



Annual Report

1 April 2022 - 31 March 2023



HEALTHY | ACTIVE | CREATIVE





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Who We Are

The charity ANGUSalive is the culture, sport and leisure trust for the county of Angus.

We offer residents and visitors to Angus a wealth of services which are 'changing lives by inspiring healthy, active and creative lifestyle choices' through the use of our sports centres, country parks, theatre and venues, museums, galleries, archives and libraries.

As a not-for-profit company, every single penny is reinvested back into the communities we serve.

We have five service areas which form our charity:

- Libraries
- Museums, Galleries & Archives
- Sport & Leisure
- Countryside Adventure
- Theatre & Venues

ANGUSalive is led by a Chief Executive and Senior Leadership Team. The Chief Executive reports to the ANGUSalive Board of Directors which consists of five independent directors and four council directors who are elected members (see page 17 for more details). The Company is governed by its Articles of Association. Angus Council is the sole member of the Company.

ANGUSalive's core establishment as of 31 March 2023 was 197 employees, who together with supply staff and volunteers were responsible for contributing to the delivery of services to the Angus community.

Find out how we are changing lives:



“Changing lives by inspiring healthy, active and creative lifestyle choices.”

Where We Are

Across the county of Angus we operate a diverse and unique culture, sport and leisure portfolio.



- Arbroath
- Brechin
- Carnoustie
- Forfar
- Kirriemuir
- Monifieth
- Montrose
- Mobile Libraries
- Home Delivery Service



- Angus Archives, Restenneth Priory by Forfar
- Arbroath Art Gallery (within Arbroath Library)
- Brechin Town House Museum
- Gateway to the Glens Museum, Kirriemuir
- Montrose Museum
- The Meffan Museum & Art Gallery, Forfar
- The Signal Tower Museum, Arbroath

We also support volunteers at the Inglis Memorial Library Visitor Centre.



- Crombie Country Park
- Forfar Loch Country Park
- Glen Doll Ranger Base
- Monikie Country Park
- Montrose Basin



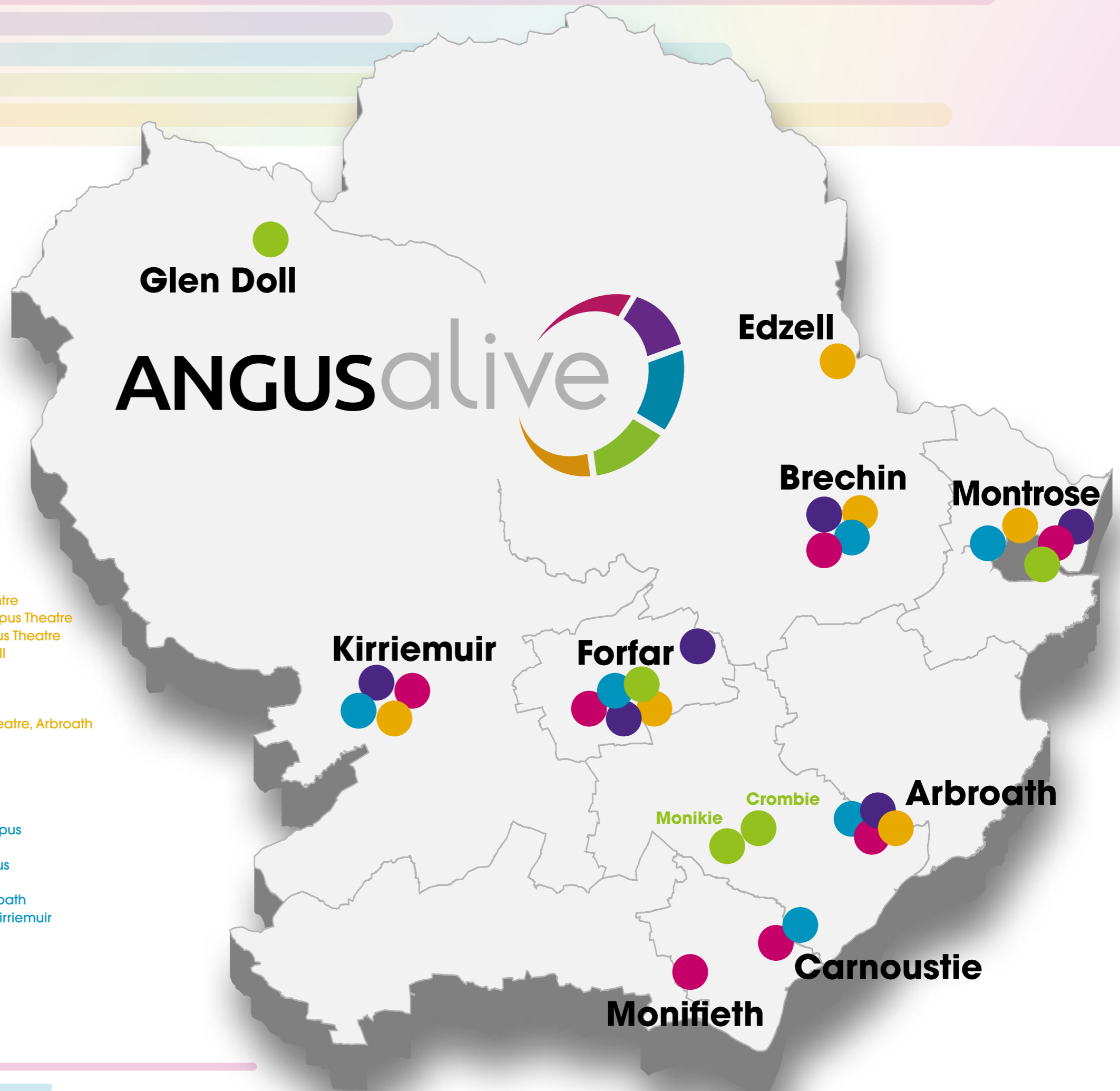
- Arbroath Community Centre
- Brechin Community Campus Theatre
- Forfar Community Campus Theatre
- Inglis Memorial Hall, Edzell
- Kirriemuir Town Hall
- Montrose Town Hall
- Reid Hall, Forfar
- The Webster Memorial Theatre, Arbroath



- Arbroath Sports Centre
- Brechin Community Campus
- Carnoustie Sports Centre
- Forfar Community Campus
- Montrose Sports Centre
- Saltire Sports Centre, Arbroath
- Webster's Sports Centre, Kirriemuir

Offices

- Head Office, Forfar



Our Charitable Objectives

We are committed to meeting our charitable objectives and contributing to local outcomes.

We continue to follow the 9 strategic aims for ANGUSalive.

Throughout this Annual Report, you'll see signposted where our activities and projects meet these objectives for our Charity.

1

Ensure strong, transparent governance and demonstrate community benefit

2

Deliver best value and create investment opportunities

3

Champion the positive benefits of our services

4

Encourage participation for all

5

Promote a culture of diversity and equality

6

Improve outcomes through effective partnerships at local, regional and national levels

7

Engage and communicate openly

8

Recognise the value of our employees

9

Promote use of our spaces as community hubs



Chair's Introduction

Kenneth Fraser | Chair

ANGUSalive's dedication to our communities and the pursuit of our mission remains undiminished, despite the challenges charities like ours currently face.

With that in mind, I am pleased to present our annual report for the financial year of 2022/23.

Here you will be able to review a range of key highlights of our charity and how we have made a meaningful impact to the communities across Angus, and indeed how we continue to do so in difficult circumstances.

Over the past eight years it's rewarding to look back at the things we have achieved and as I reflect on our latest year, there is yet more tangible evidence of the brilliant services that we offer across the county.

In this year's report, you'll see a snippet of the things that our charity have been up to across our five key service points: Libraries (page 30), Museums, Galleries & Archives (page 38), Sport & Leisure (page 46); Countryside Adventure (page 56) and Theatres & Venues (page 64). You will also find a range of service-wide initiatives on (page 22).

You will also be able to notice from our financial review (please see page 18), we have again been able to achieve the above with an operational surplus in 2022/23, which is credit to the Board of Directors and their fiscal prudence in again, what have been difficult financial circumstances.

I would like to thank our Board members for their commitment to the organisation, where as a group we have had to make difficult decisions as we look how to best serve our vibrant Angus community. I would also like to welcome new Board members and thank departing ones for their service.

Notwithstanding these successes, there are challenges ahead as we move on towards a new year for the organisation.

Last year I had commented that we were currently facing the most challenging period since our inception in 2015. It is with regret to write however, that today that still remains the case. It is clear that there may be some more bumps on the road in the years ahead.

We were initially faced with a what we hope is a once-in-a-lifetime crisis in the Covid-19 pandemic, creating untold levels of instability both in terms of how we can operate our services and indeed the income generating potential we had.

As we continue to recover, we can feel the weight of the current cost of living crisis and high inflation rates which not only impact ourselves at an operational level but pertinently affects our service users who, perhaps more than ever, have less discretionary spend to enjoy some of our offering.

In February 2023, we started a "Transformation Review", which as the name suggests means we will be assessing the future of our services and how they are delivered, as we look towards a new way of operating within the financial envelope available to us.

Although tough and possibly unpopular decisions will require to be taken, what we have demonstrated in the previous eight years is that ANGUSalive is full of talent and hard-working people who care passionately about their community and will continue to do so in the face of testing times.

Working with our close partners, including Angus Council among others, we will work tirelessly to continue serving our community. Our nine strategic aims as a charity (which you can find on page 8) remain paramount to us as we strive to meet these and you'll see them evidenced throughout our annual report on how we have done that for the 2022/23 year.

I would again like to thank the Chief Executive, the leadership team and all of those in the ANGUSalive team, and our partners for their talent and hard work in navigating what has been a challenging period.



Foreword

Kirsty Hunter | Chief Executive



Welcome to our 2022/23 Annual Report, covering the end of our seventh and the start of our eighth year of operation.

Our People

ANGUSalive, like most sport, leisure and culture trusts, faces a challenging period in the years ahead due to our wider operational environment but this will also create positive opportunities. The upcoming Transformation Review will help us to navigate the changes necessary to reshape culture, sport and leisure services our charity delivers in the future.

We continue our long road to recovery from the Covid-19 pandemic against the new economic reality of a cost-of-living crisis which has reduced people's discretionary spending on non-essential goods and services. In addition, as a provider of public services, we are impacted by the budgetary challenges facing local government. We will therefore need to be versatile about how services are delivered for the benefit of the local Angus community and to those visiting the county; both income generating and free of charge activities.

Despite these challenges, it is testament to all of the ANGUSalive team - who have already proven their resilience in difficult circumstances - that the organisation is ready to make the necessary changes to face our new environment, however that may evolve.

The Board of Directors and Executive Team have been strategically prudent in the development of an Investment Fund over the past 7 years, and we have recently used some of these funds to improve long-term income streams.

This has been most notable in the Sport & Leisure service during 2022/23 with the creation of 3 high quality fitness suites in our Arbroath, Brechin and Montrose facilities. It's been fantastic to see the immediate impact of these investments with steady increases in bACTIVE memberships, returning close to a pre-pandemic position, and substantial growth in attendances following their relaunch.

Significant investment in local facilities to provide an enhanced user experience has been a positive development for both our customers and our team, with a further 3 gym refurbishments to be launched in the coming financial year. You can learn more on page 49.

Despite the uncertainty that may lie ahead, our ANGUSalive team have demonstrated they can produce excellent services, activities and events to be enjoyed. I am delighted to share some of these highlights from the past year with you in our latest annual report.

Their hard work continues to be recognised and is essential to everyday public life.

From the physiological and mental health benefits of an exercise class; to the warmth of a library and its welcoming team; to taking in a health walk in a local beauty spot; to having all of your senses awoken at a theatre performance, all the way to discovering the stories of Angus in a museum steeped in history - ANGUSalive continues to change lives by inspiring healthy, active and creative lifestyle choices in its local community and beyond.

Our Communities

People may not always notice it, but we are all around the people we serve across Angus and we do so in a diverse range of ways ensuring that we can, to the best of our ability, provide something for everyone. This includes continuing to work hard on disability and inclusion in our offering (learn more on page 62).

In December 2022, we saw the return of our much-loved Christmas Panto at the Webster Memorial Theatre - Rapunzel featuring Puss in Boots. I couldn't wait to get my ticket and it was very satisfying to see this upbeat spectacular from our Theatre & Venues team being enjoyed by adults and children alike.

Museums, Galleries & Archives could once again celebrate artistic excellence at the Meffan Winter Show as it returned for its 30th year. We welcomed over 360 submissions - testament to its popularity and the interest it generates year on year from artists across Scotland.

I was also excited to see our Libraries being one of only nine services in Scotland to have a venue selected for a trailblazing pilot project helping to tackle the cost-of-living crisis, with Forfar library awarded its very own 'Lend & Mend' Hub (find out more on page 35). That, coupled with the wide array of programmes they offer - including the much-loved Bookbug - show our libraries are community hubs for so much more than books.

Meanwhile, Countryside Adventure continued to see its health walks initiative grow (learn more on page 58). Working alongside key partners at Paths for All, Angus Council and Get Out, Get Active Tayside (GOGA) we encourage our residents to continue to explore the beautiful outdoors available on our doorstep right here in Angus.

We were also able to welcome back the Reid Hall in Forfar, having been used as a Covid-19 vaccination centre. It was opened to a near sell out audience by the Tayside Symphony Orchestra, who incidentally were one of the last shows to perform there before it closed.

Looking Ahead: The Transformation Review

The upcoming Transformation Review will help to ensure we can find a solution for ANGUSalive to operate within a sustainable budget position over the longer term which is crucial for the charity's future sustainability and survival. Some early decisions have been taken, with Kirriemuir's Gateway to the Glens Museum, Brechin Town House Museum, Arbroath Community Centre and Inglis Memorial Hall scheduled to transition out of ANGUSalive's portfolio and handed back to Angus Council.

As we navigate these challenging times and recognise further difficult decisions will be required to ensure our future within the budget envelope available, it's important to remember that change can also be good and often for the better.

Thank You

If you're reading this as a customer of our services I would like to say a heartfelt "thank you" for being with us on the journey. We look forward to having you with us over the long term as we recognise the important role ANGUSalive plays in our community.

As a local charity, any profit generated from our services doesn't go into anybody's pocket. It goes back to you, the Angus community, by being reinvested to support delivery of our vision of changing lives by inspiring healthy, active and creative lifestyle choices.

And finally, a huge thank you to you all at ANGUSalive and our Board of Directors. I'm very proud of all our team has achieved and grateful for the unwavering support from the Board over the last eight years.

Please enjoy looking back at some highlights of our work for 2022/23, and we look forward to seeing you again soon.

Governance and Board of Directors

To achieve our ambition and continue our journey of becoming an enthusiastic, customer-focused, forward-looking organisation equipped for the future, we will ensure we have the right people driving our business.

Our people demonstrate a commitment to delivering our vision for the benefit of the people of Angus and understand the need to continuously monitor and report our financial performance, allowing us to invest every penny back into the services we deliver.

We also work closely with local and national partners, in collaborative planning and delivery as well as sponsorship, to improve outcomes for Angus.

Board Structure

The Board of Directors meet on average every eight weeks throughout the year, with the Chief Executive and Senior Managers supported by shared service representatives, to consider the business of the charity.

Recruitment, Induction and Training of Directors

New Directors are recruited and appointed according to vacancies on the Board. Induction information is provided to all new Directors and on-going training is available to all existing Directors as required. Several Board Development sessions are also scheduled every year.

Our Board met from 1 April 2022 to 29 September 2023 (date of signing for the Report and consolidated financial statements for the year to 31 March 2023). There is also a Finance & Audit Sub-Committee that meets on average four times a year to consider and scrutinise specific items of business and to present formal recommendations to the full Board of Directors.

Decision Making Process

At a Directors' meeting, unless a quorum is participating, no proposal is to be voted on. The decision-making process by Trustees is that any decision must be either a majority decision at a meeting or a decision of the Directors is taken in accordance when all eligible Directors indicate to each other by any means that they share a common view on a matter. If the numbers of votes for and against a proposal are equal, the Chair or other Director chairing the meeting has a casting vote.

Board Governance Review

Scotland's Third Sector Governance Forum has developed a Scottish Governance Code for the Third Sector. The Code sets out the core principles of good governance for

the boards of charities, voluntary organisations and social enterprises in Scotland. The Code is not a legal or regulatory requirement, but instead is designed to be aspirational, for trustees to reflect on and improve governance.

A 'Good Governance Checkup' has been designed to be used in conjunction with the Code to help trustees regularly review their governance. It has five sections which mirror the five core principles in the code: Organisational Purpose, Leadership, Board Behaviour, Control and Effectiveness.

ANGUSalive complete their Board Good Governance Check-Up annually to ensure we are reaching the high standards our organisation expects from its Board.

The Board is led by two Independent Directors who act as Chair and Vice-Chair:



Mr Kenneth Fraser
(Chair)



Mr Derek Waugh
(Vice-Chair)



Mr Alan Rae
Independent Director



Mr Kenneth Christie
Independent Director



Mr Thomas Ferry
Independent Director



Cllr Kenny Braes
Council Director



Cllr Lynne Devine
Council Director



Cllr Ronnie Proctor
Council Director



Cllr Serena Cowdy
Council Director

Financial Year Review

FINANCIAL STEWARDSHIP

An overview of the charity's financial performance is included in the table below and highlighted on the opposite page via a series of pie charts which provide a helpful breakdown of our income and expenditure.

Year End Position

The Trust's operational net income (before actuarial pension adjustments required by accounting regulations) for the period ending 31 March 2023 was £514,000.

The operational net income position was achieved despite reduced income from provision of facilities still being below pre-pandemic levels. This was possible through very close control of expenditure on employee costs, building costs and supplies & services costs, as well as receipt of non-recurring income from the use of 3 sites as vaccination centres.

Achievement of this position was also achieved against a position where the management fee received from Angus Council for the provision of culture, sport and leisure services was reduced by £285,000.

In terms of strategic planning for financial sustainability, the operational net income has allowed the charity to strengthen its previously built-up Investment Fund and maintain its reserves position.

Investment Fund

The Board of Directors approved an investment programme of £1,358,440 across the county in 2022/23. This included a further phase of ANGUSalive's equipment replacement programme at sports centres, funded from ANGUSalive's Investment Fund (formerly Renewal & Repair Fund) and agreed by Angus Council.

Regular equipment refresh is essential as this programme of work contributes to the maintenance and growth of the Charity's customer base and facility usage through provision of a high-quality customer experience. Further information on the gym refurbishments is included in the service update section of this report.

It has been possible to contribute to the Investment Fund from the 2022/23 operational net income with the Board approving the setting aside of £506,000 for this purpose.

The Investment Fund covers equipment used by customers as well as the Information Technology that supports the provision of services to customers. The ability to perform regular investment is essential to the overall financial resilience of the company.

Reserves

Unrestricted funds carried forward amount to £3,791,042 (2022: £3,200,616). This reflects the continued financial stewardship of the Directors and Senior Leadership Team to maintain the Company's reserves that the Office of the Scottish Charity Regulator requires to be set aside on a prudent business operation basis. The Company had no reserves when it started trading on 1 December 2015. Through regular contributions to the Company's reserves since establishment, the Company's future resilience has been strengthened.

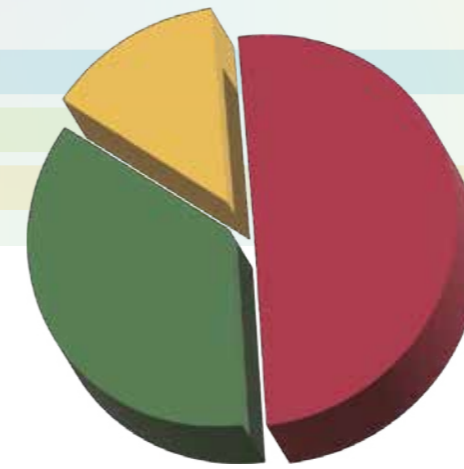
The Company has therefore previously made annual contributions to the Investment Fund since it started trading to ensure resources are available for future investment across its culture, sport and leisure facilities.

Going Concern

Reserves also form a significant part of our going concern assessment since they are included in the forecasts for the next 12 months, maintenance of these funds for a 'rainy day' protects our ability to continue to operate and prepare our annual accounts on this basis.

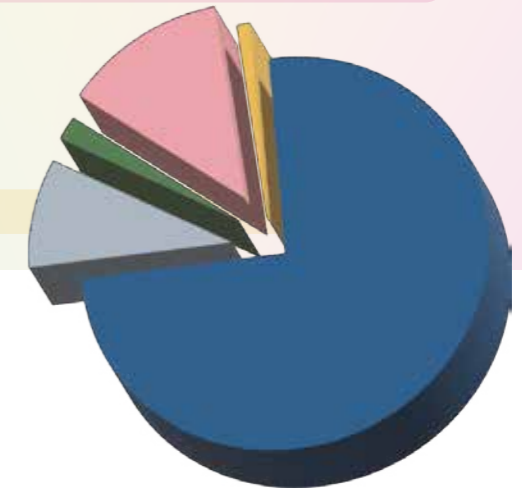
In addition, the Council's commitment to the ongoing payment of the Management Fee has been essential to maintain the charity as a going concern.

Our 2022/23 accounts were prepared on a going concern basis following external auditor assessment of forecasts, budgets and a Letter of Comfort from Angus Council which confirms the support package measures available to ANGUSalive next year should these be required.



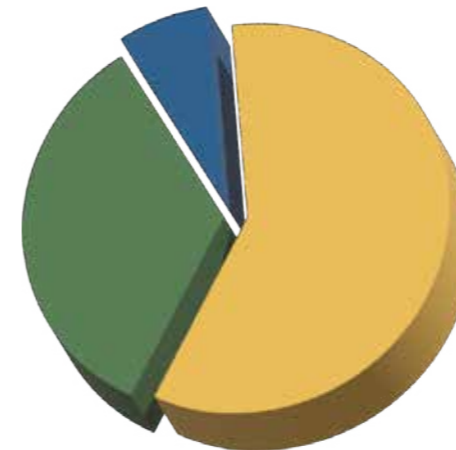
ANGUSalive Income - Charity

51% Management Fee 36% Grants and Contributions
14% Sales, Fees and Charges



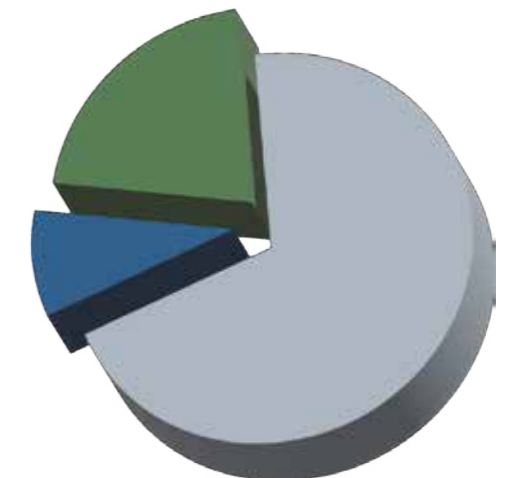
ANGUSalive Expenditure - Charity

77% Staff Costs 9% Property Costs
1% Transport Costs 13% Supplies and Services
0% Other Finance Costs



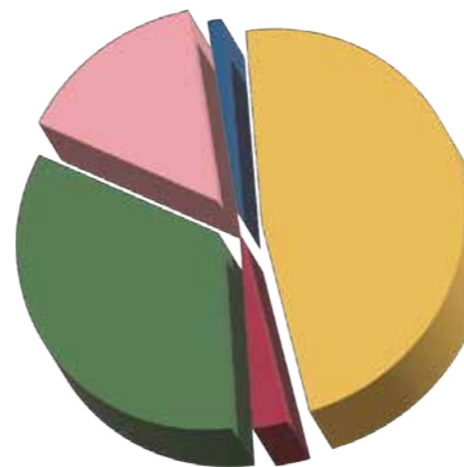
ANGUSalive Income - Trading

59% Access Fee 34% Sales, Fees and Charges
7% Other Incomes



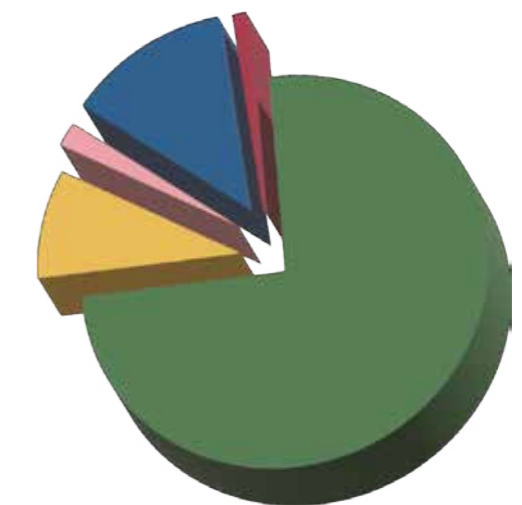
ANGUSalive Expenditure - Trading

70% Staff Costs 9% Property Costs
21% Supplies and Services



ANGUSalive Group Income

48% Management Fee 3% Access Fee
34% Grants and Contributions 15% Sales, Fees and Charges
0% Other Incomes



ANGUSalive Group Expenditure

77% Staff Costs 9% Property Costs
1% Transport Costs 13% Supplies and Services
0% Other Finance Costs

These outline the income and expenditure across ANGUSalive's five service areas (see from page 30) that sit within the Trust's three functional business units (Libraries, Customer and Culture, Sport & Leisure and Business Management and Development).

	2022/23 ANGUSalive Charity £000	2022/23 ANGUSalive Trading £000	2022/23 ANGUSalive Group £000
Management Fee	4,281		4,281
Access Fee		223	223
Grants & Contributions *	3,011		3,011
Sales, Fees and Charges	1,172	126	1,298
Other Incomes		26	26
Total Income *	8,464	375	8,839
Staff Costs	6,186	201	6,387
Property Costs	704	26	730
Transport Costs	86		86
Supplies & Services	1,024	61	1,085
Other Finance Costs	37		37
Total Expenditure	8,037	288	8,325
Surplus/(Deficit) prior to Actuarial Adjustments *	427	87	514
Actuarial Adjustments	1,263		1,263
Net Surplus/(Deficit) *	(836)	87	(749)

* ANGUSalive Group position is different to combined ANGUSalive Charity and ANGUSalive Trading positions due to treatment of Gift Aid on consolidation.

Accounts Position

Accounting regulations require actuarial pension adjustments to be made which are notional rather than real in-year cash transactions. Once these adjustments are included, the Company's consolidated financial position shows a net expenditure of £749,000.

FINANCIAL OUTLOOK

Prior to the pandemic, ANGUSalive was on track to deliver £1.058m in Management Fee savings over the three-year period 2018-19 to 2020-21 with a further £0.460m of savings targeted in the following two years 2021-22 to 2022-23. For an organisation whose costs are dominated by staff costs this was a substantial ask.

The 2021-22 and 2022-23 Management Fee savings were deferred by one year each, to 2022-23 and 2023-24 respectively, due to the financial impact of the pandemic which was very helpful to the charity.

Financial pressures on Council budgets remain challenging. Impacts from the COVID-19 pandemic and other events have also deepened the financial difficulties already facing local government and the public sector more generally across Scotland.

The pandemic has also fundamentally altered our wider operating environment and changed customer expectations resulting in a detrimental impact on our ability to generate income. This situation is now further compounded by the cost-of-living crisis which reduces discretionary spend available for culture, sport and leisure activities within our communities.

The Angus Council Change Programme for 2023-2026, agreed by elected members on 2 March 2023, therefore includes an ask for a further saving of £1.5m (£500,000 per annum) from the £4.505m ANGUSalive base Management Fee for 2022/23. This 33% saving is intended to reduce the level of management fee paid to ANGUSalive and is spread

equally across the three financial years. It is anticipated additional management fee savings will be requested in future years due to the Council's financial outlook.

Together all these factors have further compounded the immediate situation faced by the charity. Our revenue budget now brings in less income - generated from sales, fees and charges combined with grants, contributions, and the Angus Council Management Fee - at a time of increased expenditure.





ANGUSalve

Service-Wide Activities and Projects

As an organisation we always look to improve each of our individual services.

In this section we have selected a handful of projects which demonstrate how we have upgraded our service to empower our team, enrich our user experience and grow as a charity.

Workforce Development

ANGUSalve engages with national and local programmes to support local employability in Angus.

In our previous Annual Report, we discussed our success in securing funding from the DWP through the 'Kickstart Scheme' – a programme designed to create 6-month new job placements for 16 to 24 year olds on Universal Credit and at risk of long term unemployment.

We are delighted to say that two of the young people who were on that programme secured

permanent positions with ANGUSalve during 2022/23. We are absolutely thrilled with them and love having them with us.

In collaboration with public and third sector employers, we also participated in the Angus' Long Term Unemployed (LTU) programme; which offers paid work placements to Angus residents who are aged 20-24 and unemployed for at least 6 months; or aged 25+ and unemployed for at least 12 months, and who face additional barriers to employment.

Over the course of 22/23, ANGUSalve provided placements for three individuals: one with our museums team and two in our sports centres.

Aligned with strategic aims:



Service Design Academy & ANGUSalve

We want to continually develop our team and we have recognised the importance of employees to feel more empowered; to give them the confidence to start designing better outcomes with customers, and understanding customer's needs, with the goal of designing the ANGUSalve of the future.

Working with our partner Dundee & Angus College and the Service Design Academy, our ANGUSalve leadership team took part in a two-day workshop in an "Introduction to Service Design", with a key focus on empowering frontline staff to reimagining ways of working better now and in the future.

This provided our leads with a range of service design tools and methods to help them understand the design process together with the key tools that are used in service design.

As a result, they are now equipped with a basic toolkit to start the service design journey as a "change agent" and are able to apply a variety of user research and ideation tools to help solve key problems, whilst helping progress with strategic opportunities.

Aligned with strategic aims:



Breastfeeding Friendly Scheme

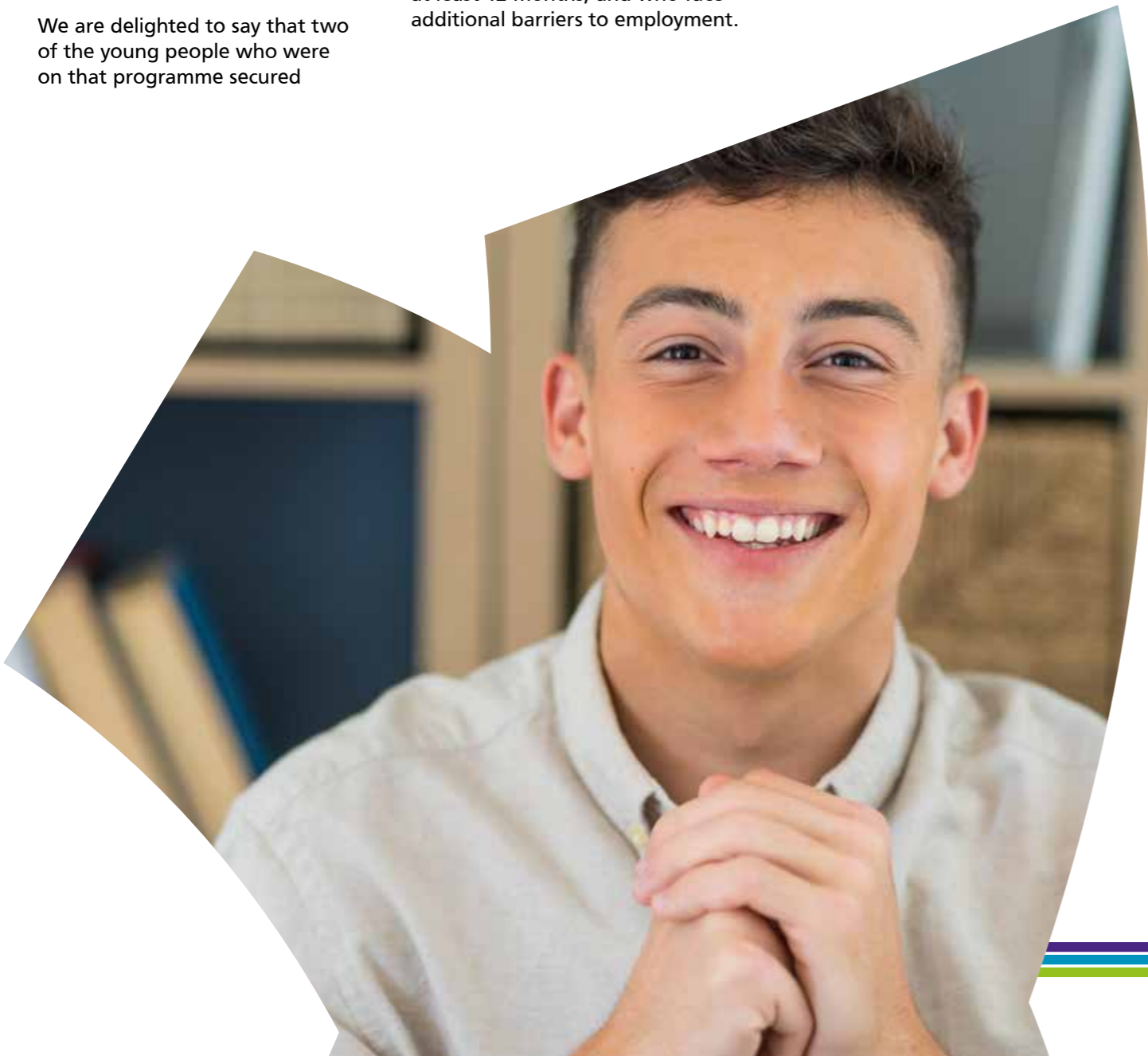
On 13 June 2022, all facilities across ANGUSalve joined the Breastfeeding Friendly Scotland Scheme.

This is a national initiative which is supported by Scottish Government and implemented locally by NHS Boards.

The aim of the scheme is to provide mothers with positive experiences of breastfeeding when out and about, enabling mothers to feel confident and supported, whilst raising awareness of the Breastfeeding etc. (Scotland) Act 2005 and the Equality Act 2010.

We are delighted to support this throughout our venues.

Aligned with strategic aims:



Digital Services

The investment in technology during 2022/23 has allowed us to streamline and automate business processes, create efficiencies, improve customer experience and meet customer demand.

Following on from last year's KPI reporting project, digital, interactive dashboards and reports have been developed using the Power BI software, providing a much simpler means to record, analyse, understand and communicate our data, as well as enhancing a 'data driven, performance led' culture within the business.

In July 2022, a project was initiated to move to an integrated collections catalogue system, Axiell Collections. There were previously separate systems and the need for all collections held by the Museums, Galleries & Archives service to be managed through a single portal was recognised. This would allow the data being entered to meet consistency standards, and allow for cross-disciplinary searching and management of the collections.

For researchers, this project will facilitate remote catalogue searches of the collection, which will in turn generate enquiries, visits, and collections consultation requests. At present, the public can

only gain a small insight into the scope of our collections through displays, exhibitions, and outreach activities. An online collections management system allows people to discover for themselves the broad range of items and objects we hold.

In February 2023, we upgraded our online presence with a more contemporary look and refreshed website for our customers (www.angusalive.scot).

The ANGUSalive App functionality continued to be developed for ANGUSalive and its customers to transact and interact.

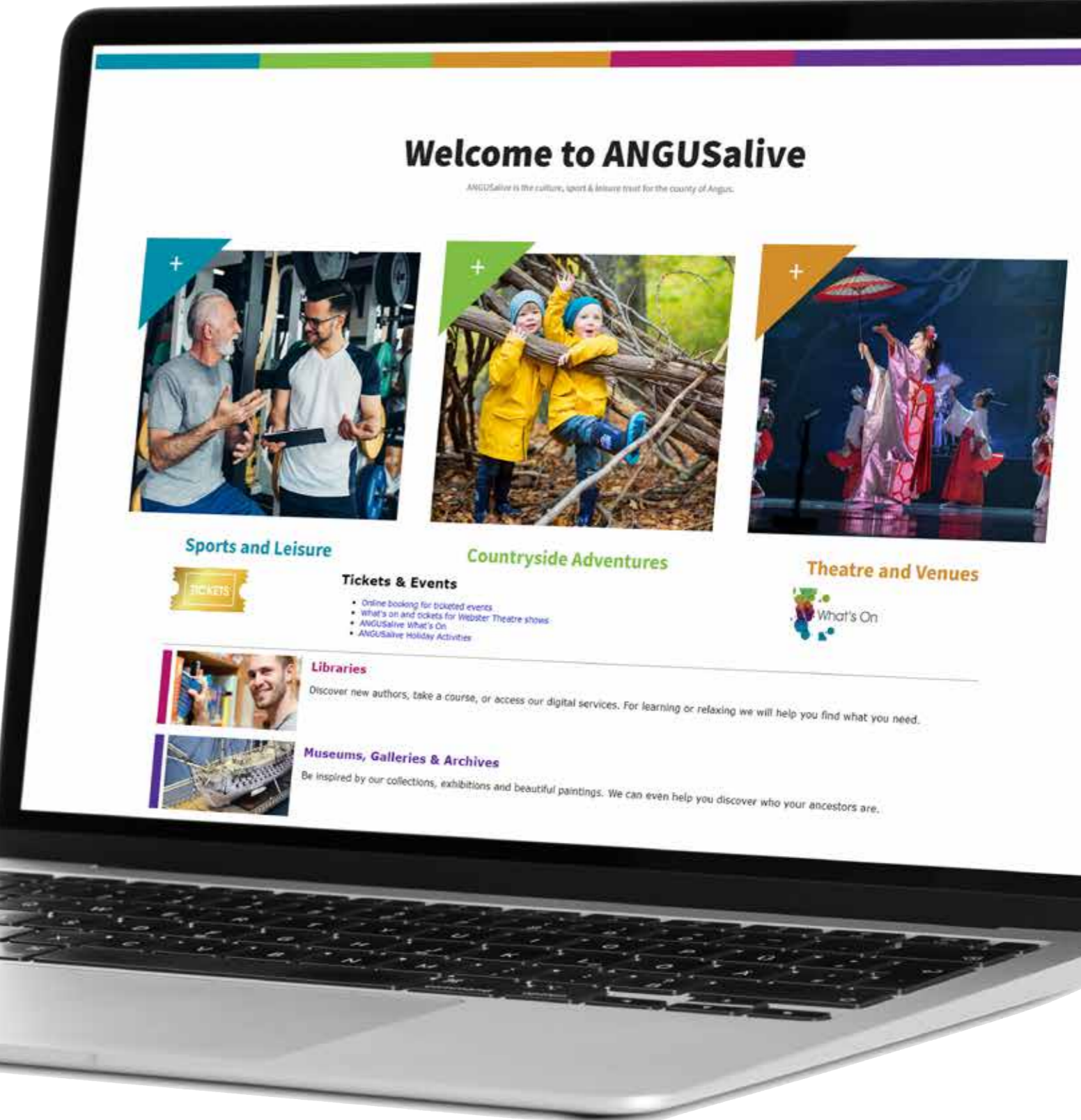
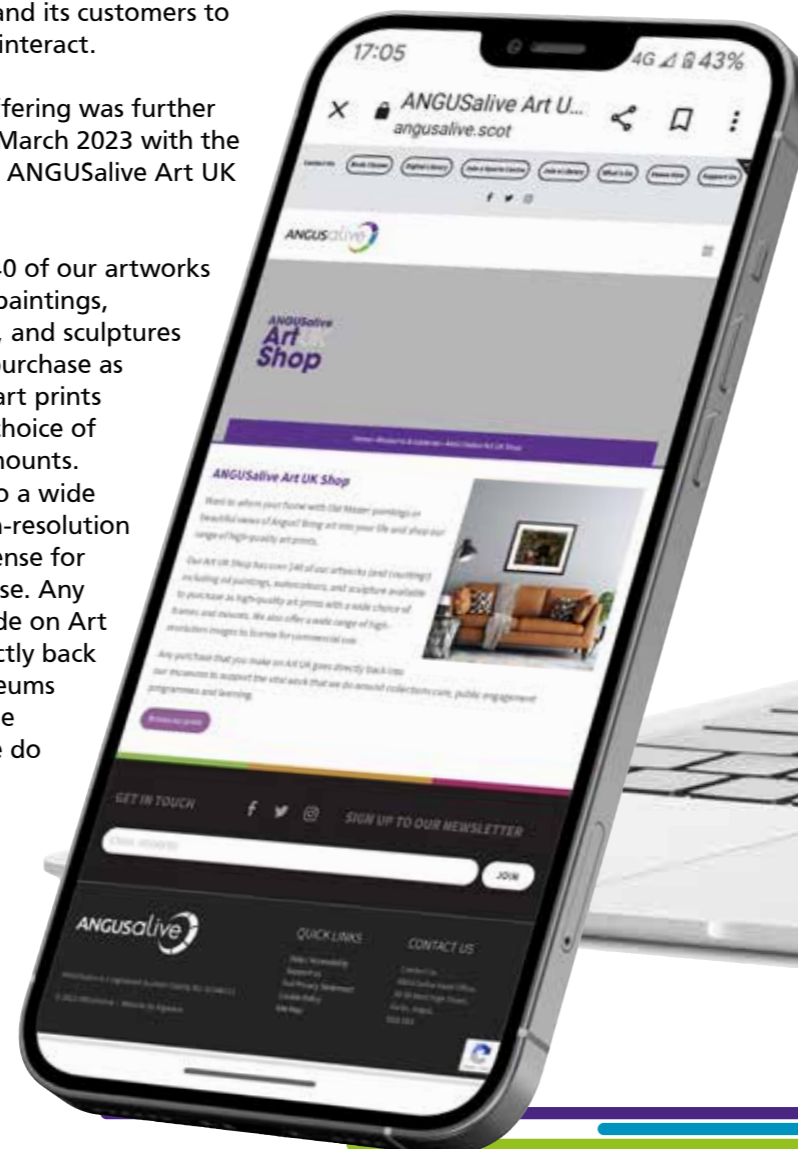
Our online offering was further enhanced in March 2023 with the launch of the ANGUSalive Art UK Shop.

It has over 240 of our artworks including oil paintings, watercolours, and sculptures available to purchase as high-quality art prints with a wide choice of frames and mounts. There are also a wide range of high-resolution images to license for commercial use. Any purchase made on Art UK goes directly back into our museums to support the vital work we do

around collections care, public engagement programmes and learning.

Some of the well-known local treasures available as prints include 'Adoration of the Magi' by Pieter Brueghel the younger, 'Arbroath Abbey' by James Watterston Herald and 'Montrose from Ferryden' by Edward Baird.

Aligned with strategic aims:



How We Stack Up

You will find a summary of the services of Libraries, Museums Galleries & Archives, Sport & Leisure, Countryside Adventure and Theatre & Venues at the start of each section in this report, including an overview of how they stack up for this period.

You'll be able to see by the infographic information alone, the sheer volume of people who are using our services across the county which is humbling to see.

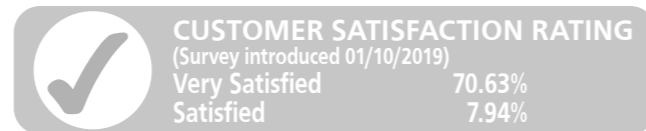
Business Management and Development

In addition to the five service areas, business support, development and marketing & communications is provided by the business management and development team.

This unit manages all the service level agreements for the support services and contracts that the charity has with third party providers. This team also supports customer care, safety, health and wellbeing and information governance for the charity.

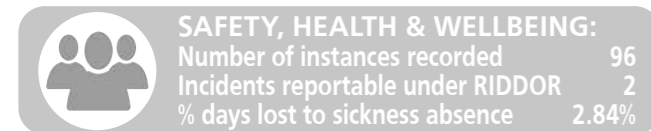
Customer Care

ANGUSalive has a clear focus on customer service excellence and our Customer Charter outlines our commitments. We actively welcome and value feedback from our customers so we know how well we are doing and what we can do to improve.



Safety, Health and Wellbeing (SHW)

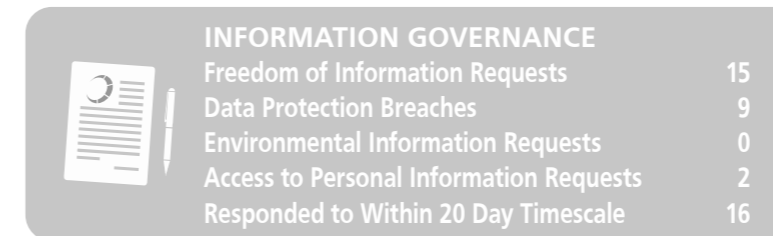
Our SHW framework ensures that all incidents are monitored by the Senior Leadership Team, in conjunction with the Health & Safety Compliance team, to ensure compliance with policy and associated guidance with remedial actions taken where required.



Information Governance

As a charity, we have policies and procedures in place covering the key information governance themes as below. The Senior Information Officer and Information Office monitor all requests for information and data breaches with appropriate action taken where required. This information is also shared with the Leadership Team.

As is required by the Freedom of Information (Scotland) Act 2002, we have produced and maintain a publication scheme setting out the types of information that we routinely make available. This is available on our website.



Gender Pay Gap

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, it is now a legal requirement for any organisation with 250 or more employees to publish and report specific figures about their gender pay gap annually. In accordance with the requirements, our gender pay gap data is reported on the UK Government website. It is also published on our website, accompanied with a written statement from our Chief Executive.



A person is sitting on a sofa, reading a book. In the background, a fireplace is lit with a warm fire. The scene is dimly lit, with the fire providing the main light source. The overall mood is cozy and quiet.

Highlights From Libraries

ANGUSalve is responsible for seven libraries across the county which includes delivery of Angus Council's ACCESS service. We offer a range of traditional and innovative library services through our network of seven libraries, two mobile library vehicles, a home delivery service and an extensive outreach programme.

Library members can select from 127,420 physical items in ANGUSalve libraries and 5,888 digital items which includes e-books and e-audiobooks. We also have 4,838 digital magazine titles. This includes fiction, non-fiction, local history and reference material for all ages in print and digital formats. Our growing collection of e-books, e-audiobooks and e-magazines provides customer access to material 24/7.

Each library also offers residents and visitors access to computers for internet, email, online learning and Microsoft Office software as well as free guest Wi-Fi for customers with their own devices. Members also have access to laminators, printers and photocopiers.

ANGUSalve libraries also offer a programme of regular clubs and activities designed to engage people with reading, literacy, culture and each other. Special events and promotions throughout the year tap into local and national initiatives.

How We Stack Up

 **163,978**
Visitors


17,954 
ACCESS Enquiries

144,495 
Items borrowed

 **8,268**
Peoples' Network sessions

23,142 
Attendances at Library Events

 **34,524**
Downloads eResources

 **12,874**
Bookbug attendances
584 Sessions

Summer Reading Challenge 2022

The Summer Reading Challenge is an annual event in which library members of all ages are challenged to read or listen to six books over the summer holidays, with prizes given out to those who take part.

It is well documented how important reading is to young people – not least over the summer months where research indicates children read less over that period due to not being at school.

Over the summer of 2022, ANGUSalve Libraries had nearly 600 people take part in the challenge – with 106 adults and 475 children participating in this years

theme - "Summer of Stories" - which was a huge hit.

Aligned with ANGUSalve strategic aims:



Community Living Rooms

ANGUSalve's Library service looked at ways to support the local community during the winter of 2022 to help combat the current energy and cost of living crisis by opening "Community Living Rooms" – a space where people could attend for social purposes as well as a means of getting some support at a challenging time.

Several initiatives were introduced including free hot drinks, games, chats with staff as well as the traditional book-based offering that ANGUSalve libraries provide.

Aligned with strategic aims:



Fostering Early Learning at Andover School: Library Outreach Project

The "Library Outreach Project" conducted in December 2022 in collaboration with Andover School aimed to introduce children to the world of learning through interactive sessions and hands-on activities. Through this project, a group of six enthusiastic students from Andover School had the opportunity to engage in a Bookbug session at Brechin Library and subsequently design and execute their own Bookbug session at their school.

The initiative began with a visit by the students to Brechin Library to observe a Bookbug session led by our Creative Learning Advisors (CLA's). The students gained insights into the significance of communication, singing, and repetition in infant learning. The CLA's conducted a training session at the school, teaching the children about the structure of a Bookbug session, introducing new songs, and showcasing the use of props like puppets and lycra to enhance engagement. The children actively participated in selecting songs and puppet characters for their own session.

The project received highly positive feedback from the participating children. They expressed enthusiasm and newfound knowledge about nurturing babies' learning, ensuring their safety, and using rhymes and songs effectively. The students rated their enjoyment and learning experience highly, indicating the success of the initiative. The teacher also praised the project's outcomes, emphasising the positive impact

on the children's understanding of caregiving and the importance of early literacy.

Aligned with strategic aims:



**Libraries on the Move:
Significant funding secured
for mobile project**

ANGUSalve Libraries were awarded Public Library Improvement Funding (PLIF) in January 2023 for the "Libraries on the Move" initiative, one of 8 that was awarded by the Scottish Library and Information (SLIC), who distribute funds on behalf of the Scottish Government.

ANGUSalve was awarded £11,530 which will highlight the different services libraries offer in a "pop-up" format, reaching rural locations to demonstrate the important role libraries can play in people's lives whilst helping combat inequality in the community.

Launching in June 2023, the Libraries on the Move project will include traditional things you can expect to see in a library such as book borrowing, author visits, Bookbug sessions but also workshops from organisations including the NHS, Macmillan, Move More, Voluntary Action Angus, the Community Police service, and Angus Social Care Partnership.

Aligned with strategic aims:



**Libraries
on the Move**



**Forfar Library Service selected
for pioneering "Lend and
Mend" project**

In March 2023 it was announced that Forfar Library was selected as one of only 9 libraries in Scotland to be part of a trailblazing pilot project helped to tackle the cost-of-living crisis that the UK is currently facing.

Managed by SLIC, Forfar Library will build on its current offering to introduce a 'Lend and Mend Hub', giving the community free access to repair, reuse, rent and upcycle everyday items to help keep items in use for longer, rather than them being thrown away.

The projects follow a co-design approach with all service teams bringing local knowledge and expertise to the delivery to ensure each hub is tailored to community needs. Upon completion, each hub will also introduce an education programme to support new skills development, helping to reduce inequality through equitable access to resources.

Aligned with strategic aims:



CLA'ss Acts at ANGUSalive

ANGUSalive are proud of the staff that we have as they offer a key service to our county.

Although we value all of our people...it's not every team at ANGUSalive that can say they have "a following"...

...which is something we can confidently say is the case for our Creative Learning Assistants!

Our Creative Learning Assistants - or our CLA's as we call them - are extremely popular in the community and if you'd been to one of their Bookbug sessions, it's easy to see why.

Our CLA team were created out of a need to have a specialist team that would deliver all of the children and family activities in the Libraries, as well as children's activities in our Museums space. The team were set to

hit the ground running in February 2020, but lockdown followed shortly afterwards preventing that.

Our CLA's have a key role to play in our community and certainly rack up the miles with their appearances across Angus.

In their spilling diary, they deliver sessions with schools, nurseries, playgroups and community groups on a regular basis.

And of course, it's a lucky dip who get's to "be Bookbug" at some sessions!

Bookbug sessions as we know play a vital role in the community. The programme offers bags of books and resources to all children at different stages from birth to Primary 1 in Scotland. The benefits of stories include helping young people's development, language and social skills as well as helping them build bonds and relationships.

They are also a brilliant, free activity to help new parents get out in to the community and socialise with people who are going through a similar period in their life. We know some parents who have attended them for years as they watch their little one's grow and make life long friends.



However, Bookbug sessions will only ever be as good as the people who deliver them. It takes enthusiasm, passion and a love for what they do.

Which is why we are so happy to have Avril, Jane and Sarah as part of our team!





Highlights From Museums, Galleries & Archives

ANGUSalve's Museums are steeped in history. And don't we know it! Visitors of our museums can expect a well-received programme of fine and contemporary art exhibitions held at the Meffan Museum & Art Gallery in Forfar, with exhibitions also held throughout ANGUSalve gallery spaces. Community art exhibitions remain popular in our exhibition spaces.

ANGUSalve cares for and manages the museum object-based and fine art collections of Angus Council for the people of Angus. Our museum collections include archaeology, social history artefacts, natural history, geology and ethnography.

Our museums are also a great source of tourist information and we are proud to be part of iKNOW as a VisitScotland information partner, sharing the local amenities and attractions of Angus.

Angus Archives, also managed by ANGUSalve cares for historical documents. Located in a rural setting at the Hunter Library, Restenneth by Forfar, our Archives is a treasure trove of 800 years of the history of Angus and its people.

How We Stack Up

 <p>26,103 Visitors</p>	<p>7,765 Items added to catalogue</p> 
<p>24 Exhibitions Held</p> 	 <p>2,454 Collection and Research Enquiries</p>
<p>1622 Attendances at Museum, and Archive Activities</p> 	 <p>1530 Number of Archives Items Viewed</p>

Celebrating Artistic Excellence: ANGUSalive Hosts 30th Winter Show

The ANGUSalive Meffan Winter Show made a welcome return to the calendar after being postponed due to the Covid-19 pandemic.

And with over 360 submissions, we know how much it was missed!

This was the 30th Winter Show and it displayed a diverse range of artistic work available in the Angus community. 199 artworks were selected for the exhibition in Forfar's Meffan Museum & Art Gallery, where they also had the opportunity to be part of the public collection and become a long-term feature of our museums.

The ANGUSalive purchase prize was split between two fantastic pieces: Sylvia Tarvet's oil on a woodblock and ceramic piece titled 'On Her Shoulders' and Carol Sinclair with her porcelain vessels 'Inside Outside'.

There were also joint winners of the Colin Dakers Memorial prize. Fiona Clasen's pastel drawing 'Vase, Emerging' was purchased for the collection along with 'Summer Garden', a printmaking linocut by Lesley Balfour.

Aligned with strategic aims:

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- ②
- ③
- ④
- ⑤
- ⑥
- ⑨



Long-Term Unemployed Scheme Success Story: Empowering Career Growth for Emma Nicoll

In response to the economic challenges posed by the Covid-19 pandemic, the Scottish Government initiated a program aimed at aiding the employment prospects of individuals aged over 25, who had been unemployed for more than a year and faced significant barriers to re-entering the job market. ANGUSalive's Museums & Galleries Collections team played a pivotal role in this effort by hosting Emma Nicoll – someone who struggled to find employment during the pandemic – as a participant in this scheme from March 2022 to March 2023.

Emma became an integral member of the Visual Arts Collections team. Her role encompassed a diverse array of responsibilities, including collaborating with the Exhibition team for the Meffan Winter Show, documenting and digitising artists' records on ADLIB, contributing to ArtUK's database enrichment, and actively participating in knowledge-enhancing webinars which were widely received.

A notable achievement within Emma's tenure was her pivotal role in curating the James Torrington-Bell exhibition. Handling intricate artworks, ranging from oil on board to canvas, sketches, and even a self-portrait, she meticulously catalogued and photographed each piece. Emma's work extended beyond physical

artifacts, as she also contributed to exhibition preparations.

It was visible that Emma enjoyed her role and this was evident as her confidence grew and often produced more than what the team had expected of her. The environment that ANGUSalive provided her allowed her to thrive, and overcome initial anxieties. Her journey demonstrated personal growth and a newfound capability to face challenges head-on.

Emma's dedication and growth throughout her tenure led to her securing a supply visitor advisor role with ANGUSalive, which is an indicator of her success in the role.

Aligned with strategic aims:

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- ⑥



Signal Space Courtyard Café Project

ANGUSalve received an amazing £24,230 from the Museums Galleries Scotland Museums Capital Resilience Fund in April 2022 for the purchase and installation of a Café Pod and outdoor furniture at the Signal Tower Museum, Arbroath.

The fund supports capital costs for museums and galleries throughout Scotland to improve the visitor experience, welcome back visitors and assist in building financial resilience after the loss of income caused by the pandemic.

The Courtyard Café is part of a wider project called Signal Space, which involved community volunteers becoming designers, offering opportunities to learn new skills and become involved in the design and creation of a unique Community Garden and Courtyard Café activity space at Signal Tower Museum.



The co-design group identified the addition of a café pod in the courtyard would offer a pull to increase visitors, it would contribute to income generation and offer employment opportunities in the harbour area.

We're excited to see this flourish! And...erm...watch this 'Space'!

Aligned with strategic aims:



Scotland's latest Red Wheel unveiled Arbroath Signal Tower Museum

Scotland's latest Red Wheel unveiled on 1 September 2022 at the Signal Tower Museum, Arbroath and was the first to designate a lighthouse as a site of transport heritage.

The National Transport Trust's Transport Heritage programme commemorates Britain's rich and globally important legacy in the development of transport. The most significant of these locations are marked by erecting a National Transport Trust Heritage Plaque or "Red Wheel" on the physical site.

To date, over 150 Red Wheels have been placed around the

UK. The Signal Tower located near Arbroath's picturesque harbour, was built in 1813 to allow communication or signalling with the isolated keepers stationed on the Bell Rock Lighthouse, and it is here you can find the new Red Wheel which acknowledges the Bell Rock Lighthouse as the oldest surviving sea washed lighthouse in the world!

The masonry work on which the lighthouse rests was constructed to such a high standard that it has not been replaced or adapted in 200 years. Because of the engineering challenges that were overcome to build the lighthouse, it has been described as "one of the Seven Wonders of the Industrial World" alongside iconic structures such as

the Brooklyn Bridge, the Panama Canal and the Hoover Dam. Not bad company, right?

Aligned with strategic aims:



What's On The Walls? Recording Angus Council's Art Works

ANGUSalve received £13,821 from the Museums Galleries Scotland Small Grants Fund in August 2022 to add additional resource and focus on documenting and digitising the art works in the Angus Council Collection which we manage.

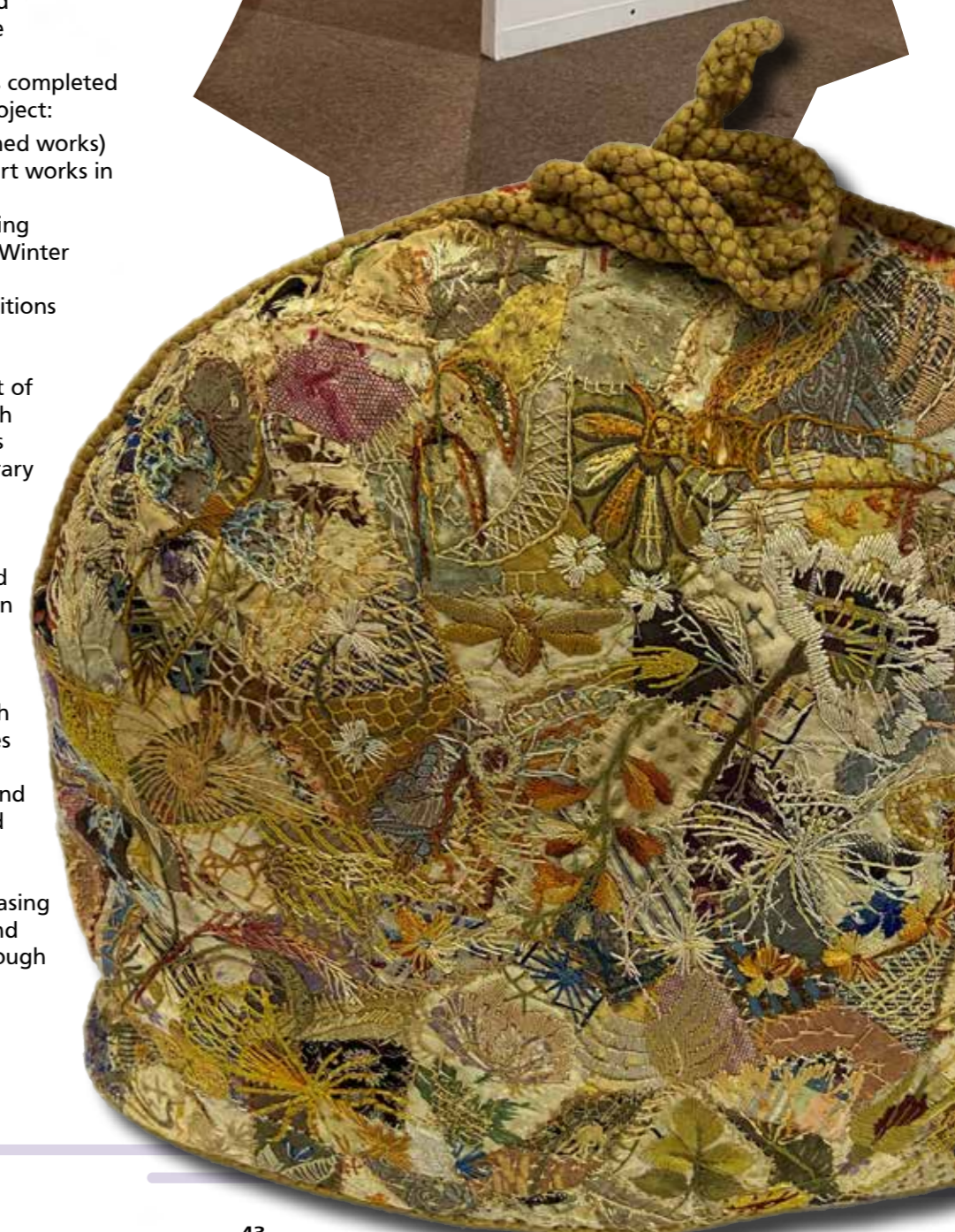
Thanks to the dedication of Ingrid Leon - who was recruited into the funded project post - a significant amount of work was completed to achieve the five aims of the project:

1. Catalogue (framed and unframed works)
2. Document (particularly those art works in civic buildings)
3. Focus on contemporary collecting (acquired through the Meffan Winter Show)
4. Increase the use of art in exhibitions
5. Engage with new audiences

One collection catalogued as part of this project has been the Arbroath Embroidery Collection, which was presented to Arbroath Public Library in 1964 and brought together by Arbroath Embroidery Club who sought to save works of embroidery from destruction, and gather together a broad collection for study.

The collection includes samples dating from the 18th century with delicate lace work, costume pieces such as Christening robes and Victorian dress collars and frills, and examples of embroidery collected from throughout the world. This is a highly significant collection in terms of representing and showcasing this area of the decorative arts and the artistic output of women through history.

Aligned with strategic aims:



The Forfar Witches Story for a New Generation

In Angus, we have a rich heritage of stories and storytelling, but few stories go as deep as the tale of the Forfar Witches.

The Forfar Witch Trials took place between 1661-1663 and involved 42 of the town's people who were imprisoned and tortured on suspicion of witchcraft. 22 women were found guilty and subsequently executed over a 3-year period.

As part of a funded project with Museums Galleries Scotland, Angus Archives received funding for £4,760 which paid for a revision and reprint of the 1995 book "The Forfar Witches Story", which also provided additional Creative Learning Assistant resource hours to research and produce a new guided walk of Forfar, using the original documents in the collections.

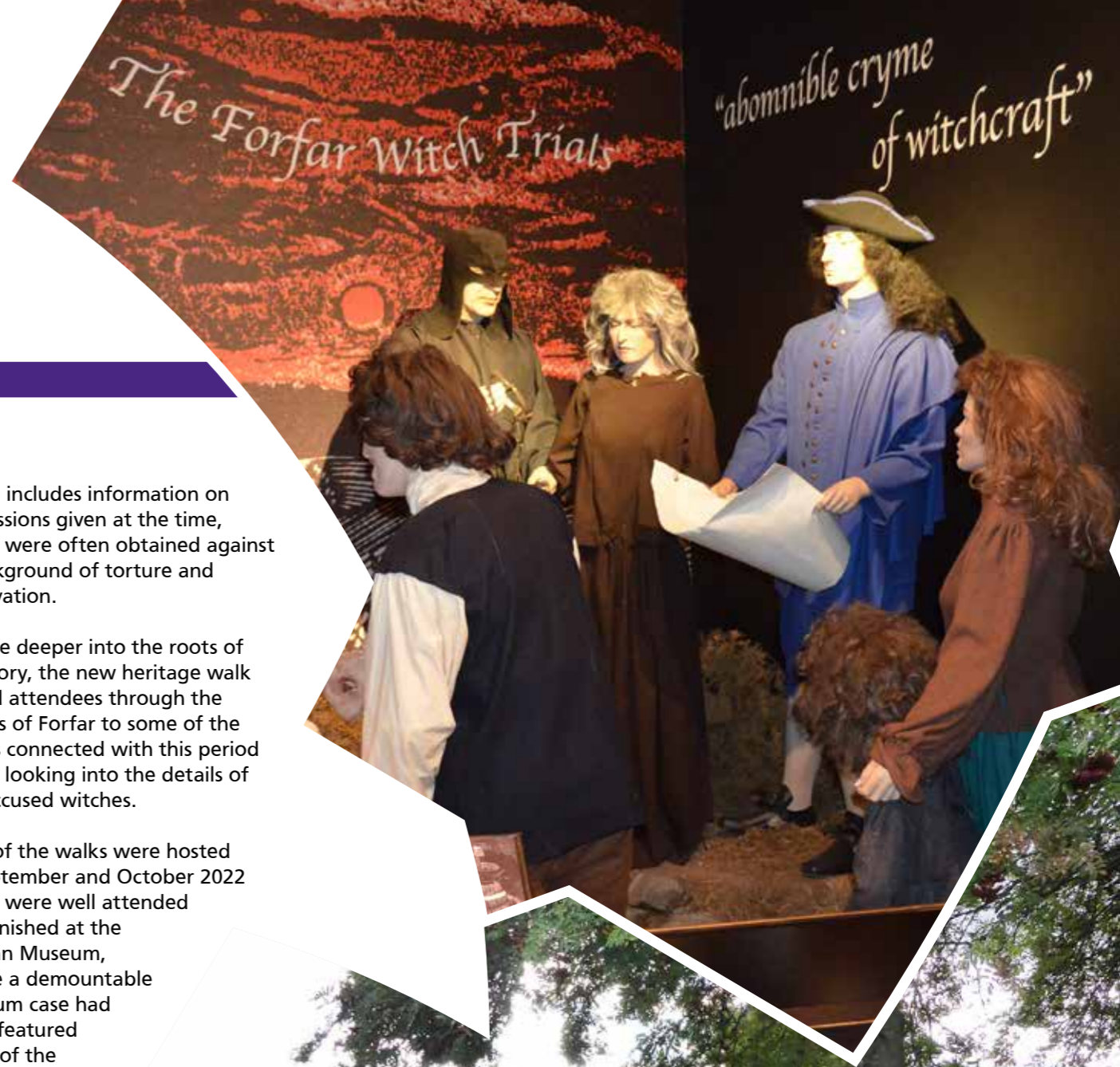
The book itself is fascinating as it looks in great detail about what "made a woman a witch" and who they were - including Helen Guthrie, the last woman suspected of being a witch to be executed in Forfar. It unveils how influential she was to the cases, given that of the 42 suspects, Guthrie accused nearly 30 of them.



It also includes information on confessions given at the time, which were often obtained against a background of torture and deprivation.

To dive deeper into the roots of the story, the new heritage walk traced attendees through the streets of Forfar to some of the places connected with this period whilst looking into the details of the accused witches.

Four of the walks were hosted in September and October 2022 which were well attended and finished at the Meffan Museum, where a demountable museum case had been featured some of the original witch hunt papers.



A young boy is climbing a rock wall. He is wearing a white t-shirt, camouflage shorts, and a climbing harness. He is holding onto a rock hold with his right hand and has his left foot on another hold. The background is a light blue color with a pattern of white horizontal lines. The text 'Highlights From Sport & Leisure' is overlaid on the right side of the image.

Highlights From Sport & Leisure

ANGUSalve operates seven sports centres across the county. With the community at the heartbeat of each of them, we offer a varied programme which meets the needs of the people across the county. Our venues include: group exercise classes featuring LES MILLS®, a junior programme, as well as being part of the Scottish Swimming 'Learn to Swim' programme. Our marquee gym membership is bACTIVE, providing members with access to each of our centres across Angus.

We also offer "BE ACTIVE...live well" - an exercise programme aimed at those with an existing health condition; at the older adult; and/or those who haven't exercised before and don't know where to start!

"Move More ANGUSalve" is a partnership with Macmillan Cancer Support where the programme aims to ensure that people living with cancer in Angus are supported to become physically active, both before, during and after treatment.




Our Community Sports Team provides incredible support throughout Angus. They also establish and co-ordinate a number of sport and physical activity opportunities linking local, regional and national programmes across a variety of sports. They have adopted the sportscotland model 'Community Sport Hubs Initiative', as part of the Scottish Government's Glasgow 2014 Legacy Plan. The initiative is aimed at supporting local sports clubs to help increase the number of people participating in sport in our local communities.

How We Stack Up

As we began to move further out of Covid - coupled with our recent gym refurbishments - the team have worked exceptionally hard to deliver a brilliant sport & leisure service.

Our sport attendances were up over 200,000 from the last annual report and we were proud that we welcomed nearly 4,000 new bACTIVE memberships to our systems.

We also continue to support a high number of national athletes as well as playing our role in community sports.

<p>808,152 Sport centres attendances</p> 	<p>bactive 6,811 bACTIVE memberships 3,919 bACTIVE sales</p>
<p>28 National Athlete Support Awards (NASA) members</p> 	<p>5 Established Community Sport Hubs 36 Clubs affiliated to a Community Sport Hub</p> 

Over 5,000 participants at ANGUSalive Small Sided Games Festivals

ANGUSalive's Community Sports team successfully held a huge number of small-sided football matches over the course of March 2022 to November 2022. These were held twice monthly at Forfar Community Campus and once monthly at a different club venue throughout Angus. In total, we held 21 festivals during 2022.

Small-sided games in football is encouraged as a grassroots development for the sport and is a big part of the "Let Them Play"

initiative introduced by the Scottish Football Association (SFA).

Small-sided games for children are a crucial part of their enjoyment in the sport, allowing them to develop their technical and tactical skills from a young age, without needing to know the granular rules of the sport.

The events were managed through a combination of ANGUSalive staff volunteer coaches - an essential part of growing football at the grassroots level - and 550 children

from 10 different clubs had the chance to play against one another over the course of the festivals.

Counting individual attendances alone, we recorded 5542 participants. The festivals were also able to generate a profit to ANGUSalive of nearly £7,000.

Aligned with strategic aims:

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Better us, Better you: Gym investment shapes up 3 ANGUSalive sport centres

In 2022 we had a makeover in 3 of our gyms Arbroath Sport Centre, Brechin Community Campus and Montrose Sport Centre. This is the start of a £900,000 investment programme to improve the facilities across Angus.

What. A. Difference!

The programme of improvements have included a fully refurbished space in each of the venues, with the latest equipment from Life Fitness and Indigo Fitness - two leaders in the field - as well as cardio and fixed resistance machines, multi-functional training rigs, colour-coded training zones and enhanced audio and visual solutions.

The redeveloped spaces have been designed with the customer in mind, making sure we are offering

the latest technology including Myzone, an accurate fitness tracker and online social platform that rewards effort for all physical activity.

All of our re-openings were marked with a warm attendance and a ribbon cutting.

Aligned with strategic aims:

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Record breaking Olympian launches Learn to Swim at Forfar Community Campus

Olympic gold medallist Duncan Scott MBE visited Forfar Community Campus in March 2023 to talk all things Learn to Swim!

Held in collaboration with Scottish Swimming and Scottish Water, it aimed to showcase the impressive progress made within ANGUSalive’s swimming lessons, particularly our Learn to Swim programme which due to the Covid-19 pandemic restrictions at the time, meant it couldn’t have its official launch.

During the visit, Duncan engaged with our coaches and the children who were taking part by going in the pool with them and demonstrating his skills, whilst providing helpful tips to children and teachers alike. The event ended with a Q&A session where he also autographed caps, t-shirts, and bottles provided by Scottish Water for the young swimmers.

Duncan’s presence and interaction with the children left an extremely positive impact, fostering enthusiasm for swimming and highlighting the importance of water safety. He also left a glowing remark as part of his media release on the event where he said: “ANGUSalive has done an excellent job in harnessing the amazing enthusiasm that Scottish children have for swimming and how important it is as a skill for them to learn.

“It was great to get to know some of the brilliant young swimmers in Angus and see lots of happy faces as these youngsters developed their skills in the pool with their friends.



“The Learn to Swim Framework plays an absolutely crucial role in ensuring young people around the country are not only learning to swim in an enjoyable, fun atmosphere but that they learn a vital life skill and become safe, competent swimmers.”

You can watch the highlights of Duncan’s visit here:



Aligned with strategic aims:

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Angus “Gets in Gear” - Launch of Cycle Roadshow

ANGUSalive, Angus Council and the Angus Cycle Hub joined forces to orchestrate a series of dynamic roadshow events across various Angus locations during September and October 2022. Timed ahead of the upcoming UCI Cycling World Championships in 2023, these roadshows were strategically designed to spark interest in cycling, provide valuable bike and self-care education, impart cycling skills, offer hands-on cycling experiences, and showcase Angus as an enticing cycling destination.

With a diverse array of engaging activities, attendees could choose from a plethora of free offerings including the Bike Skills Track, Dr Bike services, Crazy Bikes, the Smoothie Bike, Electric Bike Trials, Adaptive Bike Trials, and access to visitor information. The roadshow events were designed to be all-inclusive, welcoming individuals of all ages, genders, and abilities.

The financial backing for these impactful roadshows was funded by EventScotland, further emphasising the significance of such endeavours in promoting cycling and community engagement.

Aligned with strategic aims:

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Community Sport Hub Coffee Nights

An important part of developing community sport is by engaging with those directly involved: the community.

ANGUSalive’s Sport & Leisure team looked at doing this informally by engaging with sports clubs, community organisations and local physical activity providers to discuss what Community Sports Hubs are, how they can tackle wider sociological challenges linked to health, inclusivity and inequality and ultimately what shape does a community sports hub in Angus need to look like to appropriately serve the needs of those living in it.

ANGUSalive identified an informal approach with “coffee nights” throughout Angus where local clubs, groups, trusts and stakeholders were part of the discussion. These were all held in ANGUSalive facilities where qualitative data was captured to ensure we had actionable points to follow up on to further develop the Community Sports Hub experience in Angus.

Across the sessions, we had 59 organisations represented which included key stakeholders such as Active Schools, Angus Disability Sport and sportscotland. The response has been encouraging, with development outcomes in place for each hub, which is focused around ‘Community Mapping’ in local areas.

Community Mapping - an interactive technique which the Sport & Leisure team have embraced through experiences of the “Changing Lives Champions” programme through sportscotland - allows each of our community sports hubs to have the knowledge and understanding of the community needs which, by using latest Google technology, will provide a visual representation to all stakeholders.

Aligned with strategic aims:

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Sport & Physical Activity framework: Progress Continues

A new framework to help create, promote and enhance opportunities for people to access sport and physical activity in Angus was launched in July 2021.

The Sport and Physical Activity Framework was developed by a range of community planning partners, voluntary and statutory sectors, based on the Scottish Government's Active Scotland Outcomes.

The Framework has started to progress with some evidence of its impact already trickling through. Year 2 saw the comprehensive launch of the framework, including a collaborative event at Dundee and Angus College, providing a platform for feedback and improvements, culminating in a stakeholder meeting in March 2023 which showcased some of the work that had taken place including:

'Ladyloan Without Limits'

Local data indicated that pupils in the Ladyloan catchment area were impacted in several ways with regards to their participation in sport. For example, data suggested they were less likely to attend a free activity/sport opportunity (due to projected future costs, clothing costs, home support, education, self-confidence), were more likely to drop out of a community-based sports club (running costs, confidence, support) and that girls were more likely to drop out of secondary school based physical activity/sport. It also suggested that Ladyloan girls were not socially, emotionally, physically, or mentally prepared to participate in activity and as a result would receive none of the health benefits.

The 'Ladyloan Without Limits' initiative aims to engage girls, especially those facing various barriers, in physical activity and sport. By addressing factors like cost, self-confidence, and accessibility, the project has achieved remarkable outcomes where over 35 girls participated, with 90% maintaining year-long engagement. The project also included weekly nutrition and cooking sessions, diverse sports experiences, and interactions with athletes contributed to improved self-esteem, confidence, and skill levels. The girls also received guidance and support from staff, including community learning and development workers. Each girl has achieved a Dynamic Youth Award and experienced over 20 different sports, including trips and inspirational athlete visits.

Strathmore Cricket Club & Strathmore Community Rugby Trust

Strathmore Cricket Club and Strathmore Community Rugby Trust are working together to

deliver a health and well-being programme which seeks to contribute to the physical, emotional, and mental wellbeing of adults in the Forfar and Kirriemuir areas.

This Project presented the organisations with an opportunity to build and deliver a project together, seeking to prevent mental illness by delivering opportunities that help people to feel positive about themselves, their lives and the future. Although open to the community, it was targeted towards people experiencing significant wellbeing challenges including social isolation, poverty, unemployment and significant changes to their health and lifestyle.

The project programme comprises of sporting memories sessions delivered in a range of settings offering arts & culture, learning and therapeutic activities that reflect the interests and needs of participants.

The Project benefits from funding provided through the Communities

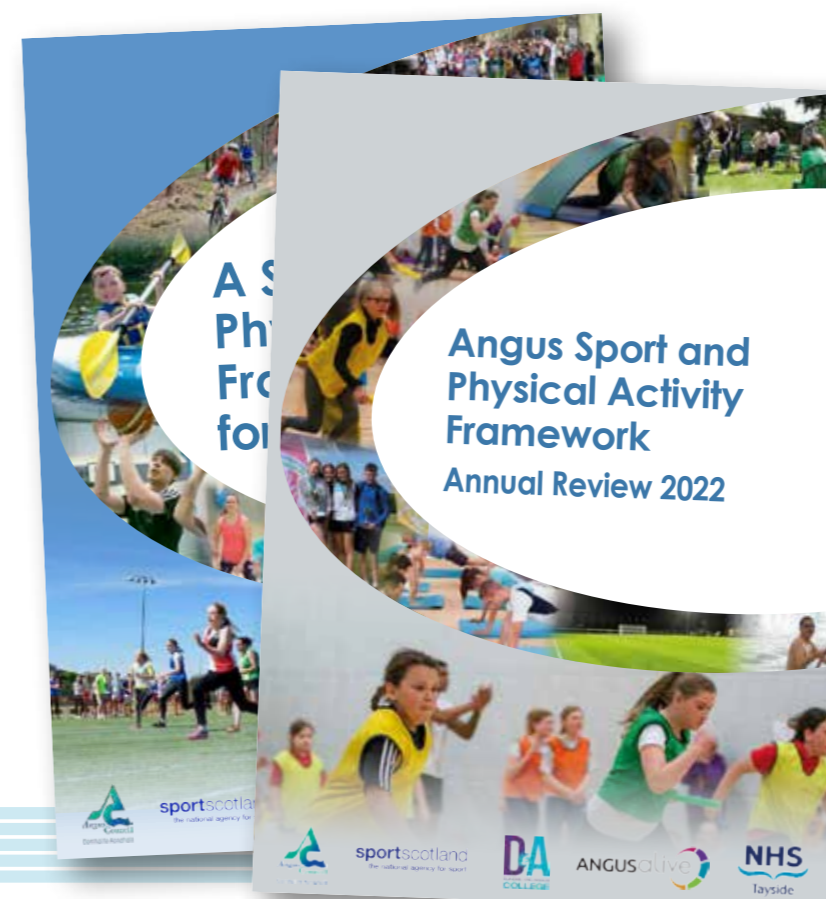
Mental Health and Wellbeing Fund (Phase One) and the Tayside & Fife Regional Sporting Partnership (TFRSP) Sport & Physical Activity Fund. The opportunity to bring these two funding sources together has made it possible to run the Project over a longer period of time, allowing it time to become established, build its reputation and make a positive contribution to participants' lives.

Project delivery commenced in September 2022 and is now delivering regular Sporting Memories sessions in five venues and a monthly dance (known as The Friday Fling) for people of all ages. It has also supported seated yoga sessions delivered in collaboration with the Angus Council Vibrant Communities Team.

The Project engages with an average of 80 people each month, all of whom are living with a

long-term health condition and who benefit from the social contact and physical activities that the sessions offer.

You can check out the latest Framework here:



Aligned with strategic aims:

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Harry is making waves...

Seven-year-old Harry Findlater, from Montrose, has been making a splash by using swimming to recover from his treatment.

He's been attending our Learn to Swim lessons at the Montrose pool since he was five – and has thrived in the water where they have helped him bounce back from life-changing surgery.

The Learn to Swim framework is a partnership between Scottish Swimming and Scottish Water with the goal of creating 'Generation Swim', the next generation of safe and competent swimmers.

The Learn to Swim programme is open to everyone regardless of disability or skills levels, with the partnership committed to creating a supportive environment for all.

Learn to Swim has already provided lessons to more than 100,000 children and aims to reach another 100,000 by 2025, helping more young people across Scotland stay safe in the water.

Euan Lowe, CEO of Scottish Swimming said: "Learning to swim should be accessible to everyone

and anyone. The Learn to Swim programme provides the setting to allow children with disabilities to learn the skill with their peers."

We are thrilled with our team for the role they have played in Harry's development and of course, immensely proud to have played a role in Harry's development!

Harry's mum, Lizzie said:

"Harry's journey has not been easy but it's incredible to see where he is at now. Swimming has improved his confidence massively by being able to do what everyone else can, not to mention acting as vital rehab for Harry".

"Learning to swim provides that sense of inclusivity and provides children with great safety skills for the future so we're very grateful to all of Harry's teachers who have invested so much time into his development. Hopefully, Harry's story can inspire others in similar situations to get in the pool."

ANGUSalive's Heather McCallum – his swim teacher - has been Harry's swim teach since he started Learn to Swim lessons two years ago. She said: *"Harry's progress has been truly impressive. You can see his newfound confidence as he can now swim across the studio pool unaided in front crawl and backstroke.*

"Our next focus is on refining his technique and generally building his confidence in the water. He's thriving both in and out of the pool and it's been really inspiring as a teacher to watch his progress."



Proud to Support





Highlights From Countryside Adventure

The ANGUSalive Countryside Adventure Team offer a broad range of outdoor and conservation environmental activities for all within Angus. Much of this provision is delivered from our managed sites across Angus: Monikie and Crombie Country Parks, Forfar Loch, Glen Doll Rangers Service and Montrose Basin.

There is a programme of regular activities on offer in the Country Parks and the Angus Glens including water-based activities, such as Dinghy Sailing, Kayaking, Windsurfing, Canoeing, Open Water Swimming and SUP (Stand up Paddleboarding). Land-based activities include Mountain Biking, Bushcraft, Survival Skills and Teambuilding.

Countryside Adventure work closely in partnership with Angus Council and other partners to provide a broad base of bespoke outdoor learning opportunities to schools at Primary and Secondary Level which allows pupils to connect with nature and experience learning in the outdoors in a responsible way.

In addition, we work closely and provide outdoor programmes for school transition, community groups, sixteen plus year groups and extended support for pupils.

For the people of Angus and beyond we offer public courses in outdoor activities, watercraft hire and certified water courses through our RYA Approved Centre Status.

The Environment Team delivers activities with key outcomes in environmental education and learning for sustainability. They work in partnership with the Cairngorms National Park Authority, Forestry Land Scotland, Scottish Wildlife Trust, Nature.scot and Branching Out Tayside and many local groups to support conservation action and develop volunteers to support and manage our beautiful spaces.

How We Stack Up

Despite the challenges the service faced, the team delivered several sessions and welcomed numerous visitors

499,288
Total
Visitors



3748
Countryside
Activity
Attendances



357
Outdoor
Learning
Activities



Health Walks – Major Steps Forward
Our previous report had indicated the appointment of Rhona Guild, an experienced NHS practitioner who has implemented a range of initiatives to develop ANGUSalive’s space in promoting walking as a regular community activity. Our Health Walks are totally free and rich in rewards.

The benefits of walking are well documented – we know physically it can help you manage a healthy weight, strengthen muscles, and reduce the risk of serious conditions including type 2 diabetes, cardiovascular disease and certain cancers.

It can also positively impact on mental health where walking can reduce the risk of depression, stress and anxiety. Post Covid, walking can also be used as a tool to promote social health – where going out walking with others encourages positive social interaction, increased confidence whilst reducing isolation and loneliness.

Since Rhona’s appointment as the Angus Health Walk Coordinator in June 2023, she has spearheaded the initiative following a successful bid to Paths for All, with additional support from partners including Angus Council, ANGUSalive,

and Get Out Get Active Tayside (GOGA). This role entails championing existing partner-led Health Walks throughout Angus while also driving expansion efforts through collaborations and new Health Walks within ANGUSalive.



Some of the notable achievements within the last 12 months include:

Health Walk Leader Training:
Facilitated training for 45 new Health Walk Leaders across Angus.

Angus Health Walk Network:
Establishment of Angus Health Walk Network, providing an opportunity for collaboration between Angus Health Walk providers supported by the Health Walk Coordinator. This has resulted in the delivery of well attended and received Visual Awareness Training Sessions led by RNIB to Health Walk Leaders across Angus.

Diverse Partnerships and Walks:
Forged partnerships and initiated Health Walks in various settings, including Angus Care Providers, Angus Carers, Tealing Primary School, and a community-led walk in Edzell.

Inclusive Initiatives:
Developed plans for Buggy Walks in collaboration with our library service, an additional walk that complements our existing Bookbug sessions.

BE ACTIVE... live well Scheme:
Pioneered Health Walks under the BE ACTIVE... live well scheme, an extension to the already successful programme.

Cultural Collaborations:
Collaborated with Angus Archives for pop-up Health Walks at Restenneth Priory .

Positive feedback – which we love to hear! - includes one participant explaining health walks help them “find solace” and “improved wellbeing” though her local health walk which is part of a routine that has helped her cope with her husband’s passing. Another participant attributed the loss of 4 stones to regular walking, in addition to healthier lifestyle choices.

Aligned with strategic aims:

- 1 3 4
- 6 7 9



Enhancing Red Squirrel Habitat at Forfar Loch: "Treesy for the Reds"

The "Treesy for the Reds" project, conducted from September 30, 2022, to January 31, 2023, focused on enhancing the Red squirrel habitat along the southern side of Forfar Loch. By planting a diverse range of trees in a strategic area, the project aimed to create a continuous tree corridor, connecting separate woodlands, and minimising the need for the red squirrels to traverse open ground. Additionally, approximately 500 spring-flowering bulbs were introduced to enhance ground flora, benefit pollinators, and elevate the ecological value of the site.

The red squirrel, according to The Scottish Wildlife Trust is a "true emblem" of Scottish countryside. There are only 140,000 red squirrels left in the UK, with more than 75% of them residing here in Scotland. With those alarming statistics available, our Countryside Ranger team were determined to help make an impact on this with the "Treesy for the Reds" project.

The initiative brought together Forfar Loch volunteers and was open for public engagement. Volunteers were provided lots of refreshments as they embarked upon the work required. The project's larger vision is to establish a "Red Squirrel Corridor" encircling the park, safeguarding these creatures from ground-related risks and enabling safe movement. Importantly, the planted trees are located

opposite the path, ensuring the project does not obstruct the scenic views of the Loch for walkers.

Volunteers and park visitors expressed enthusiasm and satisfaction with the project's goals and outcomes as the initiative not only supports red squirrels, but also contributes to the enrichment of the park's native species. The project's success will continue to be monitored, considering the growth of trees and the evolving vegetation dynamics in the area.

Aligned with strategic aims:

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Outdoor Learning Schools Programmes with Countryside Adventure – Covid Mental Health Recovery Fund

The Countryside Adventure team continued to utilise the Covid Mental Health Recovery Fund to implement the 'Outdoor Learning Schools Programme', building on its success from the previous year.

This initiative emerged as a response to the pressing need to support students in re-engaging with education after enduring repeated disruptions caused by the pandemic.

The overarching goal of this fund was to provide a safe and nurturing platform for students to regain lost ground, both academically

Outdoor Learning Schools Programmes - Pupil Equity Fund

Our Outdoor Learning sessions for schools using the Pupil Equity Funding has been tailored especially for their aims and objectives.

Each school engaging in our Outdoor Learning Programmes have a range of needs, from disengaged pupils to additional support needs as well as behavioural needs. We're only too happy to help because we know what some time in our countryside parks can do to the mindset of people!

Our Countryside Outdoor Instructor team recognised that every child is different and may require a different approach for each scenario. With that in mind, we

and socially. Recognising the adverse impact of the pandemic on school pupils lives, this programme aimed to alleviate anxieties whilst contributing to their education.

The Countryside Adventure team put on a wide array of different activities which required social interaction, team planning and teamwork which is a different set of skills that individual classroom learning can bring. These included planning and building a camp for a potential survival situation using natural materials from the environment; build shelters and light fires to cook food safely and also some light-hearted

activities such as cycling and sliding down sand dunes!

Aligned with strategic aims:

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focused on important issues with our programmes to cater for these individual needs.

After Covid and the impact it could have on young people, it was important to focus on essential life skills such as resilience, team building and problem solving and we ensured we tailored our programmes to fit these needs.

This including raft building - what better way to do some team building? - where pupils were encouraged to create something that could

float on the water safely, coming together to offer different solutions on how it would work.

Did it sink, though...? It didn't matter. It was finding the solution that counted.

The teams also embarked on the "Quest for the Monikie Trail" - an initiative designed for problem solving, where activities gave pupils various clues they had to follow around the country park should they be successful, they would find some treasure!

And after all, who doesn't want to get their hands on that?

We were very proud of our team and those who joined us!

Aligned with strategic aims:

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Making a splash with Paddlefest!

In June 2022, ANGUSalive hosted their first ever “Paddlefest” a collaboration between ANGUSalive and Scottish Disability Sport, bringing together individuals with physical, sensory, or learning disabilities for a day of para-water sports at Monikie Country Park.

The event - headed by Laura Smith OBE, Disability and Inclusion Lead at ANGUSalive - who has been a key driving force in the Angus community for sports accessibility.

It is ANGUSalive’s ambition that this type of event will encourage more people with physical, sensory and/or learning disabilities to take up a paddle sports over the longer term.

Paddlefest was designed to give people an opportunity to try watersports with supportive coaches within a venue equipped for delivering water sessions for people with a disability.

To ensure a successful experience, ANGUSalive organised a preparatory workshop called ‘Paddle-Ability’ in May 2022. The training was delivered by Roger Holmes, tutor with Scottish Canoe Association and allowed people an insight into the challenges faced by individuals with disabilities in accessing paddle sports. The training was also attended by Paralympian Gemma Lumsdaine who offered her support.

The ‘Paddlefest’ event itself was a resounding success. Attendees - guided by supportive coaches from Able2Adventure and the Scottish Canoe Association - enjoyed launching canoes, kayaks, and paddleboards into the water alongside their supportive families and friends.

Aligned with strategic aims:

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Highlights From Theatre and Venues

The ANGUSalive Theatre & Venues across Angus for 2022/23 are the Webster Memorial Theatre, Arbroath, Inglis Memorial Hall, Edzell, the Reid Hall in Forfar, Arbroath Community Centre and the Kirriemuir and Montrose Town Halls.

Across our programme we offer side-splitting comedy, dramatic theatrical performances and musical performances ranging from country, folk, rock and pop (and a little bit of everything in between!) meaning we've got something for everyone right here in Angus.

How We Stack Up

It's been a super exciting year for our Theatre & Venues team, not least seeing the return of everyone's Christmas favourite: The Panto!

Ohhh yes we did!

As we continued to move out from the shadows that the pandemic had cast on the country, a beaming light was seen on the faces of joy as our range of performances made their way back on stage in our venues. With something for everyone, we saw an up-shot in the numbers as we continue to offer a contemporary theatre and culture programme through Angus.

47,333 

Webster Theatre attendances

1,316 

Performances, conferences and events at The Webster Memorial Theatre

9,741 

Town Hall attendances

8,186 

Pantomime attendances to Rapunzel

Big Shows are Back!

As if the Panto returning wasn't big enough, what about all the rest?

We were so pleased to see performers from all different genres get back into the theatre and do what they do best: entertain the Angus public.

And entertain they did.

The Angus community were thrilled to have some regular faces (and some new ones!) back in the spotlight where they could enjoy some of their favourites, split their sides laughing and be whisked away in "you just had to be there" performances.

What better way to spend some time with friends, family or loved ones than soaking in some incredible local theatre?

We've loved having these shows back and can't wait to see what's coming next!

Aligned with strategic aims:



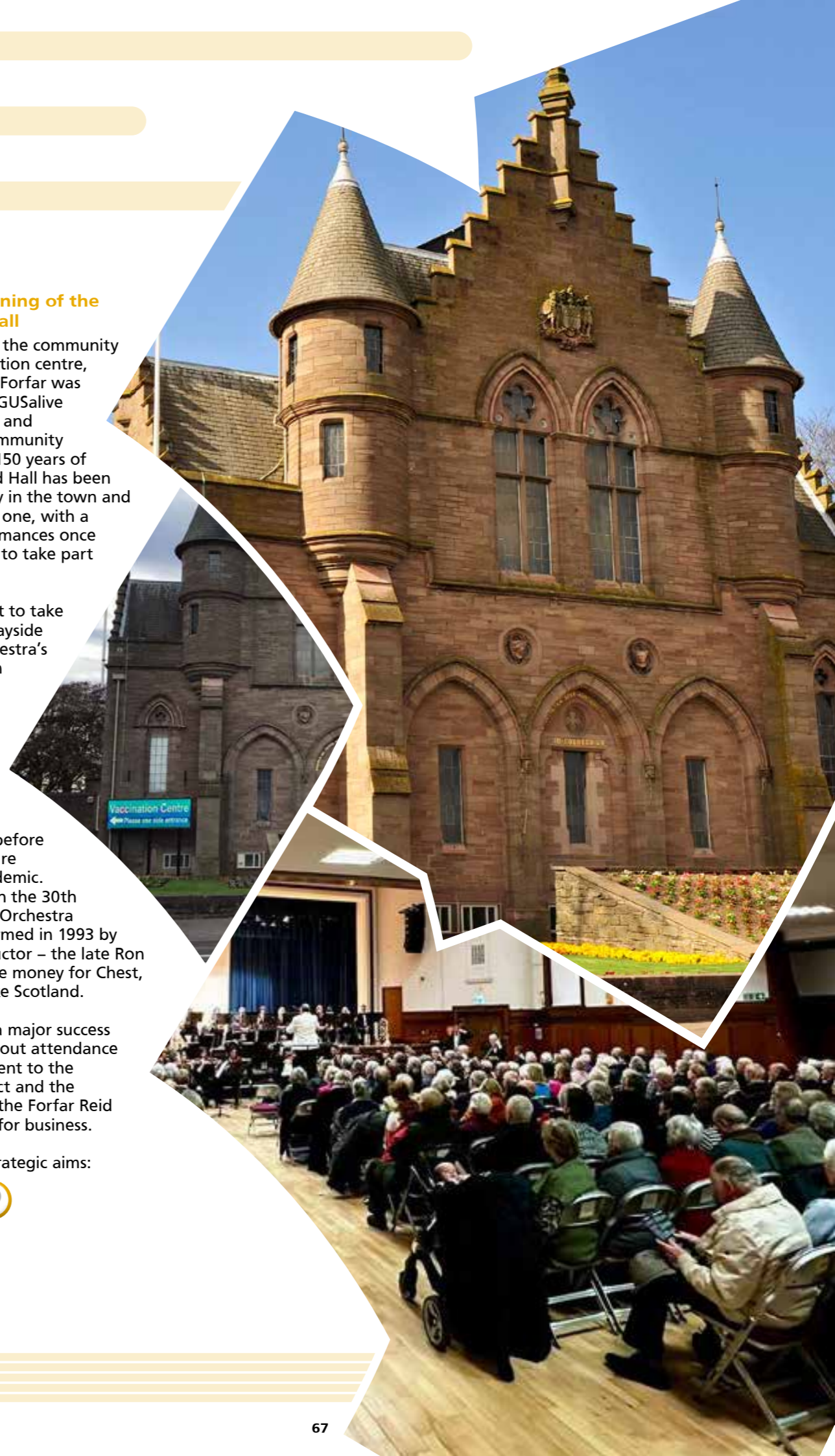
Grand re-opening of the Forfar Reid Hall

After serving the community as a vaccination centre, the Reid Hall in Forfar was returned to ANGUSalive in January 2023 and available for community use. With over 150 years of history, the Reid Hall has been a hub of activity in the town and continues to be one, with a range of performances once again now able to take part in the venue.

The first concert to take place was the Tayside Symphony Orchestra's performance on Saturday 11 February 2023 which was incidentally one of the last performances at the Hall in February 2020 before the forced closure due to the pandemic. It coincided with the 30th birthday of the Orchestra having been formed in 1993 by their first conductor – the late Ron Walker – to raise money for Chest, Heart and Stroke Scotland.

The event was a major success with a near sell out attendance which is testament to the quality of the act and the demand to see the Forfar Reid Hall back open for business.

Aligned with strategic aims:



ANGUSalive Christmas Panto returns after 2 year absence!

One of ANGUSalive's marquee productions – its Christmas Panto – returned having been postponed in 2020 and 2021 due to the Covid-19 pandemic. The Panto returned emphatically with our very own production of "Rapunzel, featuring Puss In Boots".

With buzzing engagement from the get-go within the community, the Theatre & Venues team held open auditions for children across Angus to form part of the ensemble cast.

The much-missed Panto was extremely popular and demonstrated how much it has been missed, with 2,590 school children in attendance and 5,276 public tickets sold across just 23 dates - including a sold-out performance on Christmas Eve – in total generating gross ticket sales of £86,415.00.



Finlay McKillop - a local Monifeith actor - who was the title star in the performance saw him subsequently nominated for a prestigious national panto award in London where he went up against high profile West End talents including grammy-nominated artist Carrie Hope Fletcher, and eventual winner TV personality Vernon Kay.

as he was a frequent attendee at Christmas pantos in the Webster Theatre. The nomination is also a tribute to the quality of production that the ANGUSalive Theatre & Venue's team have been able to put on.

The achievement to be nominated was particularly warming due to the local roots Finlay has within Angus, especially



Aligned with strategic aims:



Standing Ovarations at the Theatre!

After such a long lay-off, it was great to have people back in our venues again.

We're delighted that we're able to put on a wide variety of shows right here in our wee county of Angus, delivering knockout performances.

During the 2022/23 year at ANGUSalive, we were very proud of who we welcomed in. Let's take a look back, shall we?

Jack Dee

BAFTA nominated Jack Dee took to the stage in October 2022, where we featured as part of his "Jack Dee Off the Telly" new stand-up tour.

His star-studded career has saw him sell-out high profile venues including the London Palladium and the Hammersmith Apollo and later, Jack Dee Live at the Apollo – which is still running today as "Live at the Apollo". He was also the winner of the first Celebrity Big Brother Series in 2001.

People Huv Tae Know

In November 2022 we were thrilled to have some of Craiglang's finest making the trip to the Webster Memorial Theatre as Boabby, Winston, Navid, Tam and Isa – who done a great job in telling everybody all about it! – as the audience chuckled away at an evening in their company.

"Still Game" hit our screens back in 2002 and is a firm favourite across

the country. It has since gone on to win a host of awards including Scottish BAFTA's and 21 shows at The SSE Hydro in Glasgow.

It was brilliant to get some of them away from the Clansman to share their stories with the adoring public.

Janey Godley: Not Dead Yet Tour

Janey began her stand-up career back in 1994, making a range of TV appearances including "River City", "Have I Got News for You" and "Traces". Despite having been in the spotlight for two decades, Janey came to much of the public's attention in 2020 as she kept people's spirits up, with spoof voiceovers of First Minister Nicola Sturgeon's Covid updates, which helped her win Scots Language Awards's 'Speaker of the Year' Award.

In November 2021, Janey announced that she had been diagnosed with ovarian cancer, and although she was cancer free in June 2022, her cancer had returned and required further chemotherapy.

It was on Wednesday 1 February at our Webster Memorial Theatre that Janey made her comeback to the stage in an emotionally charged performance, met with a standing ovation. Her daughter Ashley also accompanied her on the night.

Giovanni Pernice: Made in Italy

Dancing heart-throb Giovanni shot his way to stardom in 2015 as he appeared as a professional dancer in "Strictly Come Dancing", where he has gone on to perform in every series since. His dance partners include Laura Whitmore, Faye Tozer and Michelle Visage.

He eventually won the competition in 2021 with Eastenders actress, Rose Ayling-Ellis – the first deaf contestant to appear on the show. He also currently holds the record for the most "tens" awarded.

The "Made in Italy" production featured an outstanding ensemble of some of the best dancers and singers from the ballroom and promised a fantastic night to those who attended in Arbroath.

Having fun with the audience throughout the night, it's easy to see why Giovanni was in such huge demand.

Axel Blake: In Style

Axel Blake got the seal of approval from Simon Cowell when the Britain's Got Talent judge slammed the golden buzzer to put him straight through to the semi-final in the 2022 edition of the show.

Axel made light work of it, winning the public vote before repeating the feat in the final! His observational comedy paired with witty charm saw him win the hearts of the judges and audience, securing his slot on the Royal Variety Show and has since embarked on his own comedic journey.

We were delighted to welcome Axel as part of his first ever tour which he of course delivered... "In Style..."

You can check out who's currently lighting up out Theatres & Venues here:





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