

Agenda Item	8.
Report No	EDU/28/24

The Highland Council

Committee: Education

Date: 21 November 2024

Report Title: High Life Highland Progress Report

Report By: Chief Executive, High Life Highland

1. Purpose/Executive Summary

1.1 This report is in three parts:

Part one - presents information on the performance of High Life Highland (HLH) during the operating period to 30 September 2024, including information on HLH's contributions to the Highland Council Corporate Plan 2022-27.

Part two - provides general updates since the last report to the Highland Council's Education Committee in May 2024.

Part three – provides information on an aspect of the work of HLH, this time, High Life Highland's contributions to the national "physical activity for health: framework."

2. Recommendations

2.1 Members are asked to note:

- i. the performance of High Life Highland (HLH) during the operating period to 30 September 2024, including HLH's contributions to the implementation of the Highland Council Corporate Plan in **Appendix A**;
- ii. general updates provided in part 2 of this report;
- iii. that HLH continues to deliver Public Service Obligations on behalf of the Highland Council as set out in the Service Delivery Contract; and
- iv. the information on High Life Highland's contributions to the national "physical activity for health: framework."

3. Implications

- 3.1 Resource - there are no resource implications associated with Elected members agreeing the recommendations in this report. Information in relation to the current financial year is provided in section seven of this report and there is wider contextual information in a separate report elsewhere on this agenda on the contract review with High Life Highland (HLH).
- 3.2 Legal - there are no legal implications for the Highland Council arising from the recommendations in this report. However, the HLH zero reserves position continues to

have implications in respect of HLH's going concern status: in mitigation, a letter of comfort has been issued by the Highland Council.

- 3.3 Risk - there are no risk implications arising from the recommendations in this report. The HLH Board has its own Corporate Risk Register and associated risk management plans.
- 3.4 Health and Safety (risks arising from changes to plant, equipment, process, or people) - there are no health and safety risks associated with the recommendations in this report.
- 3.5 Gaelic - there are no Gaelic implications arising from the recommendations in this report.

4. Impacts

- 4.1 In Highland, all policies, strategies, or service changes are subject to an integrated screening for impact for Equalities, Poverty and Human Rights, Children's Rights and Wellbeing, Climate Change, Islands and Mainland Rural Communities, and Data Protection. Where identified as required, a full impact assessment will be undertaken.
- 4.2 Considering impacts is a core part of the decision-making process and needs to inform the decision-making process. When taking any decision, Members must give due regard to the findings of any assessment.
- 4.3 This is a monitoring and update report and therefore an impact assessment is not required.

5. Background

- 5.1 HLH's purpose is **Making Life Better**. It was established as a charity by the Highland Council (THC) in October 2011. The Council has contracted with HLH to deliver its Public Services Obligations (PSO) through a Service Delivery Contract (SDC). The following areas of work are delivered by HLH on behalf of THC: Adult Learning; Archives; Countryside Rangers; Leisure; Libraries; Museums and Galleries; Music Tuition; Sports Development; and Youth Work.
- 5.2 HLH was set up to deliver services on behalf of THC and at the same time deliver savings and protect, improve, and develop services. Each year, Arm's Length External Organisation (ALEO) status saves THC c. £2m p.a. through non-domestic rates relief.
- 5.3 HLH has consistently returned revenue savings for THC with recent (5 year) savings averaging £3.7mp.a. (19% of 2024/25 Services Fee). Savings have been achieved through income and efficiencies, whilst minimising service reductions. The partnership has been hallmarked by HLH assuming responsibility for additional services at the request of THC, with 43 new services and facilities having been added to HLH since it was established in 2011.

6. HLH Governance

- 6.1 HLH Directors are appointed by THC (8 independent Directors and 4 Councillor Directors). The HLH Directors can be found on the HLH web site: <https://www.highlifehighland.com/about/board-directors/>.

6.2 The HLH Trading Board Directors are appointed by the HLH Board (5 independent directors and 4 HLH Board Directors). The trading company Directors can be found on the HLH web site: <https://www.highlifehighland.com/about/trading-company-directors/>

6.3 Following the regular process of retirements, as required in HLH's Memorandum and Articles of Association, two Directors are scheduled to retire at the HLH Annual General Meeting (AGM) in March 2025. The recruitment process has started through the HLH Recruitment Committee which will make recommendations for approval of THC in due course.

7. Financial Position

7.1 The funding provided by THC to HLH as a Services Fee is £16.6m (2024/25). The post-pandemic operating environment (particularly staff pay inflation) has meant that the Council has had to provide additional funding to HLH from Council reserves to help protect services. HLH has mitigated a forecast £4.046m budget gap in 2024/25 by £1.282m through a combination of income and efficiencies. As part of a 3-year plan to return to a surplus position, the remaining £2.764m has been funded in 2024/25 from Council reserves. This was included in the budget when it was agreed at the Highland Council meeting held on 29 February 2024. HLH has always had a focus on income and HLH's performance in this area was reported at the May Education Committee meeting.

7.2 Property rationalisation: HLH has moved out of 8 properties and is in the process of looking at others in collaboration with THC Asset Management team as part of THC's Delivery Plan.

8. Service Delivery Contract Review

8.1 There is a separate report elsewhere on this agenda on the review of the Contract between the Council and HLH.

9. Part One - Service Delivery Contract Monitoring

9.1 Our Future Highland - Highland Council Corporate Plan 2022-2027

9.1.1 HLH provides information on how it contributes to the Council's corporate plan a summary of HLH's contributions to the Council's Corporate Plan 2022-27 can be found at **Appendix A**.

9.2 Performance Indicators

9.2.1 Performance indicators for customer numbers etc. is annual following the end of each financial year, normally at the May Education Committee.

9.3 Our Future Highland 2024-2027 Delivery Plan

9.3.1 In the same way that it is important that HLH aligns its service delivery with THC's corporate plan, it is also important that it is engaged with THC's delivery plan. This section summarises how HLH can be involved in the work being undertaken by THC, thereby further strengthening the partnership and maximising efficiency opportunities

for both organisations, but particularly for HLH. Developing this partnership is in the long-term interest of service delivery.

9.3.2 **Person centred solutions** – This portfolio covers a wide range of activity and as can be seen in the appendices to this report, there is a range of work delivered by HLH which support this including:

- The leisure/social work service social work subscriptions partnership for young people in care/foster care (av. 40 subscriptions at any one time).
- The leisure health and wellbeing programme which targets older adults and people with health conditions (2,500 participants).
- The contributions the youth work team makes in partnership with THC in supporting young people to achieve positive destinations.

9.3.3 **Workforce for the future** – The main HLH contribution to this portfolio is the Youth Work teams contributions which support young people to achieve positive destinations and the **sportscotland** funded HLH leadership programme which had 733 young people achieving leadership awards last financial year. So far this year, 377 young people have achieved awards which is an increase of 61 compared with the same period last year. HLH also delivers THC's "My Future My Success" programme through HLH and Leisure Centres deliver modern apprenticeships for their young workforce.

9.3.4 **Reconfiguring our asset base** – This is the most significant area for service development and the area which will support the long-term sustainability of services the most. As was seen at the November 2023 Education Committee meeting it is also an area which **sportscotland** is interested in in terms of investment. HLH has been included in the reconfiguration of the asset base portfolio board.

9.3.5 **Corporate solutions** – HLH is engaged with THC's corporate solutions work through projects such as the finance, HR and payroll project and developing its approach to digital solutions in partnership with THC's digital team. The structure of the partnership between THC and HLH makes it important for HLH to be involved so that it can maximise future efficiencies in step with THC.

9.3.6 **Income generation** – Income generation has always been a focus for HLH, and the pandemic and cost of living crisis had severe impacts on HLH's budget. Income growth has been re-established to the extent where HLH income is approaching 20% above pre-pandemic levels.

9.3.7 **Net Zero, Energy Investment and Innovation** – there is a strong partnership between the THC's property and energy teams and HLH. Over the years there has been significant investment through the SALIX and other property funds for investment in energy efficiency, biomass, LED lighting, solar, etc. These have all returned savings to THC budgets and along with asset rationalisation will continue to be an important part of future work between the two organisations.

10. Part 2 – General Updates

10.1 As part of HLH's reporting, general updates since the previous report to the Education Committee are provided and **Appendix B** provides updates and good news stories since the May 2024 meeting.

- 11. Part 3 – HLH’s contributions to the national “Physical activity for health: framework”**
- 11.1 The national physical activity for health framework was published on 2 October 2024 and replaced the previous active Scotland outcomes framework. It is widely recognised that physical activity is the single most important thing that can improve health, and the framework is based on international research which evidences that a whole systems approach is needed to maximise improvement in physical activity levels in individuals and communities. The positive impact on individual health is summarised well in the video entitled “23 and 1/2 hours: What is the single best thing we can do for our health?” which can be seen at this [link](#).
- 11.2 The national framework can be seen at this [link](#). Its strategic delivery outcomes are framed around 8 evidence based sub-systems that constitute the physical activity system as a whole. These are:
1. Active Systems (the integration of the sub-systems listed below).
 2. Active Places of Learning.
 3. Active Travel.
 4. Active Places and Spaces.
 5. Active Health and Social Care.
 6. Active Communications.
 - 7. Active Sport and Recreation.**
 8. Active Workplaces.
- 11.3 HLH’s main contributions to this are through its leisure, sports development, and countryside rangers teams:
- The leisure team provides services for all ages with many of these being for children, young people, and older adults. It has targeted services for people with health conditions who often have lower physical activity levels than the wider population. The number of people with *highlife* leisure card is 44,579, which is 19% of the Highland population. While this is a significant figure, given that many customers which use the service do so as part of a club let or on a pay-as you go basis this is an under-estimate of the actual reach of the service.
 - Leisure Centre activities - Last financial year 170,723 swimming lessons were delivered by the leisure team to 6,839 participants. In addition, there were 401,549 gym sessions, 271,533 group fitness sessions including 44,216 sessions specifically for people with health conditions and older adults (as described below).
 - The sports development team actively focuses its activity on children and young people and supporting club sport. It works in partnership with schools to make more children and young people more active more often with routes from school and after-school sport to sports clubs and leisure centre activity.
 - Disability Sport – The sport development team strives to provide a diverse and inclusive range of accessible activity. It uses sport and physical activity as an intentional tool to achieve both increased participation and wider social outcomes. This year, the disability specific offer has increased to 13 weekly sessions, throughout the Highlands, which consistently attracts both young people and adults. In addition to providing opportunities for participants, there has also been a targeted focus on building an inclusive workforce. In total, 8 disability specific CPD training opportunities have been provided, which have engaged 95 staff and volunteers.
 - Summer Programme – During holiday periods, the sport development team links with other HLH services to provide a diverse range of inclusive activities. On a

sporting front, these activities range from multi sports to surfing, mountain biking to climbing and everything in-between. With other services, activities might include wilderness walks with the Countryside Rangers, or family history with the Archive team. In total, the 2024 Summer Schools Out Programme had 1009 separate activities, which equated to a total of 20,703 attendances.

- Health and Wellbeing Programme – HLH provides specific classes and programmes for people with diagnosed conditions and/or are awaiting/recovering from NHS treatment. These include dynamic wellbeing classes; cardiac rehab, Parkinson’s exercise classes, falls prevention classes for older adults, you time and escape pain classes. Last year there were over 44,216 attendances at these classes.
- The countryside rangers support active recreation by offering informal physical activities like guided walks and environmental projects where volunteers improve natural habitats. Aligned with nature prescribing, they provide opportunities for people to engage with nature, improving physical fitness, well-being, and social connections.

11.4 All of these services have seen increases in customer engagements as detailed in the table below with the footfall :

	2021/22	2022/23	2023/24
Leisure	1,404,237	2,172,513	2,413,485
Sports Development	252,224	274,822	277,706
Countryside Rangers	5,249	13,400	14,401
Totals	1,661,710	2,460,735	2,705,592

11.5 There is detailed information on these services and their contributions to physical activity in the annual reports for each service in **Appendix C**.

Designation: Chief Executive, High Life Highland

Date: 4 November 2024

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Appendices:

Appendix A – HLH Contributions to the Council’s Corporate Plan

Appendix B – General Updates/Good News Stories since May 2024 Education Committee Meeting

Appendix C – Annual Reports for Countryside Rangers, Leisure & Sports Development

Appendix A

HLH Contributions to the Council's Corporate Plan

1. Fair and Caring Highland Gàidhealtachd Chothromach agus Choibhneil	
Work together to improve quality of life and opportunities for Highland people	
1.1 Improve outcomes including attainment, achievement, positive destinations for all children and young people with a particular focus on literacy, numeracy, and our most vulnerable learners.	<p>HLH delivers a programme of adult literacy and numeracy and English for Speakers of Other Languages (ESOL) Classes and 1:1 support. Recent years have seen an increase in need among refugee communities and through close working with other HLH services and THC. HLH Adult Learning team provides language learning and related culture and leisure experiences for Ukrainian, Syrian and Afghan families and individuals and also many young men who have arrived in Highland as unaccompanied minors. HLH supports over 200 individuals per week as part of this work and maintains a cross-service focus group to specifically address the needs of refugees as they relate to all HLH services and opportunities.</p> <p>The HLH Adult Learning team has supported and delivered family learning approaches to improving numeracy levels as a delivery partner on the UK Shared Prosperity Fund work in Highland. A CLD family learning STEM (Science, Technology, Engineering and Maths) initiative is being developed as a legacy and mainstreaming work from this additional project work. Highland Council have asked HLH to deliver a similar programme in the coming year due to the success of the previous programme and this in turn will support the ambitions to mainstream the work finally.</p> <p>HLH runs a Young Persons' Leadership Programme and is now developing leadership opportunities across other parts of the organisation in addition to sports development. There were 733 leadership awards gained during 2023/24 academic year.</p> <p>Youth work staff provide opportunities for young people to gain achievement awards (Saltire Awards, DofE etc.) which are of significant benefit for young people in gaining employment or higher and further education places. A 72% increase in awards gained through youth work over the last 2 academic years has taken place with over 1500 awards achieved in 2023/24.</p> <p>HLH operates a range of activity programmes for children and young people across its leisure facilities. These include both primary school swimming lessons and learn to swim programmes across Highland ensuring that children and young people learn this essential life skill.</p> <p>The active schools, countryside rangers and youth work programmes provide a wide range of activities. A key focus of the Active Schools Programme is equality, diversity and inclusion and targeted programmes are being developed to reduce barriers to participation.</p> <p>HLH library staff deliver an extensive programme of activities to support early years literacy and numeracy, including Bookbug sessions and early years/family STEM activities. Book collections to support reading for learning and recreation are provided in both hard copy and digital format. Libraries also support learning and teaching through the provision of the school library service.</p> <p>HLH Libraries enjoyed 2.4m visits in 2023/24. This included 1.6m visits to library buildings. Virtual visits resulted in 0.8m visits.</p>

	<p>High Life Highland delivers weekly Instrumental Music Tuition to more than 4,200 young learners across Highland. Music tuition adds to each pupil's development in a broad range of ways, including increasing personal responsibility, focus and concentration in addition to the broader numeracy & literacy benefits. Young people also have access to a wide range of music ensembles led by HLH Instructors, at school, area and regional levels (Highland Young Musicians) affording them an insight into the cooperation, discipline and focus required to make a valuable contribution to these kind of groups – and the bearing these experiences will have on life skills beyond school age. For session 24/25 HLH has introduced 2 new groups to the HYM family – Beira (a 2nd small folk ensemble) and High Life Highland Pipe Band.</p>
<p>1.2 Tackle child poverty including promoting access to welfare support.</p>	<p>HLH participates in the work of the CHAMPS board and CEYP are provided with free memberships to leisure facilities. HLH continues to provide both specific youth work opportunities for looked after children and to encourage engagement in its wider youth work offer.</p> <p>HLH Youth Work maintains a free food offer in many of its community-based youth clubs, drop-ins and youth forums which also serve as warm and safe spaces as well as supporting their personal and social development.</p> <p>HLH provides access to its leisure centres for fifty pence per visit for adults and children of families who are in receipt of income related benefits.</p> <p>Access to HLH libraries' wide range of resources and services remains free of charge to all, including children and families.</p>
<p>1.3 Secure positive destinations including Modern Apprenticeships.</p>	<p>HLH provides modern apprenticeships through its leisure facilities including qualifications in Group fitness, Personal training and gym instructor which support young people who wish to remain in Highland and develop their careers at home.</p> <p>The HLH Youth work team is hosting and supporting a team of Development Officers on the My Future My Success project in partnership with THC working together to increase the number of positive destinations in Highland for school leavers.</p> <p>Inverness Museum and Art Gallery hosts an annual placement of a UHI Fine Art student and Highland Folk Museum hosts a twelve-month Historic Environment Scotland Fellowship trainee.</p> <p>In collaboration with the Council's Employability Team the Museums and Archive Centres regularly host work placements, paid and unpaid, to help young people get into work, including currently at Inverness Museum & Art Gallery through the "Aim High" scheme .</p>
<p>1.4 Work with partners on suicide prevention.</p>	<p>HLH is supporting the Community Planning Partnership (CPP) work to deliver the Suicide Intervention and Prevention Programme (SIPP) training. SIPP is led by the Health Improvement Team within Public Health in NHS Highland and supported by all community planning partners. HLH colleagues, from a range of HLH services, have been trained as trainers to deliver the SIPP programme and are co-delivering, with colleagues from various Community Planning Partners, as part of the Highland wide training roll out across Highland. SIPP training aims to improve awareness of suicidal thinking, increase confidence to ask someone if they are feeling suicidal, and to support them to seek further help, the training is open to anyone to attend participate. Local partners, including the</p>

	Samaritans and James Support Group promote and deliver services through libraries.
1.5 Encourage a diverse range of traditional and emerging sporting activities and active lifestyles.	<p>Through the partnership with sportscotland, the Active Schools and Community Sports Hubs programmes supports local volunteers and clubs to deliver a diverse range of sporting and physical activity opportunities.</p> <p>In the 2023/24 Academic Year there were 289,166 visits to Active Schools sessions, an increase of 15,431 visits from the previous year. 43% of the school roll access the Active Schools programme (the national average is 40%). These activities and opportunities are made possible by almost 1200 volunteers who support the Active Schools Programme and collectively have delivered 14,190 activity sessions over the last academic year. Secondary School pupils remain the largest group who support the delivery of activities whilst also developing their own skills and confidence through the HLH Leadership Programme. The Community Sport Hub Programme continues to provide support for community-based sports clubs and activity groups. The 13 active community sport hub projects supported 159 community organisations in the 23/24 financial year, an increase of 55 organisations from the previous year. These community-based groups provide vital sustainable opportunities for people to take part in sport and physical activity opportunities in their local communities.</p>
1.6 Promote fair access through co-located services across the Highlands.	<p>There are a number of joint school and community leisure centres and libraries across the Highlands and the experience of them is that the co-location increases footfall to all of the services delivered. Larger examples include Portree, Wick, Aviemore and Alness with there being similar but smaller scale provision in smaller communities such as Ardnamurchan and Kinlochleven. THC and HLH are currently working together to identify future opportunities through the process of the service delivery contract review.</p> <p>The Music Tuition team has pioneered the continued use of online tuition delivery in order to offer instrumental tuition access to more remote schools.</p>
1.7 Work with partners to improve the levels of mental health and wellbeing experienced by people in our communities.	<p>All of the services delivered by HLH contribute towards mental health and wellbeing. The evidence based “5 ways to wellbeing” highlights there are steps people can take to improve their mental health: connect; get active; mindfulness; learn; give. HLH provides opportunities for people to take each of the steps outlined in the 5 ways to wellbeing from engaging in arts and cultural activities, which can help to manage mental health and support recovery, to participating in learning opportunities facilitated by the adult and youth services such as SQA qualifications in health and wellbeing and mental health.</p> <p>The links between mental health and wellbeing and physical activity are well established and it is widely recognised that activities which engage people and reduce social isolation and loneliness make a positive contribution to the mental health and wellbeing of individuals and communities. The <i>highlife</i> leisure membership scheme is premised upon accessibility at an affordable price; the budget membership scheme provides a safety net for hard-pressed families to enjoy access to facilities at an affordable price.</p> <p>Targeted projects which HLH is delivering which contribute to improving mental health and wellbeing include: falls prevention; cardiac rehabilitation; cancer rehabilitation; older adults health and wellbeing; type II diabetes and physical activity; physiotherapy in leisure centres; pain management; the GP movement and activity programme and dementia friendly initiatives including the museums’ service led “House of Memories”. Inverness Museum and Art Gallery has a long-standing relationship with the mental health charity Keltic Care, whereby some of its service users are supported to therapeutically</p>

	<p>engage with the visual arts. The Countryside Rangers deliver the healthy minds initiative and branching out programmes, which harnesses green health benefits to assist those with mental health conditions. There are over 1800 highlife members taking part in HLH's targeted health and wellbeing programmes.</p> <p>In collaboration THC and HLH have developed an initiative called Mental Health Reps to promote positive mental health in the workplace, support and comfort any employee experiencing mental health difficulties, encourage conversations on mental health, support employees through a mental health crisis, and signpost to appropriate support.</p> <p>HLH also supports the work of the CPP Mental Health Delivery Group through being an active member of the group and supporting the various workstreams of the group including developing and delivering training, promoting resources, and making information accessible for people across Highland communities.</p>
<p>1.8 Develop whole family support approach to ensure families stay together and thrive in their local communities.</p>	<p>HLH seeks to support families by offering an all-inclusive leisure subscription which is one of the best value in the country and covers a whole household (two adults and all dependent children under 18). Children's activities, gym, swim group fitness single court activities (such as badminton) and swimming lessons are included in the subscription. There are currently 19,834 member subscriptions. In addition, there is a specific scheme for families in receipt of income related benefits whereby the adults and children can access activities for fifty pence per visit.</p> <p>Family friendly sessions are being delivered and developed through Active Schools with an emphasis on recruiting and supporting parent volunteers to deliver activities to young people. The Countryside Rangers and Library services offer a range of family learning opportunities throughout the year.</p> <p>HLH operated museums offer no-cost family leisure and learning opportunities both day-to-day and through structured activity programmes.</p> <p>HLH Libraries offer no-cost family activity programmes that support literacy, STEM learning, digital and social inclusion.</p>
<p>1.9 Work with partners to develop early intervention for drug and alcohol reduction.</p>	<p>HLH Youth, Sport and Leisure services are working jointly with NHS Highland and the Highland Alcohol and Drugs Partnership on the Planet Youth Initiative. The pilot project based around Tain, Dornoch, Golspie and Caithness will focus on early intervention and using sport and physical activity as a preventative measure.</p>
<p>1.10 Facilitate strategic sports and cultural planning across the Highlands.</p>	<p>A partnership agreement with sportscotland commenced in April 2023 which secured over £1m investment per annum in the Highlands and delivers an active school's programme in every Associated School Group (ASG) in Highland as well as a community sports hub programme. In addition to that the Council, as considered by Elected Members at the November 2023 Education Committee meeting, the Council, HLH and sportscotland are working together on a facilities strategy for Highland which is a key aspect of the Active Highland Strategy, a community planning partnership initiative led by NHS Highland.</p> <p>An Active Highland Strategy Group has been established, made up of representatives from the CPP plus sportscotland and with input from Public Health Scotland. The aim of the Active Highland Strategy Group is to create a framework that enables people to be active through, movement, play, physical activity, and sport in Highland with full commitment from all key partners and</p>

	<p>reporting to the Highland CPP Board. HLH is fully engaged and supporting the work of the Active Highland Strategy Group.</p>
<p>1.11 Continue to promote Gaelic language and cultural development.</p>	<p>HLH collaborates with THC's Gaelic Team to deliver specific targets within GLP3 and supports the promotion of Gaelic language and culture primarily through its Archives, Museums, Countryside Rangers, and Music Tuition services.</p> <p>Am Baile, a bi-lingual cultural heritage website managed by the HLH Highland Archive Service has seen increasing customer engagement and in 2023/24 had more than 150k visits. The site has bilingual descriptions of content and new Gaelic content is added on a regular basis using skilled Gaelic translators. In addition, its social media content attracted more than 1.5m engagements. A third of all social media posts are now bi-lingual and customer feedback illustrates that these posts are proving useful as a resource in Gaelic medium education and for Gaelic learners seeking to improve their language skills. Community heritage groups are increasingly seeking to use Am Baile as a digital place of deposit for their digital heritage collections and they are supported to create Gaelic content as part of their projects.</p> <p>Within museums, all interpretation at Inverness Museum and Art Gallery is bilingual and the museum offers two permanent display sections explaining and promoting Gaelic, including an interactive exhibit that gives visitors the opportunity to learn Gaelic words and try out the Gaelic language. At Highland Folk Museum visitors can experience Gaelic language and traditions in a variety of living history settings, including Gaelic psalms singing in the church and regular waulking the cloth demonstrations.</p> <p>Skye and Lochaber Archive Centres regularly support and work in partnership with Gaelic medium schools in their areas and are also in ongoing collaboration with Sabhal Mòr Ostaig and several community groups undertaking initiatives that aim to sustain and transmit Gaelic language and culture.</p> <p>The Inverness Gaelic Society Library is housed within Inverness Public Library and Gaelic book collections are also available throughout all Highland Libraries. Regular Gaelic Bookbug sessions (0-4 age rhyme, song, and storytelling sessions with parents/carers) and storytelling sessions are delivered from multiple library locations.</p> <p>The Countryside Ranger Service regularly engage in Gaelic medium sessions for the Gaelic medium schools within their area.</p> <p>Gaelic Sports Leadership Course took place over the Easter holidays 10 young people from Tain, Skye & Nairn took part in the two-day course delivered in Gaelic by Active Schools Coordinators.</p>
<p>1.12 Promote and enhance the Highland's rich heritage and culture.</p>	<p>HLH operates the two regional museums, the Highland Folk Museum and Inverness Museum and Art Gallery and one county museum, the North Coast Visitor Centre. They offer the opportunity to experience and understand the uniqueness of the Highlands and to be part of carrying forward its traditions and heritage. In addition to the core offer of visiting the museum and self-guiding through the exhibits, the museums offer an ongoing programme of classes, events, and opportunities to engage further. HLH has a heritage ranger who teaches traditional crafts keeping heritage alive by passing on skills.</p> <p>HLH's four Archive Centres, in Inverness, Lochaber, Skye and Lochalsh and Caithness, similarly enable people to explore and understand Highland's heritage.</p>

	<p>The digital archive Am Baile gives access to thousands of items from archives, libraries, museums, and private collections spanning the history and culture of the Highlands. In 2023-24, there were 1.5m engagements with Am Baile's on-line archive and social media platforms. Countryside ranger programmes and activities also contribute to this outcome.</p> <p>The Music Tuition team has positive national reputation for delivering high quality piping, pipe band drumming lessons and promoting fiddle as part of our string instrument delivery. It provides many opportunities for involvement in school and community ensembles which focus on traditional music including 3 of our flagship Highland Young Musicians groups - 'Snas & Baira (folk groups) and High Life Highland Pipe Band.</p> <p>Local history collections are available at all High Life Highland Libraries. Rare book collections related to the Highland's rich heritage and culture are housed within Inverness Library. In collaboration with UHI, a series of interactive workshops called 'Meet The Books' are delivered at Inverness Library to raise awareness of these rich and diverse local heritage collections.</p>
<p>2. Resilient and Sustainable Communities Coimhearsnachdan Fulangach agus Seasmhach</p>	
<p>Help our communities to be prosperous, sustainable, and resilient, making a positive difference to the lives of people.</p>	
<p>2.1 Develop affordable and reliable public transport.</p>	<p>HLH has played a supporting role with the Council and other partners in providing locations at its facilities for sustainable transport including cycle racks, e-bike storage/charging and car charging points.</p>
<p>2.2 Continue to work with partners to develop and promote Road Safety and Water Safety.</p>	<p>Support for Bikeability training is provided through Active Schools programmes, upskilling local volunteers to deliver, and developing afterschool and club cycling opportunities.</p> <p>High Life Highland runs a learn to swim programme which had an average of 3,208 individual participants per month during 2022/23. This number increased to 4,700 in 2023/24.</p>
<p>2.4 Develop place-based plans that focus on quality neighbourhoods and direct local funding opportunities towards local priorities.</p>	<p>High Life Highland contributes to local community planning and other partnerships with partnership development areas in youth work, literacy and numeracy, access to services, refugee resettlement, health and wellbeing and mental health and wellbeing.</p> <p>HLH staff, learners and partners have worked together with THC staff to increase the range of voices and influences contributing to the current development of the East Ross Place Plan. This has been with particular emphasis on marginalised and vulnerable groups and has benefitted from community engagement due to the wide partner use of HLH facilities in the area including Joss Street Hall Invergordon and the Alness Youth Centre.</p>
<p>2.5 Support communities to help each other live well and independently.</p>	<p>HLH provides:</p> <ul style="list-style-type: none"> • a falls prevention, strength and balance exercise programme developed in partnership with NHS Highland which is available in most HLH leisure centres and online to support older people to remain active and independent in their communities. • Specialist exercise classes for people affected by Parkinson's disease are being offered in a range of leisure centres and online. These classes have been developed in partnership with Parkinson's UK and NHS Highland

	<ul style="list-style-type: none"> • “Dynamic Wellbeing” which is a programme targeting people with a range of long-term health conditions including arthritis, respiratory illnesses, and neurological conditions to safely get active and stay active both online and face-to-face in leisure centres. • People experiencing pain from osteoarthritis are able to access pain management classes delivered in HLH leisure centres to help manage pain and improve quality of life. • the “You Time” programme is delivered across Highland and includes activities delivered by archives; leisure facilities; libraries; countryside rangers; and is supporting older people to sustain and improve their physical and mental health and wellbeing and reduces social isolation and loneliness. • The GP Movement and Activity Programme is testing how collaborating with primary care in NHS Highland can help people to experience everything <i>highlife</i> offers to benefit their physical, mental, and social health and wellbeing. As part of the initiative participants can be signposted to High Life Highland leisure services and offered a free 7 session pass to a leisure centre to help improve all aspects of participants health and wellbeing. • HLH, working with third sector partners, embedded in communities Highland’s created the “House of Memories,’ an App based resource which benefits people living with dementia and their carers to access museum collections. • The museums and archives services regularly collaborate with Alzheimers Scotland and the Badenoch Shinty and Inverness Football Memories projects to offer a range of enjoyable and beneficial opportunities to people living with dementia and their carers. • HLH offers supported and personally rewarding volunteering opportunities throughout the Highlands.
<p>2.6 Work with partners to promote visitor management.</p>	<p>HLH operates:</p> <ul style="list-style-type: none"> • 70 libraries on behalf of THC. • the two regional Museums, the Highland Folk Museum and Inverness Museum and Art Gallery, and the County Museum North Coast Visitor Centre and is supporting the ongoing work of the Council to develop the Inverness Castle/Spirit of the Highlands programme. • The four Archive Centres, in Caithness, Skye, Lochaber and Inverness and provides Am Baile, the extensive, web-based heritage resource, which attract ancestral tourists from all over the world. • 22 stand-alone and joint school/ community leisure centres. • HLH operates the following visitor centres, Broch Centre, Ferrycroft, Ben Nevis and Inverness Botanic. • HLH leads on the LeisureLink partnership which mutually provides free leisure access for members while visiting Aberdeen, Angus, Argyll & Bute, the Borders, Highland, Moray, Orkney, Shetland, and The Western Isles.
<p>2.7 Work with communities and partners to keep public spaces clean and safe.</p>	<p>The Countryside Ranger team continues to carry out site checks on behalf of the Council and facilitate safe and responsible access to the outdoors through its schools and community programme of activities. They arrange volunteering events to undertake beach cleans and community clean ups.</p>
<p>2.8 Support Scottish and UK Government initiatives to ensure maximum digital connectivity across the area.</p>	<p>Libraries provide free public access computers in sixty locations across the highlands which is a significant contribution to social inclusion. In addition, there is free Wi-Fi in all libraries and the majority of leisure/community centres.</p> <p>In partnership with NHS Highland, iPads are available for free loan to Diabetes patients across the Highlands via Library loans.</p>

	The Google Workspace platform and Chromebooks have been introduced to benefit Adult & Youth learners including Syrian refugee support and ESOL.
2.9 Work with the Scottish Government on the delivery of improved transport infrastructure throughout the Highlands.	Some of the HLH Community Centres, Leisure Centres and Libraries in Inverness and Fort William are partner facilities in the HI-BIKE electric bike share system in Inverness and Fort William. This contributes to the Council and its partners objectives relating to travel carbon reduction.
2.10 Encourage private sector and public sector economic development partners in ensuring that Highland remains a top destination for inward investment.	HLH has recently engaged with a number of Highland businesses to offer them a corporate <i>highlife</i> subscription package for their staff. 70 businesses have taken up the programme.
2.11 Work with partners to develop a community wealth building strategy.	HLH actively promotes volunteering and has a volunteering policy which includes recruitment, induction, training, and review for volunteers (annual volunteer figure over 1400).
3 Accessible and Sustainable Highland Homes Dachaighean Gàidhealach So-ruigsinn agus Seasmhach	
Build houses to support communities and economic growth	
3.4 Support the needs of veterans through the Armed Forces Covenant.	HLH has achieved the Armed Forces Covenant, Employer Recognition Scheme, Gold Award and offers a discount on its leisure subscriptions and advertises posts to armed forces leavers as part of it support under the covenant. There are 231 Armed Forces subscriptions. In addition, HLH has designated an officer to represent the Charity on the local Military Liaison Group (MLG), contributing updates to its quarterly newsletter. HLH's Leadership Programme Officer has been working closely with the Army Welfare Officer to create a leadership training programme specifically for Army families.
4. A Sustainable Highland Environment and Global Centre for Renewable Energy Àrainneachd Ghàidhealach Sheasmhach agus Ionad Cruinneil airson Lùth So-ùrachaid	
Accelerate our response to the climate and ecological emergency. Make the most of the financial and environmental opportunities arising from the huge renewable energy potential in the Highlands.	
4.1 Promote active travel infrastructure across Highland.	HLH promotes active travel through the provision of cycle facilities at many of its sites. Some of the HLH Community Centres, Leisure Centres and Libraries in Inverness and Fort William are partner facilities in the HI-BIKE electric bike share system in Inverness and Fort William. This contributes to the Council and its partners objectives relating to travel carbon reduction. HLH is supporting the emerging priorities of the Active Highland Strategy Group in relation to active travel.
4.2 Promote greener transport including low carbon public transport and the development of hydrogen hubs throughout the area.	The Highland Archive Centre is taking part in the Council's E-Cargo Bike pilot scheme. There is a Cargo Bike permanently situated at the Centre and it is used for the very frequent records transportation trips between there and Council Offices in Inverness. The Council has installed electric charging points for cars at some HLH facilities. There have been tentative discussions with Highland Council colleagues about the potential to access electric vehicles for some of the Music Instructors who have teaching areas which cover large geographical areas – but these discussions have some way to go before any plan might be in place.
4.3 Work with communities to find local solutions and lever funding.	The provision of local facilities minimises the requirement to travel and HLH provides facilities in communities throughout the Highlands on behalf of the Council. HLH provides mobile libraries which operate throughout the Highland area.

	<p>Online and virtual developments, many as a result of the need to pivot due to the pandemic, are further opening up opportunities to access services that did not previously exist for all ages pre pandemic e.g. music tuition, archives, and libraries sessions. In addition to online leisure classes for all age groups, cardiac recovery, Macmillan, and Parkinson exercise classes are all available online.</p> <p>The Active Schools team aims to offer volunteer led activity in all Highland Schools, this work is focused on equalities.</p> <p>On behalf of THC, HLH provides five community minibuses which can be hired by local groups.</p>
<p>4.4 Value and protect Highland’s natural environment.</p>	<p>HLH provides a range of educational activities through museums, archives, rangers, and library services that protect and enhance the environment as well as encouraging people to enjoy environmental activities and participate in environmental education projects. Countryside ranger programmes further contribute to this outcome, through active conservation and nature restoration supporting a move in communities toward environmental stewardship.</p> <p>Highland Folk Museum has secured funding from the Cairngorm Trust and Nature Restoration Fund to restore the derelict curling pond at the museum. This project has linked to the Highland wide, Ranger service run ‘Puddles to Ponds’ environmental project in schools and communities.</p> <p>HLH is an active member of the Highland Green Health Partnership and contributes to the development of opportunities and building on existing resources to support individuals and communities to improve their health and wellbeing and build resilience through engaging with and appreciating the natural environment.</p>
<p>4.5 Encourage greater use of land and seas being well managed for nature and adaptation including blue economy, carbon sequestration, and peatland restoration.</p>	<p>The Countryside Rangers worked with over 400 community volunteers joining events in 2023/24 to ensure habitats are well managed and monitored. Some highlights included:</p> <ul style="list-style-type: none"> • Creation of 60 new wildflower sites as part of the wildflower meadow mosaic project • Farr Glebe Reserve - Habitat management for the Great Yellow Bumblebee • Ardersier Commons – Butterfly monitoring in particular small blue butterfly and habitat management • Sea Gull surveys as part of the WinGS project • Removal of invasive Rhododendron Pontica from west coast sites • Green Health events running throughout the year <p>The 2023 wildflower mosaic project was designed to help raise awareness of the wide range of the importance of biodiversity and pollinator species within the highlands. Engagement was working with schools and the public to find out more about the varied Highland species, their distribution both historic and at present and to teach the importance to highland ecology. The rangers engaged widely across Highlands on the project and further afield via online talks. Meadows map – Highland Environment Forum</p> <p>The Highland Folk Museum is participating in the supporting infrastructure for the reintroduction of beavers and wildcats in the Cairngorm National Park, by hosting camera traps and is also participating in the invasive species defence programme relating to mink.</p>

4.7 Achieve our Net Zero targets.	<p>Inverness Botanic Gardens is fully committed to 100% recycling and is a sector leader in terms of carbon reduction and biodiversity.</p> <p>The Council and HLH work in partnership to install energy efficient systems such as LED lighting, biomass, solar panels with funding available to the Council – e.g. Salix funding.</p>
4.9 Identify and commit to renewable energy investments to reduce the overall energy costs for the Council.	<p>The Council has installed Hydro Ness which provides power for Inverness Leisure.</p> <p>THC and HLH continue to work together to seek support from THC to undertake energy efficiency audits by the Councils energy team at its high use sites to support the strategic reduction of emissions and save on energy costs.</p> <p>The Highland Archive Centre is also a participant in the Council’s ‘Passive Buildings’ pilot.</p>
4.11 Promote a “Just Transition” by moving to a more environmentally sustainable economy in a way that’s fair to everyone.	<p>HLH contributes to this outcome through the provision of its services and facilities throughout the Highland Council area. Its approach to low-cost access to leisure facilities has achieved and sustained high participation rates as well as an improved financial provision. Archives, museums, and visitor attractions also form part of what the Highlands has to offer, and they improve the quality of life for residents and improve the visitor experience.</p>
<p>5. A Resilient and Sustainable Council Comhairle Fhulangach agus Sheasmhach</p>	
<p>Work with partners to address service delivery challenges with a positive approach to change.</p>	
5.1 Grow and retain our own talent within the Council.	<p>HLH currently has seven modern apprenticeships in Leisure Centres, trainee archivist positions and works with UHI on student placements and training through its Memorandum of Understanding with UHI.</p> <p>The Archives Service supports a number of trainee posts, which enable staff to become professionally qualified whilst working within the service.</p>
5.2 Work with public and private sector partners to coordinate employment opportunities.	<p>The Council and HLH have a redeployment agreement to protect staff and jobs in the context of both organisations being committed to exploring service delivery redesign in response to constrained budgets to ensure the sustainability of the Council. HLH attends Developing Young Workforce career fairs as part of the work which schools are doing with their pupils to support them in positive destinations and has signed up to the Young Person’s Guarantee and works with THC’s Employability team to host paid work placements within HLH.</p> <p>HLH also provides My Future My Success mentors to support young people in work.</p> <p>The museums and archives services regularly host work placements, Fellowships, and internships.</p>
5.4 Actively redesign service delivery in response to constrained budgets to ensure the sustainability of the Council.	<p>The Council and HLH are working together on a review of the Service Delivery Contract to ensure that HLH is sustainable, and that service delivery is affordable for the Council.</p>
5.5 Work together with communities and partners to produce local plans which meet communities’ needs	<p>HLH staff work with local community partnerships along with Ward managers on local service and community plans. HLH colleagues also contribute to the work of the CPP subgroups relating to the Highland Outcome Improvement Plan such as the Mental Health Delivery Group.</p>
5.6 Develop place-based partnership strategies to	<p>HLH delivers services right across the Highlands and employs local staff, thereby supporting local communities and their economies.</p>

coordinate investment and rural repopulation	
5.7 Continue the Council's success in attracting rural tourism infrastructure funding to provide improvements to local infrastructure.	HLH delivers a number of services which support tourism including visitor attractions; museums; countryside rangers; libraries; and leisure centres.
5.8 Accelerate the delivery of our Asset Management approach to increase efficiency and reduce overheads and carbon impact	HLH has vacated a total of 8 facilities now. Its two headquarters buildings (Dingwall and Inverness) generating potential for a capital receipt (c £400k), along with circa £87k revenue savings for utilities and maintenance. Additionally, HLH has handed back to THC the Old Library at Wick, the old leisure administrative office in Thurso and the "Jannies Hoose" at Merkinch, for use by NHS Highland, an office and youth space at Auchtertyre and a redundant equipment store in Aviemore. This office rationalisation has been possible through the new ways of working and has been done in direct support of the Council's asset rationalisation strategy. There are further opportunities to rationalise buildings from which services are delivered which will be explored through the sports facility's strategy. HLH is also carrying out a wider HLH Asset Management review linked in with the service delivery contract review. In support of the HC approach to the provision of Community PODS to enable services and agencies to support communities under one roof as a single point of delivery model.

General Updates/Good News Stories since May 2024 Education Committee Meeting

As part of HLH's reporting general updates and good news stories are provided since the previous reporting to the Education Committee meeting in May 2024.

Adult Learning

Digital courses to help adults improve their computer literacy skills has been a focus of the Learning for Life team in Ross-Shire. Offered in a social and supportive space participants can learn more about the digital world and develop their IT skills through free workshops, including advice on keeping safe online and assisting with individual problems people may be having with their own devices.

Archives

Winner - Archive and Records Association (ARA) Excellence Awards

The Highland Archive Service was triumphant at the Archive and Records Association (ARA) Excellence Awards which took place in Birmingham in August, winning the Record Keeping Service of the Year category and being the only Scottish service to feature and took 63% of the public vote. Fellow nominees were the Essex Police Museum and Lancashire Archives and Local History.

Family History

A visit from the Press and Journal also resulted in an excellent feature about how three High Life Highland archivists found out they were distant cousins! The story helped raise awareness and profile of the archives service and its capability and skillset for researching family history.

Open Doors Day

In addition, the archive team hosted another very successful Doors Open Day right across the service's four locations. In Inverness, the Highland Archive Centre team alongside colleagues from The Highland Council's Registrations team welcomed 170 visitors through the doors demonstrating a variety of archive materials as well as resources from the Football Memories partnership.

Countryside Rangers

Big Pollinator Count

A successful plea went out to the public to support the Big Pollinator Count. Dedicated volunteers participated in the annual event during one week in August, brought together citizens eager to contribute to the health of their local ecosystems by monitoring pollinating insects across the region's wildflower meadows. 124 members of the public contributed, focusing on 39 of the 101 wildflower meadows patches dotted across the Highlands.

Highland Folk Museum Art Works

A partnership competition with the Highland Folk Museum resulted in some lovely nature artworks for new interpretation panels at the Museum's Curling Pond. Over 335 entries were received from 19 schools across the Highlands featuring all manner of wildlife from water voles and blackbirds to spiders and even midges! The overall winner was announced as Kaye Halewood from Banavie Primary School in Lochaber who wins a complimentary family lunch at the Highland Folk Museum for her stunning illustration of a swallow.

Leisure

Gyms/Fitness Suites

Gyms are key to the financial sustainability of leisure centres and help the service to provide less financially viable activity such as swimming lessons for children and the budget scheme for people and families on low incomes. The programme of upgrades to gyms in the High Life Highland portfolio has been continued with recent upgrades in Sutherland, Caithness, Lochaber, and Badenoch seeing a variety of new equipment introduced and upgrades to fitness suites to provide customers with more choice and an improved experience and helping to make life better across the region.

The Sutherland centre gym is one such facility which has seen the introduction of a new, dedicated strength and conditioning area while the East Coast Community Facility in Wick has had a full refresh in terms of its cardio offering. At the Leven Centre in Lochaber, customers can experience the benefits of new and improved strength and cardio equipment and earlier in the year, the Badenoch Centre gym in Kingussie re-opened with a full new fitness suite and strength area upgrade.

LeisureLink – HLH led national partnership.

A partnership initiative which allows members of leisure centres from nine Scottish regions to access facilities in each other's areas at no extra cost to them, has welcomed a new partner with Live Life Aberdeenshire coming on board. Led by High Life Highland the LeisureLink Partnership means that when people are on holiday or working away from home, members from participating areas can use local facilities for free as part of their existing home-based membership.

Live Life Aberdeenshire now joins Highland, Angus, Argyll and Bute, the Borders, Moray, Aberdeen, Orkney, Shetland, and the Western Isles in the LeisureLink family, adding 17 new sites to the extensive list of facilities that customers from across the partnership regions can enjoy.

Leisure Centre Open Days

Inverness Leisure hosted a very successful open day resulting in a successful uptake of more than 30 new highlife memberships. The open day aimed at providing all visitors with the ability to try out a range of new classes and activities for free, including indoor cycling, kids' activities, and aqua aerobics.

Exercise of Older Adults

High Life Highland has an extensive programme of classes for older adults with one of the most recent introductions being a new class out with the normal leisure centre setting in Grantown-on-Spey. The classes are for older adults who might benefit from some gentle exercise to help them manage long term health conditions or mobility problems. Dynamic Wellbeing takes place at the Town House in the Square weekly and can help people to stay active in a safe environment with exercises adapted to suit everyone.

Type 2 Diabetes

People with Type 2 Diabetes, or at risk of developing the condition, are being encouraged to take part in a five-week programme that aims to provide information and personal support to help people manage their symptoms. Delivered by staff at Inverness Leisure, the ***Living With Type 2 Diabetes*** programme will focus on how people can manage Type 2 Diabetes, while improving their health and wellbeing at the same time.

Highland Charter for Climate Nature and Health

High Life Highland signed the Highland Charter for Climate Nature and Health. The new Charter – which was launched recently at the Inverness Botanic Gardens – is a pledge to put climate, nature, and the benefits of green and blue health at the centre of decision making and action. The aim is to ensure that the natural environment and the people of the Highlands have improved health, wellbeing, and resilience.

The Highland Charter for Climate, Nature and Health builds on its predecessor, the Climate Charter, by recognising that all three elements are essential for the health of the planet and its people.

At the Inverness Botanic Gardens, a celebration event was held to honour the team of Grow Gardeners. Over half of the garden area in the Inverness Botanic Gardens is tended and cared for by the GROW Project, which offers people with additional support needs the opportunity to get involved in practical horticulture, learn new skills, and make new friends.

Libraries

Summer Reading Challenge

The Summer Reading Challenge was a huge success with around 1,430 local children taking part across High Life Highland's 40 libraries and seven mobile libraries, reading approximately 5,100 books over the summer holidays.

Bookbug Week

The annual Bookbug Week took place at the end of May with a whole host of activities across High Life Highland libraries. The theme was focused on saying 'hello' in recognition of the many different languages spoken by families across Scotland. Aimed at little ones aged from 0-5 years old, High Life Highland Bookbug sessions are always welcoming and lively gatherings in a nod to this year's theme, Bookbug leaders encouraged everyone who attended to say 'hello' in any language they wish but with a particular focus on Gaelic, French, Spanish and German.

Museums and Galleries

Inverness Museum and Art Gallery Exhibition - Anne Redpath

The Inverness Museum & Art Gallery continues to host some of the country's best exhibitions with Anne Redpath's works on show during the summer weeks and more recently Gemma Petrie's exhibition, Gather the Pieces, What Part Are We?'

Highland Folk Museum - Woodsman Caravan

The Highland Folk Museum was delighted to be able to re-open the Woodsman Caravan, thanks to a generous benefactor, after it was destroyed by falling trees during Storm Arwen. The restored caravan is sited near the entrance to the pinewoods and still retains many original features including the steps, door, and the antlers and lamp made from a baked bean tin above it. The bed, cupboard, stove, and some of Charlie's personal effects are also back in place.

Music

Beating of the Retreat

The annual spectacle that is 'Beating Retreat,' performed by High Life Highland's brilliant young musicians, took place at Inverness Leisure in June and in front of its largest

audience to date. The miniature tattoo marked the debut performance of High Life Highland's brand-new youth pipe band, who were joined by fellow musicians from across the High Life Highland music tuition spectrum including wind and folk bands.

Highland youth pipe band in Belgium

High Life Highland's new youth pipe band took part in a special competition in Belgium. The trip to the Schotsweekend Festival in Alden Biesen, Belgium involved 31 young musicians and additional adults. High Life Highland's youth folk band, Beira, also performed over the four days.

Sports Development

Active schools programme.

sportscotland started the Active Schools programme in 2004 working in partnership with all 32 local authorities across the country – with the aim of getting more children, more active, more often. This year High Life Highland Active Schools are celebrating their 20th Anniversary. Thousands of young people in the Highlands have benefitted from this national programme during this time – with some now even employed as a local Active Schools Coordinator and motivating the next generation.

Alongside the 20th Anniversary of Active Schools, HLH has most recently been marking Women & Girls in Sport Week. Female participation across primary and secondary schools across the region up 7% from the previous year. The charity's figures show that in the Ardnamurchan school group, 83% of female pupils are being physically active through Active Schools, while in the Mallaig school group, 80% of female pupils are participating in Active Schools sessions.

Of course, Active Schools requires volunteers therefore a concerted effort by the HLH Sports Development team and the Marketing team is ongoing to encourage more people to come forward. Tailored stories for each region were featured in the local press and on social media.

There has also been lots of focus on schools sporting achievements such as cross-country competitions, golfing, swimming galas as well as activities such as Rookie Lifeguard.

Youth Work

Highland Youth Parliament

The annual Highland Youth Parliament took place in Inverness in June with the mental wellbeing of young people in the Highlands in the spotlight today.

The conference at Inverness Leisure was attended by over 100 delegates from secondary schools across the region along with a range of representatives from services working with young people including High Life Highland, UHI and Highlands and Islands Enterprise. As part of the event, all delegates took to the Queens Park running track to Walk a Mile for young people's mental health, supported by the organisation, 'See Me.'

Participants were also able to enjoy a variety of wellbeing activities including free swim and gym sessions, yoga, exercise classes and tours of the Inverness Botanic Garden, with the opportunity to explore their family history at the Highland Archive Centre.

There was also the presentation of the first ever platinum hoodies for Young Leaders at the conference. Four young people were presented with the new hoodie by Nicola Killean, Children and Young People's Commissioner for Scotland, at the Highland Youth

Parliament event in Inverness. Young leaders achieved 750 hours of volunteer leadership as well as organising a fundraising event for the charity of their choice. Archie Webster (15) from Inverness Royal Academy was first to be awarded his platinum hoodie, for his many volunteering efforts with Active Schools and at Inverness Park Run. For his charity event he cycled 83 miles from Inverness to Aviemore and back, with a goal to raise £300 for Mikeysline. He cycled through wind, rain and snow and was rewarded with an amazing fundraising total of £1372.

Still with our Young Leaders, there was a fantastic awards evening at Nairn Academy with Tom Stoltman and the HLH Chief Executive, recognising the leadership and sporting achievements of pupils there. The occasion also saw the launch of the new Ambassadors initiative for the High Life Highland leadership programme.

Lauren McKittrick from Inverness took up the role of Highland Youth Convener, becoming the 16th young person to take on the job since 2007. 22-year-old Lauren has been involved in outdoor education and has experience as a volunteer youth worker with the Army welfare service as well as undertaking community engagement projects with the Inverness Museum and Art Gallery. As Highland Youth Convener, Lauren will provide a consistent link for elected members and senior officials in The Highland Council, representing young people's views, acting as a sounding board for youth issues and attending relevant Council and Community Planning Partner meetings.

Youngsters in Aviemore also showed they were dynamic at a recent awards ceremony. A group of young people from the local area have been recognised for their efforts across a wide range of activities from producing radio shows on Speysound to designing promotional materials for local charities.



highlife

highland
na Gàidhealtachd

**MAKING
LIFE
BETTER**

COUNTRYSIDE RANGERS

**Annual Review
2023/2024**

Photo:
School Children work
with the local Ranger to
improve habitats in
Caithness



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MEET THE RANGERS



Imogen Furlong
Countryside Ranger
Service Manager



Andy Summers
Senior Ranger (North
Highland)



Eilidh-Ann Phillips
Senior Ranger (South
Highland)



Paul Castle
North Sutherland and
Caithness Countryside
Ranger



Roz Summers
East Caithness /Relief
Countryside Ranger



Kirsty Rosie
East Caithness
Countryside Ranger



Patti Bremner
East Caithness
Countryside Ranger



Marcia O'Hara
Easter Ross and SE
Sutherland
Countryside Ranger



Jenny Grant
Wester Ross
Countryside Ranger



John Orr
Inverness Area
Countryside Ranger



Saranne Bish
Badenoch, Strathspey
and Nairnshire
Countryside Ranger



Pam Allan
Torrin Bunkhouse
Warden (Skye)



Michelle Melville
Highland Heritage
Ranger (Lochaber
based)



Donald Mitchell
NW Sutherland
Countryside Ranger



Fiona MacLean
Lochaber Countryside
Ranger /Glennfinan
Bunkhouse Supervisor



EXECUTIVE SUMMARY

The financial year 2023/24 was marked by success, with a **4% increase** in face-to-face engagements, totalling **11,857 interactions**. This reflects the dedication of the Ranger Service team and strong customer support.

Education and community outreach saw substantial growth, with 240 school visits engaging **5,898 students**, while 21 classes accessed our Rangers' Google Classroom. A total of **449 community learning opportunities** were offered, **up 38%** from the previous year, focusing on sustainability and environmental workshops.

In addition the grant-funded initiative 'Shelf-Life' allowed us to deliver climate education in libraries raising awareness of climate change and biodiversity loss. **Volunteer involvement rose by 28%**, highlighting increased community interest in environmental work.

Our wildlife work continued to strengthen, notable projects include those in butterfly conservation, hedgehog and barn owl boxes, and seabird monitoring in collaboration with the British Ornithology Trust.

A key achievement in 23/24 was the Wildflower Meadow Creation project, which engaged over 1,000 individuals and **established 60 mini-meadows**, providing vital habitats for pollinators and showcasing collective conservation efforts.

Significant progress was made in raising income for High Life Services through Rangers managing two successful bunkhouse operations.

Digital engagement grew with the launch of **Nature Unveiled**, an online ranger publication that expanded our reach and provided new opportunities for interaction and environmental education.

In conclusion, the Ranger Service achieved significant growth and innovation, enhancing both digital and face-to-face engagements to make lives better for Highland communities

Imogen Furlong
High Life Highland Countryside Ranger Manager





STRATEGIC PARTNERSHIPS



EDUCATION AND COUNTRYSIDE MANAGEMENT

High Life Highland (HLH) Countryside Rangers have a central partnership with the Highland Council (HC) to deliver services within community and schools settings. We aim to have impact in the areas of environmental education and social responsibility, by raising awareness of the Scottish Outdoor Access Code and providing community learning opportunities to engage with natural and heritage sites. HLH Rangers also aim to have a positive impact on local biodiversity, caring for and making habitat enhancements to a range of HC countryside sites. This contributes to both HC statutory biodiversity duties and HC ecology strategy, as well as providing on site support to HC access teams.



HEALTH & WELLBEING

Under the branding "Think Health Think Nature" the work of the Highland Green Health Partnership, aims to encourage more use of the outdoors to promote outdoor physical activity, mental health improvement through nature connection and tackle health inequalities. HLH Ranger Service are both a strategic and delivery partner in this green health collaboration.



CLIMATE ACTION



High Life Highland Ranger service work strategically with both Highland Adapts and Highlands and Islands Climate Hub to create a prosperous climate ready Highland. Rangers support community action to create healthy eco-systems and promote nature positive solutions to climate change.



BIODIVERSITY

High Life Highland Countryside Rangers are partners within the Highland Environment Forum (HEF). HEF is funded by Highland Council and Forestry Land Scotland. The Edinburgh Declaration (2021) set out the commitments of members of the international community, the Scottish Government, its partners, and the wider local community in delivering for nature over the coming decade, by tackling biodiversity loss. This is delivered through the Highland Biodiversity Action Plan for which HLH Rangers are delivery partners.

Partner Funded projects in 2023/24



£11K from the Scottish Government's Nature Restoration Fund supported the Highland Wildflower Meadow Mosaic Project.



£5K from the Scottish Libraries Information Council funded Ranger-led Climate Change events in Highland libraries.



Photo:
Local Bio-blitz events teach species
identification for biodiversity
monitoring in Wester-Ross

BIODIVERSITY REPORT



Small grants and donations aid the High Life Highland Ranger Service to support our community work and wildlife assistance. In 2023/24, grants, fundraising and income generation facilitated important activities such as ranger led citizen science and biodiversity monitoring training. Habitat restoration projects, such as the Highland Wildflower mosaic project (see p7), repaired damaged ecosystems, while working together with wildlife rescue operators and species specific conservation agencies saved and protected species. This work gets fed back into the Highland Council's statutory reporting on its biodiversity duties.

Community education programmes raised awareness about conservation (case study on p11), generating local support. Biodiversity monitoring ensured that interventions were effective and adaptive. These contributions have a direct, positive impact on biodiversity in the communities in our region, demonstrating how even modest funding can lead to significant environmental benefits. The four case studies of work in 2023/24 are highlighted on p7 and show how we are working towards achieving a sustainable coexistence between humans and wildlife.



Hedgehog Habitat
Improvements



Seabird survey



CASE STUDIES



Sea Gulls- Surveys

The HLH Ranger team have contributed survey data to the British Trust for Ornithology (BTO), focusing in 23/24 on Sea Gull colony recording as part of the WinGS initiative. This vital work monitors gull populations, including red-listed species, and their wintering patterns, contributing to conservation efforts and enhancing our understanding of these important seabirds.

Butterfly conservation

John Orr, Inverness area Ranger and Paul Castle, North Sutherland and Caithness Ranger have been working closely with local volunteers and The Species on the Edge team within Butterfly Conservation Trust to seed sites with kidney vetch and birds-trefoil. These plants provide the habitat for the small blue and the dingy skipper butterflies. John has trained 15 new volunteers to undertake butterfly transects on the site.



Barn Owls

Public donations to our service have helped to create even more nesting sites in Sutherland for barn owls. The result has been really positive as breeding pairs are becoming more established in 2023/24. Andy Summers, Senior Ranger (North) has been monitoring progress and holds a licence to check these nests ,

Hedgehogs

Jenny Grant, Wester-Ross ranger and Fiona MacLean, Lochaber ranger have been working with wildlife rescue groups and communities to educate, and create hedgehog friendly areas within urban and semi wild areas. These measures by the team and the local community groups and residents have seen new areas thrive as a hedgehog havens.





Photo:
Volunteers tree planting
native woodland species
in Sutherland

VOLUNTEERING REPORT



In 2023/24, the High Life Highland Ranger Service successfully organised **69 volunteer events, a 28% increase** from the previous year. Our dedicated volunteers contributed **1,227 hours** of adult volunteer time and **355 hours** youth volunteer time, reflecting strong community commitment to nature.

With **593 volunteer engagements**, our enhanced outreach efforts have developed a **robust volunteer base**, boosting our capacity to manage and preserve local natural areas. This remarkable participation aids in maintaining natural spaces and strengthens community bonds, promoting environmental stewardship.

We extend our heartfelt gratitude to all our volunteers for their invaluable contributions.

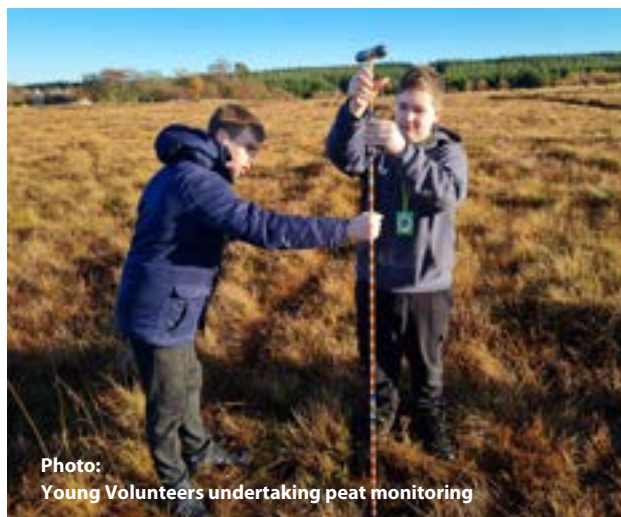


Photo:
Young Volunteers undertaking peat monitoring

- ✓ Beach Cleans
- ✓ Community Clean ups
- ✓ Footpath Maintenance
- ✓ Biodiversity monitoring
- ✓ Habitat Management
- ✓ Sessional delivery

SHOWCASE



Highland Wildflower Meadow Mosaic

The Highland Wildflower Meadow Mosaic Project, led by the High Life Highland Countryside Rangers a community-driven initiative funded by a £11K grant from the Highland Council's Nature Restoration Fund, aimed at reversing biodiversity loss. Engaging over 1,000 individuals in 23/24, the project established more than 60 wildflower mini-meadows across the Highlands, showcasing the power of collective action in conservation.

Key activities included identifying suitable sites with community input, securing necessary permissions, and preparing sites by lifting turf, planting seeds, and watering. The project emphasised community engagement, with 351 volunteers involved in meadow creation, 292 school children participating, and over 500 individuals attending workshops and events.

The project created a sustainable patchwork of wildflower meadows, enhancing local biodiversity and supporting pollinator populations. The initiative fostered community ownership and environmental stewardship, contributing to social cohesion and ecological awareness.

An interactive meadow map on the Highland Environment Forum webpage allowed for detailed progress tracking and increased community involvement.

<https://www.highlandenvironmentforum.info/meadows-map/>

The project has laid a foundation for ongoing environmental stewardship, ensuring the long-term success of these biodiversity havens. By fostering community commitment and providing ongoing support, the Highland Wildflower Meadow Mosaic Project serves as a replicable model for other regions.

This project demonstrates the significant impact of community involvement and innovative conservation practices on local ecosystems, making it a valuable case study in successful biodiversity restoration.






Photo:
School Children learn about
fresh water ecology in the
puddles to pond project in
Ross-shire

92% ↑

Increase in pupil
engagements

SCHOOL ENGAGEMENT REPORT

240

School Ranger Visits

During 2023/24, the ranger service significantly boosted its school engagement, conducting **240 school visits— a 100% increase** from 120 in 2022/23. We engaged with **5,898 students, a 92% rise** from the previous year. This growth was driven by successful initiatives such as the wildflower meadow project, which provided hands-on biodiversity enhancement experiences.

Teaching the Scottish Outdoor Access Code is vital in ensuring understanding and respect for the environment among young people. Our activities not only do this but also promote STEM (Science, Technology, Engineering, and Mathematics) and align with Learning for Sustainability (Lfs) principles.

Our diverse delivery included a variety of exciting hands on conservation opportunities from fieldwork at Forsinard Flow Country to understanding freshwater ecology at both off-site and onsite sessions on school grounds. All sessions are designed to be inclusive and can be adapted to all ages and key stages.

We organised a wildflower poetry competition in both Gaelic and English, collaborated with the Royal Highland Education Trust to deliver farming lessons. Additionally, our presence at the Caithness and Dingwall science festivals, held at the respective high school campuses, highlighted our commitment to integrating environmental education within the broader school curriculum

62 Schools

engaged in 2023/24

(* those who participated in the wildflower project)

Caithness and Sutherland

- Lochinver*
- Kinlochbervie*
- Durness*
- Tongue*
- Watten*
- Keiss*
- Noss*
- Scourie*
- Newton park*
- Dunbeath*
- Halkirk*
- Melvich*
- Pennyland*
- Castletown*
- Canisbay
- Miller Academy
- Mount Pleasant
- Crossroads
- Scallywags ELC
- Kinlochbervie High
- Wick High
- Thurso High



Inverness/Nairn/ Badenoch and Strathspey

- Aviemore *
- Newtonmore *
- Carrbridge *
- Grantown *
- Auldearn*
- Aldourie
- Drummond *
- Dochgarroch *
- Teanassie *
- Farr
- Muirton
- Inverness High
- Inverness Royal Academy



Lochaber

- Ardgour *
- Lochaline *
- Lady Lovat *
- Arisaig *
- Caol *
- Banavie *
- Duror
- Bun-sgoil
- Ghàidhlig



Wester Ross

- Ullapool*
- Ullapool High
- Achiltibuie*
- Gairloch*
- Lochcarron*
- Scoraig*
- Bualnaluib*
- Poolewe*
- Applecross*

Easter Ross and SE Sutherland

- Tarradale*
- Golspie*
- Hill of Fearn*
- Culbokie*
- Avoch*
- Tore*
- Gledfield*
- Rogart*
- Kiltearn
- Dingwall Academy*



Photo: Participants learn about climate change and look at ice age relic bones on a guided walk in Sutherland

COMMUNITY LEARNING REPORT



NATURE UNVEILED

Launched in November 2023, "Nature Unveiled" quickly gained over 200 subscribers by March 2024. This learning portal provides fun and accessible information about Highlands ecology, showcasing rangers' work and community conservation efforts. It promotes citizen science projects, engaging residents and visitors in preserving the region's heritage, and emphasises the vital connection between people and nature. We will start to report on digital engagements next year.

<https://highlifehighlandranger.substack.com>

449

Community Learning Opportunities



During 2023/24, our ranger service engaged the community through **449 events**, focusing on education for all ages. Highlights include Easter family fun events attracting large numbers of attendees, and highlighting the importance of families learning together. In total we saw 5382 learner engagements - an increase of 38%.

Our environmental educational outreach spanned diverse demographics, with a range of exciting in person learning opportunities, such as the whale and dolphin watching, the sand sculpture at Clachtoll (covered by STV news), bat walks, fungi forays, bird watching, nature safaris and other guided walks.

Rangers also delivered **climate change** learning sessions in libraries supported by the Scottish Library Information Council - engaging with over **150 participants** of all ages. These sessions spoke to environmental stewardship and carbon literacy. A popular programme monthly talks held over the winter on topics like puffins and beavers demonstrated our commitment to accessible education being undertaken in a combination of online and at local venues.

Heritage events, teaching traditional crafts such wool crafting and leather working, the 'wild escapes' project working with several museums, and historic archeology walks such visits to The Schold sheilings - showcase the diverse community heritage learning opportunities on offer.





Photo:
Participants take a leisurely stroll in a regular themed nature walk in Lochaber

HEALTH AND WELLBEING REPORT



In 2023/24 the HLH Rangers significantly contributed to the **Green Health Partnership**. We were represented at the Green Health showcase event in May 2023, sharing a stall in the Atrium with Inverness Botanic Gardens and engaging with partners about our Nature, Health, and Wellbeing projects. The Healthy Minds project was highlighted at the event as an example of best practice with a short film presented to community planning partners.



COLLABORATIONS

Collaborating with NHS Highland, we built relationships with **New Craigs hospital**, delivered at their summer community fete, and provided mental health interventions such as **Branching Out** at Evanton and the **Healthy Minds project** in Badenoch and Strathspey. We also delivered sessions for the **Brora Macular Support Group** in Sutherland. HLH Rangers engaged in activities such as hill walking with High Life's Adult Learning team and Afghan **Refugee groups**. Staple events like family reading in the woodland, **short walks to nature**, and **Connecting Carers** nature walks continued. Ranger led craft events in libraries and other local outdoor venues thrived. The social prescription pilot study of nature and culture activities with **UHI/Edinburgh University** concluded.



**MAKING
LIFE
BETTER**

Ways you can support us

Join *highlife*

Joining High Life supports our charity work to improve lives and communities, membership also gives free access to gym and leisure facilities, plus numerous discount benefits. Support us and Join High Life today!



Book a break at our bunkhouse

Why not relax and book a short break at our bunkhouse in one of two iconic Highland locations: Torrin on Skye and Glenfinnan in Lochaber. Operated as a not-for-profit, any surplus benefits the charity. Enjoy a warm welcome from our wardens Pam and Fiona. Its the perfect getaway for groups or families. Scan or click for more information.



Read

Discover **Nature Unveiled** our HLH Ranger online publication filled with fascinating stories, nature and heritage articles, and news from our dedicated team of Rangers. Scan or click to read and pledge your support.



Donate

Give a one off gift to the Ranger service to support our conservation, education, and community work in the Highlands. Help us protect wildlife and sustain this unique region's natural heritage for future generations. Scan or click to donate now.



Thank you



MAKING **LIFE** BETTER

High Life Highland
Leisure - Annual Review
April 2023 - March 2024

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Executive Summary

The financial year 23/24 saw many achievements for Leisure Services in the background of a challenging financial position and difficulties in recruitment of staff.

There were 2.4 million customer visits across all sites, an increase of 11.4% on the previous financial year.

highlife membership showed positive growth, with significant focus on attracting new Corporate members and a clear focus on the customer journey and member retention. *highlife* income increased by 18% on the previous financial year.

HLH continued to invest in leisure facilities with new classes introduced to the activity programmes and a number of gym refurbishments.

The Leisure team continued to build and maintain strong partnerships with many stakeholders, including NHS, SportScotland and National Governing Bodies for sport. In addition the Leisure Link partnership continued to go from strength to strength, allowing *highlife* members to access facilities and services at partnering Leisure trusts and local Authorities on a reciprocal arrangement.

In conclusion, the Leisure team achieved significant growth in both income generation and customer usage, making life better for our Highland community.

Graeme Ross
Head of Leisure



Meet the Team



Graeme Ross
Head of Leisure



Kevin Thomson
Area Leisure Manager



Joanne Crosbie
Area Leisure Manager



William Durrand
Area Leisure Manager



Lisa Macdonald
Area Leisure Manager



Emma Thomson
Business Development
Manager



Joanne MacPherson
highlife Systems Manager

Facility Managers

Kirsty Mackay
Thurso Leisure Centre
North Coast Leisure Centre, Bettyhill

Kelly Skinner
Tain Royal Academy Community Complex
Sutherland Swimming Pool

Ross Dudgeon
Inverness Royal Academy Sports Centre
Community Centres

Richard Hannah
Culloden Academy Leisure Centre
Nairn Leisure Centre

Catriona Fraser
Invergordon Leisure Centre
Alness Swimming Pool

Ian McLoy
Gairloch Leisure Centre
Poolewe Swimming Pool

Ian Goode
Dingwall Leisure Centre

Jacob Green
Facility Manager: Strontian

Melissa Alexanderson
Black Isle Leisure Centre

Gary Davidson
Lochaber Leisure Centre

Chris Knox
Lochbroom Leisure Centre

Fraser Tulloch
The Badenoch Centre

Rebecca Thompson
Facility Manager: Ullapool (Macphail Centre)

Scott Milne
Inverness (Community Centres)

Maree Simpson
East Caithness Community Facility, Wick

Ewan Mackintosh
Inverness Botanic Gardens

Steven Clelland
Inverness Leisure

Ewan Thorburn
Ben Nevis Visitor Centre

Michael Smyth
Inverness (Community Centres)

Nick Gamble
Highland Football Academy

Karen Allan
The Fingal Centre, Portree



High Life Highland partners with Active IQ to upskill staff with CIMSPA training and accreditation.

High Life Highland began in house delivery of CIMSPA accredited training courses, in partnership with Active IQ. REP is an internationally recognised independent register for the health and fitness sector in the UK, giving accreditation to fitness course providers and offering membership to individual fitness professionals.

The Badenoch and Strathspey Leisure Facilities Team were responsible for the set-up, management, and delivery of the programme, which covers the whole Highland region. Since becoming an approved training centre we have successfully delivered three courses: Level 2 Gym Instructor (20 REPs points), Level 2 Indoor Studio cycling (20 REPs points), and Level 3 Education & Training (20 REPs points).

The driving force for High Life Highland to deliver its own Industry Qualifications has hugely enhanced the opportunity to recruit locally and successfully upskill key members of staff and as such, the consistent delivery of adult, teen, and later-life programmes has been greatly improved.

Furthermore, Active IQ's eLearning platform is key to supporting the tutors and learners who find barriers to commit to weeklong intensive courses.

BWL Level 1 Training

Recently some of our teams from various facilities throughout Highland went through the British Weightlifting Level 1 award.

Strength and conditioning is becoming more and more popular and it's important to High Life Highland that we invest in our teams to continue to learn and develop in these areas. The course covered the process and principles of coaching weightlifting and understand how to effectively deliver aspects of coaching as well as enhance knowledge and ability for delivery of our strength inductions across our facilities. Benefits to our customers include provision of good quality strength inductions as well as some sites providing lifting classes. This training also assists with all the developments happening across the charity.





Black Isle Leisure Centre Open Day

Following the partial refurb of the gym in December, BILC held an open day in May 2023 to promote the facilities and activities on offer.

- There were 193 people through the door, 8 new memberships made.
- A lot of engagement with families and children, in particular preschool children, customers happy.
- Positive engagement with 2 local cllrs.
- Positive event for customers and staff – everything went to plan. Really nice atmosphere, staff were really good and engaging, fab community event.
- Good partnership working with Library service and CALA preschool service both on site delivering activities.



highlife Subscriptions

highlife Subscription increased from 18,237 subscriptions in April 2023 to 19,421 in March 2024.



Key Statistics



170,723

Swimming Lessons delivered



401,549

Gym Users



271,533

Group Fitness Sessions delivered

Corporate Memberships

This corporate membership subscription increased from 2782 to 3554 in March 2023 to April 2024 and there was a gained 33 new corporate clients.

We also entered into an agreement with Epassi – My Gym Discount and Gym Flex to provide gym membership to national companies such as Whyte and MacKay, Boots UK, Yahoo Limited, Medicash, Accenture to name a few.

Membership Campaigns

We also continue to deliver an extensive range of membership campaigns designed to attract new audience to our leisure facilities and retain our existing members.

Q1:

Refer a Friend, Wellness Wednesday & Ten days for £10.00

Q2:

Happy 18th Birthday (ongoing), Refer a Friend, UHI Freshers Month & National Fitness Week

Q3:

Every Membership Counts, Bring a Buddy & Every Membership Counts

Q4:

Refer a Friend & Be Active to Thrive

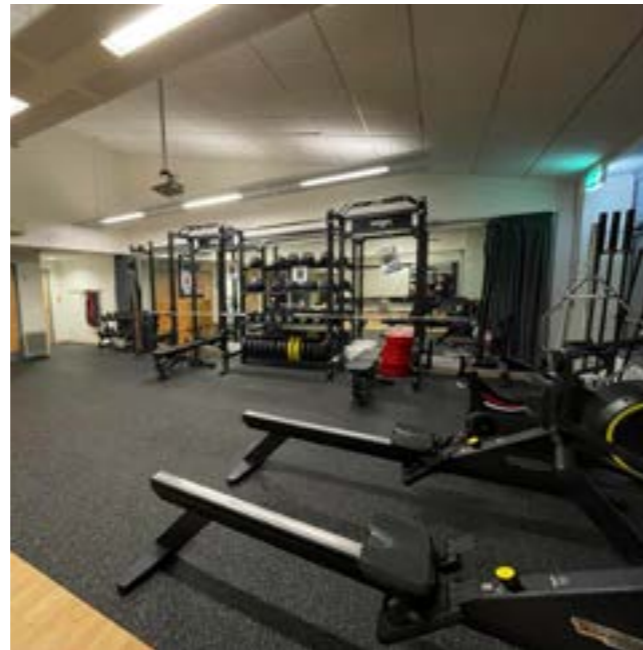


Investment in Leisure Centres

HLH has recently upgraded the gym in Inverness Royal Academy Sports Centre, The Badenoch Centre, Lochaber Leisure Centre and Aviemore Community Complex.

Our investment and gym upgrades further enhance High Life Highland's commitment to providing our members with a world-class fitness experience, in line with the Charity's proposition of making life better.

The investment in new equipment is part of an ongoing initiative to upgrade gyms across High Life Highland's network, and bringing the latest in fitness technology and innovation to the centre, which has seen participation grow by over 21%.



Aviemore Community Complex



Aviemore Community Complex Performance Studio Upgrade

The investment included a brand-new Olympic lifting rig and new flooring/ gym matting as well as new weight plates, dumbbells, medicine balls, kettle bells and accessories in the converted studio.

The changes also meant that the existing gym was more spacious and lighter. The Performance Studio Upgrade allowed the team to add more classes to their programme, these included Strength HIIT work-outs, an intro to yoga, bar-core, Step HIIT, pilates, Muay Tha, indoor cycling and specialist workshops including learning how to squat and an Olympic lifting workshop.

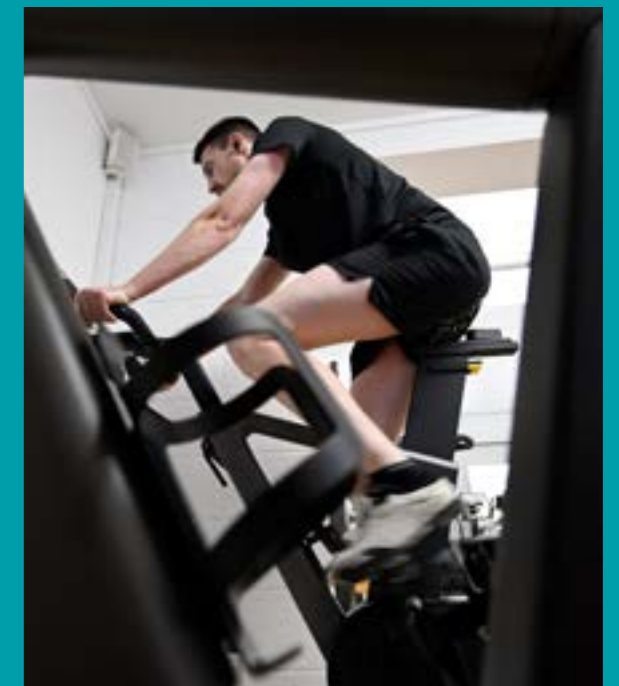


Lochaber Leisure Centre

Lochaber Leisure Centre Full Cardio Replacement

The full refurbishment puts Lochaber Leisure Centre as High Life Highland's first facility to install the Technogym 'Visio' system.

The installation included the following from the Excite Live range: two Bike Live, three Climb Live, one Recline Live, six Run Live, two Synchro Live, one Top Live, two Vario Live, and two Ride Live along with two Skillmills, one Skillrow, two Technogym Bikes, a 'My Wellness' Kiosk, a Tanita Body Analyzer, and a Dual Leg Curl/Leg Extension.



The Badenoch Centre

Full new fitness suite and strength area upgrade

The investment included the installation of state-of-the-art Technogym fitness equipment and refurbished performance fitness areas for strength and conditioning at the Badenoch Centre, Kingussie.

The range of new equipment brought the latest in fitness technology and innovation to the centre. The upgrade demonstrated High Life Highland's commitment to providing members with a first-class fitness experience, in line with the Charity's aim of making life better.

The installation included a variety of Technogym's Excite Live range cardiovascular equipment accompanied with the latest Concept 2 bike, rower, and ski ergs. We also significantly increased our strength and conditioning kit, including Dual Leg Curl/Leg Extension, Leg Press, Low Row, GHD Core, Pure Strength Hip Thrust, Dumbbells range 1kg to 40kg and a much larger functional fitness zone for squat, bench, deadlift and Olympic lifts.



The Badenoch Centre



Inverness Royal Academy Sports Centre

Inverness Royal Academy Sports Centre

The investment included the installation of state-of-the-art Technogym fitness equipment at Inverness Royal Academy Sports Centre.

The intention of the upgrade was to further enhance High Life Highland's commitment to providing members with a world-class fitness experience, in line with the Charity's proposition of making life better.

The installation includes a variety of Technogym's Excite Live range cardiovascular equipment, including: Bike Live, Climb Live, Recline Live, Run Live, and Vario Live along with significantly increase their strength offering, including the installation of a Dual Leg Curl/Leg Extension, Leg Press, Low Row, Dual Abductor/Adductor, Cable Station, Pure Strength Deadlift, Pure Strength Hip Thrust and additional rack.





Inverness Leisure Studio 3

Sound system & lighting – £29321.98
Panels - £29360.68

Project started in Jan 2024 completed in April 2024, exclusive state of the art studio, caters for classes of up to 60 persons at one time which doubles previous capacity capabilities.

Approx. 155 classes per week on offer, which is undeniably the best studio programme in town!

Bellfield Park

The 10-court venue (eight standard and two mini courts) has benefited from a £192,000 investment in total. The project is part of a £30m nationwide initiative delivered by the LTA, supported by the LTA Foundation, to transform park tennis courts across the UK and open up the sport to more people.

The courts were recently re-opened with a festival of tennis event hosted by operator Bellfield Park Tennis Club. It was hailed as a huge success, attended by over 300 children and adults and featured representation from the LTA.



Inverness Botanic Gardens

- 1,200 hanging baskets from Nairn to Oban and Inverness to Grantown
- 70,000 bedding plants Newtonmore to Dingwall
- Ceilidh night for 80 local and Argentine school kids on a cultural exchange
- Grow Project Awards celebrating the achievement in horticulture
- Amazing café refurbishment
- Apple pressing for all throughout October
- New series of educational trails





“On a bad morning the thought of a class in the afternoon just gets me motivated to get myself up & moving and look forward to the afternoon. Gives me a purpose on a bad day.”
 - Bob

Active Health & Dynamic Wellbeing

“I attended the Escape Pain course after not exercising for about 2 years due to poor health. This class gave me back my confidence to exercise and helped me find my love of exercising again. I have now moved on to attending Fit Plus classes. I was immediately made to feel welcome and comfortable and my worries about exercising have disappeared.”

- Claire

2023 / 2024 Stats	Attendance
Dynamic Wellbeing	2,317
Cardiac Rehab	1,211
Parkinson’s Exercise	2,380
Otago	6,466
You Time	31,824
Escape Pain	1,687
Total	44,216



High Life Highland
Leisure - Annual Review
April 2023 - March 2024



MAKING LIFE BETTER

sportscotland
the national agency for sport

spòrsalba
am prìomh bhuidheann
nàiseanta airson spòrs

High Life Highland
Sports Development Annual Report
2023/2024

Foreward



As we reflect on 20 Years of Active Schools Programme it feels fitting to pay tribute to those who have made the programme a success in the Highlands. Seeing staff now in our team who have been part of the Active Schools journey is so rewarding, and they join the team with the ethos and energy of Active Schools embedded in them. Highland's contribution to the National programme over the twenty years is staggering - 4 million visits by pupils and over 208,000 sessions delivered is an incredible achievement. The staff and volunteers that have shaped and lead the programme over the past twenty years deserve a huge amount of credit and have left it in a fantastic place build on further for the next twenty years!

None of the achievements of our team would be possible without our wonderful volunteers who deliver activities in their communities for their young people. We know that giving up time to volunteer is harder than ever before and we are eternally grateful to every parent, teacher, student, pupil, community member and club coach that gives something back to their area through providing opportunities to be active.

This year we have been focusing on our key areas (Equality, Diversity and Inclusion, Partnerships, Community and Progression) by getting the fundamentals right and engaging with our team and key stakeholders to ensure there is a clear understanding of our programmes.

Through the EURO 2024, Olympics and Paralympics we have seen Highland representation and some amazing role models in sport emerge. We know it is tougher to succeed in sport being from the Highlands but the individual grit and determination of these athletes along with their dedicated families and communities shows what can be achieved.

More people, more active, more often has been the Active Schools purpose for the duration of the programme and the sentiment still endures. As the new Physical Activity for Health Framework is launched this purpose is at the heart of it and we are focused on and excited about the part we play in the systems based approach to develop physical activity for health in Highland.

Darren Reid
Head of Sports Development



The Sports Team



Darren Reid
Head of Sport

Hugo Crush (South)
Vacant (North)
CSH Officers

Sinclair Patience (North)
Andrea Mackenzie (South)
Active Schools Managers

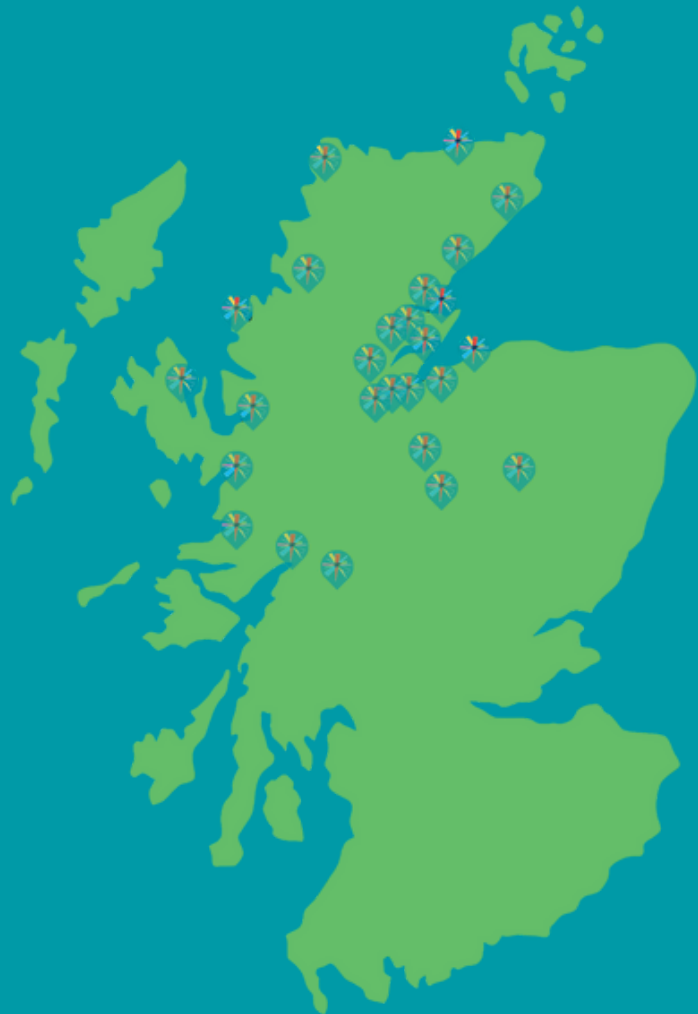
Charlie Forbes
Fiona Green
Disability Officers

Paul Davidson
Disability Coach

Sarah Liebnitz
Sports Development Officer

Elizabeth MacDonald
Leadership Development Officer

Cheryl Heggie
Movers & Shakers Tutor



The Sports Team

North Active Schools Team

Alyn Gunn
Tina Gibson
Steven Hughes
Caithness

Elissa Stevenson
Roz Summers
Sutherland

Julie Cleghorn
Jake Williams
Karla Angus
Easter-Ross

Willie McLeod
Murdoch Jamieson
Mid-Ross

Ben Bruce
Steven MacDonald
Danny Steele
Sarah Ross
Skye, Lochalsh & West Ross

South Active Schools Team

Craig Carswell
Hazel Wilson
David Shaw
Matthew Allan
Dagmar Borrowman
Susan Blackwood
Storm Bennett
Fiona Green
Inverness

Claire Delaney
Alan Gray
Rebecca Maclean
Pam MacDonald
Lochaber

Deanna Lundie
Nairn

Tori Ritchie
Finlay McBain
Kerrie Dickson
Badenoch & Strathspey



The Year in Numbers

Active Schools Highland Report 2023-24

Number of Visits

289,116

Number of Sessions

14,190

Number of Participants

13,047

Number of Deliverers

1,190

Percentage of School
Roll

43%

Percentage of whom are
Voluntary

99%



Activity Levels 2024 vs 2023



582 More Participants,
368 More Female
Participants.



850 More Activity Sessions









15,381 More Visits to
Activity Sessions



37% of our participants have an additional support need.

43% of the School Roll in Highland is active through Active Schools.
This is up 2% from last year and is 3% above National average.



-  926 Leadership Hoodies Awarded.
-  30 School Sport Awards (Up 6 from 2023).
-  230 People developed through Coach Ed (111 more than 2023).
-  At least 23,150 Leadership hours gained.
-  159 clubs engaged with Community Sports Hubs (50 more than 2023).
-  17 talented athletes supported through the Travel Award Scheme.

In 2024 we had 1,177 volunteers, a slight drop of 54 from the previous year. Our biggest volunteer group remains secondary pupils who make up 34% of our volunteer workforce.

We Asked You Said

We circulated a survey to all schools across Highland asking for feedback on our Active Schools Programmes. With a return rate of 40% overall, the results were overwhelmingly positive and gave our team clarity on where there is room for improvement.

86% Said the role of Active Schools was clear and visible within their school and community.

Felt the Active Schools offering was inclusive last year with no barriers to participation/all abilities considered). **86%**

91% Head Teachers had met with their local Active Schools Coordinator over the past academic year to plan activities for pupils.

“The ASC has recently been involved in the Young Leaders programme at Croy which was very successful. ”

“The Coordinator is in our school a lot and in touch with us regularly helping to provide a variety of activities.”

“We have engaged with Active Schools and benefitted greatly.”

“The ASC is very visible and I meet her regularly to plan activities for our children and school community.”

Learning:

The time pressures on teachers to volunteer.

Need to keep celebrating success and raising the profile.

Continued communication and progress reporting.

Equality, Diversity Inclusion

Disability Specific Opportunities

This year disability specific opportunities have grown to 13 weekly sessions, two of which are specifically for adults.

These sessions have been located in Nairn, Culloden, Inverness, Dingwall and Alness and included Boccia, frame running, adult fitness, multi sports and swimming.

Highland Disability Swim Club have started an extra session targeting Juniors. This is now being held weekly at Culloden Leisure.

Developing an Inclusive Workforce

Several disability specific training opportunities for Schools, Active Schools Coordinators and for Young Leaders have been delivered. These have been a combination of formal training courses offered by National Governing Bodies and informal training run internally. 8 courses have run with a total of 95 participants.

In the past year we have worked with 4 High Schools to offer informal Disability Awareness sessions to their Sport Leaders Students. Once these sessions were delivered to pupils, they assisted at one of the HDS Disability Sports events or hosted a disability sports event or club at their school. These are important sessions as we rely on the young leaders assisting at many of the Highland Disability Sport Events throughout the year. It also helps to grow more local opportunities too. We have also offered training sessions in Curling and Boccia with Kingussie Pupils who went on to run these as part of a local event.

We also were able to offer Sports Leaders and staff at Drummond, along with our Coach Paul, the chance to take part in a Squash Leaders Training run by Jack Brodie at Scottish Squash.



Equality, Diversity, Inclusion

West is best for Female Participation

Female participation in primary and secondary schools across Highland has increased by 7%. In Ardnamurchan, 83% of female pupils engage in Active Schools, while Mallaig has 80% participation. Active Schools Coordinator Alan Gray attributes this success to inspirational leaders like Lyndsay Bradley, who initiated women's Shinty and supports young players from nursery into the first team. Her commitment has significantly boosted women's Shinty in the area.

“Shinty is one of the most popular Active Schools activities here in Ardnamurchan and that’s thanks to Lyndsay Bradley – headteacher of Acharacle and Kilchoan Primaries – who started up women’s Shinty in the area and has brought through the youngsters from nursery to first team level. Having such a strong and inspirational woman leading the sessions and being committed to building the sport has been huge for women’s Shinty on the peninsula.”



In a bid to bring more girls opportunities to their local areas, in June 25 Sports Leaders from Ardnamurchan High School, Portree High School, and Inverness Royal Academy went to Princeton University, New Jersey, to develop their skills under Camanachd coaches. All Sports Leaders who went on the trip are now delivering Shinty in their local primary schools, in addition to working towards their Choose to Lead Level 4 Awards. Some will also get training in Shinty refereeing this autumn. The specialist knowledge, training and mentoring is already seeing a boost in girls Shinty across these clusters.

Equality, Diversity, Inclusion

UEFA Disney Playmakers

Our team worked with the SFA to offer a girls-only sports programme in Grantown, Skye, and Invergordon Clusters that uses Disney themes to introduce football skills to girls aged 5-9 years who are not currently playing football. It invites girls to step into the magical world of Disney as they take the first step on their football journey. The themed sessions create an environment where imaginations can run wild as an iconic Disney story is told through movement and play with a football flavour.



12 newly trained female volunteers
76 more girls being active!

“My daughter has struggled to attend other after school clubs and would get easily upset and not want to stay, but she has been enjoying coming to Disney Football.” Parent of participant

Inclusive Clusters



Over the past year we have again worked closely with 12 schools and Active Schools Coordinators to deliver targeted sports sessions in their schools during curriculum, at lunchtimes and after school. These sessions have all been led by our sports coach Paul Davidson or the Development Officers. The activities offered have varied widely to ensure all were appropriate to all participants taking part in them. These have included dodgeball, football, soft archery, boccia, indoor shinty and team games. The schools that we have worked with are: Drummond, St Clements, St Duthus, Millburn, Inverness Royal, Dingwall, Alness, Cauldeen, Tain, Aviemore and Millbank.

Generations come together through Sport

In March, we hosted an intergenerational event with the Badenoch Shinty Memories group and Kingussie Primary pupils, celebrating Shinty across generations. The event featured 6 Young Leaders teaching Boccia and Floor Curling to 10 pupils and 8 older adults, fostering inclusive sports participation. A cake and coffee reception followed for 43 attendees, including pupils, older adults, Young Leaders, and Deputy Head Teacher Rhona Macaskill, highlighting sport, leadership, and shared memories.



Inclusive Events



This past Academic year the regular HDS Events have run again, also we saw the 2nd Highland Junior Boccia Event return to Millburn Academy. This year also saw the introduction of a new event - a Spin Fitness session for participants with a Visual Impairment. This was hugely successful, and we hope this will lead to more partnership working with Visual Impaired groups to increase opportunities. We have continued support or lead on 10 of these Events for Juniors and Seniors with a total of 394 participants.

Regional and National Disability Representation

23/2024 Highland Regional Events	Attendance	Volunteers
Junior Swimming Champs	29	8
Sportshall Agility	79	9
Junior Boccia	11	4
Shinty	23	0
ICT 5-a-side Football	J=5/ S=44	0
Senior Swimming Championships	32	3
Junior Athletics Championships	122	10
Visual Impaired Spin Fit	7	0
Senior Athletics Championships	34	7
Highland Games	8	0

SDS National Events	Attendance
Junior Boccia	11
Schools Boccia	4
PD/Vi/Hi Swimming	3
Senior Swimming (LD)- Inverness	37
Junior Athletics	22
Bisfed Open Boccia – Perth & Kinross	2
Senior Athletics	2

Partnerships

Active Highland Strategy

Throughout the year we have continued to work alongside the Highland Council, sportscotland, NHS Highland and Public Health Scotland to refresh our Active Highland Strategy and work towards a systems based approach to developing physical activity for health in Highland. With a draft of the refreshed strategy going to the Community Planning Partnership Board in June progress continues to be made.

Highland Alcohol & Drugs Partnership

Our Planet Youth project aims to use sport and physical activity to make life better for those most at risk in the communities of Dornoch, Golspie, Tain, Thurso & Wick. These areas have been chosen specifically, as they are currently engaged with Planet Youth initiative, where the Icelandic model of prevention is being developed.

In addition to drip feeding the Planet Youth message into current Active Schools sessions, both Youth Work Support Officers have set up a number of additional 'Planet Youth' diversionary activities. These include both sport specific (football, basketball, hockey, netball) and multi-sport and supervised gym sessions. Recently, Saturday night football (8pm – 10pm) in Thurso has seen over 200 teenagers in attendance. These additional activities target children, but also seek to actively engage and educate parents/guardians about the lifelong benefit of physical activity/health and wellbeing, with many coming on board as coaches and mentors.

NGB Partners worked with this year



MOU in Place
Sharing data
Regular meetings
Input at Team meetings



MOU in Place
Development
Group Holiday
Programmes



Festival Programmes
Coach Education
Governance
Input at Team meetings



Local to National
Connect Workforce
Development
Parrasport Festival

Partnerships

School Sport Awards

The sportscotland School Sport Award is a national initiative that empowers schools to involve young people in decision-making for extracurricular sports. It promotes self-reflection and improvement while recognising successful sports models. Additionally, it fosters connections between schools and their communities, creating opportunities for youth advancement and exemplifying local partnership efforts.



What makes your school Gold?

"The atmosphere in the clubs makes me motivated to try harder and shine even more. We never worry about making mistakes."

"Sport can affect your body by encouraging you to do more things and encourages you to be positive to the people around you. I think this makes us lead a happier life."

"We are encouraged and supported to have fun, learn and develop. It doesn't matter how good you are, the coaches just want us to be happy."

"We get to be part of a Farr community."

(Farr Primary P7 pupils)

Gold

Farr Primary School (Inverness)
Fortrose Academy
Lochardil Primary School
Raasay Primary School (pictured)

Gold Qualified

Ardnamurchan High School
Bun-Sgoil Ghaidhlig Phort Rìgh
Kingussie High School
Millburn Academy
Culloden Academy

Silver

Alness Academy
Broadford Primary School
Cauldeen Primary School
Cawdor Primary School
Gairloch High School
Inshes Primary School
Invergordon Academy
Lochaber High School
Millbank Primary School
Nairn Academy
Noss Primary School
South Lodge Primary School
Ullapool High School

Bronze

Crown Primary School
Glen Urquhart High School
Raigmore Primary School
Holm Primary School
St Brides Primary School
Park Primary School
Ullapool Primary School

Community



Kit for All

Our Kit for All initiative continues to spread across the Region with partnerships established this year with two Local Charities Anchor & Action for Children. These charities received warm weather clothing to support their work with young people in the area.



Club Sport Open Days

Connecting Clubs and Community groups into the Education environment has provided invaluable exposure for Clubs and Community Groups, helping them increase their profile and membership but also enabling the transition from school sport into community sport for young people.

Club Open Days have been held in:

- Millburn Active Boys and Girls Day
- Nairn Academy School Sports Fair
- Glen Urquhart High School Sports Fair
- UHI Inverness Sports Fair



Community

Community Cycling Fund

The Community Cycling Fund continued to enable Invergordon ASC, Jake Williams, to lead a robust cycle engagement programme, which resulted in:

- The SQA Level 1 Cycle Award delivered to 9 young people.
- Community Bike Maintenance Training delivered to 16 adults and young people.
- Two Bikeability Scotland Instructor (BSI) courses delivered to 9 adults.
- 38 Balanceability sessions delivered to an average of 5 children per session (approximately 44 distinct participants).
- 16 customers receiving free bike servicing as part of community bike repair initiative.

National Competition brings Local Opportunities

Scottish Squash hosted the Springfield Scottish Open at Inverness Tennis and Squash Club (ITSC) and used the opportunity to introduce pupils from three local schools to squash. Dalneigh Primary School particularly enjoyed it, with many experiencing squash for the first time. To continue this opportunity, 8 weeks of coaching were arranged, with an additional 8 weeks planned for nearby schools. This initiative contributed to ITSC's nomination for club of the year at the sportscotland awards.



Community

The Sun Shines on McRobert Cup Participants

Over 400 primary school pupils took part in the hugely popular annual McRobert Cup cross-country event at Torvean Park, Inverness.

Pupils from across 34 primary schools from Inverness, Nairn, Badenoch and Strathspey took part with each one of the participants contributing with brilliant efforts. In a change of scene, and with the support of The Highland Council, we were delighted to be able to re-locate to Torvean Park while the planned redevelopment of Bught Park continues.

With the venue change we carefully chose to run the event with a reduced number of competitors, however, the response we received was terrific. We know how much our local schools and pupils appreciate taking part in this event, offering youngsters a taster of the cross-country world and all that it has to offer.

The success of the event could not have happened without the additional support from our partners at Inverness Harriers Athletics Club, JogScotland, UHI and members of Inverness Rotary Club who provided volunteers on the day.



Nairn Golf Club Welcomes Schools

Nairn Golf Club welcomed local pupils to take part in what is set to be an annual event. Despite the really challenging weather conditions the young golfers did extremely well, doing their schools proud.

The event wouldn't be possible without the generous support of Nairn Golf Club and their staff as well as our Young Leaders from Nairn Academy who helped with the scoring. Millbank Primary School won the overall prize.



Progression

Highland Athlete Travel Award Scheme

- In partnership with sportscotland
- Recognising barriers Highland Athletes face to progress
- £15,000 worth of funding distributed
- Free Access to Highlife Membership Scheme for the Athletes
- 56 applications across Highland
- 17 athletes across 12 different sports supported



2023/2024 Supported Athletes

- James Slimon - Cross Country Skiing
- Oliver Bull - Sailing
- Ross Gollan - Athletics Mountain Running
- Zack Paton - Squash
- Alfie Kinsella - Rugby
- Craig McLaughlin - Surfing
- Emily Rothney - Snowboarding Park and Pipe
- Phoebe Strachan - Surfing
- Ami Kenyon - Downhill Mountain Biking
- Sophie Barrie - Badminton
- Summer Elliot - Golf
- Abigail Barrie - Badminton
- Lucas Cairns - Athletics Cross Country
- Mara Duffy - Hockey
- Mark Boyd - Surfing
- Oliver Stewart - Motorsport
- Baileigh Matte - Basketball

Progression

Progressing Coaches

We have been working hard to organise and develop a Coaching & Training programme to serve our clubs, communities & volunteers that is accessible and supports the development of the workforce. To enable us to deliver this we have needed to work with key stakeholders especially Sports Governing Bodies to develop opportunities across Highland.



Course	NGB	Number of Learners
Leading Athletics	Scottish Athletics	21
Netball Leaders	Netball Scotland	22
Netball Intro to Coaching	Netball Scotland	21
SFA Early Touches	Scottish Football Association	20

Courses delivered in-house:

Child Wellbeing & Protection in Sport: 6 courses
Child Wellbeing and Protection Officer: 3 courses
First Aid & First Aid Tutor Training: 2 Courses

Progression

HLH Coach Education Grants 2023-24

65 Coach Education grants awarded supporting the development of coaches and volunteers in the following:

- SFA Football 1.1/1.2/1.3 Awards/UEFA C Licence Intro to Hockey
- Badminton Basics, Level 1 Badminton
- Level 1 and 2 Swimming
- BWL Level 1 Award in Coaching Olympic Weightlifting
- Level 2 MTB
- Level 2 Tennis
- Level 2 Gymnastics, Preschool Gymnastics
- Foundation Coach Triathlon Award
- Night Leaders Award
- Dinghy Instructor Course Paddle Sport Rescue and Safety Provider
- Paddle Sport Instructor, Core Canoe Coach

#ITSALLABOUTTHEHOODIE



4 Platinum Hoodies awarded for 750 hours volunteering!

91 SCQF Level 4 & 19 SCQF Level 5 gained.

19 Young Leaders trained in partnership with ASN bases - 7 achieving a SCQF Level 4 award.

10 Gaelic Leaders Trained.

Our Vision
#makinglifebetter

Our Mission
We aim to make life better, through sport and physical activity.

What Success will look like
An inclusive and engaging environment where sport and physical activity is easily accessible to all. More active, more often.

- Who are we?**
- ✓ 1 x Head Of Service
 - ✓ 2 x Area Managers
 - ✓ 1 x Leadership DO
 - ✓ 2 x CSH Officers
 - ✓ 2 x Disability Officers
 - ✓ 1 x Disability Coach
 - ✓ 1 x Movers & Shakers Tutor
 - ✓ 1 X Coaching & Volunteering
 - ✓ 30 x Active Schools

- Who do we work with?**
- ✓ 29 x Secondary Schools
 - ✓ 219 x Primary Schools
 - ✓ 1190 x Volunteers
 - ✓ 126 x School - Club Links
 - ✓ 159 x External Clubs



Equality, Diversity & Inclusion

We strive to provide a diverse and inclusive range of accessible activity. We use sport and physical activity as an intentional tool to achieve both increased participation and wider social outcomes. #makinglifebetter

Community & Collaboration

Through actively building and maintaining strong relationships with local clubs and community groups we deliver local solutions to challenges, with a focus on embedding a 'changing lives through sport' approach.

Partnerships & Transition

We actively seek to work with local, regional and national partners to further develop our programmes and collectively improve the offering of sport, physical activity and leadership.

Progression

We support and continue to work with partners in developing and delivering an Inclusive performance pathway. This pathway supports the development of athletes, coaches and facilities.

High Life Highland Volunteering



Instagram: @HLHActiveSchools

Twitter: @HLHSport



sportscotland
the national agency for sport

spòrsalba
am prìomh bhuidheann
nàiseanta airson spòrs



**MAKING
LIFE
BETTER**



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