

ABERDEEN CITY COUNCIL

ALEO – ANNUAL REPORT

ORGANISATION:	<p>Aberdeen Sports Village</p> <p><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 2024 - 2025</i></p>
REPORT COMPLETED BY:	Ludwik Metelski
DATE:	2 nd September 2025

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 2024/25 (August 24 – July 25) ASV had a very strong performance, against a backdrop of significant funding reductions, a turbulent economy 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 ASV is 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

2024-2025

	Target	Measure
1. For Everyone in the Community: <ul style="list-style-type: none"> Total customer visits Meet income target for all of ASV Sport Meet targets for ASV aquatics memberships Meet targets for sports camps registrations Customer satisfaction 	1,000,000 £823,400 1,775 members 780 registrations 90%	1,092,230 Achieved: £822k Achieved: (1,763 @ highest) Partially achieved: (750) 81%
2. For Club Sport: <ul style="list-style-type: none"> Meet targets for ASV sports and partner club memberships Meet target income from Community Sport, Events & Training Camps, Education and Student Sport 	650 members £898,450	Achieved: (700 @ highest) Achieved: £941k
3. For Performance Sport: Meet membership targets across all performance programmes, and support athletes to National programmes	200 performance development athletes	Achieved: (over 290 athletes)
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: (35 clubs & 11 events)
5. Events & Training Camps: Host a balanced programme of events at ASV	180 events (including 10 National events & 10 National camps)	Achieved (201 events (including 17 National events & 13 National camps)
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 the ASV website
		
1. Staff will be trained as 'mental health champions'	10% of staff	New Staff EAP counseling app

		with 'health assured'
2. Annual staff engagement survey. Create and deliver on the action plan	Annual survey for all staff to complete	61% return rate; 114 staff members completed the survey - increased engagement compared to last year
3. Real Living Wage operator	Real living wage accredited	Regular pay benchmarking against industry standard
4. Invest in our staff training academy and invest in the training and development of our people		A varied staff training programmed offered to staff
5. Know the make-up of our diverse team (gender, sexual orientation, religion or beliefs, ethnicity, disability or health condition, working patterns. Report the findings to our team and take action accordingly	Six monthly equal opportunity report	Diversity data collected and published internally
PROMOTING GROWTH AND INNOVATION 		
1. Total Members (inclusive of sport)	Lifestyle: 7,800 Sport: 2,400 Total: 10,200	Lifestyle: 7,712 Sport: 2,416 Total: 10,128
2. Average membership yield	£27.50	£28.44
3. Membership Income	£2.32m	£2.3m
4. Average length of membership	24.0	24.65
WE ARE ACCOUNTABLE 		
1. Achieve a clean external Health and safety audit	Clean audit	Achieved
2. Achieve an accident rate below the National Average	15.05 per 10,000 visits	Achieved (5.5/10,000 visits)
3. Meet all HASAW targets detailed in the quarterly report	100%	Achieved
4. Achieve pool water management best practice	100%	Achieved
5. Achieve a clean financial audit report	Clean audit	Audit due Oct '25
6. Achieve a balanced budget	Deficit budget of £180k	Achieved: £36,000 deficit
SAVING THE PLANET – PLAYING OUR PART 		
1. Implement a carbon reduction plan to reduce our carbon footprint of 785.3 tonnes of CO2e	Annual carbon footprint measured and reported in tonnes of CO2e	785.3 tonnes
2. Implement a programme to replace lights with energy saving LED light	All sporting areas have been replaced, A programme is in	CO2e reduction attributed to lighting upgrade

	place for auxiliary areas	
3. Reduce overall waste by 50% and increase recycling levels.	Reduce waste annually	3% reduction from the previous years
4.Reduce utility consumption (water, heat, electricity)	Reduce utilities annually	5% decrease in Heating from last year 2.5% decrease in electricity from last year

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

ASV's performance in 2024-25 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. CHILDREN'S HOLIDAY PROGRAMMES

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 participation



"My grandson loved sports camps and wants to go to the next ones.

He was crying on Thursday night that it was going to finish. He enjoyed all the sports."

2. SCHOOL ACTIVITIES

In collaboration with other organisations, through our community projects and school visit programme, ASV hosted 16,053 participations throughout the year, with half of those coming from the eight local primary schools, Cornhill, Hanover, Kittybrewster, Riverbank, Seaton, St Peters RC, Sunnybank and Woodside.

3. SENIORS PROGRAMME

- In December 2024, ASV hosted a Christmas lunch for 70 Evergreens; an afternoon of delicious food, lively games, and plenty of cheer

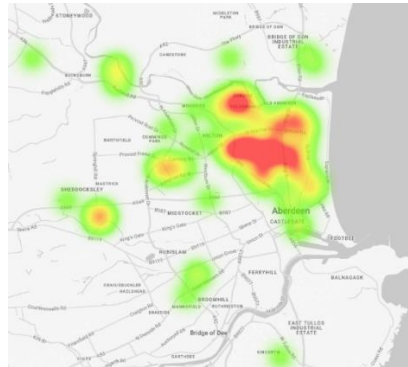


4. COMMUNITY PARTNERSHIP: ASV ENERGISERS

Energised in partnership with CNOOC and Serica Energy, ASV delivered free sport, food, access to warm, safe and showering facilities, after school to 559 children across 2024–2025, as broken down below:

- Block 1 – September–October– 132 children weekly
- Block 2 – November–December–149 children weekly
- Block 3 – January – March – 208 children weekly
- Block 4 – April – July– 70 children weekly

This amounted to 5,119 participations and 3,353 free hot meals being provided during 2024–2025.



5. COMMUNITY PARTNERSHIP: THE LINKS NURSERY

Now in its third year of delivery, ASV delivered free swimming lessons for children who attend the Aberdeen City Council Links Nursery, for children aged 3–5 years.

- Block 1 – August–September–12 children weekly
- Block 2 – October–November–12 children weekly
- Block 3 – November–December–11 children weekly
- Block 4 – January–February - 12 children weekly
- Block 5 – February–March – 12 children weekly
- Block 6 – April–June – 15 children weekly

This gave 74 children access to free learn to swim sessions, following the Scottish Swimming pathway. In total, ASV provided 485 participations across the year, meaning every child who attended received at least one block of swimming lessons.

To support the breaking down of barriers for access to sport, ASV partnered with TEXO, who provided both financial support to deliver the weekly sessions, and also, every child who attended the lessons received swim wear to allow them to participate.



6. COMMUNITY PARTNERSHIP: THE HOME OF COMMUNITY SPORT

In partnership with North East Scotland College, the Home of Community Sport delivered sports coaches sessions for 460 children. This initiative enables up to 80 local students the opportunity to put in to practice what they learn day to day in college.

- Block 2 – 308 children – P2 – P7 - St Peters RC School, Riverbank Primary School, Hannover Primary School
- Block 3 – 152 children – P4 – P7 – St Peters RC School, Riverbank Primary School, Cornhill Primary School

Home of Community sport delivered weekly term time learn to swim sessions

- Block 1 – 58 children – P6 – P7 – St Peters RC School, Hannover Primary School
- Block 2 - 58 children – P6 – St Peters RC School, Hannover Primary School
- Block 3 – 86 children – P6 – P7 – Sunnybank Primary School, Hannover Primary School
- Block 4 – 79 children – P5 – P6 – Kittybrewster Primary School, Cornhill Primary School

In total, ASV provided 4,768 participations as part of the Home of Community Sport project to deliver free sport for local children and improve the employability of local students.

7. DELIVERY PARTNERSHIP: NESCOL

In partnership we provided 150 - 200 sports coaching students from NESCOL with the opportunity to put in to practice and develop their skills on the job through the delivery of sports coaching for the Home of Community sport to primary children from the local area.

Additionally, we provided vital employability opportunities, but providing the opportunity to deliver and develop their skills for local children as part of our after school programme, ASV Energi sers. This initiative allowed them to practice their skills and receive mentorship from ASV staff, Aberdeen Amateur Athletic Club coaches and We Make Footballers coaches, who in turn provided employment to some coaches who volunteers as part of the programme.

8. 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 1,400 Learn to Swim members across the whole year
- A series of intensive learn to swim blocks throughout the school holidays and recruitment of additional swimming teachers 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
- An average of 240 Learn to Dive and Diving Club members
- 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

9. 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.

- 201 events hosted at ASV during 2024–2025, including 17 national events, 13 National training camps, 71 regional and 11 University events
- Key Events included:
 - Scottish National Age Groups Swimming and Diving Championships
 - Scottish Athletics National League
 - Katoni Cup: 7th year at ASV, 8 Scottish Premier League boys teams from across Scotland
 - Scottish Schools Swimming Championships
 - Scottish Masters Swimming Championships
 - Scottish Swimming Summer Meet
 - British Universities & Colleges Sport (BUCS) Indoor Archery Championships
 - Scottish Student Sport Outdoor Athletics Championships

The inspirational **Parasport Festival** returned to ASV in September 2024; 70 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 **Scottish National Age Group Swimming Championships** in April 2025 – 5 days of competition, with over 1,000 swimmers from 93 Scottish clubs, plus around 300 spectators attending each of the 3 daily sessions. This event had an estimated economic impact on the area of **£1,340,000**, through accommodation, transport, and local spend during their stay in Aberdeen.

The **Scottish National Age Group Diving Championships** were also held at the Aquatics Centre in April 2025 - 3 days of competition, 200 divers from 7 clubs.

ASV hosted the Scottish Swimming Summer Meet in July 2025 – 4 days of competition, 830 swimmers, plus 1,250 unique spectators. This event had an estimated economic impact on the area of **£699,000** through accommodation, transport and local spend during their stay in Aberdeen

In July 2025, ASV was proud to host the **Tall Ships Sport Festival** in partnership with Aberdeen City Council, which included highland games activities, football and table tennis, culminating in a parade around the outdoor track led by the Robert Gordons College Pipe Band.

In total, we have teams from 41 of the 49 ships attend the Tall Ship Sport Festival, with 10 competing in the fast fives football tournament, 12 in the table tennis and 19 in the Highland Games. During the morning, we collaborated with local clubs and organisations to bring family entertainment to ASV and give local residents the opportunity to see the crew up close and have a family day out.



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, the 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 Swimming National Junior teams, the Scottish Touch Youth Academy and the Scottish Ladies Water squad.

Most recently, ASV hosted the **Bermuda men's and women's football teams** for a training camp, prior to them playing in the Island Games in Orkney.

The **Scottish National Junior Swimming Team** attended a whole weekend training camp in September 2024; an integral part of the camp included the filming of strokes and race skills using the ASV camera system, with further educational sessions out of the pool which included how to interpret the data.



10. PARTNERSHIP: AFC / THE ASV MATCHDAY CLUB

ASV Matchday in collaboration with Aberdeen Football Club strives to impact positively on communities and families to improve and enhance life choices. The primary consideration is to provide access to football matches, sports & physical activity to person(s) who would otherwise be unable to attend.

175 people attended the ASV Matchday, with groups including ALC, Abernecessities, SHMU, Family Learning, Archie Foundation, Community Integrated Care and Men United

One of the experiences with the Archie Foundation was caught on film to demonstrate the impact of the [ASV Matchday](#)



"Thank you so much for making it possible for some of our children to enjoy a day of sport on Sunday; playing football at ASV and then watching another winning performance from the Dons at Pittodrie. Everyone had a brilliant day out!"

11. PARTNERSHIP: ABERDEEN SCHOOL FOR THE DEAF

Year 2 of the partnership with the Aberdeen School for the Deaf saw all children who attended the school receive free learn to swim sessions through the Scottish Swimming framework delivered by ASV. In total, we delivered 29 weeks of free lessons as detailed below:

- Block 1 – September – October – 14 children weekly
- Block 2 – October – December - 14 children weekly
- Block 3 – January – March - 14 children weekly

- Block 4 – April – June - 15 children weekly

12. PARTNERSHIP: ABERDEEN LADS CLUB

In collaboration with All Life Chances, Aberdeen Lads Club and Barnardo's, ASV provided children from Tillydrone with free transport, swimwear and swimming lessons.



13. DENIS LAW LEGACY TRUST COMMUNITY FESTIVAL

The Denis Law Legacy Trust Community Festival delivered a wide range of activity across a 10 day period, including teen girl classes, swim sessions, family sport, a Streetsport Festival – Sport Di StradaCup and the Corporate 7s.

Across the 10 days, we accommodated 800 participants, including 400 at family swimming, 120 in family sport, with our teen classes at capacity with 56 participants.



14. ABERDEEN CITY HEALTH & SOCIAL CARE PARTNERSHIP

Following a successful information sharing day with senior representatives from ASV and the ACH&SCP, several fledgling initiatives are in the pipeline, which will enable ASV to align more closely with a number of population health outcomes, such as healthy weight, healthy life expectancy, social inclusion, as well as more targeted rehabilitation services.

15. PERFORMANCE SPORT

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

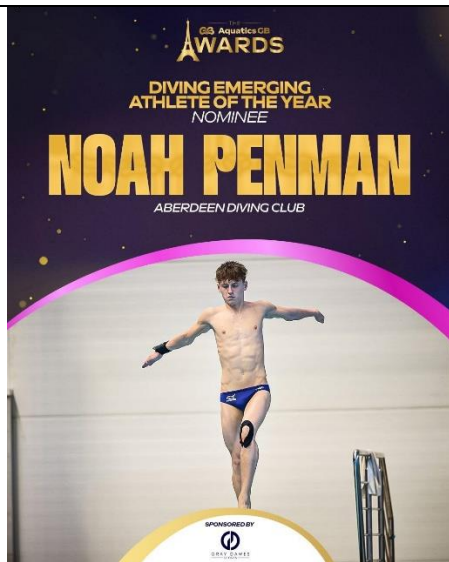
ASV Table Tennis Academy had a very successful season, with a flurry of outstanding achievements, including:

- Following medal-winning performances across every age group at the Scottish National Age Group and Schools Championships, 9 Academy players and 4 coaches were selected to represent Scotland at the British Schools Championships in Jersey, where Maya and Kiishi took home a bronze medal each
- Kiishi was selected to participate in the GB Table Tennis programme
- Kiishi and Maya represented Scotland at the European Youth Table Tennis Championships in Sweden



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. Following the previous 'transitional' year, the club has just completed its first full season with the fully amended model, with the club, the University of Aberdeen, Scottish Swimming and ASV working collaboratively to ensure programme income, athletes fees and pool costs are sustained, as well as maintaining the highest quality performance environment.

- In addition to providing 25 hours of training for over 140 members each week, the club provides development camps for younger swimmers, technical sessions and coaches forums
- Athletes have competed in a number of significant competitions throughout the season, on the regional, National and International stages
- Toni Shaw and Faye Rogers competed for Team GB at the Paris Paralympics, reaching 6 finals between them; the pinnacle of the Paralympics for Faye was an outstanding Gold medal in her strongest event, the 100m Fly



- In 2024, ASV became the custodians of the **Dr Hellen Reith Trust**, a legacy trust which provides financial assistance to individuals meeting the criteria set out in Dr Reith's will, but particularly who may face challenges continuing their sport due to financial constraints
- Funding was provided in 2025 to 7 young, local athletes, a total of £11,500 of financial support, across a wide variety of sports, including trampolining, wheelchair racing, frame running, table tennis, diving, athletics and ice hockey



"Thank you again for your generosity and belief in my potential"

"I am committed to continuing my progress in the sport and representing Aberdeen and the Trust with pride"

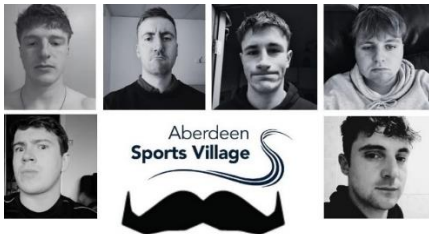
"This assistance will make a significant difference in helping me to achieve my goals and reduce the financial strain on my parents"

"I'm so grateful to receive an award and I'm excited to represent Scotland in the Lions Cup in Finland this Summer - you have no idea how gratefull am"

16. CHARITABLE EFFORTS

Team ASV continually endeavour to support our local community through a number of initiatives that the team engage with throughout the year. Examples of such efforts include:

- Members of Team ASV took part in the Mo Run in Edinburgh, and raised money throughout **November** for men's mental health



MOVEMBER®



- The ASV Squash & Racketball club ran a **Squashathon**, for 15 hours in support of NHS Organ Donation, including 'come & try' sessions and an exhibition match; highlighting the link between health and sport, and raising awareness of **Organ and Tissue Donation**



- With ASV's strong links with the Russell Anderson Foundation, a **Sports Kit Library** was established at the Sports Centre; with the help of our members donations, the items are regularly delivered to local primary schools, for children who do not have sports kit



- Thanks to the incredible kindness of our members and visitors, the **ASV Christmas Giving Tree** wasn't just a decoration, it was a lifeline for countless children and families. The donations we received helped us support so many children and families. Throughout Christmas 2024, our generous customers gifted a significant amount to support a number of local ASV projects.



"Great idea, happy to help"

"Such a great initiative, well done ASV!"

"Great project to support youngsters loving activity – thank you"

"Good luck on the fund-raising for such a worthy cause"

17. TEAM ASV - INSPIRATIONAL INDIVIDUALS

ASV is proud to share some stories of its young workforce, who we have supported on their journey.

Meet **Coby**:



Coby's journey with ASV began in 2017 when he came to a Sports Camps age 13. He quickly fell in love with sport, and the energy of leaders made a lasting impression on him. He later joined Aberdeen Amateur Athletic Club, becoming a successful sprinter, completed his HND Sports Coaching & Development, and began coaching athletics. He is now studying Sports Coaching at RGU, and is an ASV Sports Camp Leader, Coach and Operations Assistant!



Meet **Mary**:

At 16 years old, as a Ukrainian war refugee, Mary (Mariia) moved to Aberdeen in 2022 to live with a sponsor family in Ellon. When she approached the UOA performance swimming programme, they began to support her swimming career in Aberdeen. Mary then joined the ASV aquatics team in September 2023 as a volunteer swimming teacher, gained her swim teaching qualification. Mary is now a UOA student, is still a successful competitive swimmer, and is also now a part-time member of ASV staff, passing on her knowledge to the young swimmers.



Meet Noah:



Noah first took part in ASV's primary school Talent Identification programme in 2017, when he was invited to join the diving programme at 11 years old. He has now completed his level 2 dive coaching qualification and is a valuable member of ASV's coaching team. Now an international athlete, Noah has had a spectacular final season as a junior diver, competing at the Junior World Diving Championships.

18. TRAINING THE YOUNG WORKFORCE

- Through ASV's own internal training and development programmes, we are able to develop the young workforce, and provide a number of opportunities
- In 2024-2025, 15 young volunteers completed their Scottish Swimming Teachers Qualification, 2 of whom originally learnt to swim in our own junior programme and 1 of whom learnt in our adult programme
- In addition, 4 diving club members are working towards their full diving coaching qualification, with all 4 starting their diving journey as youngsters in our Talent Identification programme
- Each Volunteer works as part of the team at ASV where they are mentored and supported
- Financially this has saved ASV a considerable sum, equivalent to 60 hours of volunteering per candidate



19. ECONOMIC IMPACT OF EVENTS

- When ASV hosted the Scottish National Age Groups Swimming Championships in April 2025, we piloted an economic impact template, using visitor information provided by VisitAberdeenshire
- Stage 1 of this pilot concentrated on the number of people visiting the city for the event and the number of nights they stayed

- The 5 day event was judged to bring a **£1.5M** economic impact to the city
- This template will now be expanded to include other significant events for Aberdeen, as well as impact on local businesses, travel, etc, as well as the social / family aspects of the events

20. NEW REFORMER PILATES STUDIO

ASV invested in the development of a brand-new **Reformer Pilates Studio**, created by transforming an underutilised meeting space into a modern, purpose-designed wellbeing facility.

The studio was introduced to **support the wellbeing of our members and the wider community**, with a focus on improving both physical wellness and mental health. By providing a unique and specialist experience not previously available at ASV, we have expanded our offer to meet growing demand for holistic fitness opportunities.

This initiative demonstrates ASV's commitment to:

- Making the best use of existing spaces to add value for members
- Supporting community health and wellbeing through innovative services
- Offering new experiences that contribute positively to mental health, recovery, and resilience

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. Economy

LOIP stretch outcome No2: 74% employment rate for Aberdeen City by 2026

Supporting Fair Employment and City-Wide Prosperity

Aberdeen Sports Village is proud to be a Real Living Wage employer, actively contributing to Aberdeen City Council's Local Outcome Improvement Plan (LOIP) Stretch Outcome 2.3: *"Increase employer sign-up to the Real Living Wage by 5% year on year to 2026."* By committing to fair pay practices, we ensure that all our staff —

regardless of role — receive a wage that reflects the true cost of living, supporting financial wellbeing and reducing in-work poverty.

Creating Pathways to Quality Employment

Aberdeen Sports Village is committed to supporting Aberdeen City Council's LOIP Stretch Outcome 2.4 by providing sustained, good quality employment opportunities — particularly for individuals from local priority neighbourhoods like Seaton and those aged over 50. We recognise the importance of inclusive employment practices in building a resilient and prosperous city.

Our recruitment strategy actively encourages applications from diverse backgrounds, and we work hard to ensure our vacancies are visible and accessible to those who may face barriers to employment. We offer a range of roles across operations, coaching, customer service, and management, many of which provide flexible working arrangements and opportunities for progression.

In addition, we support staff through ongoing training, mentoring, and wellbeing initiatives, helping individuals not only gain employment but thrive in their roles. By fostering a supportive and inclusive workplace, Aberdeen Sports Village contributes meaningfully to the city's goal of *enabling 100 people to access and sustain high-quality employment by 2026*.

- **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 2024-25, ASV invested in the following:
 - £405,000 invested in operational facility planned and reactive maintenance
 - £201,000 investment in energy saving LED lights
 - £106,000 invested in transforming the Seminar Room into a studio for Reformer Pilates
 - £200k invested in upgrading the Aquatics Centre Reception area to allow for automation
- **Contributing to the city's tourism:** Please refer to previous section for summary of events held.

2. 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. Nearly 200 teen weightlifting participants from Aug24-July 25.
- Children's **aquatics programme**: the well-established and respected aquatics programme sees over 1,750 children and adults enrolled in the whole aquatics programme, with over 1,600 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
- 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.

3. 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.
 - 1,092,230 visits to ASV which was a –1.27% decrease YOY (Aug24 – Jul25) (1,106,304 last year)
 - On average there were 10,128 v 10,209 individuals with membership at ASV which is a 0.79% decrease year on year.
 - There were 82,190 class attendances with an average occupancy of 70% throughout the year, compared to a similar total last 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)
 - 34,264 Evergreens participations (Aug24-Jul25)
- ASV will continue to support the integration and health and wellbeing of our local population, working to deliver in partnership with the relevant bodies
 - Over 1,000 health referral participations (Aug24-Jul25), which is similar to last year
 - 2 Cardiac Rehabilitation and 1 Stable & Able class each week in conjunction with the NHS and the local health village.

4. Place

LOIP Stretch Outcome No 13: Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate

Environmental Responsibility and Carbon Reduction

Aberdeen Sports Village is committed to reducing our carbon emissions and supporting Aberdeen City Council's wider sustainability goals as outlined in the Local Outcome Improvement Plan (LOIP). We recognise the importance of environmental stewardship in building a healthier, more resilient city.

The ASV current carbon footprint is 785 tonnes of CO₂e, which includes:

Scope 1 emissions (direct emissions from sources we own or control): 0.8 tonnes of CO₂e

Scope 2 emissions (indirect emissions from purchased energy): 750 tonnes of CO₂e

Scope 3 emissions (other indirect emissions, such as those from supply chains and commuting): 34.2 tonnes of CO₂e

ASV are actively working to reduce these figures through energy efficiency measures, sustainable procurement practices, and encouraging low-carbon travel among staff and visitors. Our long-term goal is to significantly lower our environmental impact while continuing to provide high-quality services to the community.

Aberdeen Sports Village remains committed to playing a proactive role in helping Aberdeen become a net zero city, and we will continue to monitor, report, and improve our sustainability performance year on year. (Aim 13)

Community Resilience and Emergency Support:

Aberdeen Sports Village remains committed to supporting the city not only through sport and wellbeing, but also as a designated emergency refuge centre for the people of Aberdeen. In times of crisis or severe weather, our facilities are available to provide shelter, safety, and essential support to those in need. (Aim 13.3)

LOIP stretch outcome No 14: Increase sustainable travel: 38% of people walking; 5% of people cycling and wheeling as main mode of travel and a 5% reduction in car miles by 2026.

Promoting Sustainable Travel

Aberdeen Sports Village actively encourages sustainable travel among both staff and visitors, supporting Aberdeen City Council's LOIP Stretch Outcome 14. ASV recognise the importance of reducing car dependency and promoting active and low-carbon transport options to improve air quality, reduce emissions, and enhance public health.

ASV is conveniently located on King Street, served by the Number 1 and Number 2 bus routes, making public transport a practical and accessible option for many users. In addition, we provide secure bike shelters on site to support cycling and wheeling, and we continue to promote walking as a healthy and sustainable way to access our facilities.

By supporting these modes of travel, ASV contributes to the city's goal of achieving 38% walking, 5% cycling and wheeling, and a 5% reduction in car miles by 2026. ASV remain committed to improving its infrastructure and communications to further encourage sustainable travel choices. (Aim 14)

LOIP stretch outcome No 15: 26% of Aberdeen's area will be protected and/or managed for nature and 60% of people report they feel that spaces and buildings are well cared for by 2026.

Enhancing Community Wellbeing Through Green Spaces

Aberdeen Sports Village plays a vital role in supporting the LOIP's Prosperous Place theme by providing accessible and well-maintained green spaces that are regularly utilised by the local community. These areas offer

a welcoming environment for a wide range of informal activities, including dog walking, exercise, picnics, relaxation, and even sledging during the winter months.

Our green spaces contribute to the physical and mental wellbeing of residents, promote social interaction, and encourage outdoor activity in a safe and inclusive setting. By maintaining these areas and keeping them open to the public, ASV supports Aberdeen's vision of a city where people feel connected to their environment and empowered to lead active, healthy lives. (Aim 15)

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 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.
- 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. Re-accredited November 24.
- ASV's synthetic hockey pitch is International Hockey Federation compliant. Re-accredited December 24.

5. Community Empowerment

LOIP stretch outcome No 16: 50% of people report they feel able to participate in decisions that help change things for the better by 2026

Aberdeen Sports Village is committed to empowering the local community by providing inclusive, accessible spaces and opportunities that encourage participation, ownership, and voice.

ASV believe that sport and physical activity are powerful tools for building confidence, strengthening social connections, and enabling people to take an active role in shaping their wellbeing and their community.

We regularly engage with local groups, schools, and organisations to co-design programmes that reflect the needs and aspirations of the people we serve. Our facilities are used not only for sport but also for community events, health initiatives, and outreach activities that bring people together and foster a sense of belonging. By offering volunteering opportunities, supporting local clubs, and maintaining open green spaces, ASV helps create an environment where individuals—regardless of age, background, or ability—can contribute, lead, and thrive. This aligns with the LOIP's vision of a city where communities are empowered to influence decisions and improve outcomes for themselves and others. (Aim 16)

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.

- There were 26 regular and active volunteers contributing directly to ASV activities in 2024-2025, with many more temporary and casual volunteers
- These volunteers delivered a total of 1,176 hours to sport and physical activity; over 25 hours per week
- Volunteers are vital to ensure many of ASV's programmes can remain affordable and sustainable; with circa 230 hours of coaching time donated to the ASV Table Tennis Academy, 50 hours to the Aberdeen Diving Club, and most significantly, the ASV Aquatics Programme Manager delivered Swimming Teacher qualifications to 15 young people, who collectively volunteered almost 900 hours to the ASV Learn to Swim programme, and who are now all employed as ASV Swimming Teachers
- Furthermore, individuals who support the performance programmes and events at ASV are invaluable to the success of the programmes; coaches, officials, committees, etc.
- ASV supports a volunteer package, whereby vocational training courses are provided to further enhance their skills
- In addition, ASV's 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

ASV employs around 190 staff, with more than **50% under 25 years old**. Many are students in further/higher education, gaining flexible part-time employment and professional experience

ASV utilise its training room to provide opportunities for staff to upskill in subjects like Lifeguarding, First aid, Sports coaching and sport officiating, Leadership & Management

Staff achievements include:

- Staff members of **CIMSPA** (the professional body for sport & physical activity).
- Modern apprentices supported.
- Development of new swim teachers and dive coaches through in-house courses, creating a sustainable pipeline of qualified staff.
- **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 offers a comprehensive suite of vocational training courses.
 - ASV employ 190 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
 - Front Line Supervisors trained in the RLSS National Pool Management Qualification
 - ASV supported 4 modern apprenticeships.
 - 12 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 NEBO qualification
 - 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
 - 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 – 2 staff members have been trained to deliver this course
- 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
- Swimming pool plantroom operator
- Reformer Pilates instructors
- 4 staff are Belbin accredited trainers.
- ACT – Action Counters Terrorism course completed by front line staff.
- UK Athletics certificate in Track & Field facility Management.
- Fire warden training for front line staff

There are 4 staff lead '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.

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

ASV is a 'disability confident' accredited employer

ASV is a real living wage employer

Workforce profile:

- 55% aged 16–24 (above industry average, providing early career opportunities).
- 56% female, 43% male (reversing the industry average).
- 74% identify as White Scottish/British; 12% staff identify with minority ethnic or other backgrounds.
- 88% report no disability (slightly above industry average).

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 24-25
Number of participatory opportunities targeted for priority groups		
Older People (65+) <i>*Note: Recorded 60+ customer participations in the Evergreens programme</i>	100,000	136,215
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	302
Ethnic minority communities including Gypsy/ Travellers	20,000	56,358
Sexual orientation (LGBTQ)	This data is not collected nor recorded	
Residents of regeneration areas within Aberdeen City	See below table:	

SIMD Area		Visits
1	Torry	2,759
2	Middlefield, Mastrick, Northfield, Sheddocksley	13,789
3	Seaton	59,914
4	Tillydrone	11,467
5	Woodside	16,457
6	George Street	20,475

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

Customer participation/user	Target	Total 24-25
Total participations *	1,000,000	1,092,032
User number from Aberdeen City		81%
User number from the wider region or further		19%
% 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 2024-25	Total £
Value of Grant(s) from Aberdeen City Council:	
ASV – Sports Centre and Aquatics Centre	624,000
Grant funding - University of Aberdeen	624,000
Strategic Funding	77,000
Charitable Activities	4,363,115
Trading income	330,245
Other (please specify) Bank Interest, etc	268,862
Total add income	6,289,971

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 2023-2024: (2024-25 report in progress) https://youtu.be/EVNp0VzM2Zs?si=4pyKlbPK1tgNLfbC
Support Material 2:	ASV Matchday Experiences in partnership with AFC: https://youtu.be/01Rs621esxo?si=cyDfosbJNqaXQXJc
Support Material 3:	Home of Community Sport: https://youtu.be/eT8dYK8TNxA?si=EKPBASC6oTSA2aT6
Support Material 4:	Scottish schools swimming association national championships 2025:

	https://youtu.be/OE2siZYQT74?si=1sELLUcDol7Lzug8
Support Material 5:	Katoni Cup 2025: https://youtu.be/iZ7lqwtmIqE?si=n8FKnISSnwSqng7I

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: (SIGNED)

Date: 2nd September 2025