

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 2022 - 2023</i>
REPORT COMPLETED BY:	The ASV Executive Team
DATE:	15 th September 2023

SECTION 1 - Outcomes and outputs

Please provide a qualitative summary of outcomes, outputs, activities undertaken and progress made to date:

Aberdeen Sports Village (ASV) is a Joint Venture between Aberdeen City Council and the University of Aberdeen with each partner owning a 50% shareholding in ASV Ltd. Both the City Council and the University provide equal funding to ASV which has provided a stability to its service delivery in very uncertain times.

In Contract year 2022/23 (August 22 – July 23) Aberdeen Sports Village had a very strong performance year, against a backdrop of a turbulent economy and a doubling of energy costs.

Despite this turbulence, ASV remained focussed on supporting the local community, in terms of recovery from the pandemic 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.

This report will share the successes and progress made in this year and highlight ASV’s contribution to the Local Outcome Improvement Plan.

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.

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.

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.

	Target	Measure
1. For Everyone in the Community: a) ASV Sport: meet targets for all ASV aquatics memberships, sports camps registrations, and income b) Community Projects: initiate new community projects within the local area	1,460 members 480 camp registrations £577k income 2 new projects	Achieved (1,480) Achieved (786) Achieved (£713k) Achieved (3)
2. For Club Sport: Meet targets for all sports and partner club memberships and income	350 club members	Achieved (361)
3. For Performance Sport: Meet membership target across all performance programmes, and support athletes to National programmes	150 performance athletes	Achieved (171)
4. For Student Sport: Home of Sport for the University of Aberdeen sports clubs – club training and University events	Host 35 student clubs & 4 student events	Achieved (37 clubs & 5 events)
5. Events & Training Camps: Host a balanced programme of events at ASV	Total of 120 events, with 15 National & 1 International	Partially achieved (146 events; 20 National but 0 International)
6. Telling our Story: Implement a system of showcasing good news stories and sharing achievements and new community initiatives	Telling our Story – templates & web-pages	Achieved (Jan23)
		
1. Staff will be trained as 'mental health champions'	10% of staff	Achieved (Aug 22)
2. Deliver a staff recognition event, recognising the contribution of our people.	Annual event	Achieved February 2023
3. Real Living Wage operator	February 2023	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. Provide flexible/Hybrid working options for staff to flourish	August 2022	Achieved
		
1. Implement a new Leisure Management System by September 2022	September 2022	Achieved
2. Total Members (inclusive of sport)	7,500	9,551
3. Average membership yield	£22.00	£25.06
4. Membership Income	£1.5million	£2million
5. Average length of membership	19	22.2

WE ARE ACCOUNTABLE 		
1. Quest quality assurance scheme	February 2023	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	
5. Achieve a balanced budget	Balanced budget	Achieved
SAVING THE PLANET – PLAYING OUR PART 		
1. Implement a carbon reduction plan to reduce our carbon footprint of 785.3 tonnes of CO2e	November 2022	Achieved
2. Implement a programme to replace lights with energy saving LED light	April 2023	Achieved
3. Reduce overall waste by 50% and increase recycling levels.	July 2023	Ongoing
4. Investigate options for alternative renewable energy sources	December 2022	Achieved
5. Reduce utility consumption (water, heat, electricity)	By 5% per year	Ongoing

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

ASV's performance in 2022-23 exceeded expectations in terms of growth in the majority of products and services on offer. Following the pandemic it was unknown how sport and memberships would perform, however both areas have seen substantially better growth than anticipated.

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. We believe 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 and athletics
- **ASV Family Camps:** delivered in partnership with local agencies, providing free family activities for over 600 participants, with a free meal, aimed at families in the local SIMD areas. The parents or guardians and other siblings all attended, to promote healthy and fun activity as a family, whilst also supporting the physical and mental wellbeing of families during the holiday period.
- **Partnership Camps:** collaborative delivery with other partner organisations and professional sports bodies, including free football and activities in partnership with the Scottish Football Association 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 1,000 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 Aberdeen City Council, ASV provided the activities with a key focus on family activity to further promote healthy and fun activity as a family, whilst also supporting the physical and mental wellbeing of families during the summer holiday period, and providing over 550 free meals.
- During the 2022 summer holidays, ASV delivered activity to 959 children and 105 families; over **17,000 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 between February and July 2023 (table indicates the number of pupil participants):

PRIMARY SCHOOL	P1	P2	P3	P4	P5	P6	P7	TOTAL
Sunnybank	30	193	287	127	86	48	171	942
Cornhill	0	39	40	92	344	293	54	862
Woodside	0	0	0	70	215	295	0	580
St Peters	0	170	293	174	176	73	263	1,149
Seaton	0	34	445	77	73	0	80	709
Riverbank	0	9	0	49	297	9	29	393
Kittybrewster	70	70	70	111	488	383	181	1,373
Other *	121	505	700	650	654	553	97	3,280
TOTAL	221	1,020	1,835	1,350	2,333	1,654	875	9,288

* Other primary schools included: Mile End, Greenbrae, Walker Road, Ashley Road, Middleton Park, Culter, Brimmond, Ferryhill, Gilcomstoun, Hazlehead, Kingswells, Dyce and Stoneywood.

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 over 1,000 members.

3. NEW COMMUNITY PARTNERSHIP: ENERGISERS



- In collaboration with the business sector and local sports clubs, ASV introduced the ASV Energisers programme to local primary schools this year
- The initiative providing 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
- Winter Term 2022: 37 children took part in learn to swim and athletics, with 154 meals provided
- Spring Term 2023: 57 children took part in learn to swim, athletics and rugby, with 362 meals provided
- Summer Term 2023: 94 children took part in learn to swim, athletics, rugby, football and hockey, with 718 meals provided
- Total of 188 children; 1,234 free meals
- Supported financially by Global E&C, with delivery supported by local clubs



4. NEW COMMUNITY PARTNERSHIP: THE LINKS NURSERY

- Working in partnership with Excellence and Equity Practitioners to break down barriers for pre-school participation in sport
- This programme provides pre-school children attending the Links Nursery with access to free activities each week at ASV

- This year, this included blocks of learn to swim for 45 x 4-5 year olds, and blocks of mini-kickers (football) for 10 x 2 year olds
- Positive contribution and acknowledgement within the recent Links Nursery Care Inspectorate Report:
 - *“Children were able to widen their experiences within the community including taking part in regular swimming sessions.”*
 - *“Nurturing care and support - The service has opened up new experiences to the children, such as supporting children to go swimming to a local swimming pool on a weekly basis which supported children to develop a lifesaving skill.”*
 - *“Staff deployment - We observed children leaving the nursery in small groups to attend swimming locally. These excursions were well organised and were very positive experiences for the children.”*
- Great feedback from parents: *“We are extremely grateful; my child loved the swimming lessons so much that she was asking everyday if she can go swimming again, so we will continue this too; thank you so much for the opportunity.”*

5. NEW COMMUNITY PARTNERSHIP: THE HOME OF COMMUNITY SPORT

- Throughout the 2023 winter term, ASV liaised with the local primary schools within the St Machar cluster to introduce a pilot programme of offering free sporting activity during the school day (including facilities, transport and coaching) as part of the ‘Home of Community Sport’ initiative
- Schools participating included Woodside, Kittybrewster, Sunnybank, St Peters, Seaton and Cornhill primaries and the Aberdeen School for the Deaf
- Spring Term 2023: 391 children, 1,692 participations, variety of sports
- Summer Term 2023: 367 children, 1,782 participations, learn to swim
- Partnerships included local clubs, University clubs, and NESCOL (with 60 students gaining coaching experience)
- Feedback from the teachers and the children was excellent: *“It was really fun playing different kinds of sports / It was great to use the amazing ASV / I liked how we had a trip out of school and I really liked the netball.”*
- Public Equity Funding (PEF) has been secured to deliver learn to swim sessions to children attending the Aberdeen School for the Deaf in 2023-2024
- Discussions have now commenced regarding a partnership with Wood, the University of Aberdeen and ASV, to provide a sustainable future for the Home of Community Sport

6. NEW 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.



7. ASV AQUATICS PROGRAMMES

- ASV delivers the Scottish Swimming Framework for Learn to Swim and Learn to Dive, for all ages and abilities
- Total of 1,281 Learn to Swim members, a growth of 20% in comparison to the previous year
- Successful series of intensive learn to swim blocks throughout the school holidays, and looking ahead, the programme has had additional capacity added, with post-summer intakes already in progress
- Total of 261 Learn to Dive and Diving Club members, an increase of 18% in comparison to the previous year
- A large-scale Talent Identification (TID) programme was carried out across 10 Aberdeen primary schools, providing all children from P2-P6 the opportunity to take part, with the diving team assessing 2,707 pupils through phase 1.
- Successful series of intensive learn to dive blocks and squad training camps throughout the school holidays, and looking ahead, the learn to dive and TID programmes continue to be a strong pathway for progression into the Aberdeen Diving Club, which has had numerous strong team and individual athlete performances this season.

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.

- 146 events hosted at ASV during 2022–2023, including 20 national, 79 regional and 5 University events
- Key Events included:
 - Scottish Athletics Senior and Under 17 Championships: 2 days, 1,500 athletes
 - Katoni Cup: 8 Scottish Premier League boys teams from across Scotland
 - Scottish National Age Groups Swimming Championships: 5 days, 1,000 participants each day
 - Scottish National Diving Championships: 3 days, 400 participants daily
 - Scottish Swimming Summer Meet: 3 days, 900 attendees daily
 - Scottish Student Sport Trampoline and Cross Country events
 - American Football Tournament: 2 days, 400 participants

The inspirational **Parasport Festival** returned to ASV in 2023, with 100 participants taking part in a variety of sports, including swimming, basketball, football, athletics and kayaking.



ASV hosted the **Scottish National Age Group Swimming Championships** in April 2023 - 15 sessions of racing over 5 days of competition, with over 1,100 swimmers from across Scotland competing at the Aquatics Centre.

“A big thank you to all the staff, officials and volunteers who’ve once again put on a highly professional event. Scottish National events have established a fantastic reputation over the years and we will be working hard to continue that in the future.” (Ian Wright, Scottish Swimming National Head Coach)



The **Scottish National Age Group Diving Championships** were also held at the Aquatics Centre in April 2023 - 3 days of competition, 126 divers from 5 clubs, with the overall Thistle Trophy being won by the Aberdeen Diving Club.

“Aberdeen are great hosts and Aberdeen Sports Village is a great facility. They have lots of volunteers who are all very willing, capable and enthusiastic – they make running an event so easy. So thank you and well done to them for a fantastic meet.” (Robert Heatly, Chair of the Scottish Diving Committee)

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, University of Aberdeen 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 British Junior Swimming squad, the Scottish Water-polo squad, the Scottish Swimming Senior and Youth squads, and the Scottish Touch Rugby camps.

9. DENIS LAW LEGACY TRUST COMMUNITY FESTIVAL

- This community festival was hosted by ASV in July 2023, in partnership with the generous support from a number of local and national agencies
- The festival provides free sport and activity opportunities, enabling more than 1,500 people to participate in a variety of sports

- Football Festival activities included tournaments for all ages and abilities including disability, girls, super 5s, 4v4s, transitional 9s and corporate 7s
- Family Sport Sessions included fun family sessions in badminton, table tennis, squash and swimming



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.

11. NEW PARTNERSHIP: ABERDEEN SCHOOL FOR THE DEAF

During May to July 2023, ASV trialled the provision of free learn to swim lessons for all 27 pupils who attend the Aberdeen School for the Deaf.

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.

Following the trial, ASV have been successful in receiving Public Equity Funding (PEF) to continue with these sessions for the 2023–2024 school year.

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 partners with the Aberdeen Community Health and Care Village, to deliver the NHS Cardiac Referral Programme. The referral programme/partnership was created to provide a clear pathway for patients who have had a recent heart attack (myocardial infarction), newly diagnosed angina, heart by-pass, surgery or stent procedure.

ASV have regular individuals who attend on a weekly basis and ties into providing healthy and active lifestyle choices for all and the platform for these patients to maintain an active & healthier lifestyle.

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 partnership has further developed this year to, with funding secured to deliver weekly gym sessions and water-based sessions for our 'Finding your Feet' members.

One group member who lost both legs and lower arms after he developed sepsis, is convinced that *"the sessions at ASV have been a lifeline"*, and he is passionate about their impact. *"I have a newfound love of weightlifting, which is something I though I'd never be able to do."*



15. 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 8 Scottish age group squad selections, a bronze for the girls team at the UK championships and the overall Scottish team title. 5 Academy players represented Scotland at the UK Senior Schools Home International, with 5 medal winners.



The Academy featured in the **sportscotland** Sport For Life annual review: *“ASV Table Tennis Academy is breaking down barriers to sport for young people from low-income areas and people from ethnically diverse communities.”* Richard Yule, Chief Operating Officer, Table Tennis Scotland said: *“It’s great to see the work that Max and everyone at Aberdeen Sports Village Table Tennis Academy are doing to introduce young people to the sport and help them progress as players and people. Table Tennis Scotland is intent on making table tennis an inclusive sport for all that has a lasting impact on local communities and Aberdeen Sports Village Table Tennis Academy is a brilliant example of that.”*

- The **University of Aberdeen Performance Swimming** programme had a secure season, with a number of key outstanding performances. The University of Aberdeen team finished 8th overall at the British Universities and Colleges championships, their highest ever. 2 swimmers from the programme competed at the Para Swimming World Championships in Manchester. Faye Rogers became World Champion in the 100m butterfly (S10), breaking both the British and European records, with 2 further bronze medals, and Toni Shaw won a bronze medal in the 400m freestyle (S9).



- **Aberdeen Diving Club** won the Thistle Trophy for the Novice team of the year, the first time this has not been won by Edinburgh Diving Club, testament to how successfully the club have developed diving in the North East, with the club winning 14 out of 24 national age group titles. Noah Penman had a breakthrough season, becoming the GB Junior Elite boys platform champion, receiving his first senior Team GB cap at the European Games in Poland, and his first medal international medal, a silver, at the Junior European Championships in Croatia.



16. INSPIRATIONAL INDIVIDUALS

This is **Gary**, who was referred by a Parkinson nurse to a neuro pilates class delivered by a SPEAR Physiotherapist at ASV. He then heard about the PPP (Ping Pong Parkinson's) world championships and introduced himself to one of ASV's volunteer table tennis coaches, who invited Gary along to the Evergreens group. Gary competed at the Ping Pong Parkinson's Championship in Berlin representing Scotland and now plays 3 days a week at ASV. He has seen a tremendous improvement in his overall health, has a sense of belonging at ASV, and finds that his tremor is markedly improved after playing table tennis.



This is **Lena**, who started swimming at ASV 4 years ago. She has managed to overcome a lifelong intense fear of water, at the age of 80, and now happily swims widths at the Evergreens swimming sessions.



This is **Olive**, who was born in February 1933, a breast cancer survivor. Olive played table tennis at ASV, but now enjoys aqua aerobics and the steam room. Olive celebrated her 90th birthday this year, with her friends from ASV.



This is **Mariia**, an inspiring 16-year-old from Kyiv, Ukraine. Mariia, her mother, sister and cousin made the very tough decision to leave Ukraine and seek temporary refuge in the north east of Scotland, Mary's father remains in Ukraine involved in active service. Mariia is a very talented swimmer and she reached out to ASV and asked if she could swim within our performance programme. It was an easy decision to support her, and within 3 days of receiving this request, Mariia was swimming at ASV, and has been an asset to the programme and her swimming friends.



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 77 aquatics lessons each week specifically for early learners, and innovative 'gym, jump & dive sessions', 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 155 swimming and diving lessons and 10 sporting activity sessions (athletics, table tennis, badminton, squash and girls' football) each week, specifically for children
- Sports and supervised gym sessions for **teenagers**: providing an opportunity to socialise with peers whilst enjoying being active; with 7 sessions each week specifically for young people, seeing approximately 6,000 participations during the year.
- Children's **aquatics programme**: the well-established programme was the first programme in Scotland to return after the pandemic, and has been building up steadily since the relaxation of the strict Covid guidelines – over 1,500 children and adults enrolled in the whole aquatics programme, with over 1,200 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
- Secured funding for delivery of training to young people free of charge to enhance their employment potential will continue to be pursued and delivered

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
 - 891,556 visits to ASV (Aug22– Jul23)
 - On average there were over 9,500 individuals with membership at ASV
 - There were 85,267 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 this year by 14.8%, with 1,100 Evergreens members
 - 35+ specialised sessions of sport and physical activity each week for Evergreens, with class utilisation sitting at approximately 80%
 - Over 31,000 Evergreens participations (Aug22-Jul23) which is up 40% year on year
- ASV will continue to support the integration and health and wellbeing of our local population, working to deliver in partnership with the relevant bodies
 - 946 health referral participations (Aug22-Jul23)
 - 2 Cardiac Rehabilitation and 1 Stable & Able class each week in conjunction with the NHS

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, we aim to continue to evolve our ASV ‘family’ and make the facility as welcoming as possible for all people
- We 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 above)
- We 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
- We 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 aim to improve our cycle and sustainable travel schemes for our staff and customers and achieve the cycle Scotland employer award.
- 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.
- We are committed to reducing our landfill waste by increasing recycling by educating our users and staff. Waste levels are reported to ASV environmental group on a monthly basis for review.
- 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.
- More vegan and plant-based choices are available within the cafes.

- Utilise our green spaces for the community.
- We support our ASV Team 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 have now fully returned to sport, 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 46 of their student sports clubs.
- We will remain available as an emergency refuse centre for the people of Aberdeen.
- ASV achieved the UK Athletics track quality assurance scheme 'TrackMark' in January 2023
- ASV's 3G pitch achieved World Rugby and Scottish Football Association compliance in October 2022

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.
 - 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 18 accredited courses
 - ASV supported 6 modern apprenticeships.
 - 23 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
 - 60 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
 - Frontline staff all attend the 'Worldhost' customer service course
 - Managers attended the SPSO (Scottish Public Services Ombudsman) complaint investigation skills course.
 - 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
 - 4 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 equality, diversity & inclusion.
 - Health and fitness qualifications and CPD
 - All catering staff host the elementary food hygiene award or higher.
 - Food allergies and sale of high caffeine drinks awareness training
 - Exercise with Parkinson's awareness
 - Les mills training in body balance and sh'bam
 - 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.
 - 17 staff completed the ACT – Action Counters Terrorism course.
 - UK Athletics certificate in Track & Field facility Management completed by 4 staff.

- Level 2 certificate in accounting

- **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:
 - £222,000 invested in operational facility maintenance
 - £240,000 investment in energy saving LED lights
 - £65,000 investment in new Leisure Management System
- **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 Sports Camps, Evergreens and kids programmes.

- ASV has 12 regular volunteers, with many more temporary and casual volunteers
- Each week on average there were over 22 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

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 review 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 procedure, 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 the 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 21-22
Number of participatory opportunities targeted for priority groups		
Older People (65+) <i>*Note: Recorded 60+ customer participations in the Evergreens programme</i>		91,310
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>		148
Ethnic minority communities including Gypsy/ Travellers		1,198
Sexual orientation (LGBTQ)	This data is not collected nor recorded	
Residents of regeneration areas within Aberdeen City	See below table:	

SIMD Area	Visits	% Total
1 Torry	5,460	1%
2 Middlefield, Mastrick, Northfield, Sheddocksley	18,241	2%
3 Seaton	93,809	13%
4 Tillydrone	14,402	2%
5 Woodside	19,600	3%
6 George Street	28,823	4%

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

Customer participation/user	Target	Total 21-22
Total participations *		891,566
User number from Aberdeen City		88%
User number from the wider region or further		12%
% of customers rating experience as 'excellent' or 'good'		80%
<i>*Transitioned to new Leisure Management system / access control so numbers may be higher</i>		

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 2022-23	Total £
Value of Grant(s) from Aberdeen City Council:	
ASV – Sports Centre and Aquatics Centre	£824,550
ASV – Performance Swimming	£94,000
Grant funding - University of Aberdeen	£864,550
Sponsorship & Donations	£10,000
Trading income	£4,336,897
Other (please specify)	
Total add income	£6,025,997

Section 3 – Support Material

<p>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</p> <p>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.</p>	
Support Material 1:	Aberdeen Sports Village Strategy Launch: Video: https://vimeo.com/750269440/f2189b7f6e Website: https://www.aberdeensportsvillage.com/about/our-strategy
Support Material 2:	Article in sportscotland’s Sport for Life 2023 Review: https://sportfirst.sportscotland.org.uk/articles/sport-for-life-23-aberdeen-sports-village-table-tennis-academy/
Support Material 3:	ASV Annual Report 2021-2022: R:\Head of Sport & Physical Activity\Annual Reports\2021-2022\Final Versions\ASV Annual Report 2021-2022.pdf R:\Head of Sport & Physical Activity\Annual Reports\2021-2022\Final Versions\2022.12.10 asv annual report.mov(2160p).mp4
Support Material 4:	New section on ASV’s web-site: “Telling our Story”, which captures good news stories and case studies each month: https://www.aberdeensportsvillage.com/about/telling-our-story
Support Material 5:	STV News story on ASV's initiative with Links Nursery & Hub (video credit: STV news): https://www.aberdeensportsvillage.com/stories/links-nursery-swimming

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: **Ludwik Metelski**

Date: **15th September 2023**