

HEALTHY | ACTIVE | CREATIVE

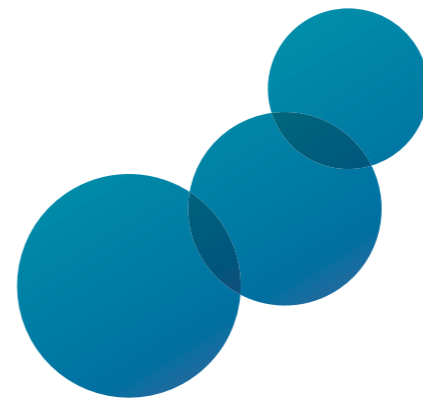
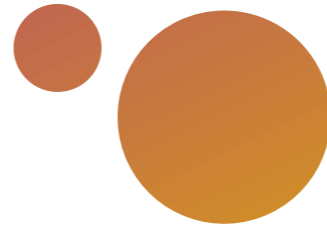
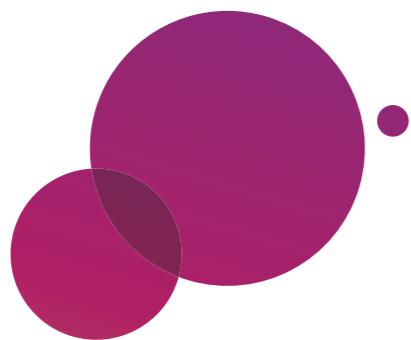
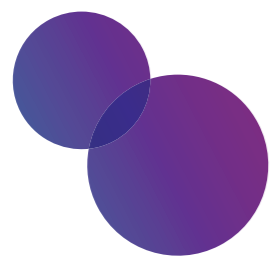
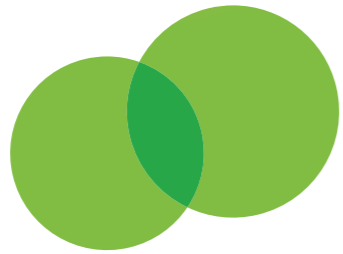


Annual Report

1 April 2017 - 31 March 2018



HEALTHY | ACTIVE | CREATIVE





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Chairperson's introduction

Kenneth Fraser | Chairperson

ANGUSalve continues its journey to create an environment that is 'changing lives by inspiring healthy, active and creative lifestyle choices'. Our vision remains our primary focus as we continue to reshape the organisation to best serve the communities of Angus and to attract visitors to enjoy the county. The board remains acutely aware of the importance of critical listening with all our stakeholders as we work together to improve service delivery and the customer experience.

As previously reported, we are keen to promote the use of our spaces as community hubs and are pleased to highlight significant progress in this area.

Carnoustie Library was transformed and officially re-opened on Saturday 9th September 2017 with a series of special launch events. The new library is a modern, flexible community space delivering library services and activities along with face-to-face Angus Council customer services and community learning resources. The new space provides opportunities for children to play and learn along with building on opportunities for locals and business alike to use the venue for meetings and events.

We are fortunate to be the custodians of a rich local history and the good work and positive benefits of these services are to be recognised and celebrated. An example within our Community exhibitions is the Meffan Museum hosting the opening of the Forfar Academy Bicentenary. The exhibition was co-curated by ANGUSalve employees and staff from Forfar Academy which brought together past and present pupils and teachers to celebrate their school days together. Exhibitions and events such as these encourage participation for all and have a fantastic impact on the local community by honoring the past and the present while creating new opportunities for the future of Angus.

Encouraging participation across our wide variety of activities and events has many benefits for the people of Angus. Through encouraging tourism we can create investment opportunities for the county as a whole. The success of the Angus Glens Walking Festival which ran from Thursday 1st to Sunday 4th June 2017 exemplifies the rising participation and profile of events in Angus through its continued growth year on year. The 15th anniversary of the festival was sponsored by the Forestry Commission and saw its best year yet in terms of participant numbers and variety of walks on offer.

There have been a number changes to the ANGUSalve board during the reporting period with new trustees joining us to provide strategic guidance to the organisation and others standing down as they take on new challenges. We thank those who have moved on for their valued contribution to the charity and I will take this opportunity on behalf of the current board to wish them well for the future.

I would like to thank my fellow board members, the Chief Executive and Senior Leadership Team for their continued hard work in bringing the vision of ANGUSalve to life. A clear testament to their work is shown throughout the report, and I look forward to the continued success moving forward as we take ANGUSalve together into another year.

Who we are

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

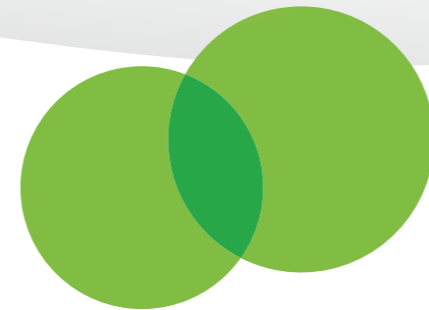
We offer residents and visitors to Angus a wealth of services which are 'changing lives by inspiring healthy, active and creative lifestyle choices' through the use of our sports centres, country parks, theatre and venues, museums, galleries, archives and libraries. As a not-for-profit company, every penny is reinvested back into the communities we serve.

We have five service areas which form our culture, sport and leisure 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 comprises of five independent directors and four council directors who are elected members. 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 2018 was 327 employees who together with supply staff and volunteers; were responsible for contributing to the delivery of services to the Angus community.



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

Libraries

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

Theatre and Venues

- 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

Countryside Adventure

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

Museums, Galleries & Archives

- 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 seasonally manage

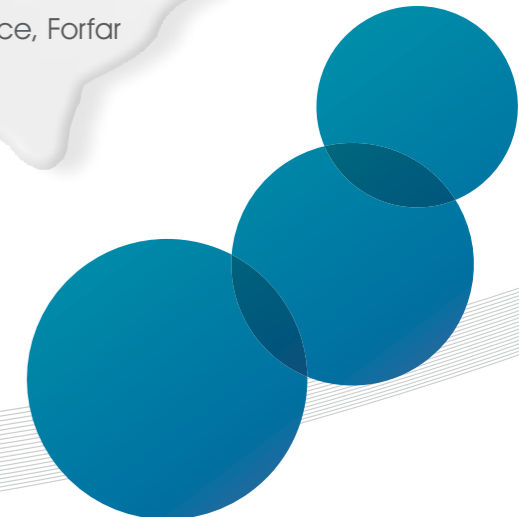
- Inglis Memorial Hall Library Visitor Centre

Sport & Leisure

- Arbroath Sports Centre
- Brechin Community Campus
- Carnoustie Sports Centre
- Forfar Community Campus
- Montrose Sports Centre
- Saltire Sports Centre, Arbroath
- Webster's Sports Centre, Kirriemuir
- High School Pools, Monifieth and Carnoustie

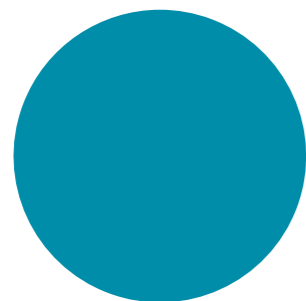
Offices

- Head Office, Forfar





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



Foreword

Kirsty Hunter | Chief Executive

I am delighted to welcome you to our annual report for 2017/18. The breadth and impact of our services over the past year are highlighted alongside the hard work and dedication of our team to meet our charitable objectives for the people of Angus.

With such a comprehensive offering, it is impossible to include everything we do across the organisation. We hope you will enjoy finding out about a number of our key developments and achievements during our second year. These successes are presented through a selection of case studies and, more broadly, around our charity's nine strategic aims.

As a not for profit organisation, every penny we receive is invested back into the wide range of services we deliver across our country parks, libraries, museums, galleries, archives, sports centres, theatre and venues as well as in community settings.

We are proud to promote a culture of diversity and equality to ensure we can support and welcome people from across our communities to enjoy these services. Our 1:1 Coach Support and Buddy Scheme are two examples of programmes which are having beneficial outcomes for our customers, positively affecting their personal network and the wider community.

We recognise the extremely valuable contribution culture, sport and leisure services can make to our local communities. Our focus remains on the delivery of conveniently located, quality facilities and services provided by experienced, professional and friendly employees. I would like to thank all of the team for their commitment and passion to improve social, physical and mental wellbeing during a year of significant changes for our organisation.

We have continued to develop and consolidate the business, underpinned by our acute awareness of the wider economic climate and budgetary pressures. These changes are designed to ensure we can be more resilient and responsive to future challenges whilst securing current opportunities.

Public sector funding is under significant pressure and we cannot continue to rely on traditional funding mechanisms. We will need to develop alternative sources of income, adopt innovative ways of working, be open to new ideas and think creatively. This will help to ensure the vital culture, sport and leisure services we provide can be accessible to all and sustainable over the longer term within the resources available.

ANGUSalive will also be adopting new technologies for use by both our customers and employees, taking advantage of digital solutions to improve our customer experiences and become more efficient.

Stronger local and national partnership working will be critical to our success in providing bespoke opportunities and programmes to meet the needs of the people of Angus. As part of our commitment to supporting local and national government priorities, ANGUSalive is an active member of the Angus Community Planning Partnership. An overview of our contribution to the Local Outcome Improvement Plan is included in this report and will be further developed in future years.

The team and I would like to thank the Board of Directors who freely give their time and skills to provide strong governance of the charity. The representation of local people on the Board is fundamental as is the Board's consistent support, leadership, expertise and commitment to our work.

Meeting our charitable objectives and contributing to local outcomes

The charitable objects of ANGUSalve are recognised by the Office of the Scottish Charity Regulator (OSCR) under the Charity and Trustee Investment (Scotland) Act 2005.

Aligning to our charitable objects and our Articles of Association, ANGUSalve has identified the following strategic aims for the charity:

ANGUSalve Strategic Aims

- Ensure strong, transparent governance and demonstrate community benefit
- Deliver best value and create investment opportunities
- Champion the positive benefits of our services
- Encourage participation for all
- Promote a culture of diversity and equality
- Improve outcomes through effective partnerships at local, regional and national levels
- Engage and communicate openly
- Recognise the value of our employees
- Promote use of our spaces as community hubs

Our activities contribute to the achievement of our strategic aims as demonstrated in this report as well as the local outcomes for Angus.

Angus Local Outcomes Improvement Plan

ANGUSalve, as a community planning partner, works together with other public bodies to improve local services, ensuring that they meet the needs of local people, especially for those people who need those services most.

The Local Outcomes Improvement Plan for Angus 2017-2030 (LOIP) was published in September 2017. This framework is based on the Scottish Government's five national strategic objectives, three cross-cutting themes of economy, people and place and local outcomes as shown below.

Economy (LOIP1)

- To tackle poverty
- To achieve financial inclusion
- To attract new businesses to Angus
- To have a skilled workforce
- To regenerate town centres
- To achieve sustainable communities

People (LOIP2)

- To maximise potential
- To improve health & wellbeing
- To achieve inclusive learning
- To reduce the risk of harm
- To promote independence

Place (LOIP3)

- To improve access to services and opportunities
- To protect and enhance the environment
- To promote active living
- To achieve a low carbon economy

There is already a lot of work happening in ANGUSalve to help grow the local economy, improve the quality of life in our communities and enhance and protect Angus as a place to live, work and visit. The table opposite illustrates how the ANGUSalve activities contained in this annual report contribute to these local outcomes.

Strategic Aim	Activity	LOIP1	LOIP2	LOIP3
2	Charges Review	✓		
2	Spar Scotland Funding			✓
2	GlaxoSmithKline (GSK) Angus Community Awards 2017		✓	
2	Electric cars			✓
2	Funding for Addition to Collections		✓	
2	Donation Boxes		✓	
2	Organisational Review		✓	
2	Digital Services	✓		
2	Changes to Sports Memberships		✓	
2	Webster Memorial Theatre, Arbroath	✓		
2	Venue Bookings	✓		
3	Angus Swimming Squad Programme		✓	
3	ANGUSalve Sports Awards 2017		✓	
3	Mobile Library Service		✓	
3	National Libraries Week 2017		✓	
3	Bookweek Scotland 2017 Extravaganza		✓	
3	Beyond Scotland's People		✓	
3	Local History and Heritage Talks		✓	
3	Historical Photograph Collection Drop-in Days		✓	
3	Programme of Exhibitions in Museums		✓	
3	Community Exhibitions		✓	
4	Angus Extra		✓	
4	Learn to Swim Programme		✓	
4	Storybag Collection		✓	
4	Year of Young People		✓	
4	Young Sports Hub - Voice of the Young People		✓	
4	Volunteering		✓	
4	Volunteering - Forfar Library		✓	
4	Volunteering - Forfar Loch Country Park		✓	
4	Volunteering - Scottish Wildcat Action Winter Survey		✓	
4	Volunteering - Crombie Country Park		✓	
4	Volunteering - Glen Doll Ranger Base		✓	
4	The Post-Reformation of Gravestones in Angus		✓	
4	Awesome Archaeology		✓	
4	Carnoustie Dig Talk		✓	
4	Children and Schooling in the Olden Days		✓	
4	Festival of Museums		✓	
4	Home Delivery Library Service		✓	
4	Coding Club		✓	
4	Chatterbooks		✓	
4	Bookbug Sessions		✓	
4	Lego in the Library		✓	
4	Tesco Bank Summer Reading Challenge		✓	
4	Roald Dahl Week		✓	
4	Angus Writers Showcase		✓	
4	Knit and Natter		✓	
4	Tiger Tea Party		✓	
4	Visual Arts		✓	
4	Brueghels Paintings		✓	
4	Festive Fun Weekends		✓	
4	Workshops – Wands and Broomsticks		✓	
4	Bonanza Weekend		✓	
4	Moth Recording			✓
4	Bat Watch			✓
4	What's In The Witches Cauldron?		✓	
4	Big Garden Birdwatch			✓
4	ANGUS Rocks Open Day		✓	
4	ANGUS Rocks Development		✓	
4	Carnoustie Sports Centre - New Bouncy Castle		✓	

Strategic Aim	Activity	LOIP1	LOIP2	LOIP3
4	Official opening of Forfar Community Campus		✓	
4	First Birthday of Forfar Community Campus		✓	
4	Webster's Sports Centre Investment		✓	
4	Hedgehog Box			✓
4	Group Fitness Programme		✓	
4	Montrose Sports Centre - Fitness Suite -		✓	
4	Angus Schools Tier 4 Rugby Conference		✓	
4	Birkhill Sport & Craft Camp		✓	
4	Directors of Football		✓	
4	Giant Heptathlon		✓	
4	ANGUSalve's Webster Theatre Pantomime	✓		
4	Angus Glens Walking Festival	✓		
4	Encounter with an Eagle		✓	
4	Crombie Trails		✓	
4	Ranger Led Walk with Abertay University		✓	
4	Range Led Walk - Primary School Visits		✓	
4	Range Led Walk - Montrose Basin		✓	
5	Gender Pay Gap		✓	
5	1-1 Coach Support for People with a disability		✓	
5	Buddy Scheme		✓	
5	Registered Carers		✓	
5	Branching Out Project		✓	
5	John Muir Award and Rossie Young Peoples Trust		✓	
5	Libraries' Dementia Memory Boxes		✓	
5	National Poetry Day		✓	
5	Reminiscence Groups		✓	
6	Respite Care		✓	
6	Community Leisure UK (SPORTA Scotland)		✓	
6	A Charitable Organisation	✓		
6	Visit Scotland VIP Programme	✓		
6	Kirriemuir Heritage App		✓	
6	4-4-2 Reading Challenge		✓	
6	Macmillan Cancer Support		✓	
6	Association of Public Libraries in Scotland		✓	
6	Signal Tower Museum Lens Room	✓		
6	Launch of Angus Museums Teachers' Pack		✓	
6	Backs to the Wall		✓	
6	Bon Scott Information Board, Kirriemuir	✓		
6	Pinkfooted Geese Collaboration			✓
6	National Athlete Support - Angus		✓	
6	Football Festivals		✓	
6	Junior Sailing Sessions		✓	
6	Utilising Pupil Equity Fund Outdoor Education		✓	
7	Customer Care		✓	
7	Employee Forum		✓	
7	Leadership Updates		✓	
7	Communications Policy & Framework		✓	
8	Automated External Defibrillator (AED) Training		✓	
8	Lifeguard Qualification		✓	
8	A Charitable Organisation - Annual Survey	✓		
8	Employee Development		✓	
9	Integrated Library and Customer Services		✓	
9	Wedding Venues	✓		
9	Carnoustie Library - A brand new chapter!		✓	
9	Monikie Country Park - Championship triathlon		✓	
9	Crombie County Park - Running Sisters Tayside		✓	
9	Annual Clova Xtreme Duathlon		✓	
9	Perth and Kinross Disability Sports		✓	
9	Community use of theatre. venues, town halls	✓		
9	Arbroath Community Sport Hub Open Events		✓	
9	Monifieth Community Sport Hub Open Day		✓	

Deliver best value and create investment opportunities

Deliver best value for every pound invested in the Trust; including generating investment opportunities for the development and improvement of cultural, leisure and community services.

BEST VALUE

Charges Review

In February 2018 changes to the charging structure and pricing policy were agreed for implementation from 1 April 2018. The review included a 5% increase across the majority of services together with the introduction of new charges for value-added services.

Organisational Review

In April 2017 the ANGUSalve Board of Directors approved a full organisational review as part of a wider strategy to deliver our vision of 'changing lives by inspiring healthy, active and creative lifestyle choices'.

The Board recognised the need to review and make changes to our workforce model and organisational structure to provide ANGUSalve with the opportunity to develop our service provision and respond to current challenges as well as future changes.

Mechanisms for engaging with employees have been developed such as regular employee bulletins, an ideas list, a central mailbox for questions, a list of frequently asked questions and update drop-in sessions. We also established an Employee Forum to improve communication between management and employees.

The Organisational Review was initiated and information gathering workshops were held in July 2017. Following this, service review teams and operational reviews were identified for phase one of the organisational review.

There is a steering group to oversee the organisational review which includes trade union representation and reports are submitted to the Board of Directors on a regular basis. Implementation will be on a phased basis during the course of 2018 and 2019.

PRODUCT/SERVICE DEVELOPMENTS

Digital Services

The implementation of our new management system commenced December 2017. This provides a single customer database and will facilitate self-service, online services, electronic communications and marketing. Business processes will be more streamlined and customer experience improved.

Initial rollout has been to sports centres for membership, class and course management. It has also been installed in one of our country parks, libraries and museums as the point of sale system.

Changes to Sports Memberships

In December 2017 we took the opportunity to review our bACTIVE membership and how we charged customers. Following analysis, we introduced flexible membership options to give better choice to families and introduced area charging to bring ANGUSalve in line with the charitable trust marketplace in Scotland and to streamline the process for customers at reception.

Webster Memorial Theatre, Arbroath

In September 2017, we appointed an Arts & Events Programme Manager to diversify the theatre programme to attract new audiences to attend performances at their local community theatre. We introduced high-profile comedy to Angus audiences and added new flavours including acclaimed tribute acts from Whitney to George Michael and old favourites like Aly Bain and Phil Cunningham to the theatre programme.

Joe Lycett was the first booking in the new programme and visited Angus on the Scottish leg of his brand new stand-up tour in September 2018. American comedian Rich Hall was also booked and rolled into town with his critically acclaimed grouchy, deadpan style in February 2018 to a sell-out audience.

Venue Bookings

In January 2018, the administration of all our venue bookings transferred from sports centres to the theatre and venues team, creating efficiencies in staff resources as well as delivering an improved and consistent experience for customers.



Case Study

Deliver best value and create investment opportunities

Tapping into funding streams as a charity

Business Management & Development

Electric Cars

ANGUSalive is excited to now have two electric cars fully funded with grants supported by the Transport Scotland Switched On Fleets initiative.

This initiative offered free, evidence-based analysis, identifying new opportunities for the cost effective deployment of plug-in vehicles in each of Scotland's 32 Community Planning Partnerships (CPPs).

Transport Scotland provided £2.5 million of grant funding to enable all local authorities and their partners, including NHS Boards, emergency services, colleges, universities and Charitable Trusts to buy or lease plug-in vehicles.

The conversion of vehicle fleets has already seen the introduction of over 200 electric vehicles across Scottish local authorities.

Having an electric car fleet saves ANGUSalive considerable sums on staff mileage claims. For example, the electric car we introduced at Head Office in June 2017 had a mileage of over 6000 miles by the end of March 2018. This mileage would have cost us in the region of £2500 in mileage expense claims.

It also helps us to reduce carbon emissions as well as raising the profile of ANGUSalive when driven around the county of Angus.

Both of our Nissan Leafs have been branded at no extra cost through our continued partnership with Mackie Motors.

The cars are based at our Head Office in Forfar and at Arbroath Sports Centre meaning that they are accessible to all ANGUSalive employees. This makes it practical for all of our employees to benefit from the use of an electric car.

Regular reports on travel claims are produced to ensure potential efficiencies and savings are achieved.

We are currently exploring options to obtain funding for the installation of electric car charging points and to add to our fleet of electric vehicles.



Funding for Addition to Collections

In March 2018 ANGUSalive were delighted to receive an early medieval silver-gilt lozenge-shaped object, probably a ring bezel in to the collection, thanks to funding from the National Fund for Acquisitions and The Art Fund.

This early medieval ring bezel decorated with clusters of cast pellets and interlace was found at Montrose. The find was reported to the Treasure Trove Unit, Edinburgh whose role is to ensure that objects of cultural significance from Scotland's past are protected for the benefit of the nation and preserved in museums across the country. The ring bezel is now on display at Montrose Museum.

Information from similar finds suggests that the object is part of a finger-ring and was likely to have been made in early medieval times between the 9th-11th centuries AD. This particular example is possibly of Scottish manufacture.

Spar Scotland Funding

In December 2017 the Gateway to the Glens Museum received an award of £500 from CJ Lang & Son Ltd, owners and operators of SPAR Scotland, from their sale of 5p carrier bags.

The donation was used to design and install three large window panels on the museum building, displaying images of objects from the collection to give a flavour of the treasured objects on display inside the townhouse.

GlaxoSmithKline (GSK) Angus Community Awards 2017

As a charitable trust, ANGUSalive Libraries was successful in our two bids to the GSK fund for donations to purchase additional resources for our successful Dementia Memory Boxes service and to establish a pilot robotics group for teenagers in Montrose Library. Funding was awarded in March 2018 and these projects will be carried out in 2018/2019 financial year.

Donation Boxes

Branded donation boxes were rolled out on 1 April 2017 across high-footfall ANGUSalive sites. This was to enable ANGUSalive to collect charitable donations. During 2017/18 we received £4,125 in donations with £48 worth of donations contributing gift aid.

Donation boxes have been rolled out to the following facilities:

Arbroath, Brechin, Carnoustie, Forfar, Kirriemuir, Monifieth and Montrose libraries. Arbroath Signal Tower Museum, Brechin Town House Museum, Meffan Museum & Art Gallery, Kirriemuir Gateway to the Glens Museum and Montrose Museum. As well as Webster Memorial Theatre, Angus Archives, Monikie Country Park, Glen Doll Ranger Base, Brechin Community Campus and Forfar Community Campus.

The donations and gift aid we receive will help us to achieve our vision of 'changing lives by inspiring healthy, active and creative lifestyle choices'. All donations will be invested back into the provision of culture, sport and leisure services for Angus and every donation is received with thanks.





Champion the positive benefits of our services

We aim to promote the positive benefits of leisure, cultural and community services in terms of health and well-being, learning, community development and creativity.

ENGAGEMENT LIBRARIES OUTREACH

Mobile Library Service

Our mobile library vehicles provide an ideal opportunity to highlight our service provision to customers throughout Angus and to bring our services out into the community.

The aims of the service are to:

- Improve the quality of life for those living in rural areas through greater access to services
- Increase the support of children's information needs, contributing to their intellectual, emotional, social, educational and language development
- Help reduce inequalities faced by those living in rural areas
- Help reduce social isolation of vulnerable adults

Bookbug Sessions delivered on the mobile libraries in a number of different non-library locations help to support Angus children and families. By giving customers a 'taster' of these sessions in community settings, we let people see for themselves how beneficial these sessions can be and encourage people to attend a regular

session at a burgh library. This year, our team have enjoyed reaching potential new audiences at Murton Trust Visitor Farm; over 80 people attended our events in this setting. We also visited ten nurseries and playgroups on a regular basis, to share fun literacy activities with youngsters in the community.

Building on the success of our visits to Murton Trust Visitor Farm, we have held Bookbug Sessions at Peel Farm, Lintrathen and have more rural setting Bookbug Sessions planned for the future.

Our mobile libraries offer the Tesco Bank Summer Reading Challenge during the summer holidays, encouraging school children to take part and promoting the challenge to rural schools ahead of the break. Thirty-five children enjoyed "Animal Agents" with our mobile library service. The service ran the 4-4-2 reading challenge, using a love of football to develop a love of reading, in conjunction with three local primary schools, and have piloted Bookbug's Reading Challenge with local nursery Stepping Stones at Forfar Community Campus.

Our team offers one off Friday visits to schools for special reading activities. To celebrate Burns Night, the mobile library service visited

three schools for an hour each. Our Information Advisor (Mobile) read poems with the children and sang songs. Called our 'Robert Burns Tour', we plan to make it an annual event.

Following dedicated training for the programme, our mobile libraries offered the Six Book Challenge for adults in venues across Angus, including Angus House and Saltire Sports Centre on timetabled Fridays each month. The challenge finished in May 2017 with 18 people signing up and 12 completing, improving their reading for pleasure.

Visiting these community settings allows our team to promote the wider library service as a whole, taking the service to the customer. We also have a number of third parties who use our mobile library service to deliver information services to customers, these include:

- Community Police
- Fire Safety
- Digital Scotland
- Hear to Help
- Angus Carers
- Angus Independent Advocacy
- Angus Council's Communities Team

We were delighted to have strong statements of support from a number of our partners that contributed to the successful outcome of our Mobile Library Community Hub Angus LEADER grant funding bid.

National Libraries Week 2017

In October 2017, to celebrate National Libraries Week we held a series of author visits in our libraries across Angus. Historic fiction writer Maggie Craig entertained the book group in Forfar, fiction writer Sandra Ireland met readers in Carnoustie, and crime writer Russel D. MacLean travelled to Kirriemuir. In Arbroath, our Adult and Community

Development Coordinator, Christine, hosted a Saturday afternoon murder mystery with crime writers Chris Longmuir, Wendy H. Johns, Amanda Fleet and Jackie McLean. The weekday sessions were funded by Scottish Book Trust through their Live Literature programme. The authors at the Saturday session kindly gave their services free of charge. The programme was a success, celebrating Scottish literature in all forms and encouraging readers to widen their choices from our extensive stock.

Bookweek Scotland 2017 Extravaganza

In November 2017, we celebrated Bookweek Scotland with a showcase event for authors and library services together at the Reid Hall, Forfar. This new pan-Angus approach was designed to engage with both current and future library customers. For the first time we added children's events to Bookweek Scotland with Bookbug sessions and a children's meet-the-author session. Finally, we launched our new collection of books on Long Term Conditions in partnership with Angus Health and Social Care Partnership at the extravaganza. The extravaganza was a success with 240 people attending events throughout the day.



Beyond Scotland's People

Angus Archives hold a range of unique records and collections which allow family history researchers to access information about their ancestors and where they lived. To promote the use of the collection and highlight the interesting and valuable information that can be found, ANGUSalive's archives team held a workshop 'Beyond Scotland's People' in January 2018.

The workshop was designed to provide in-depth information on the school, poor and legal records held by Angus Archives. All 15 attendees were shown examples of each type of record and given helpful advice about how they can be used to assist their own future research projects. This provided a real insight for the attendees, with one person discovering that they had an orphaned ancestor from reviewing the poor registers.



Local History and Heritage Talks

Our Local History & Heritage Officer has given talks on popular topics of interest in the last year such as the two described here. 'The Earl of Southesk in Saskatchewan' relates a trip made in 1859 detailing travel, hunting and interactions with the native population. 'Children and Schooling in Olden Days' looked at what education was like in Angus in past times, concentrating on unusual and humorous aspects. Over 20 children in Angus enjoyed hearing about how life could have been if they were born in a different age.

Historical Photograph Collection Drop-in Days

The teams from Arbroath Signal Tower Museum and Angus Archives held three Jim Ratcliffe Photograph Drop-in-Days (June 2017, November 2017 & February 2018) to promote and develop the collection, engage with the Arbroath

community and facilitate reminiscence over the subjects covered by the collection.

Over 100 people came to the Museum to enjoy Jim's photographs. Jim was a freelance photographer who operated in Arbroath from the 1960s. He opened his own studio in Lordburn, Arbroath and operated it for 30 years. The Jim Ratcliffe collection contains over 75,000 of his negatives of people and local events. It is an important source documenting the social history of Arbroath, Forfar and other areas of Angus.

Angus Archives continued its ever-popular Ken Hay Photograph Drop-in-Days where people were invited to review the photos and identify their loved ones. The team held six events at Montrose Museum.

Ken Hay was a professional photographer in Montrose from



the late 1940s until his retirement in 1991. He is credited with having taken a million photographs during his professional career. A portion of those photographs has been donated to the people of Angus and is held by Angus Archives. This Ken Hay photograph collection includes around 20,000 negatives from Mr Hay's career and is a unique insight into Montrose local history.

Local interest in the collection was as high as ever, encouraging discussion about Montrose in days gone by.

Programme of Exhibitions in Museums

Our five museums and galleries have delivered a programme of temporary exhibitions and changing displays. This programme brings to life stories from our past, helping visitors learn about the history of Angus and its communities.



Ken Hay



SPORT & LEISURE EVENTS

Angus Swimming Squad Programme

The Angus Swimming Squad programme supports local clubs and the swimming pathway in Angus. The Programme provides support to the club competitive swimming structure and is aligned with the Scottish Swimming National Squads Programme.

From October to June, the programme saw an increase in numbers and there are currently 53 in the Development Squad. The Area Squad have weekly and monthly sessions, the Development Squad has monthly sessions. This brings together clubs across Angus, supporting the swimmers and coaches. The clubs are supported to review their competition structure allowing more swimmers to achieve the criteria for the squad.

The programme is also linked with the Angus Swimming CPD programme which helps to develop club helpers and coaches. Throughout 2017/18, 56 swimmers achieved the standard for the Development Squad and three achieved the criteria for the Area Squad. Swimmers range from 10 to 15 years of age. In 2014/15, 18 swimmers were enrolled in the squad programme; compared to 2015/16, with 27 swimmers in the squad programme. In the period 2016/17, 25 swimmers remain enrolled in the squad programme.

ANGUSalive Sports Awards 2017

Nominations for the annual awards opened in November 2017, with a roadshow to launch the nominations period and give support to nominators. We received 72 nominations in nine categories, with 22 sports represented. Filming of the shortlist nominees and nominators as part of the awards production, took place in January 2018.

Winners were announced on the evening, Friday 16 March 2018 and the evening's entertainment included Singing Waiters, Sandra Wright School of Dancing, Ross & Scott's 'Friday Night Takeaway' and a Q&A with 2016 Sports Personality of the Year winner, Catriona Steele. The event would not have been possible without the support and sponsorship from many local companies including leisure equipment supplier, Precor as the title sponsor.

"It was not so much the winning of the award but the knowing of how much you were appreciated that was heart-warming. However to win an award was amazing"

Pam Thomson, 2017 Outstanding Commitment Award Winner



Case Study
Champion the positive benefits of our services

Community exhibitions

Museums, Galleries & Archives

Our museums, galleries and archives don't only explore long past times. Exhibitions that give an insight into themes within living memory are enormously popular with local communities and offer opportunities for co-creation that can attract new and wider audiences. ANGUSalive has brought to life some very local and recent memories through a number of our exhibitions this year.

On 31 March 2017, the Meffan Museum & Art Gallery hosted the opening of the Forfar Academy Bicentenary Exhibition. This exhibition was co-curated by ANGUSalive employees and staff from Forfar Academy. The party atmosphere of the opening combined with lively reminiscence chatter as past and present pupils and teachers

celebrated their school days together. Notable guests included a class of pupils from the 1960s who had all kept in touch. This exhibition continues to have a community legacy as the exhibition panels created by our ANGUSalive team are now on display in the new Forfar Community Campus.

In early 2018, the team at the Meffan Museum & Art Gallery continued to explore their local links with an exhibition to celebrate the Scouting movement in Forfar. Following an appeal for objects and supported by the two Scout companies currently in Forfar, over 1,400 visitors enjoyed the exhibition during its eight weeks in the upper gallery.

Meanwhile in Brechin Town House Museum, thrill seekers and dare devils relived the highs of speed racing with a fascinating exhibition of carties. A wide selection of carties were loaned by the Jamieson family from Brechin whose hobby is making and racing carties "just for fun" in the town's annual Carties Race. The Carties Race, which takes place down Brechin High Street, has been part of the Bravo Brechin calendar for many years and is a terrific example of real city street racing enjoyed by thousands of spectators. This popular museum exhibition featured a hair-raising film captured by an on-board camera in one of the races.

Visitors to Montrose Museum also had a "moving" experience through the Kinnaber Junction display. Kinnaber Junction was the point where the east and west lines merged and so became a focal point for the Victorian railway races up north to Aberdeen. Prompted by the donation of a signal box sign for the junction, this exhibition showcased the sign

and some of the museum's other railway related items. The exhibition had been chugging along quite nicely when it grabbed the attention of several different local railway enthusiasts who were excited to get on-board by lending other items related to Kinnaber Junction.

"What started as a small display snowballed and became a great focus of community engagement with people coming to the Museum specifically to see or contribute to the exhibition."
Linda Fraser, Museum Officer

Museums, galleries and archives also explore themes of current social interest. Our "What is Home?" exhibition, created by Dr Paulina Trevena from Social Support and Migration in Scotland (SSAMIS), toured from Arbroath Library to Brechin Town House Museum through summer 2017. Exploring people's experiences of settlement in Scotland, this exhibition included contributions from local residents, children from a local primary school, local artists and a local photographer. The work reflected on some universal questions about home - "where is home?", "what makes a place home?", "when does a place become home?" - in an accessible and fun way that was enjoyed by visitors.

Co-curating with communities has benefits for both our museums and for our communities. By engaging more closely with local people, we find out more about the objects in our care, recording information that contributes to our collections knowledge and that will bring to life stories for future generations. For communities, contributing to exhibitions provides important links - links with the past, links with place, and connections with



like-minded people - and all the wellbeing benefits these connections provide. ANGUSalive will continue to create opportunities for visitors to input into our exhibition programme and our displays.



Encourage participation for all

ANGUSalve aims to promote participation in activities at all levels and for all sections of the community to enable residents to fulfil their potential in their chosen area of activity.

YOUNG PEOPLE

During 2017/18 we had a number of initiatives targeted at encouraging participation and engagement with young people. These initiatives also made a contribution to the culture and health and wellbeing key themes from the Year of Young People 2018 around which activity for the year is based.

Angus Extra

Angus Secondary Schools moved to a Monday-Thursday timetable of longer days and incorporated a shorter day on a Friday as of August 2017. As part of this change and in conjunction with Angus Council's Active Schools Team, we now provide a range of extra-curricular activities for young people on a Friday afternoon from our libraries, museums and sport centres. Options included a design and print in 3D activity in our libraries. This six week course gave pupils an introduction to a 3D printer, taught printing parameters and described the 3D design software used to make 3D models. At the end of the course the students received a 3D printed model of their design. During 2017/18, 16 students were trained in the use of the 3D design platform.

Our volunteering opportunities available across libraries, museums or country parks were also promoted to students as activities available on Friday afternoons. Participants were able to use their volunteering contribution towards completion of their Saltire Award or Duke of Edinburgh Award.

Learn to Swim Programme

Running across all seven ANGUSalve swimming pools, our Learn to Swim programme includes pre-school, Level 1-8, Top Up (for children P5+ who cannot swim) and child lessons, Rookie Lifeguard, Aquaskills, and Water Polo. Crash course swim lessons for children were held during the holiday activities programme. We also provide timetabled swimming lessons for adults as part of our weekly adult class timetable.

Storybag Collection

In celebration of World Book Day 2018, ANGUSalve launched the Storybag Collection on 1 March 2018 to support families with early reading especially young children who don't particularly enjoy reading or sharing books. The Storybag Collection brings to life a variety of family favourites with a carefully chosen puppet or

soft toy. Included in the collection are classic tales, such as Judith Kerr's 'The Tiger Who Came to Tea' and Julia Donaldson's 'The Gruffalo'.

The aim is to enable the younger reader to engage with books differently and to stimulate their imagination and language development, hopefully encouraging a lifelong love of books. Storybag Collection also facilitates interaction and bonding between the reader and the young child. Families in Angus were encouraged to try something new by using this collection and supported to discover the enjoyment of reading.



Storybag Collection

Storybags have been created with a carefully chosen puppet or soft toy to bring stories to life with amazing books.

- Storybags are an exciting and visual way to tell a story
- Storybags encourage children to engage with stories and develop a lifelong love of books and reading
- The books within the bag have been carefully chosen to stimulate imagination and language development

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ANGUSalve is a registered Scottish Charity No. SC204133

ANGUSalve LIBRARIES

www.angusalive.scot

"It has helped me make the decision of taking a technical subject next year which would give me the opportunity to interact with a 3D printer later on in the year. This course will make the National 5 Course a lot easier for me"

Pupil



YEAR OF YOUNG PEOPLE #YOYP2018

We celebrated the Year of Young People 2018 with some initiatives and events to provide opportunity for generations to come together to celebrate our young people or provide opportunities for them to showcase their ideas and talents.

Sports Awards

In celebration of the Year of Young People 2018 and in recognition of the high calibre of nominations for young people received in the award category for Young Sports Personality of the Year, ANGUSalve commended all category nominees at the ANGUSalve Sports Awards. Each nominee was also invited to attend the awards ceremony as our guest to celebrate their achievements at this special event.

Young Scot

To support the #YOYP2018, we also created an event assistant opportunity at the ANGUSalve Sports Awards for Young Scot members. The young people were able to collect 250 Rewards Points towards Young Scot discounts and offers when they signed up to volunteer. The roles included video/social media support for the event and event assistants to help with front of house hospitality. Seven pupils from Carnoustie and Brechin High Schools participated and each of the young people attended training prior to the event.

Young Sports Hub - Voice of the Young People

Arbroath Young Sports Hub has gone from strength-to-strength with 15 pupils from Arbroath West Cluster enrolled in year two of the programme. The young people have received personal development sessions from Arbroath Tennis, Athletics and Golf Clubs. Club coaches delivered fun games and activities the children could replicate and subsequently deliver to their peers. The young people devised a marketing plan on how to promote the sessions and worked out the most suitable time to run them. They also assisted in organising and promoting the Easter activity day which the hub ran. The group have plans to launch a YouTube channel to help further raise the profile of the clubs in the hub.



VOLUNTEERING

Working with volunteers provides a positive link between ANGUSalve and the local communities we serve, placing value on the time, skills and knowledge of members of our community and extending the reach of our services by providing an extra pair of hands. It also offers volunteers the opportunity to learn new skills and gain new experiences.

In October 2017, Volunteer Management Guidelines were developed to ensure a consistent approach to volunteering across the organisation and to ensure volunteering is an enjoyable and rewarding experience for both ANGUSalve employees and volunteers. In addition to the Young Scot volunteers mentioned above, the following volunteering took place across ANGUSalve facilities and venues during 2017/18.

Forfar Library

In May 2017, we had a volunteer from France join us at Forfar Library for a period of nine weeks. Valeraine was studying to be a Librarian at university and wanted to get some hands on experience. As part of her volunteering placement with the library, we provided a programme so that she had experience in different libraries including the mobiles, as well as with the strategic and bibliographic team. Valeraine fitted in very well and she continues to keep in touch with the team from Forfar.



Glen Doll Ranger Base Cairngorm National Park

At the end of February, an induction and training event was held for Cairngorms National Park Volunteer Rangers at Glen Doll Ranger Base. The volunteers took part to learn new skills and to contribute to practical habitat enhancement for the benefit of wildlife and people.

"The perfect introduction to this beautiful area".

Judith Nott, Cairngorm National Park Volunteer Ranger

A significant part of the volunteers' role is to meet, greet and engage with members of the public; sharing their love and knowledge of the area, inspiring local people and visitors alike.

In addition, the volunteers have suggested fresh and creative ideas to the Countryside Adventure ranger service as well as supporting themed guided walks and talks throughout the year. Five Volunteer Rangers have been inducted to date, with more to come on this exciting three year project.

Scottish Wildcat Action Winter Survey

Supported Wildcat volunteers and contracted Scottish Wildcat project officers deployed and managed camera traps and physical traps in the Angus Glens for 60 consecutive days from late December. The Glen Doll Ranger Base was used as a focal point for sharing information across volunteers and was used as a depot for equipment drops.

"The rangers provided fantastic support to me when checking traps in snowbound treacherous conditions" Kirstin Mair, Project Intern for the Angus Glens

The ranger team provided vehicular support in bad weather conditions, allowing volunteers to get to their cameras to refresh SD cards and change bait. As part of the project, the volunteers shared valuable

information concerning the camera trapping of wildcats across eight years. Our Countryside Adventure Ranger Neil appeared on a short documentary feature 'The Taming of the Few' surrounding the status of wildcats in Angus which is to be shown across Europe in short documentary film festivals.

CROMBIE COUNTRY PARK

An active volunteering group meets weekly on Tuesdays at the country park with 392 participants putting in 784 hours over 51 weeks. Tasks include; heavy digging, tree felling, bonfires, painting, helping Rangers prepare for events & groups, repairing park furniture, helping rangers with heavy lifting, checking nest boxes and squirrel surveys.

In addition we welcomed:

- Craigmill Skill Centre brings volunteers weekly to engage in work in the community. This group has complex learning and mental health difficulties. They made 51 visits and contributed over 500 hours of volunteering and also participate in Tayside Pooling Our Ponds survey work
- Scottish and Southern Electricity Networks visited for 'Be the Difference Day' and cut birch out of the heathland
- 1st Westhill Scouts helped with conservation work on 6 May after a morning of Geocaching
- Volunteers from our Branching Out Programme have continued to offer their time following their success and enjoyment of the programme, some with the support of Angus Health and Social Care Partnership.

FORFAR LOCH COUNTRY PARK

The park has a number of annual volunteer projects which attract a number of helpers to support its work:

The Young Naturalist Club

The club continues to be popular and last year 189 young people took part. Across the 29 sessions that were delivered activities included den building, nest box building, health walks, pond dipping, looking for signs of spring, recycling plastic and planting seeds.

Forfar Loch Shoreline Spruce Project

Spruce copses around Forfar Loch provide little ground habitat for other plant life, in particular along the southern shoreline the trees shade out the adjacent reed beds.

"The views of the loch are lovely, you have all done a great job" Park Visitor

The project was carried out mainly by volunteers and aimed to allow light to reach the reeds by removing the lower dead branches of the spruce along the shoreline. This opened up the area allowing additional light into the reed bed areas and provided extensive new views of the loch itself which had hitherto been obscured. The associated 'Life on the Edge – Bee Active' project planted wildflower bulbs in some of the newly cleared areas for all types of visitors to the country park to enjoy.



Life on the Edge - Bee Active

This project aims to enhance a number of woodland edges around Forfar Loch Country Park for the benefit of overwintering bumblebees. The aim is to provide a food source for nesting bumblebees. The project also hopes to give a sense of ownership to new and existing volunteers by allowing them to make choices in the areas that are to be enhanced. This year we had 28 volunteers, who gave 82 hours of their time to plant 1400 spring flowering bulbs. The project was aided by a grant of £250 donated by Volunteering Matters Action Earth, supported by Scottish Natural Heritage.

CELEBRATING HISTORY, HERITAGE AND ARCHAEOLOGY

The following key events were held in our museums and libraries to celebrate Local History Week, Heritage Week and to mark the Year of History, Heritage and Archaeology. Many of these events were participatory, ensuring customers took an active part in the learning.

The Post-Reformation of Gravestones in Angus

The Gateway to the Glens Museum welcomed two local historians, Flora Davidson and Dr Elspeth Reid, who gave a fascinating illustrated talk on 31 August 2017 on Cemetery Secrets to launch their new book, 'The Post-Reformation Gravestones of Angus'. The book was subsequently available for sale at an introductory rate in ANGUSalive libraries, museums and archives.

The illustrated talk on how to read the unique carvings and symbols of old Angus Gravestones was followed by a guided walk with 30 visitors around the Kirkton of Airlie

graveyard. The museum also ran two engaging guided walks in Glamis and Kirriemuir which explored the rich heritage of the two towns.

Awesome Archaeology

Kirriemuir Gateway to the Glens Museum held a fun workshop in September 2017 for children (aged 5-12 years) to discover how archaeologists uncover clues to the past and to try some of the techniques themselves.

The six children that attended examined and recorded objects, planted watercress in tubs to show how crop marks appear in the landscape and dug for artefacts hidden in a large tub of sand which was by far the most popular part of the session.

Carnoustie Dig Talk

A talk on the recent Bronze Age discovery in Carnoustie was held by Alan Hunter Blair of GUARD Archaeologists on 4 September 2017 at Carnoustie Library as part of the celebratory programme of events to launch the newly refurbished library.

Archaeologists working in advance of the construction of two football pitches in Carnoustie unearthed a unique Bronze Age hoard in February 2017. A replica sword and spearhead were available to view for the 24 people who attended the event; the group had many questions about the dig and its national interest. The event



successfully generated awareness in the archaeological heritage of the town.

Children and Schooling in the Olden Days

To celebrate Local History Week in March 2018 ANGUSalive's Local History and Heritage Officer gave a talk to the Kirriemuir Library Reminiscence Group about the different aspects of education in years gone by and shared a few entertaining passages including Mr Whacker's teaching methods at his Adventure School in Forfar.

Carnoustie Library
A Brand New Chapter
Special Programme of opening events
Mon 4 - Sat 16 Sept

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ANGUSalive
Library



FESTIVAL OF MUSEUMS

ANGUSalive celebrated the Festival of Museums again in March, 2018. Despite Montrose being cut off by snow, the show went ahead a few days later, in Civilisations Week itself. Local visitors were treated to a reappraisal of Kenneth Clark's famous TV series and a reconsideration of civilisation in the light of Pictish art, by historian and lecturer Professor Jane Geddes from Aberdeen University. This lecture was later available as a podcast for audiences to enjoy.

"Never before have I thought of the similarities between St Vigean's Church and Notre Dame"
Event Attendee

A day of action and re-enactment took place for Festival of Museums weekend. Marking the Year of History, Heritage and Archaeology 2017 the First Captains Company Erskine's Regiment brought history to life at the Gateway to the Glens Museum. The day was enjoyed by over 70 visitors who took part in show and tell sessions, a talk, and a display of colours in the town square.

LIBRARY EVENTS & ACTIVITIES

Home Delivery Library Service

For customers who love reading but find it difficult to get to their local library or mobile library due to age, disability or caring, we offer a monthly Home Delivery Service. Customers can access the full stock of ANGUSalive Libraries, including a wide variety of fiction and non-fiction in a range of different formats including regular print, large print and audio books. They discuss their reading and listening preferences with our Home Delivery Assistant who both selects and delivers books to customers providing a very tailored and personalised service. Our Assistant gets to know the customers and for them it's a familiar friendly face visiting them each month.

The home delivery service allows ANGUSalive to help vulnerable people within the community to continue to enjoy reading. The service also delivers books on a quarterly basis to 25 care homes and sheltered housing sites throughout Angus. Our customers enjoy over a 1,000 books a month which are delivered to them directly.

"I wanted to express my gratitude for your help in my mother's final years. Reading was one of her great pleasures and I know she greatly appreciated the service you offered, as did I"
Family Member

Coding Club

In March 2018 Carnoustie was the first library in Angus to establish a permanent Code Club for P4-P7. Members of the Code Club work through booklet led projects covering animation, games and interactive projects allowing them to build their knowledge of coding incrementally during the six week course.

Students are encouraged to support each other, assist with problems, to present their work and try out each other's projects. 17 students were trained in the use of Scratch, an introductory visual coding language, through the Code Club. At the end of the course each student received a certificate, guides on setting up their own account and a list of library held material on coding.

Chatterbooks

Each of our libraries holds monthly Chatterbooks groups and across Angus these were attended by 426 children in 2017/18. These groups are designed to encourage children to develop a lifelong reading habit.

The interactive groups offer the children fun "book" associated activities like creating a new ending

for a popular story or designing an alternative book cover. Children attending the groups have different reading abilities and the groups encourage peer support. Children discuss a wide variety of reading material, often prompting them to read a book they would never have chosen for themselves.

In November 2018 the Kirriemuir Library Chatterbooks group visited the Tayside Police Museum in Kirriemuir. This included a tour of the museum, including the cells, whilst hearing stories about policing in olden times and provided an opportunity to dress up too.

Bookbug Sessions

ANGUSalive's partnership with Scottish Book Trust in the delivery of weekly Bookbug Baby, Toddler and Storytime sessions continues to grow and develop every year. We held 890 Bookbug sessions with 8952 adults and 11,251 children attending in 2017/18

The Scottish Book Trust's Bookbug Book Gifting programme is also delivered by ANGUSalive.



This year, our team co-ordinated the gifting of the following bags to young children in Angus:

- Bookbug Baby Bags - 1,290
- Bookbug Toddler Bags - 1,340
- Bookbug Explorer Bags - 1,003
- Bookbug P1 Bags - 1,237

ANGUSalive's Children & Families Development Advisor continues to contribute positively to the Angus and national direction for early year's programmes through her membership of the Scottish Book Trust's National Bookbug Co-ordinator Steering Group. Angus Council's Education Officer for Literacy joined the group this year which has strengthened the school literacy and reading partnership between Angus Council and ANGUSalive.

Our Children & Families Development Advisor also joined a panel of experts in Children's Literature at Scottish Book Trust to select which Baby, Toddler and Explorer titles would be gifted next year to all young children in Scotland.

Lego in the Library

Lego in the Library was introduced in 2015 to offer a new way of sharing reading experiences in the library. The groups, held monthly in each library, offer an innovative and exciting way for children to engage in stories whilst using their problem solving skills to build Lego models associated with the story. The clubs continue to be popular with 854 children attending our sessions in 2017/18, a 16% increase from the previous year.

Tesco Bank Summer Reading Challenge

The 2017 Tesco Bank Summer Reading Challenge transformed the children of Angus into 'Animal Agents'. Over 700 primary school aged children turned into super sleuths to solve mysteries as they read six books over the summer holidays.

All the children who completed the challenge received a medal and certificate.

Pre-school children enjoyed their own Bookbug's Library Challenge over the summer with over 300 babies, toddlers and pre-schoolers taking part.

Roald Dahl Week

Children across Angus took part in our 'George's Marvellous Medicine' activities during Roald Dahl Week in September 2017. Over 40 boys and girls safely experimented with everyday items to make things that go whizz, pop and bang. The erupting volcano hit the roof in our Forfar Library! Children also created their own juice from a selection of fruity flavours, completed a Roald Dahl quiz and received a Roald Dahl bookmark.

Tiger Tea Party

To celebrate the 50th anniversary of the classic book, The Tiger Who Came to Tea, all libraries held a tea party for 3-5 year olds. Over all 7 libraries 73 children attended. Great fun was had by all.

Angus Writers' Showcase

To celebrate Scottish literature, to provide wider reading opportunities for adult readers and to champion local writers, we held an event in Forfar Library in May where six local authors met readers to introduce themselves and talk about their books; Wendy H Jones, Chris Longmuir, Forbes Inglis, Sandra Ireland, Bob Jaffray and Sheena Macleod shared their writing experiences with an audience of 23 people.

Knit and Natter

A Knit and Natter group was launched in Monifieth Library on 29 January 2018 and has proved popular with the local community, growing from five to 12 regular attendees in four months. This friendly group chat over tea and coffee whilst crafting together weekly in the library.



VISUAL ARTS

ANGUSalve encourages participation in the visual arts by providing opportunities for our visitors to see a snapshot of contemporary Scottish Art today and engage with the Angus Art Collection across our museums and art galleries.

Brechin Town House Museum hosted a new collection of work from Scottish artists and long standing friends, Hetty Haxworth and Kit Martin. The exhibition was opened with a spectacular flourish on the 1 September with 65 guests enjoying a pre-view of this stunning exhibition.

Hetty and Kit also held a screen-print and sun-print workshop for children on 9 September where 23 children attended. The children (and some of the adults) tried their hand at creating fantastic pieces of art under the guidance of these two talented artists.

In September 2017 the contemporary artworks of Kirriemuir artist Michael Visocchi, a winner of the Jerwood Sculpture Prize, were on display in his 'Length x Breadth' exhibition at the Meffan Museum and Art Gallery.

The award-winning Scottish visual artist Kirsty Lorenz opened her new collection 'Floresce' at The Meffan Museum & Art Gallery in October 2017. A selection of her works was then showcased at Montrose Museum during



November and December. A Meet the Artist session with Kirsty was held in The Meffan in October and in Montrose in November.

Local artist Brian Petrie's Paintings & Stoorcatchers were displayed at our newly refurbished Lochty Gallery in Carnoustie Library during October 2017 for all of the community to enjoy.

The Meffan Museum & Art Gallery's Winter Exhibition in December 2017 attracted 130 entrants and 157 were selected for hanging. This exhibition is open to both professional and amateur artists and continues to attract popular local and national support.

As part of the range of events in our museums and libraries to promote the BBC Civilisations Week two art exhibitions were opened:

'The Loom Runs. The Smoke Rises' presented work from Nicola Wiltshire's most recent project, looking inside Halley Stevensons, one of North East Scotland's last surviving textiles factories.

'Landmarks' brought together people, land and culture by showcasing iconic portraits of Scottish poets by Alexander Moffat and Ruth Nicol's energetic paintings of the landscapes that influenced and inspired these poets. Alexander Moffat also launched his book 'Facing the Nation: The Portraiture of Alexander Moffat' at the exhibition opening event.

Brueghel Paintings
ANGUSalve appeared for a second time on the BBC television series 'Britain's Lost Masterpieces' on 19 October 2017. Two Brueghel paintings 'The Adoration of the Magi' and 'Saint John the Baptist Preaching in the Wilderness' are on display in Arbroath Library's Art Gallery.

Dr Bendor Grosvenor visited the Art Gallery where the two paintings were filmed in situ as part of an episode based in Arbroath.



FAMILY FRIENDLY EVENTS

Bonanza Weekend
Held during the first weekend in May, 48 visitors from 8-80 years of age were provided with an offer to try all five activities including, windsurfing, sailing, kayaking, canoeing and paddle boarding. This was a good opportunity for everyone to try out one or all of the activities at a minimal cost, pay for one hour, get 3 hours of tuition and help was on hand for basic instruction and all equipment, safety cover and instruction is included in the price.

Moth Recording
Paul, a volunteer at Crombie Country Park, set moth traps to monitor the moth population and search for new species records for the area. He set his traps up the night before, sat with them to record what species were attracted to the lights and instead of releasing them after capture kept them to share their beauty with members of public. Twelve people engaged with the beauty of the 'butterflies of the night' project during summer 2017.

Bat Watch
At the end of August, a group of fifteen people of all ages enjoyed a short talk and slide show on bats. The group then went out with bat detectors and torches to hear the pipistrelles (the commonest and most widespread of all British bat species, [bats.org]), circling through the woodlands and over the loch on their evening feeding.

What's in the Witches' Cauldron?
Our museums and countryside teams joined together to create a special children's activity encompassing local history and flora during the October School Holidays. Staff from Forfar Loch Country Park and the Meffan Museum and Art Gallery began by looking at the background to the Forfar Witch Trials in the 17th Century.

The children investigated the herbs that were used medicinally and magically in the past, and then enjoyed a practical session at the Ranger Centre where they concocted remedies from the collected plants. The group then relocated to the Meffan Museum for a look at the witch trial displays and listened to a talk describing the events and victims of the Forfar Witch Hunts/Trials. To conclude the session, the children visited the graveyard at the East and Old Kirk in Forfar to search for the graves of alleged victims of the witches and to take a look at the folklore of the trees growing there.

Workshops - Wands and Broomsticks
To link with Halloween, families came along to try their hand at Harry Potter-style wand making during October at Monikie Country Park. Various types of tree branches were used and all participants had

information on how the finished wand would perform. The groups used a variety of wood, selected due to its magical properties; information on tree lore and spells were also available. The groups shaped and painted their wands to their own design and then decorated it to give it an individual feel. Magicians were then able to walk our spooky woods trail. Additionally, over three dates at the end of October, 57 people visited Crombie Country Park to make Halloween broomsticks.

Hedgehog Box
Hedgehogs are in fast decline in the UK, caused by a combination of loss of habitat and pesticide use. The team at Monikie helped hedgehogs by building secure homes made from sustainable timber. This was a family event where the rangers helped groups to build a hedgehog home for their garden or school in autumn.



Festive Fun Weekends!

at Monikie Country Park



Festive Fun Weekends

For the third year running, Family Festive Fun Weekends were held at Monikie Country Park over three weekends in December 2017. Once again they offered local stalls,

decoration workshops, live music and performers including the favourite 'The Grinch' and 'Santa's Grotto', interactive Christmas trails through the woods - themed 'woodland elf' and 'reindeer', fun rides and workshops.

"Excellent day out for all the family loads to do and see."
Parent

New for 2017 was the Reindeer workshops where participants could make a wooden reindeer for their home. The workshops proved more popular than anticipated and extra workshops were added throughout December. In addition, an estimated 400 reindeer were sold and made from logs by the public.



A total of 5,951 visitors enjoyed the family-friendly weekends. During one of the weekends, a brass band played an evening of entertaining music at the park's Cafe Byzantium, who also created a special festive menu for these weekends. Crombie Country Park also held Christmas workshops where participants made a variety of garlands, table sprays, centre pieces, baubles and recycled paper Christmas trees, the group were very proud of their creative skills.

"Thank you to the fantastic Countryside Rangers who helped my son create a lovely wooden reindeer."
Parent

Big Garden Birdwatch

To support the Big Garden Birdwatch national survey coordinated by the RSPB annually in January we put on an event at Crombie Country Park so people could find out about how to take part before the survey weekend. The session was designed for beginners to come along to find out how easy it is to get involved. The rangers helped the participants to identify bird species and gave them practical advice about how to attract birds to their gardens.



UPGRADES & EVENTS

Brechin Community Campus

To celebrate the successful first year of Brechin Community Campus and to mark the official naming, sponsorship and rerouting of the climbing wall, the team organised an open day on Saturday 9 September 2017.

ANGUS Rocks Open Day

The open day offered a host of free come and try activities including basketball, badminton and tennis coaching as well as group fitness classes for parents. Fun and games continued on the poolside and family fun sessions were also held throughout the afternoon.

Local clubs were invited to participate with Brechin City Youths Football Club and Phoenix Gymnastics inviting everyone to come and try football and gymnastic sessions which were very popular on the day.

On the day the star attraction was the ANGUS Rocks climbing wall which was unveiled with new vinyls to promote the new name, (which was voted on and selected by the Campus Advisory Board), key safety requirements and the two years sponsorship deal with Mackie Motors (Brechin). The wall proved to be a very popular attraction during the open day with over 300 children and adults gaining their first taster experience of climbing - they seemed to enjoy every minute of it!

The community spirit was enhanced by music performed by Brechin High School musicians and BBQ catering was provided outside the main entrance by Madisons Catering. The open day attracted over 500 people who enjoyed the special activities and the fantastic facilities ANGUSalive provides.

ANGUS Rocks Development

ANGUS Rocks climbing wall has proved a massive hit with customers over the last two years; so much so that our climbing wall programme has expanded from one junior class a week to 15 coached classes per week.

We offer four pre-school classes, a parent and child class, and classes for 5-7 years and 16 years and we have introduced two adult classes. These taster courses run for six weeks and after completing the sessions, customers are encouraged to come along and book the climbing wall themselves on a casual basis.

We also run open sessions midweek and weekends for returner climbers with a coach present.

We have also developed group climb coaching by encouraging local scout groups, local adult disability groups to come along and have coached taster sessions.

Carnoustie Sports Centre - New Bouncy Castle

The new pirate themed bouncy castle has proved a massive hit with customers generating lots of referral bookings from parents attending parties of their friends and families. It has been fantastic to see so many children excited by the new castle and enjoying the refreshed birthday party offering at Carnoustie Sports Centre.

In addition to the new castle, we also introduced new soft play shapes adding an extra excitement factor for the children because of the large slide.

"It is amazing watching 3 year olds having the confidence to climb to the top of the wall without any fear"
Parent



ANGUS ROCKS

Forfar Community Campus Official Opening

Following on from the public opening on Monday 22 February 2016, Forfar Community Campus was officially declared open on Friday 8 December 2017 by Angus Depute Provost, Colin Brown. All invited guests were welcomed by piper and pupil Owen and enjoyed a tour of the £38.5 million campus facilities after the ceremony.

First Birthday

On Saturday 17 February, the campus held a celebration for its first birthday. Around 250 people attended a variety of events from group fitness classes to holiday club and taster gymnastics sessions from Phoenix Gymnastics Club.

Uniting the rich 200-year history of Forfar Academy with the modern facilities provided by ANGUSalive's exciting culture, sports and leisure provision, it is a place we can all be proud of"
Colin Brown, Depute Provost

Paddle board sessions were also put on in conjunction with Sattva Wellness, physiotherapy and complimentary therapists based at the campus who also provided complimentary sports massages. As part of the event, a membership promotion was run alongside a half price birthday party offer. Our neighbours and corporate partners GlenFord displayed some of their latest vehicles at the front of the campus.

Webster's Sports Centre

Investment in the facilities included the launch of a new pool inflatable full of twists, turns and corners and odd shapes. With these feature and its attractive colours we now have an attractive, innovative and unique pool inflatable we are really proud of for our customers to use.

To enhance our RPM/group cycling we replaced 20 indoor bikes for 20 Precor Chronos Bikes, customers have welcomed the update and are enjoying riding the new bikes in our classes.

Group Fitness Programme

Our group fitness programme operates across all seven ANGUSalive sports facilities, 248 classes per week are delivered for adults and children from aged 14 upwards. Our programme covers all genres including cardio, strength, HIIT, mind, flexibility and dance.



Our group fitness classes attract an average of 13,230 visits per month across all facilities. We have eight LES MILLS® programmes across our sites led by 23 instructors. LES MILLS® new releases are launched every four months introducing customers to the new music and choreography for their favourite programmes. We also run promotional launches for 100th releases of a class and in 2017 held a launch for BODY PUMP™.

Montrose Sports Centre Fitness Suite

The fitness suite at Montrose Sports Centre is an extremely busy facility with an average of 4950 customer visits per month. In December 2017, we installed new fitness suite equipment to update and improve the fitness facilities at the centre. This included updated CV (Cardio Vascular) equipment, weights, 20 new



Precor spinning bikes and a multi-gym 'Queenax' wall from Precor. The indoor group cycling programme is also extremely popular with our customers so the investment in these areas has been very well received.

Working with Precor and Amer Sports we were able to replace 23 pieces of CV equipment including the addition of HIIT training running machines and bike, replace the existing plate weight machines and add a new Smith Machine as well as ancillary products.

The installation of new lighting, paintwork and new flooring, with the removal of some of the dividing partitions also contributed to the improvements to create a more open modern feel to the space. Feedback has been extremely positive with a



significant rise in use from school children, and an increase in those attending Exercise Referral Classes. We have introduced three Queenax classes to the programme to support our customers to get the best experience with this new offering. Customers have been very happy with the new spinning bikes and we have added two more SPRINT™ classes to the programme.

Angus Schools Tier 4 Rugby Conference – Under 13, Under 14, Under 16

The year-long programme of Strathmore Schools (Forfar Academy/Websters High School), North Angus (Montrose Academy/Brechin High School), Carnoustie High School, Monifieth High School and Harris Academy, provided the opportunity for more people to play school rugby on a regular basis. The program acts as a development tool to encourage pupils to represent their school and potentially progress onto their local club for life long participation. Of the arranged fixtures, 80% were completed and the league is set to increase in size next season. Two teams are to play Saturday morning schools rugby next season and there has been an increase in playing numbers at school level; there is also the catalyst of the girls' competition that will enter the competition at Under 16 level.

Birkhill Sport and Craft Camp

For 2017, this was a new activity added to the ANGUSalive October holiday programme, for rural customers in south west Angus. The camp



offered a full week of activities from 9am-5pm, with a flexible drop off time from 8.30am and a pick up until 5.30pm.

There were 12 children booked onto the camp who enjoyed a day out at the Theatre, where they had a full tour of the venue, went behind the scenes to use to sound and lighting desks and created their own mini performances and productions on stage. The ANGUSalive mobile library team also visited the camp and let the young people climb on board to discover more.

As well as various arts and craft activities the camp included a wide range of sports, including tennis, lawn bowls badminton, football, and special day out to Webster Memorial Theatre. Muirhead and Birkhill Bowling Club opened their doors for the morning to give the children coaching and games of Lawn Bowls. In addition, Monifieth Tennis Club delivered a tennis taster session, which was one of the most popular activities of the week.



Directors of Football

August 2017 to March 2018, a pilot project was run with 14 S5/ S6 pupils who selected 'Director of Football' as an elective within the school curriculum at Forfar Academy. We secured external funding from the Scottish FA to fund the project following a UEFA study visit by our Development Officer (Football) to Wales in 2016, where a similar concept in Coach Education and Primary School Football Delivery was studied.

Each student received coaching qualifications 1.1 Early Touches and 1.2 Coaching Young Footballers from the Scottish FA which will provide them with additional employability skills. All students also received 'Para-Football Awareness' training as well



Webster's High School won the Angus event with Monifieth High School taking second place. At the Tayside and Fife event, the results were swapped, with Monifieth High School taking first place and Webster's High School coming in 2nd place - a great result for Angus!

Following the regional final events across Scotland, the overall team performances from the participating schools are entered into a points scoring table, creating a virtual league. The school with the highest overall points total are announced as the winners of the 2017



as 'Child Wellbeing' and 'How to be a Better Coach Training (Positive Coaching Scotland)'. In 2018, all students delivered six weeks of lunchtime football for Primary 2's in three Primary Schools in the Forfar Area; Whitehills, Strathmore and Tannadice.

Giant Heptathlon

The Giant Heptathlon programme is an exciting competition format for S1 and S2 year groups annually in February. It provides a great opportunity to introduce the basic principles of athletics within a fun, team-based environment.

Teams of 14 young people rotated around seven stations with each team member participating in each track or field event.

Angus secondary schools participate in the local festival for S1 and S2 pupils, with the top two schools from the S2 festival qualify to represent Angus at the Tayside and Fife Regional Giant Heptathlon competition.



Virtual National Giant Heptathlon - Monifieth received this accolade following their fantastic performance at the Tayside and Fife Regional final.

"The School was extremely welcoming, the pupils were excellent and the number and quality of questions was fantastic. A very enjoyable afternoon and congratulations once again to the School for winning the award."

Jamie McDonald
National Club Manager
East Scottish Athletics Ltd

The team from Monifieth High School were presented with an award and received a visit from international athlete, Zoey Clark who won a 4 x 400m silver medal at the 2017 World Championships in London and recently competed in the Commonwealth Games on the Gold Coast.

GUIDED WALKING AND SELF-LED TRAILS

Encounter with an Eagle

In early March, a small group joined the Rangers for this six mile circular health walk in Upper Glen Clova.

"Lots of information and great sightings of Golden eagles... A superb day with a great Ranger guide." Event Attendee

Along the way, attendees heard about the management and natural history of the area; with the aim of finding that Golden Eagles had set up their territory for breeding. A superb day was had by all and mating eagles were sighted much to the delight of the participants.



Crombie Trails

Crombie has increased the number of simple free trails available in the park throughout this year and they are proving popular with young families. The trails are often themed for Easter, Christmas and Halloween, together with a birds and the bees theme for summer. These trails are free and provide a paper free activity which can help stimulate and motivate young children to keep going and enjoy the 4km woodland trail - even adults loved seeing where the spooky spiders and cats were hidden and snowmen and Christmas puddings!

CORRIE FEE AND THE SCOTTISH OUTDOOR ACCESS CODE

Abertay University

At the end of September, our Countryside Adventure Ranger team led a guided walk to Corrie Fee for students from Abertay University, Dundee.



The purpose of the walk was to delve into the natural history and the ecology of Corrie Fee; including and introduction into plant identification and the use of plant keys. The students also looked at the multi-agency nature of landscape management in the Angus Glens which includes ANGUSalve Countryside Adventure Rangers, Cairngorm National Park, Scottish Natural Heritage and The Forestry Commission, Scotland.

Primary School Visits

Frockheim, Alyth and Northmuir Primary Schools requested walks to discuss the Scottish Outdoor Access Code, between June and November 2017. The groups looked at land use in the Cairngorms National Park and conflicts that can arise from different users. The ranger-led walks explained how the land has come to look the way it does through natural events and the impacts of humans upon it.

Montrose Basin

'Journey to the Centre of the Mud' was a guided walk across the mudflats of the basin in August 2017 and is one of the partnership events at Montrose Basin Local Nature Reserve where the walk is led jointly by Rangers from ANGUSalve and Scottish Wildlife Trust. The group crossed the mudflats of Montrose Basin on the lowest tide of the year to reach and walk on 'Dronner's Dyke', the 300 year old remains of a Dutch-built drainage wall, which was constructed in order to reclaim half of Montrose Basin for agricultural land. On the walk to and from Dronner's Dyke, wildlife that inhabits this wild intertidal area was clearly visible and included Peregrine falcons and Osprey, down to millions of tiny hydrobia snails!



ANGUSalve's Webster Theatre Pantomime

The annual panto provides fun-packed performances and welcomes thousands of people across Tayside in the lead up to the Christmas period. The show has a huge appeal in the community and we generally sell out many of our pantomime performances, reaching out to over 8,000 people in the Angus area each year; including schools and local youth groups in the area.

'Beauty & the Beast' was our 2017 professional panto and ran from Saturday 9 to Sunday 24 December and was sponsored by the local Renault, Dacia and Nissan dealership Mackie Motors. There were a total of 11 schools only performances which 3,602 pupils and teachers enjoyed from schools across Angus, Aberdeenshire and Dundee. In total there were 13 public performances which attracted 4,454 visitors to the theatre.

ANGUSalve joined forces with local talent JJ Christine, Writer and Director, adding an Angus twist to the well-loved story to be delivered by our sparkling cast. Local community group Participate also helped with the preparation of many stage props, including the magnificent beast's head which included light up eyes and roared! To promote the show, Romeo Gastoff and panto-trickster Le Poo visited Mackie Motors for some showroom antics!



Case Study
Encourage participation for all

Angus Glens Walking Festival

Countryside Adventure



In 2016, ANGUSalve took over the running of this annual festival. The popular programme remained largely the same in its 14th year as it had in previous years with the introduction of walk grading to identify the difference in intensity and difficulty of the walks.

The festival celebrated its 15th anniversary in 2017 and was sponsored by the Forestry Commission Scotland. A 20 walk programme was offered by ANGUSalve's countryside adventure rangers and local mountain leaders who led the way, providing expert insight into the landscape and its

rich history. The walks consisted of eighteen treks across the Angus Glens along with one coastal and one Country Park walk.

"Thank you for arranging the whole event and in particular the walk from Glenhead to Glen Clova on Friday. Interesting new route and we enjoyed seeing the western part of the Angus Glens."

Walking Festival Participant

The festival ran from Thursday 1 - Sunday 4 June 2017 with 220 places booked across the 20 guided walks scheduled over the four days. The walks varied in difficulty from extremely strenuous to moderate and eight new walks were introduced.

Over half of tickets available were sold out by April (having gone on sale in February 2017), the two

most popular routes were Friday and Saturday's Jock's Road (Braemar to Glen Doll) and Backwater to Glen Doll, via the Kilbo Path on the Friday. This was the first year that the annual event was economically viable; largely contributed to by the use of minibuses instead of coaches and digital marketing enhancements.

Minibuses were introduced to create a more intimate experience for participants.

"The smaller group sizes were preferable to the larger group sizes that have been organised in previous years. From previous experience the larger group gets too spread out both in the coach and on the walk. Our smaller group bonded quicker as they were less spread out in the minibus and on the walk, which added to the enjoyment."

Walking Festival Participant

For 2017, interactive 3D route maps were introduced to the website to provide walkers with an insight into the terrain. The introduction of digital communications and online booking had a significant impact on festival marketing, giving access to a wider demographic and making it easier for people to secure their tickets.

In addition to the sell-out tours, spaces on other walks went fast including the eight new walks: Jock's Road (Glen Doll to Braemar);

The Coastal Crawl (Lunan Bay to Arbroath Harbour, via Seaton Cliffs); The Four Munro Challenge at Glen Shee; Loch Shandra, Auchintaple Loch, Glen Isla; The Munro for Beginners Family Walk; Clachnaben, Mount Battock, Wester Cairn to Millden; The Three Glens Walk; and The Minister's Path.

"I am participating in Country Living Magazine's #walk1000miles challenge in 2017 and saw the Angus Walking Festival as a great way to gain additional mileage for my challenge whilst enjoying fantastic scenery and meeting new people in a safe and well organised manner. Thank you so much!"

Walking Festival Participant

As part of the festival a unique talk from local historian David Orr sharing tales of local Drove Roads, cattle herding routes, (including Jocks Road) was hosted at ANGUSalve's Gateway to the Glens museum on the first evening of the festival, Thursday 1 June at 7.30pm.

Prior to the festival The Courier Features' Editor interviewed our Chief Countryside Ranger, who is a keen walker and has been

"I enjoy talking people out and about, showing them things that they wouldn't normally see and do so whilst proving a sense of adventure in the glorious Angus glens scenery. As a qualified mountain leader, it's great for me to be able to use the skills I have to take people out on the hills."

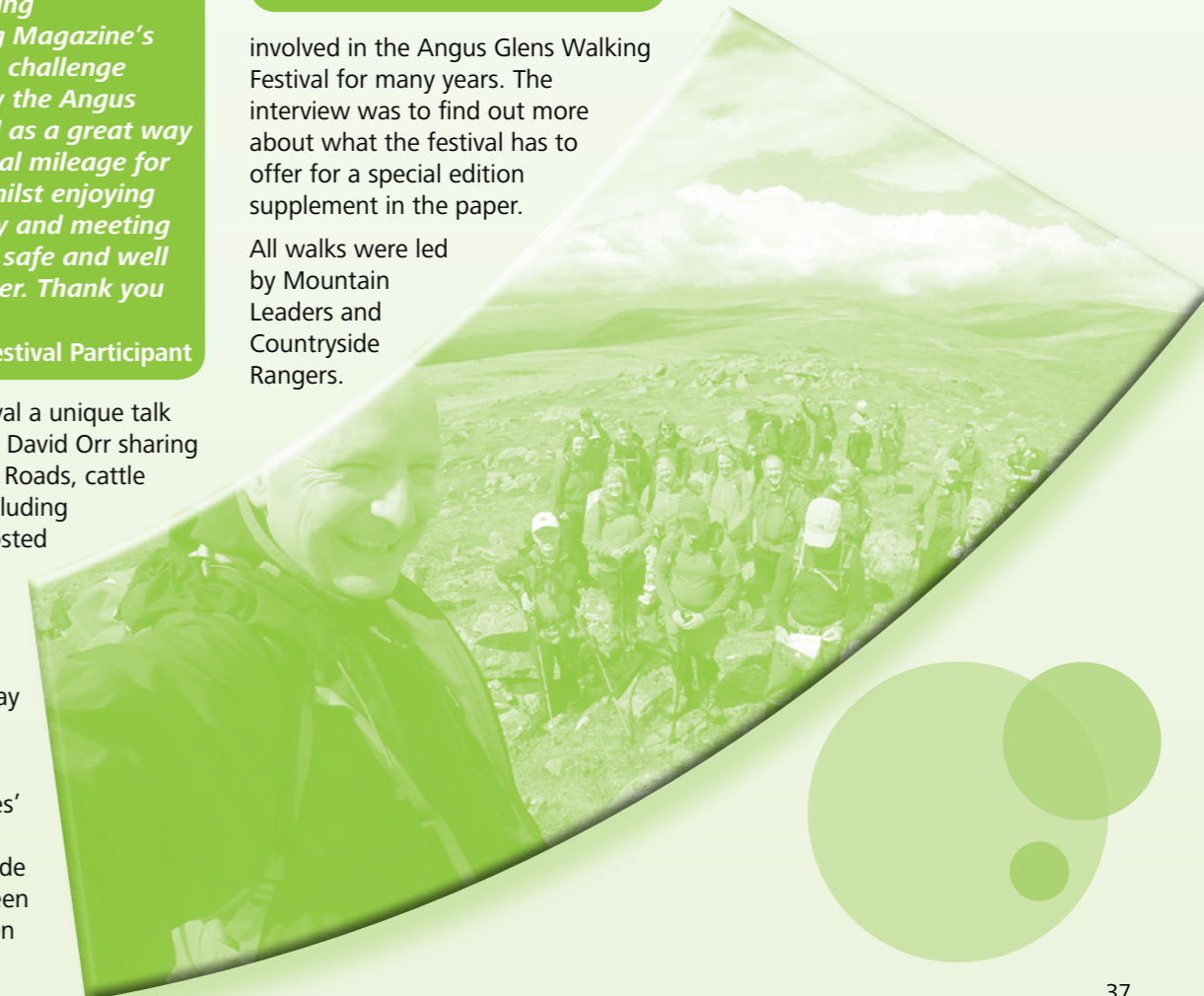
Nic, Walk Leader

involved in the Angus Glens Walking Festival for many years. The interview was to find out more about what the festival has to offer for a special edition supplement in the paper.

All walks were led by Mountain Leaders and Countryside Rangers.

The base camp and registration centre was situated at Kirriemuir Town Hall and minibuses were used to transport walkers to enjoy the great outdoors.

The 2017 walks saw an 82% uptake overall and with plans already being developed for 2018 to attract new walkers and continue building upon the success of the event.





Promote a culture of diversity and equality

Ensure that services meet or exceed the Trust's obligations under the Equalities Act 2010.

BUSINESS, MANAGEMENT AND DEVELOPMENT

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 from April 2018 and annually thereafter.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is not the same as pay equality for males and females; which means you must pay men and women the same for equal or similar work.

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.

SPORT & LEISURE

Registered Carers
ANGUSalve supports registered carers to participate in physical activity through two bACTIVE membership offers. Customers who are registered as Young Carers (17 and under) are entitled to the relevant bACTIVE membership category for an individual free of charge and customers who are registered as Angus Carers are entitled to concessionary rates.

MENTAL HEALTH

Branching Out Project – John Muir Discovery Award

This is an annual mental health through nature project run at Crombie Country Park from April until October. Each 12 week programme promotes positive mental health and is supported by funding from The Forestry Commission Scotland (FCS).

Key stats for 2017/18:

- Crombie received funding from FCS for three Branching Out programmes last year when additional funds became available enabling two summer and one winter programme. Our team delivered 39 sessions to people with long term and enduring mental health difficulties with a total of 404 individual visits.
- Regular attendance to the project counts towards achievement of the John Muir Discovery Award. During 2017/18 a total of 22 people achieved their John Muir Awards.
- Crombie Country Park staff and Angus Health and Social Care Partnership have a reputation for good referral and retention of participants and as a result are being offered full project costs for next year despite a 30% cut in the overall Branching Out budget for Scotland

John Muir Award and Rossie Young Peoples Trust

Tony Bullock, Outdoor Learning Instructor at Rossie Young Peoples Trust approached the Rangers at Crombie Country Park to ask about practical voluntary work opportunities for the young people they support. After an initial meeting and trial, Countryside Adventure now delivers activities to support the four elements of the John Muir Award (Discover, Explore, Conserve and Share). To date, pupils have engaged in bird studies, shelter building, Kelly Kettles and also helped out with practical work such as preparing the car park for Easter. Some pupils are well on their way to achieving the Discovery Level Award in summer 2018.

Dementia Friendly Services

Boxes full of memories with ANGUSalve Libraries' Dementia Memory Boxes
One of the effects of dementia is that it hinders the ability for people with dementia and their families and carers to hold meaningful conversations. Our Dementia Memory Boxes were developed in association with Alzheimer Scotland and funded with a grant from the Scottish Library and Information Council's Public Library Improvement Fund. They are filled with a variety of items and objects from the past. The specially and thoughtfully themed boxes provide a starting point for interaction between the person with dementia and their family or carer through the inclusion of items to stimulate different senses.

The boxes can be borrowed from any ANGUSalve library, and since their launch on 24 March 2017, they have been used more than 200 times. During 2018/19 our Adult and Community Development Coordinator will add to the collection with new themes and will be seeking further external funding to support this.

National Poetry Day

To celebrate National Poetry Day 2017 in September, ANGUSalve arranged two special events in Forfar Library and Arbroath Library with the focus on creating a special experience for people with dementia. Funded from Scottish Book Trust's Live Literature Programme poet Andy Manders drew on his expertise in working with people with dementia to assist invited guests from individual and care settings to write a personal poem based on items from one of our Dementia Memory Boxes.

Reminiscence Groups

ANGUSalve Libraries continue to host monthly reminiscing groups for people in our local communities to gather together and chat about their memories of times past using stimulus objects, documents, books or information from speakers.

This year, Kirriemuir Library has continued with their successful reminiscence groups at Lissen Care Home, led by one of our Information Advisors who has completed the Dementia Friend Training. Residents and their carers join in with themed sessions often making use of the ANGUSalve Dementia Memory Boxes.

Our Meffan Museum & Art Gallery in Forfar also hosts a "Brew & Bletcher" reminiscence group each month, providing refreshments and offering the group the opportunity to reminisce about old Forfar together.



The proportion of males and females in each quartile pay band. An employer is required to show the proportion of male and female full-time relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

The table below sets out the gender distribution of ANGUSalve in four equally sized quartiles containing 146 employees.

Quartile	Total	Number	Male	Percentage	Female	Number
Lower	146	54	37.0%	63.0%	92	
Lower Middle	146	45	30.8%	69.2%	101	
Upper Middle	146	47	32.2%	67.8%	99	
Upper	146	47	32.2%	67.8%	99	

Conclusion
This is ANGUSalve's first year reporting our Gender Pay Gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Our Gender Pay Gap compares very favourably to national statistics but we are committed to monitoring the Gap to ensure that neither gender is treated less favourably and there is diversity throughout the organisation.

ANGUSalve recognises we have no direct control over the gender of applicants for particular job types or over an individual's career choices, however we will ensure our recruitment panels continue to receive appropriate training, and continue to provide fair career development opportunities wherever possible for all staff.

Statement of accuracy
I hereby confirm the ANGUSalve Gender Pay Gap information provided in this report is accurate.

Kirsty Hunter
Chief Executive, ANGUSalve
ANGUSalve Gender Pay Gap Report, June 2018

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Disability and inclusion

Sport & Leisure

1:1 Coach Support

Coach Support for people with a disability encourages and supports individuals to participate in recreational or sporting activities by building support that is shaped around them, to help achieve their goals and wishes.

This support is all about the individual and by working together with them or their family / carers we seek and acquire further information about the support that could enable individuals to participate in the activities they prefer. We also take account of any anticipated changes that

may affect their ability to participate in the future.

Where individuals are having difficulties participating we encourage them to continue and support them through the process of identifying and selecting new activities they would like to try. This allows the coaches to identify

the support they require to enable individuals to participate in the activities they prefer and manage any risks associated with the activities.

"We could use lots of fancy words to sum this service up, but really it comes down to you, your family and us, working together to get the right support for you, that changes as you change and keeps putting you at the centre of what we do."

Laura Smith, OBE
ANGUSalive's
Development Officer

Individuals are encouraged and supported to review the value of the activities they participate in. Coaches work together with families and key individuals to confirm how the individual's participation in the activities should be reviewed, who will be involved in the review and how the information about the review will be handled.

Individuals are supported and encouraged to identify and communicate the benefits of the activities they participate in while also alerting coaches to any necessary and preferred changes that may be needed. The reviews enable changes to be identified and for coaches to implement any agreed changes for which they are responsible.

The 1-1 Coach Support programme has grown steadily over the last five years and supports children from five years old through into adulthood. There are currently eighteen individuals who take part in over six

different activities including sailing, adaptive cycling, swimming and climbing. Further staff development for disability inclusion training is also planned for 2019 to increase awareness and continue providing a high level of service across our sites.

We have had positive feedback from users about the service.

"This will really help him to access the classes. Many thanks for listening to my concerns, it's extremely appreciated."
1:1 Coach Support Parent

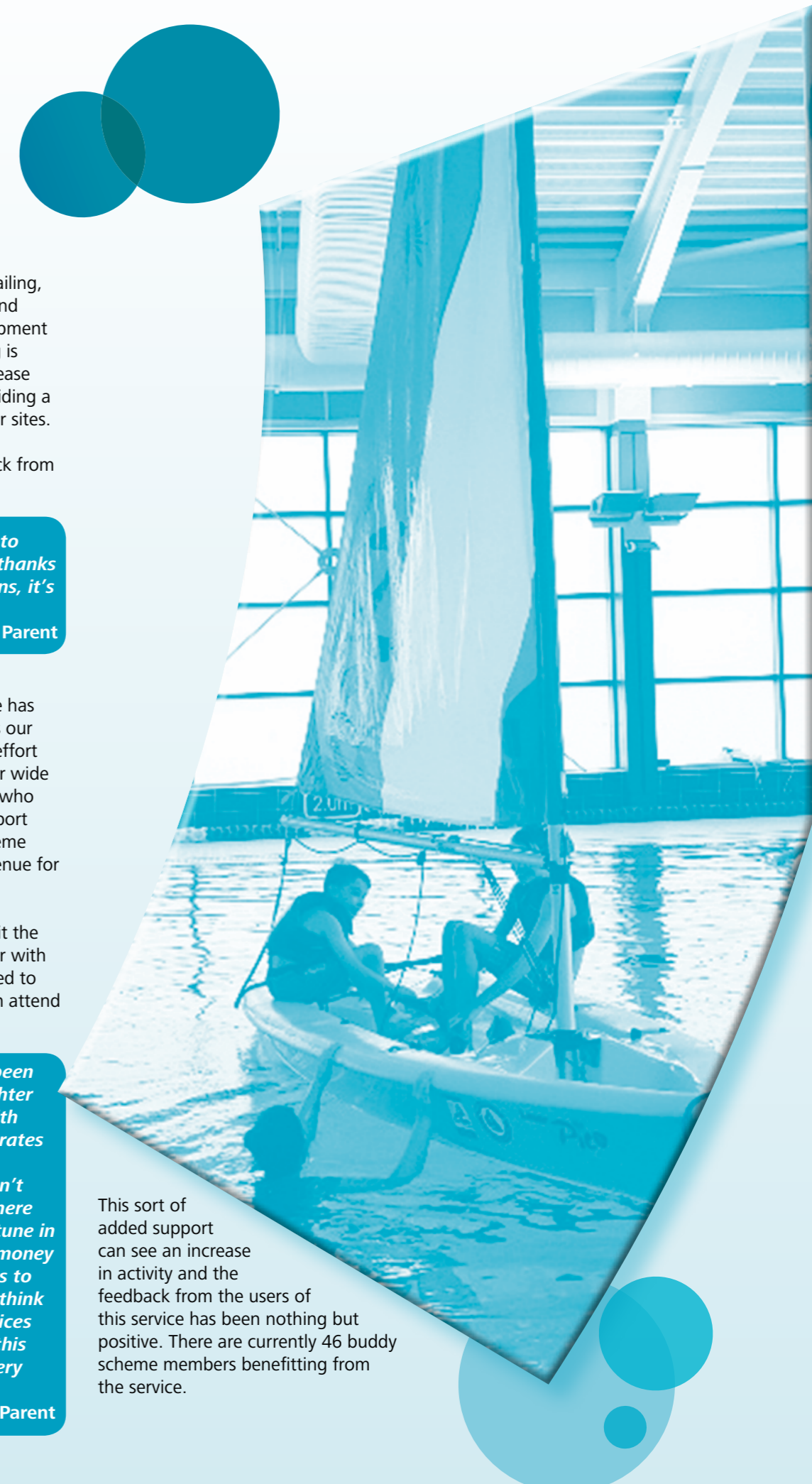
Buddy Scheme

ANGUSalive Buddy Scheme has been implemented across our sport & leisure services in an effort to promote accessibility to our wide range of facilities. Individuals who require an added level of support can now rely on this free scheme which looks to provide an avenue for increased assistance.

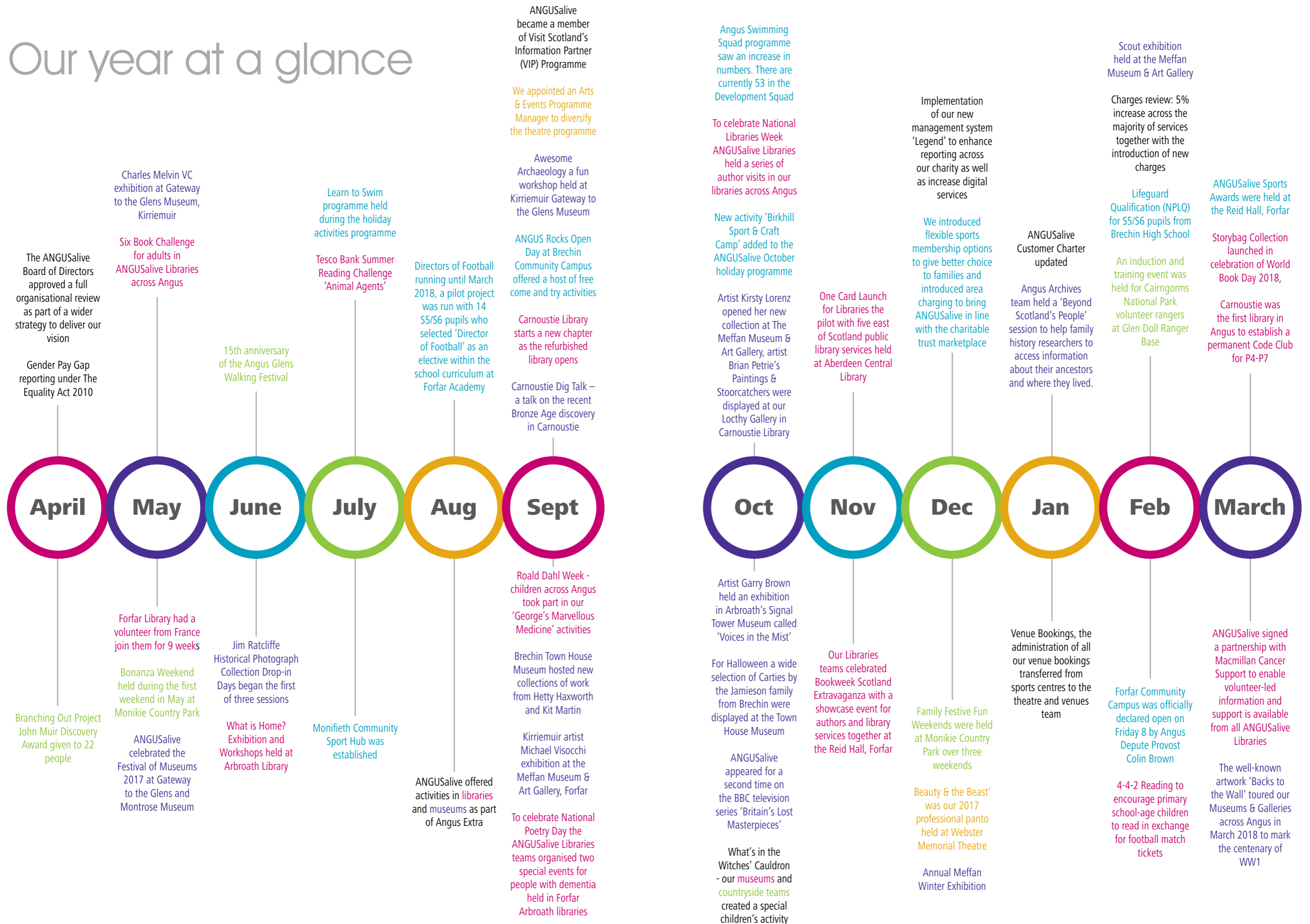
For anyone who may require it the scheme provides the customer with the help and support they need to take part as their "buddy" can attend the session free of charge.

"The buddy scheme has been a great help for my daughter as she needs someone with her to make sure she operates equipment properly. Even though the "buddy" doesn't join in, they are always there for her which saves a fortune in "double" fees out of her money and means she has access to more healthy activities. I think it is part of essential services and hope and trust that this scheme continues for a very long time."
Buddy Scheme Parent

This sort of added support can see an increase in activity and the feedback from the users of this service has been nothing but positive. There are currently 46 buddy scheme members benefitting from the service.



Our year at a glance



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

Develop and nurture robust and productive partnerships with local clubs, community groups, voluntary organisations, the National Health Service, national bodies and customer groups.

Angus Local Outcomes Improvement Plan

Community planning provides a focus for partnership working to improve local services, ensuring that they meet the needs of local people, especially for those people who need those services most. As a member of the Angus Community Planning Partnership, ANGUSalive contributes to the development and implementation of the Angus Local Outcomes Improvement Plan (LOIP).

Respite Care

ANGUSalive continued to support Angus Carers and their work with Respite Scotland, who provide assistance to unpaid carers by donating well-earned breaks for carers or to allow carers to enjoy treasured family time. This included donations of pantomime tickets and sports centre passes.

SPORTA Scotland

Over two days at the end of August 2017, ANGUSalive hosted the Sporta Scotland General Meeting at Forfar Community Campus. This was an opportunity to engage with executives from across other charitable trusts which provide culture, sport and leisure

service whilst showcasing our flagship facilities in Forfar. In addition, trustees and members of ANGUSalive's Senior Management Team attend the annual autumn conference; regularly attend networking subgroups in HR & Finance, sport and marketing throughout the year. Our Chief Executive also sits on the Scottish Executive Group of Sporta Scotland.

A Charitable Organisation

To continue our collective approach to charitable giving and to build local and national partnerships, in March 2018, we again asked staff for their suggestions on the charities we should support during 2018/19. The charities we supported for 2017/18 is detailed under Recognising the Value of our Employees.



LIBRARIES, CUSTOMER AND CULTURE

Visit Scotland VIP Programme

In September 2017 ANGUSalive became a member of Visit Scotland's Information Partner (VIP) Programme. Research shows that tourists often research accommodation and itineraries online before their holiday, but once in the area they seek advice and information first-hand from local people. The initiative is designed to allow those working within the tourism industry to become local ambassadors for their town or region, providing visitors with details about things to see and do both locally and further afield.

As part of the official accreditation, our enthusiastic and friendly museum and libraries staff provide information to visitors, actively promoting their local area and the services offered by local businesses. Visit Scotland supports this delivery by providing a series of tools, templates and core visitor information publications.

Visit Scotland and ANGUSalive recognise the way people access information is changing and the VIP programme includes a herd of Coo Vans to ensure visitors have access to high-quality information, inspiration and advice - in the right place, at the right time. A Coo Van visited Arbroath Library on 27 September 2017 to launch iKNOW Angus for our ANGUSalive Libraries, Museums, Galleries and Archives.

Kirriemuir Heritage App

As one of our Visit Scotland iKnow Angus partners, Kirriemuir Gateway to the Glens Museum is committed to providing local information for visitors and our communities. Our contribution to Kirriemuir's Global Treasure App is an example of partnership working that benefits both sets of customers.

The app was developed by a local secondary school pupil who was inspired by the 'Pokemon Go' craze. The pupil had also been a volunteer for the museum's 'Darkside of the Wee Red Toon' spooky walk. Development of the app was sponsored by the Kirriemuir Conservation Area Regeneration Scheme.

Putting the two ideas together, the app records the current town through photographs and provides interactive historical trails. Users who walk the trail are rewarded with a collectable pin badge on completion.

Our museum officer in Kirriemuir and a local historian collaborated with the pupil on the writing of the historical information for the app. We

also assisted with the promotion and launch of the trail and the museum acts as a supporting outlet.

4-4-2 Reading Challenge

The Scottish Book Trust and the Scottish Professional Football League (SPFL) Trust joined up with 14 SPFL clubs and over 200 libraries across Scotland to encourage primary school-age children to read in exchange for match tickets.

The initiative centred on a reading 'challenge card' which participating clubs and libraries issued. For every book read, children received a stamp on their card. Once children had read four books, they received a free match ticket for a home league match at their local participating club while the accompanying adult could purchase a discounted ticket.

Arbroath Football Club and Forfar Athletic Football Club partnered with Arbroath Library, Forfar Library and the Mobile Libraries to take part. There were 159 children in Angus registered to take part in the challenge between February and May 2018 and 123 children completed it, some more than once!



KIRRIEMUIR TRAILS

Global Treasure Apps

Try Kirriemuir's heritage trail app this Easter!
A free app designed to link all visitor attractions in Kirriemuir.

Download the free app!
www.globaltreasureapps.com

ANGUSalive is a registered Scottish Charity No. SC046133

www.angusalive.scot

WE ARE MACMILLAN. CANCER SUPPORT



Macmillan Cancer Support
ANGUSalve has signed a partnership with Macmillan Cancer Support to agree that volunteer-led information and support for cancer patients and their families will be available from all ANGUSalve Libraries. To facilitate this, in March 2018, a Macmillan Resource Assistant was appointed to facilitate the roll out of this programme during 2018/19.

Association of Public Libraries in Scotland (APLS)
ANGUSalve libraries are members of the Association of Public Libraries in Scotland (APLS), with our Senior Manager for Libraries, Customer and Culture in the role of vice chair.

Constituted in 2016, APLS promotes excellence in Scottish public libraries, improving services for customers and maximising resource through collaborative action and mutual support. APLS is also a strong network for sharing resources, experience and information amongst leaders in Scottish public libraries.

APLS members work together on delivery of the Ambition and Opportunity: National Strategy for Public Libraries in Scotland and aim to increase collaborative project delivery of services that connect individuals and communities to information, knowledge and culture, as well as procurement, building on the success of Scottish Consortium of Public Libraries (SCOPL).

One Card Launch for Libraries
ANGUSalve Libraries were one of five east of Scotland public library services (including Aberdeen City Council, Aberdeenshire Council, Highlife Highland and Culture Perth

and Kinross) that took part in a pilot for a single card that can be used in any library in the north-east. Fiona Hyslop, the Cabinet Secretary for Culture, Tourism and External Affairs, launched the pilot from Aberdeen Central Library in November 2017. The pilot aims to encourage more people to use libraries by removing barriers between services, opening up user access to over 120 facilities.

Arts & Business Scotland
ANGUSalve is a member of this group of over 250 organisations throughout Scotland linking arts and heritage with the business community, providing opportunities for support through peer networks as well as access to specialised training workshops and funding opportunities. It also provides a platform for sharing, discussion, networking and potential

collaboration with all stakeholders in the Arts and Business Scotland group.

Our collections officer benefited from attending the workshop Resourcing Scotland's Heritage – Fundraising: Planning to Progress in 2017. This knowledge is useful as ANGUSalve develops its own capital programme aspirations.

Launch of Angus Museums Teachers' Pack

ANGUSalve Museums, Galleries & Archives launched an exciting and innovative online resource at the Angus Teachers' In-Service Day in February 2018. The ANGUSalve Museums and Galleries Teachers' Guide is an information pack for teachers that contains everything teachers might want to know to arrange a class visit to one of our heritage sites. The pack includes exhibition and collection summaries, curriculum links and information on the activities we offer for school groups so that pupils can experience and engage with the museums' collection in Angus.



Backs to the Wall – Partnership with the Black Watch Regimental Association

The well-known artwork 'Backs to the Wall' toured our Museums & Galleries across Angus in March 2018 to mark the centenary of WW1. Artist Robert Gibb had been commissioned by the Webster family to create this painting in memory of Joseph Frain Webster who was killed during WW1. The family donated the painting to the Angus Art Collection.

The Black Watch Regimental Association contacted ANGUSalve to explore the possibility of marking the centenary by bringing together a talk and the painting. Speakers included representatives from the Black Watch Regimental Association as well as our collections officer who talked about the Webster family.

There were 30 people who attended the talk at Arbroath Library including members of the Webster family, Arbroath High School and Arbroath Academy teachers and pupils.

Pinkfooted Geese Collaboration

On Sunday 15 August, thousands of Pinkfooted geese returned to their roost on Montrose Basin Local Nature Reserve (LNR). As the autumn sun set into the west, observers got into



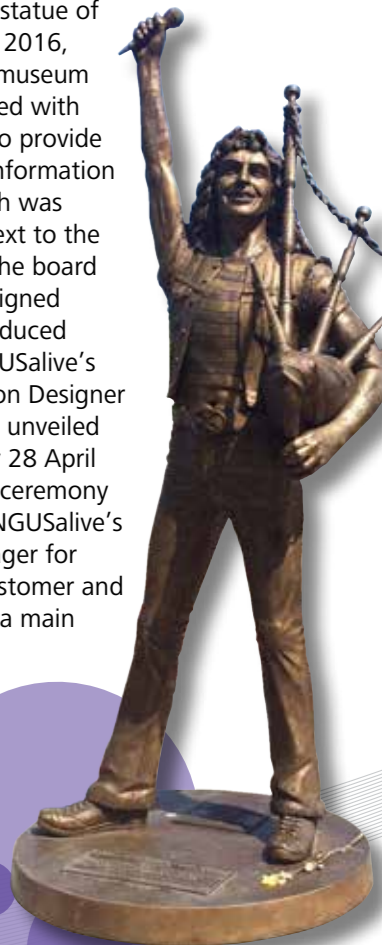
position as the geese moved towards the Basin. Once all of the geese are on the roost, the spectators sat in the twilight and watched the army of geese marching towards the mud to drink and wash in the Tayock Burn. Pink Sunset is one of a number of events at Montrose Basin LNR led jointly by rangers from ANGUSalve and Scottish Wildlife Trust.

Bon Scott Information Board, Kirriemuir

From all around the world, fans of AC/DC and their late lead singer, Bon Scott, converge on Kirriemuir at the end of April for the annual International Bon Scott music festival, run by community music group DD8 music.

Bon Scott is an example of the diversity of the burgh's internationally renowned talent and Kirriemuir Gateway to the Glens Museum creates a unique exhibition of rare AC/DC memorabilia each year to reach a wide audience and encourage visitors to come into the museum and we welcomed 998 visitors during the three day festival.

Following the installation of a life size statue of Bon Scott in 2016, Kirriemuir's museum officer worked with DD8 music to provide text for an information board which was erected next to the statue. The board was designed and produced by ANGUSalve's Exhibition Designer and was unveiled on Friday 28 April 2017 at a ceremony at which ANGUSalve's Senior Manager for Libraries, Customer and Culture was a main speaker.





National Athlete Support – Angus (NASA) Programme

In 2017/18, 65 athletes were supported from 31 sports including sailing, archery, rugby, curling, swimming and gymnastics. There were 29 athletes in receipt of grant aid in this period, totalling £5,902.09.

Carnoustie High School of Rugby

Throughout the school year, a curricular rugby programme was offered to S1-S3 boys and girls who received two sessions per week throughout the school year. 25 girls and 35 boys took part in the programme which established links with the primary school programme, as delivered by Carnoustie Rugby Football Club.

Carnoustie High School rugby programme is a great example of partnership working between ANGUSalive, Carnoustie RFC, Active Schools and Carnoustie High School staff. The school is now in a position to run school teams at Under 13, Under 14 & Under 16 level for boys' and girls' teams who attended Under 15 and Under 14 festivals, while also



Sport Hubs), Scott initially held a taster session to gauge the interest of potential attendees on the course. We then delivered a 10 week and a six week block with the children learning new skills each week.

playing inter-school friendly fixtures at 15 and 7-a-side versions of the game.

Football Festivals

In May 2016, selected clubs in Angus piloted the idea of club festivals for children born in 2011, 2010 and 2009 along with ANGUSalive football development staff. The group then planned a full calendar of festivals organised from March-November 2017 based at local Angus Football Club grounds who supported, organised and delivered all of these festivals throughout the year along with ANGUSalive football coaches. Over the nine festivals, over 2000 players took part.

Following discussions with local clubs, the programme was launched to replace the previous central venue programme and all clubs are now working together to develop football in Angus.

Junior Sailing Sessions

In partnership with Montrose Sailing Club, coaches began delivering sailing sessions in Montrose Sports Centre on a Friday evening between 7-8pm. Our Development Officer (Community

Classes were popular (an average of 16 children per week) and at the end of the 10 and six week blocks, the children have enjoyed three free sailing sessions at Monikie Country Park. This a good example of both partnership working and cross-service promotion as the sailing club are now hiring two topper boats and delivering this session at the park. Moving forward, this is creating a pathway from ANGUSalive sessions at Montrose Sports Centre, to Monikie Country Park then Montrose Sailing Club.



Utilising Pupil Equity Fund Outdoor Education Programme

Beginning in October, our Outdoor Education Team delivered an activity programme to the Brechin Schools Cluster. Each activity includes five primary school pupils and five high school pupils from Brechin High School, Andover Primary and Maisondieu Primary Schools.

The innovative programme was created to achieve Curriculum for Excellence learning outcomes and included pupils from primary schools and pupils from Brechin High School who took on the roles of 'peer mentors'. The programme's activities were selected to achieve outcomes in personal and social development; increase confidence, self-esteem and resilience.

The activities included; teambuilding games, orienteering, fire lighting/ outdoor cooking, shelter building, beach activities/rock pooling, improvised raft-building, canoeing, kayaking and high ropes. The activities were selected to also achieve further outcomes such as problem solving, awareness of risk, team working and leadership skills.



Continual review of the programme is carried out by partner agencies through discussion and written work which reinforces learning points raised during the activities and promotes the transfer of learning into other areas of the participants' lives. The programme will now continue until April 2019.

Extended Support for Primary Pupils Working in partnership with Angus Council's additional support needs team and individual schools, our Outdoor Education Team have worked with identified individuals or groups displaying a wide range of needs to help grow their personal and social development.

Sessions took place across Angus and the surrounding area using a range of activities that include; canoeing, raft building, kayaking, SUP boarding, climbing, hillwalking, mountain biking, teambuilding games, orienteering, bushcraft, beach activities/rockpooling, environmental art and high ropes.

The activities are chosen for the individuals to achieve outcomes across health and wellbeing, literacies, technologies such as; increased confidence, self-esteem, resilience, increased problem solving skills, increased teamworking skills, increased leadership skills, increased assessment of risk.

During 2017-18, extended support has been completed with 23 separate primary groups. One example of success on an individual basis was with a Primary three pupil from Seaview Primary School. This particular young person very rarely took part in any outside activities during the school day, the person had no meaningful relationships with peers and lacked physical confidence. Over the course of a term, one afternoon a week and alongside peers, the pupil regularly engaged with our Outdoor Education Team. The individual started to go outside at playtimes on a daily basis; they also began to regularly communicate verbally and developed significant relationships with their peers. It would be a fair statement to say that through the engagement with the Outdoor Education Team, the young person was able to increase their physical confidence.

Feedback from teachers has been extremely positive with fantastic comments on the expertise provided and the progression of the pupils involved. There has also been direct feedback from parents who report on an increase in confidence and a reduction in anxiety from their children, whilst they also have great fun meeting new friends and trying new activities.



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

Lens Room

Museums, Galleries & Archives

The Bell Rock Lighthouse, the oldest rock lighthouse in the world, stands 11 miles off the Angus coastline. In Arbroath, ANGUSalve's Signal Tower Museum tells its story through rich displays, objects, and illustrations presented in the landmark shore station for the lighthouse keepers and their families.

Lighthouse lens technology has developed during the lifetime of the Lighthouse, and lenses have come and gone as engineering has improved safety and efficiency. In the late 1980s, during automation of lighthouses, the Northern Lighthouse Board removed the Bell Rock's lens and offered it to the Signal Tower Museum on permanent loan. This lens was housed in a room to the side of the main museum for over

20 years as part of a popular display showing what the lighthouse would have looked like. Unfortunately, the building's proximity to the sea and its sandstone construction meant the room was prone to damp. The display deteriorated, and with peeling paint and a neglected lens mechanism, the room closed to the public in 2010.

ANGUSalve's Museums, Galleries & Archives team recognised the importance of the lens and the missed opportunity for visitors in being able to admire what is an intrinsically beautiful object as well as an important part of the Bell Rock's engineering history. The Northern Lighthouse Heritage Trust in Edinburgh support the conservation of lighthouse heritage buildings and aids to navigation, and were the obvious choice to approach for assistance with funding for this project. The Trust received our application with interest, and visited Arbroath to view our proposed plans in context and review the quality of exhibition and design work our team could accomplish as demonstrated within the main museum.

Our application was approved and our team began the clearing, restoration and exhibition work. Under the direction of our exhibition designer, Malcolm, the team prepared the area. All loose paintwork, mortar and wall material was wire brushed and gaps repointed and filled. Walls were treated with

stabiliser and water-proofing agent and coated with Sandtex masonry paint for protection. All gaps and holes in the ceiling were repaired, and the ceiling was painted. The room itself was ready.

Little had been done in the way of maintenance on the lens and mechanism. The motor mechanism was thoroughly degreased, cleaned and re-greased. The glass work, all individual prism units, were cleaned and a bespoke new LED light unit was installed inside the lens unit. The entire unit was re-commissioned and the lens was brought back to life.

To tell the story of the lens, Kirsten, our Museum Officer at the Signal Tower Museum, worked with Malcolm to create interpretation text for display in the room in front of the lens. Although the effects of the lighting created by the lens prisms rotating was impressive, the reflections from the glass partition between the lens and the viewing area created problems. With the low levels of light required to effectively showcase the light patterns made by the rotating lens, graphics panels in the viewing area would be unreadable. The solution came in a custom light-box arrangement which was designed to fit the space available and provide the interpretation for the lens. Finally, a panoramic backdrop of the Angus coastline was installed behind the lens, recreating within this small room a view from the lighthouse itself.

The lens room re-opened on 6 April 2017 with an event in the Signal Tower Museum courtyard. Nearly

ninety invited guests and visitors attended, including Mr Peter McKay, Chief Executive of the Northern Lighthouse Heritage Trust, who gave the opening address and officially cut the ribbon. Local band, Slipway, performed their tunes "The Bell Rock" and "The Smokie Song" and pupils from local Timmergreens Primary School sang. The partners attending this opening event brought a sense of celebration and achievement.

This project has enhanced the Signal Tower Museum visitor experience and provides additional educational value to school groups. The re-opening of the lens room resulted in a surge in visitors and positive comments, with one visitor describing the room as *"the icing on the cake for the museum."*

We are indebted to the Northern Heritage Lighthouse Trust for their support in enabling us to bring back to public life this significant part of the history of the Bell Rock Lighthouse.

ANGUSalve has more exciting plans for future development of the Signal Tower Museum. So watch this space!



Engage and communicate openly

Ensure the Trust's services listen to our users and respond to their views.

BUSINESS, MANAGEMENT AND DEVELOPMENT

Employee Forum

The purpose of the forum is to improve communication between employees and the management team. The Forum was established as an additional means by which senior managers can listen to the views of employees, answer questions and share information with the initial focus on the organisational review.

The forum is attended by a senior manager to ensure that the group will have an opportunity to hear, first hand, all the information being shared. Employees nominated themselves for the role as an Employee Forum Representative which included a cross-service group from Libraries, Museums, Archives & Galleries, Sport & Leisure, Countryside Adventure and Theatre & Venues. The group were asked to ensure that information was cascaded through them to their colleagues, not only in their area of the business but also in their geographical location.

To facilitate their role, the representatives made use of email, set up a Yammer group and shared minutes and agendas on SharePoint. The representatives are responsible for scheduling meetings and the content for the associated agendas. The first meeting was held on 12 September and four further meetings were held to the end of the period of this report, with subsequent meetings planned from May 2018.

Leadership updates

Launched in November 2016, the six-monthly meetings continue with our organisation's leaders. This enables leaders from across our diverse charity to meet and discuss opportunities for collaborations, discuss key business challenges and to make decisions for the forthcoming year.

Customer Care

ANGUSalive continues to apply Angus Council's complaints handling procedure (developed by the Scottish Public Sector Ombudsman) and system for recording complaints.

As an Arm's Length External Organisation (ALEO) we are expected to comply fully with all the requirements of the complaints handling procedure. This is a two-stage process with the aim to resolve complaints as close to the point of service delivery as possible.

The volume and increase in compliments received from customers is encouraging and it is reassuring to hear about the positive contribution of our employees as well as the value of ANGUSalive facilities, venues, events and activities. In July 2017, we created a recording system to help drive customer service excellence and this has enabled improved reporting in these areas.

It was also recognised from customer complaints and violence & aggression incidents employees felt they were not always treated politely and with respect. As a result the Customer Charter was updated in January 2018 to highlight ANGUSalive does not accept behaviour that is abusive or threatening. The charter is displayed in all of our venues.

You can see our results on the opposite page which details our stats for Customer Care, Information Governance and Safety, Health and Wellbeing.

Communications Policy and Framework | Social Media Policy

In line with our Communications Strategy, launched in 2016/17, we developed a Social Media Protocol this year in order to establish the aim, expectations, roles and responsibilities for our employees who administer ANGUSalive social media accounts. As well as highlighting key information on employee expectations, the Social Media Protocol highlights both in a professional role expected of employees of ANGUSalive and guidelines for them as a member of the public who is employed by ANGUSalive. The protocol also set out guidelines for social media competitions and general community rules.

How We Stack Up

All figures presented are for the period 1 April 2016 - 31 March 2017.

BUSINESS MANAGEMENT & DEVELOPMENT




CUSTOMER CARE

Compliments	513
Complaints	65
Sports centres customer satisfaction average score	8.47



SAFETY, HEALTH & WELLBEING:

Incidents reportable to HSE	0
Incidents reportable under RIDDOR	0
% days lost to sickness absence	4.575%



INFORMATION GOVERNANCE

Freedom of Information requests	7
Data Protection breaches	1
Environmental Information requests	1
Access to personal information requests	2
Responded to within 20 day timescale	All

SOCIAL MEDIA

*NB Facebook likes are captured until 31 March 2018 and Total Reach (organic or paid where applicable) is an average for this period. Reach is the number of people served by any activity from the pages, including generated posts, posts to the page by other people - page like ads, mentions and check-ins. Twitter, Instagram and LinkedIn Followers are as at 29 November 2018.



ANGUSalive Facebook: established in August 2016
To profile ANGUSalive for cross-service promotion of the charity's five service areas

Total Facebook Likes	1,609
Reach Organic	811
Reach Paid	243




Libraries

Total Facebook Likes	1,768
Reach Organic	1,234



Sport & Leisure

Total Facebook Likes	4,960
Reach Organic	2,039
Reach Paid	2,039



Museums & Galleries

Total Facebook Likes	1,807
Reach Organic	1,546
Reach Paid	28



Countryside Adventure

Total Facebook Likes	1,789
Reach Organic	728



Archives

Total Facebook Likes	1,051
Reach Organic	301



Theatre & Venues

Total Facebook Likes	1,429
Reach Organic	953
Reach Paid	2,366



Twitter Followers 2,113



Instagram Followers 198



LinkedIn Followers 97

Libraries



333,023
Visitors

43,706



ACCESS
Enquiries

42,361



Peoples'
Network
sessions

270,155



Items
borrowed

38,918

Attendances at
Library activities



3,231
Guest Wi-Fi
sessions



20,227
Bookbug
attendances
892
Sessions



11,869
Downloads
e-resources

Museums, Galleries & Archives



47,008
Visitors

7,451



Collection
records
reviewed

4,324

Attendances at
museum, galleries
and archive activities



6,161



Collection and
research enquiries

100

Exhibitions held



1,806

Production of
records for
consultation



SPORT & LEISURE

Sports Development



65

Athlete support -
number of NASA*
members

*National Athlete Support Awards



78

Club support -
number of ACE**
Clubs accredited

**Angus Club Excellence



5

Established Community Sport Hubs

53

Clubs affiliated to
a community sport
hub - number in
existence frame

Sports Centres

1,613,491

Sport centres attendances



bactive

8,647

bACTIVE
memberships

Webster Memorial Theatre & Venues

37,800

Webster Theatre
attendances



376

Performances,
conferences and
events at The Webster
Memorial Theatre

112,832

Venue
attendances



8,486

Pantomime attendances
to Beauty &
The Beast



Countryside Adventure



728,697

Total Visitors

2,156

Outdoor Education
attendances



5,951

Visitors to
Festive Fun
Weekends



6,354

Outdoor Activity
attendances



6,496

Environmental
Education
attendances





Recognise the value of our employees

ANGUSalive will value and develop staff and promote a culture of empowerment.

BUSINESS MANAGEMENT & DEVELOPMENT

SPORT & LEISURE

Automated External Defibrillator (AED) Training

ANGUSalive has AEDs located in the majority of our facilities and to date have 87 staff who hold the stand alone AED qualification. In 2017/18 there was 32 staff that passed their AED renewal. In addition to the above, there are 143 staff in ANGUSalive who hold the National Lifeguard Pool Qualifications (NPLQ) and undergo AED training as part of this.

There are currently 230 ANGUSalive staff who are trained to use an AED. Since the introduction of AEDs across our sites, there have been four lives saved by the use of AEDs within our facilities.



Lifeguard Qualification

ANGUSalive renewed the Royal Life Saving Society (RLSS) Approved Training Centre (ATC) status for 2017/18. Our ATC status certifies that our lifeguards are all trained in the UK's premier qualification and our pools are licenced to deliver the RLSS National Pool Lifeguard Qualification (NPLQ). An external verification was carried out by RLSS and we scored 97% in the audit.

The RLSS NPLQ is the most awarded lifeguard qualification the UK, the course includes all aspects of pool lifeguarding and supervision, rescue techniques, CPR, AED and first aid. ANGUSalive currently has 143 qualified and trained staff across all pool sites. Four courses were delivered across ANGUSalive sites in 2017/18 including a pilot scheme with Brechin High School. In February 2018, S5/S6 pupils from Brechin High School (BHS) were offered the opportunity to achieve the qualification.

In order to attract new talent and help support new skills, we did not charge for the pilot training, instead the pupils repaid the time with 30 hours of voluntary work over the Easter holidays to repay the cost. This provided attainment of a recognised qualification to pupils who may not have been able to afford to do the course whilst gaining valuable work experience which will help in their employment prospects. 10 pupils from BHS undertook and passed the course.



A Charitable Organisation – Annual Survey

We asked staff for their suggestions on the charities we should support during 2018/19. The only requirement was that charities must be Office of the Scottish Charity Regulator (OSCR) registered, as identified by an SCO number.

National charity events chosen:

- Macmillan Coffee Morning 28 September 2018
- Armistice Day/Poppy Scotland 11 November 2018
- Children in Need 17 November 2018

Local charity events chosen:

- Guide Dogs - Annual Gala Autumn 2018
- Cash For Kids - Superhero Day 4 May 2018
- Christmas Jumper & Mission Christmas Dec 2018
- Angus Foodbank Dec 2018

Staff Development

A review of senior management positions across the team was completed in 2015 and a new structure introduced as part of the transition of culture, sport and leisure services to ANGUSalive.

As part of the new structure Lesley was successful in her application to the role of Principal Officer for Libraries, Customer & Culture. Her appointment was on the condition of gaining a Degree or equivalent (Level 4 SVQ) within a defined period of time through supported study.

ANGUSalive funded the qualification and Lesley was allocated an individual learning advisor who helped to support her to obtain the qualification through a series of regular meetings used to offer guidance and monitor progress.

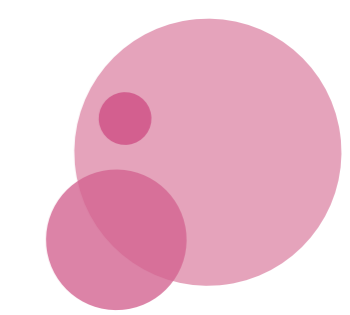
"The qualification contributed to my professional sense of direction, builds my confidence and equipped me to cope positively with the change within my new role."

The level 4 qualification had 4 mandatory units: develop operational plans, provide leadership in your area of responsibility, develop and sustain productive working relationships with stakeholders and manage business processes.

In addition, four optional units were chosen to compliment these mandatory units and reflect the wide range of management roles and responsibilities.

Lesley registered for the Level 4 SVQ in Management (skills level: Higher (SCQF level 9) in April 2016 successfully completed the qualification in June 2017.

"On completing the qualification it enhanced my management skills, knowledge and abilities required to carry out my new role as Principal Officer – Libraries, Customer & Culture. The national qualification contributed to my continuous personal development."





Promote use of our spaces as community hubs

We aim to offer community venues from which to deliver activities and resources which support inclusion, empowerment, lifelong learning, skills development and literacy.

Across ANGUSalve we have a number of facilities and sites which we actively encourage our community and the communities therein to use. A number of activities have helped developed usage.

LIBRARIES, CUSTOMER AND CULTURE

Integrated Library and Customer Services

ANGUSalve Information Advisors provide both library services and face-to-face customer contact services for Angus Council (known as the ACCESS service). At the start of 2017/18 in each of the seven burghs the team worked within the library and the ACCESS office buildings.

In May 2017 the delivery of the face-to-face ACCESS service was transferred to the library buildings in Brechin, Kirriemuir and Monifieth. The single-site delivery provides greater flexibility and convenience for the people who use our services. It also provides a better integrated service and more efficient use of our staff resource.

A plan to redevelop the library facilities in Carnoustie, Montrose, Forfar, Brechin and Monifieth and was approved in 2016. The provisional timetable for this programme of capital works, funded by Angus Council, extends to 2021.

WEDDING VENUES

In 2017, three of our facilities were used as wedding venues, two for the first time, following requests from customers of our Signal Tower Museum in Arbroath and the registration service in Montrose.

In the Angus Glens, Corrie Fee hosted 20 guests for a mid-summer wedding. In the lead up to the big day, our Ranger provided support and advice on every element of planning logistics and gaining permissions from Scottish Natural Heritage and the Forestry Commission. A very warm welcome was provided to the wedding party and hearty congratulations afterwards.

An Arbroath couple tied the knot in the courtyard of Signal Tower Museum on 11 August 2017. Like his father and grandfather, the groom was a fisherman in the town and wanted to marry in a local setting with a strong connection to the traditions of his family. This was the first time we had hosted a wedding. The bride and groom together with their 40 guests enjoyed the courtyard as an outdoor venue space

Montrose Museum held its first civil wedding in the Art Gallery on St Valentine's Day 2018. In the absence of a marriage room in the town, the museum and registrar's staff continue to work together to make use of this lovely setting as a wedding venue, complementary to its primary purpose as a museum and art gallery.

"The registry office hasn't got any atmosphere and then one day I was driving past the Signal Tower and I thought I'd try my luck. The curator is Kirsten Couper and she was lovely - she couldn't have been more helpful." **Bride**



SPORT & LEISURE

Championship triathlon

In July 2017, Monikie Country Park hosted the Scottish national championship triathlon event where 272 participants ran, swam and cycled to compete for championship points. The event is organised by Monifieth's M3 triathlon club and is assisted by the Countryside Adventure Rangers.

Running Sisters Tayside

The event took place at 10am, 23 April at Crombie Country Park, with approximately 100 runners. The organisation was a collaboration of our Countryside Adventure team, The Running Sisters, at Crombie and Eventful Biz for equipment.

Other various groups and events:

- An Aberdeen-based Forest Schools practitioner brings youngsters with mobility scooters because Crombie offers an immersive woodland experience for her clients
- Annual picnic with Brae Riding School for the disabled, who bring a driving carriage for their childrens activity
- As part of the Angus Cycle Hub event in April, we brought in our adaptive bikes for people to use

Special Olympics Tayside

The group held their annual fundraiser run in July 2017 at Crombie Country Park for the Tayside Special Olympics, together with support from our Development Officer (Disabilities).

Annual Clova Xtreme Duathlon

In October 2017, 150 runners joined in this annual fundraising event to raise money for the Tayside mountain rescue team. The event was led with the cooperation of Cairngorms

National Park Authority, Forest Enterprise Scotland, Scottish Natural Heritage, Clova Hotel, Tayside Police Mountain Rescue, Tayside Mountain Rescue and ANGUSalve's Countryside Adventure team at Glen Doll.

Community use of theatre (and venues and town halls)

ANGUSalve continues to inspire creative lifestyle choices and helps to support the important role the arts play in enabling and developing creative talent and artistic skills in our communities. Annually groups use our theatre space to encourage participation and enable community involvement in their art activities. ART Moves, (registered charity S03430B) provide services to people with disabilities or health problems and also Participate, a social enterprise developing and delivering participatory art projects with charities and community groups.

Our venues are regularly used for blood collection services and amateur drama/music groups. We also have groups who regularly hire our venues for children's gymnastics, children's rugby class, badminton classes, exercise classes, boxing training and matches and indoor craft sales and coffee mornings.



Working together to create more opportunities with Community Sport Hubs (CSHs):

Arbroath Community Sport Hub (ACSH) Open Events Identified through the ACSH action plan, they planned to run a fun afternoon of sport during the summer holiday period. In August they hosted the day at Hercules Den between 1-3pm, where football, golf, netball, athletics, rugby, were all enjoyed. From 4-5pm the children then moved to ANGUSalve's Arbroath Sports Centre for a session lead by the swimming club.

The hub offered this as a free event to allow maximum participation and have this accessible to all. There were 40 children of varying ages between 5 and 12 years attended; with 15 taking the opportunity to take part in the swimming session. Arbroath Golf Club has seen great benefit by having seven children transition from this day to the club sessions.

Monifieth Community Sport Hub Open Day

Following the local charrette, Monifieth Community Sport Hub was established in July. The Hub worked hard to establish their vision and mission statement and created an action plan. The hub comprises of Monifieth Athletic Football Club, Monifieth Tennis Club, Monifieth Grange Golf Club and Monifieth Grange Bowling Club. Angus Council Communities team and Active Schools also support the hub.

All four clubs were involved in the planning of the open day where they delivered taster sessions and handed out information about their clubs. Over 100 people of all ages attended the open day and participated in the sessions. Each club has seen an increase in membership since the open day.

Case Study

Promote use of our spaces as community hubs

A new chapter for Carnoustie Library

Libraries

Public libraries today are busy hives of social activity and community interaction, but traditional public library buildings have often struggled to keep up with the modern services delivered inside.

With funding from Angus Council's capital programme to integrate library and Angus Council's face-to-face customer contact service (ACCESS), the ANGUSalive team together with Angus Council's property team, have created a fresh, flexible, inviting community space bringing people together in new ways.

Carnoustie's public library building dates from 1976 and was a hit at the time with the community who had campaigned for a new library in the town. In 2000 this library was the first in Angus to introduce the People's Network public access technology.

In 2017 the High Street location was still ideal for a community facility, but the interior layout and décor dated the service delivery.

Asked about how she developed a design brief for the project, Facilities Officer, Clair says:

"As part of my work on the Property Team, I was tasked to help design a community hub with a safe and welcoming environment for customers. The aim was for both ACCESS and Library services to be delivered by the same pool of front-line staff as a single service. The design was to be light and airy, welcoming to customers with clear signage throughout. As part of our work we looked at the customer journey and rearranged areas such as moving the People's Network to be in view of the main staff desk so that customers could easily ask for support. We made sure we had facilities that community groups would use, so we recommended projector technology for the gallery space, upgraded kitchen facilities, a movable hostess trolley, and improved storage for group-use furniture. Finally we wanted to use colours and finishes to create a consistent look and feel that could later be used in other re-developed ANGUSalive libraries, so that customers know they are in a community hub regardless of which burgh they are in."

For our younger customers, we needed to create an inviting and stimulating space for children and families to enjoy together. The team developed the "enchanted forest" theme that was brought to life through large-scale graphics in the children's library and bespoke themed kinder-boxes, designed by our Museums, Galleries & Archives exhibition designer.

The result has been well-received by the community, our stakeholders, and our ANGUSalive team. The new one-stop-shop enjoyed a 35% increase in visitors in the first six months of re-opening with nearly 30,000 people coming through the doors. In the very first month of re-opening, our team welcomed 60 new members and many of the new customers who had joined when the library was decanted to the Sports Centre during the work phase continued using the new facility.

The refurbishment has delivered many important benefits: brighter

space with more natural daylight, better site layout and flow with better display of book stock in all areas, relaxed seating throughout, a dedicated display wall for retail, tourist information and ANGUSalive service promotion, drop-box for after-hours returns, and state-of-the-art IT People's Network equipment with large, easy-view screens and touch-screen technology for library catalogue searches.

Customer service provision is enriched by a more welcoming and informal service area, and comfortable waiting space in sight. Private booths are available for staff to use for more lengthy and private enquiries. The entire site was also assessed by a dementia friendly professional who offered advice on signage and dementia-friendly finishes.

Enhanced community-use spaces include a contemporary exhibition space, the Lochty Gallery, which can

be used for meetings, training, and other group activities. The Pitairlie Pod is a small, private space for small groups or 1-2-1 meetings. Our Carnoustie team enjoyed selecting the new spaces' names, choosing two local burns to create a strong local connection.

The next steps are to ensure Carnoustie people and visitors to Angus continue to make the most of the fantastic facility in the heart of their community through our quality resources, engaging activity programme, partnership working, inviting marketing, and first-class customer service.



Ensure strong, transparent governance and demonstrate community benefit

We manage the services, assets and employees in accordance with good charities governance, good business practice, legislative requirements and in accordance with the Articles of Association to ensure strong governance, public accountability and public benefit.

To achieve our ambition of becoming an even stronger, enthusiastic, customer-focussed, forward-looking organisation equipped for the future, we will ensure we have the right people driving our business. Our people will demonstrate a commitment to delivering our vision for the people of Angus and understand the need to continuously monitor and report our financial performance, allowing us to put every penny back in to 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 Management,

to consider the business of the charity. The table below details our Board from April 2017–present. There is also a Finance and Governance subcommittee to consider items of business and to present formal recommendations to the full Board of Directors.

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. A number of Board Development sessions are also scheduled every year.

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 Chairperson or other Director chairing the meeting has a casting vote.

Demonstrating Community Benefit
This has been documented in the body of this report and where possible, we have documented where our strategic aims link into the LOIPs. The preceding pages will highlight the three key items which help us to demonstrate strong transparent governance:

- Financial review of the year
- ANGUSalve business units
- Partners

Board of Directors



Kenneth Fraser
Independent Director (Chair)



Hannah Whaley
Independent Director (Vice-Chair)



Kenneth McKay
Independent Director



Alan Rae
Independent Director



Charlie Cameron
Independent Director



Colin Brown
Council Director



Lynn Devine
Council Director



Ronnie Proctor
Council Director



Bill Duff
Council Director

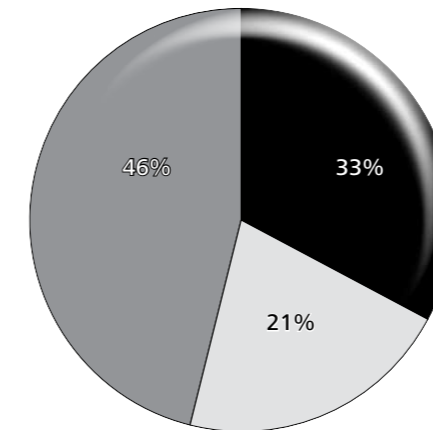
Financial review of the year

The Trust's operational surplus (before actuarial adjustments) for the period ending 31 March 2018 was £664,635. Once the actuarial pension adjustments are taken in to account, the Company's consolidated financial position shows a net expenditure of £585,365 arrived at from the charity's three business units as described on pages 54-55.

	2017/18 Actual ANGUSalve Charity £'000	2017/18 Actual ANGUSalve Trading £'000	2017/18 Total Angusalve Group £'000
Management fee	3,529	0	3,529
Access fee	0	446	446
Grants and Contributions *	2,260	0	2,162
Sales, Fees and Charges	4,980	174	5,154
Other Incomes	0	53	53
Total Income *	10,769	673	11,344
Staff Costs	6,833	331	7,164
Property Costs	502	48	550
Transport Costs	34	0	34
Supplies and Services	860	81	941
Other finance costs	29	0	29
Angus Council Support Services	1,961	0	1,961
Total Expenditure	10,219	460	10,679
Surplus/ (Deficit) prior to actuarial adjustments *	550	213	665
Actuarial adjustments in line with FRS 102	1,250	0	1,250
Net Surplus/ (Deficit) position *	(700)	213	(585)

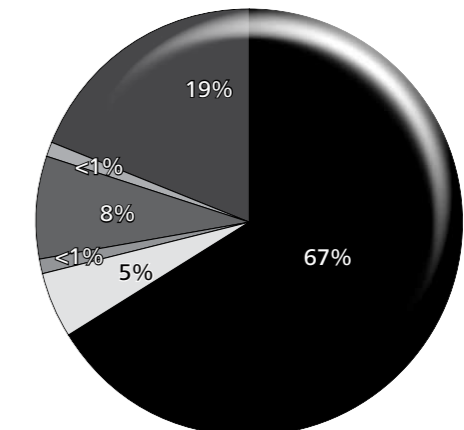
* ANGUSalve Group position is different to combined ANGUSalve Charity and ANGUSalve Trading positions due to treatment of Gift Aid on consolidation

ANGUSalve Income - Charity



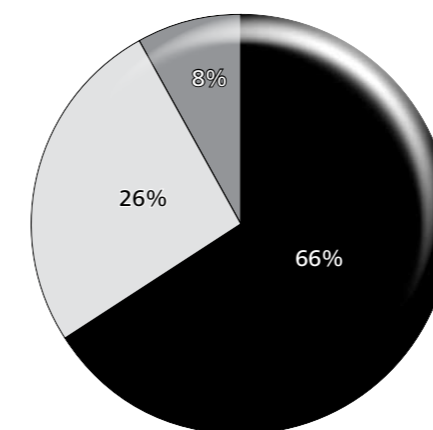
46% Sales, Fees & Charges 33% Management Fee
21% Grants & Contributions

ANGUSalve Expenditure - Charity



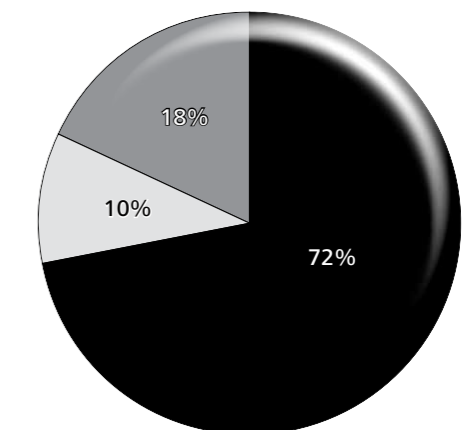
67% Staff Costs 5% Property Costs
<1% Transport Costs 8% Supplies and Services
<1% Other finance costs 19% Angus Council Support Services

ANGUSalve Income - Trading



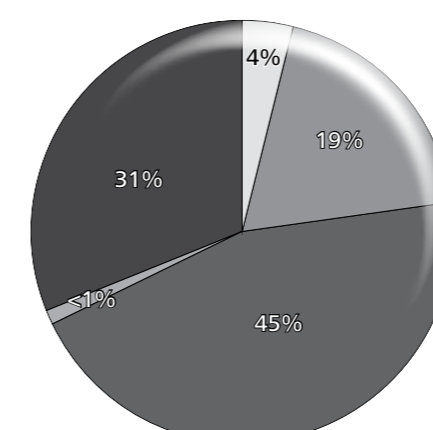
66% Access fee 26% Sales, Fees and Charges
8% Other Incomes

ANGUSalve Expenditure - Trading



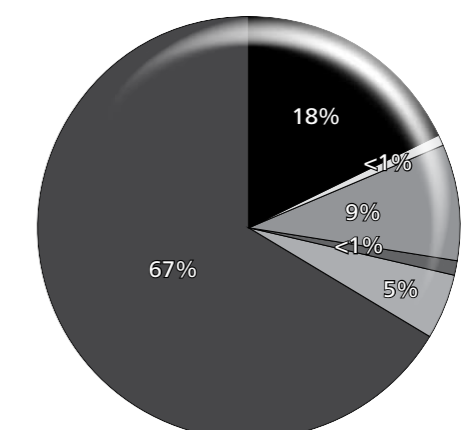
72% Staff Costs 10% Property Costs
18% Supplies and Services

ANGUSalve Group Income



31% Management fee 4% Access fee
19% Grants & Contributions 45% Sales, Fees and Charges
<1% Other Incomes

ANGUSalve Group Expenditure



67% Staff Costs 5% Property Costs
<1% Transport Costs 9% Supplies and Services
<1% Other finance costs 18% Angus Council Support Services

ANGUSalive business units

The charity has three business units which incorporate service areas as follows:

Business Management & Development

ANGUSalive's business support, development and marketing function is responsible for supporting the Sport & Leisure, Theatre & Venues, Countryside Adventure service areas and also the services from Museums, Galleries & Archives and Libraries.

This unit manages all of the service level agreements for the support services and contracts that the charity has with third party providers.

Libraries, Customer & Culture

This area is responsible for ANGUSalive Libraries, Museums, Galleries & Archives and the provision of Angus Council's face-to-face customer contact service. ANGUSalive offers a range of traditional and innovative library services through its network of seven full-time burgh libraries, two mobile library vehicles, a home delivery service and an extensive outreach programme.

ANGUSalive library members can select from a stock collection of over 198,000 items that 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 the People's Network computers for internet,

email, online learning and Microsoft Office software as well as free guest Wi-Fi for customers with their own devices.

A programme of regular clubs and activities is designed to engage people with reading, literacy, culture and each other. Special events and promotions throughout the year tap in to local and national initiatives.

The quality improvement framework for public libraries in Scotland, How Good is Our Public Library Service (HGIOPLS), was commissioned by the Scottish Library and Information Council (SLIC) to help library managers and staff demonstrate the quality of service provision and the impact they have on communities, with a focus on planning, service delivery and continuous improvement.

In April 2017 we submitted our first HGIOPLS report to SLIC, evaluating our achievements against Quality Indicator 2 Readers' Experience. This self-assessment exercise looked at all elements of our services to readers and included evidence of our policies, statistics, impact statements etc. Following review of our report and a Peer Assessor visit in June, we were awarded a Level 3 Satisfactory grade and agreed an improvement plan with assessors and our team.

As part of the improvement plan, the libraries' team chose to develop a number of areas including online training for frontline staff to improve

their book knowledge and skills when assisting readers of all levels. The team also researched the possibility of improving services for reading groups and have committed to establish an online reading group during 2018/19.

Visitors to Angus and residents enjoy a varied programme of temporary and permanent exhibitions, talks and activities in the five full-time museums managed by ANGUSalive.

A well-received programme of fine and contemporary art exhibitions is held at the Meffan Museum & Art Gallery in Forfar, with exhibitions held throughout ANGUSalive gallery spaces. Community art exhibitions also remain popular in our exhibition spaces across ANGUSalive.

ANGUSalive cares for 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.

All the items in our collections have local significance and many have national significance. The fine art collection encompasses over 4,000 paintings, watercolours, drawings and sculptures. We are actively enriching both collections through generous donations, Treasure Trove items and purchases, with objects and art works that contribute to the collections' historical yet dynamic development.

ANGUSalive manages Angus Archives, caring for historical documents and primary source material relating to Angus. Located in a rural setting at the Hunter Library, Restenneth by Forfar, Angus Archives is a treasure trove of 800 years of the history of Angus and its people. The collections cover Arbroath, Brechin, Carnoustie, Forfar, Kirriemuir, Montrose, Monifieth and many rural area of Angus. Angus Archives collects, preserves and makes available the written and photographic heritage of Angus.

Museums, Galleries & Archives and Libraries generate income through book sales, photocopying, activity charges, training, refreshments, and the hire of facilities, retail, photo sales, genealogy research and commission from exhibition sales.

Sport & Leisure

Sport & Leisure incorporates our Sport Centres, Sports Development and Countryside Adventure & Theatre and Venues.

ANGUSalive operates seven sports centres, two high-school pools, a Sports Development Team as well as five country parks and an outdoor education programme. The charity also manages five venues across Angus, our community campus theatres and an art and performance theatre in Arbroath.

Sport & Leisure, Theatre & Venues and Countryside Adventure generate income through our bACTIVE sports membership scheme and pay-as-you-go (bACTIVE LITE), Theatre & Venues events and bookings and activities held within our Countryside Adventure parks.

ANGUSalive bACTIVE sports membership holders are able to access all of our sports centres under their membership and can book up to seven days in advance for classes. A timetable of regular clubs and activities is on offer for our junior programme, which includes swimming and gymnastics and our adult programme offers group exercise classes including Zumba and many LES MILLS® classes. Some 240 adult classes are held each week in ANGUSalive sports centres across the county.

bACTIVE members also enjoy the following benefits:

- Free car parking at Crombie and Monikie Country Parks
- Free watersports hire at Monikie Country Park
- Discounted personal training sessions
- Discounted one-to-one swimming lessons
- Discounted holiday camps and promotional offers for activities and events

The Countryside Adventure team offers a programme of regular activities in our country parks and the Angus Glens including guided walks, Young Naturalist Clubs, holiday activity weeks, workshops, watersports, high ropes, wildfowling and volunteer programmes such as Branching Out.

We work in partnership with the Cairngorms National Park Association, Forestry Commission Scotland, Scottish Wildlife Trust, Scottish Natural Heritage and many local groups to support conservation

action including environmental fieldwork, surveys, activities and consultancy. The team provides a warm welcome and is readily available to help visitors enjoy and care for the countryside.

Our Sports Development Team provides support and advice to individuals, clubs, sports associations or groups on a range of issues. They also establish and co-ordinate a number of sport and physical activity opportunities linking local, regional and national programmes in a variety of sports. As part the team's commitment to developing sport and physical activity throughout Angus, they have adopted the sportscotland 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.

The Webster Memorial Theatre

The Webster Memorial Theatre has a programme of events including comedy, country, folk, and pop music concerts to mediums and of course the ...oh yes they do... annual panto.

Our portfolio of venues includes the Reid Hall in Forfar, which hosts the annual ANGUSalive Sports Awards, as well as the theatres in our two community campuses and Kirriemuir Town Hall, which acts as base camp for our annual Angus Glens Walking Festival.



Shelley Hague
Strategic Policy and Planning Manager
Community Planning

Community planning is about how public bodies work together and with local communities to design and deliver better services that make a real difference to local people's lives. The Angus Community Planning vision which ANGUSalive have signed up to is:-



This approach provides a focus for partnership working driven by strong shared leadership, directed towards distinctive local circumstances. Partners work together to improve local services, ensuring that they meet the needs of local people, especially for those people who need those services most.

ANGUSalive have been partners on the Community Planning Executive and wider network since the formation of this structure in 2017 and previously participated as part of the Single Outcome Agreement. The current priorities link closely with the work of ANGUSalive:-

- Reducing Child Poverty
- Improving Mental Health and Wellbeing
- Improving Accessibility and Connectivity

Communities lie at the heart of community planning: they can and do achieve things for themselves, and we need to build on this and increase the level of influence and control that local people have over the decisions and services that have an impact on their lives. Working

together with ANGUSalive makes it easier to improve outcomes and tackle the inequalities that some people experience. To ensure that communities are supported ANGUSalive has representation on each of the 4 Locality Implementation Partnerships.

A crucial partnership role is participating in National consultations and helping to shape new policies and legislation which ANGUSalive support. It is important the local culture, sport and leisure trust is involved and making an important contribution towards the achievement of local outcomes, this ensures that the best services are on offer for local people.

Our Mission

With a clear focus on **customer service excellence** and **continuous improvement**, our **engaged workforce** will deliver **innovative services** providing **opportunities for all** people to connect with the richness of activity available in **Angus**.





Become a member - join us at

www.angusalive.scot/libraries
and www.angusalive.scot/sportsmember

Make a donation - use gift aid or corporation tax relief

enquiries@angusalive.scot | 01307 492600

**Become a corporate partner
or sponsor our awards and exhibitions**

marketing@angusalive.scot | 01307 492600

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