatives.

ASV encourages flexible working including a hybrid mix of home working and working from the office.

A staff menopause group was set up to raise awareness for staff going through menopause, they reviewed the ASV menopause policy and champion training in this area.

ASV reviewed its Equality, Diversity and Inclusion policy in December 2022 to ensure ASV provided inclusive choices for staff and potential new hires.

SECTION 2 – Users, Participants and Investment

Please complete this section to report on the number of participants from each of the identified areas who have participated during the year.

Participants	Target	Total 23-24
Number of participatory opportunities targeted for priority groups		
Older People (65+) <i>*Note: Recorded 60+ customer participations in the Evergreens programme</i>	100,000	122,527
Disability (mental health physical, sensory (e.g. BSL users) and carers of disabled people) <i>* Note: Number of known individuals with a registered disability</i>	200	277
Ethnic minority communities including Gypsy/ Travellers	20,000	49,153
Sexual orientation (LGBTQ)	This data is not collected nor recorded	

Residents of regeneration areas within Aberdeen City	See below table:
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SIMD Area	Visits	% Total
1 Torry	3,728	1%
2 Middlefield, Mastrick, Northfield, Sheddocksley	17,211	3%
3 Seaton	62,626	11%
4 Tillydrone	13,756	2%
5 Woodside	19,648	3%
6 George Street	21,139	4%

Please complete this section to report on visitor numbers in relation to your programming.

Customer participation/user	Target	Total 23-24
Total participations *		1,106,304
User number from Aberdeen City		82%
User number from the wider region or further		18%
% of customers rating experience as 'excellent' or 'good'		80%

We are keen to evidence the added economic value and social return of investment, as such we request that you please complete the table below.

Income 2023-24	Total £
Value of Grant(s) from Aberdeen City Council:	
ASV – Sports Centre and Aquatics Centre	824,550
ASV – Performance Swimming	10,000
Grant funding - University of Aberdeen	
Strategic Funding	77,000
Charitable Activities	
Trading income	4,093,173
Other (please specify) Bank Interest	206,907
Total add income	6,536,551

Section 3 – Support Material

We recommend you provide up to five items of support material to help demonstrate the quality and impact of your activity. This may include; case studies, photographs, videos, web links, publications, marketing material, reports, participant testimonials and feedback. If emailing please keep all support material to under 5mb. Please supply details on your support material below

By submitting this you are providing permission for each item to be used for publication. You should ensure you have the creators consent and accreditation is provided where necessary.

Support Material 1:	ASV Annual Report 2022-2023: (2023-24 report in progress) https://www.aberdeensportsvillage.com/about/annual-report-2022-2023
Support Material 2:	News story on ASV's initiative with Links Nursery & Hub, off Regent Walk, to deliver free swimming lessons to 100 children throughout the year: https://youtu.be/D_KXUS5N2ps?si=hS4z442IEZ9EYhIR

Support Material 3:	Home of community sport video: https://youtu.be/eT8dYK8TNxA?si=0ww5x6uimCR3J4jz
Support Material 4:	STV News clip - Tracy Stainer recognised for the life-changing training she gives to amputees: https://youtu.be/Uf6Ngmq0gB4?si=3-VE76nPNaKf79IV
Support Material 5:	Corporate Games 2023: https://youtu.be/CIS5 IBtrXs?si=CvloJYbrAXIIAvtg

Section 4- Declaration on use of information

Aberdeen City Council collects and maintains the data on this form about your organisation for the purpose of contacting you in relation to the funding, monitoring purposes and to collate information for statistical and audit purposes. We will retain Personal Data for six years in accordance with the organisation's Corporate Records Retention and Disposal Schedule and for the purpose of administering, processing and assessing your report.

For the purposes of processing this information Aberdeen City Council is the Data Controller. The Information Commissioner Office is the UK's regulator of data protection law (www.ico.org.uk). More information about all of the rights you have is available on our website at: <https://www.aberdeencity.gov.uk/your-data>.

Whenever the Council processes personal data we need to make sure we have a basis for doing so. We understand our basis in GDPR to be Article 6(1)(e) as we consider that it is in our public task to collect this information under our powers set down in the Local Government and Planning (Scotland) Act, 1982 section 14, as amended by section 128 of the Local Government etc. (Scotland) Act, 1994. The act provides for us doing or contributing towards the expenses of providing or doing, anything necessary or expedient for the purpose of ensuring that there are facilities available for recreational, sporting, cultural or social activities as we consider appropriate.

To confirm that all information included in this report is accurate and that you have read and followed the terms and conditions, please sign and date below. If submitting by email an electronic signature or the typed name of the appropriate contact should be inserted.

Name:



Date:

30th August 2024