**Item: 6**

**Education, Communities and Housing Committee: 11 November 2026.**

**Pickaquoy Centre Trust – End of Year Performance.**

**Report by Director of Education, Communities and Housing.**

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## 1. Overview

1.1. This report presents the Pickaquoy Centre Trust end of year usage figures and performance covering the period 1 April 2025 to 31 March 2026, for information.

1.2. The agreement for the provision of services, known as the Service Agreement, forms the basis of the contractual arrangement between Orkney Islands Council and the Pickaquoy Centre Trust. It is based on the requirement in terms of section 14 of the Local Government and Planning (Scotland) Act 1982 for the Council to ensure there is adequate provision for the facilities for the inhabitants of their area for recreational, sporting, cultural and social activities.

1.3. As recommended by the Education, Leisure and Housing Committee in June 2019, the Council has agreed to make payments to the Pickaquoy Centre Trust for the delivery of aims and priorities as detailed in the Service Agreement 2019 to 2022. The amount paid for the services is reviewed annually to determine the requisite annual payment for the agreed level of service provision.

1.4. The existing Service Agreement was extended until September 2025 pending the Sport and Leisure review. A further extension of the Service Agreement until 31 March 2026 was agreed.

## 2. Recommendations

2.1. It is recommended that members of the Committee:

i. Note the Pickaquoy Centre Trust end of year usage figures and performance covering the period 1 April 2025 to 31 March 2026, attached as Appendix 1 to this report.

## 3. Monitoring of The Pickaquoy Centre Performance

3.1. Council Officers continued to work closely with the Board of Trustees, the General Manager and Financial Controller for the Trust in providing support through regular monitoring meetings, and most significantly the continuation of the annual management fee which, although reduced by £37,100 in the period being reported, remained a significant investment by Orkney Islands Council of £755,100 in 2025/26.

## 4. Performance Information

4.1. A number of meaningful aims and priorities, as detailed below, are included in the Service Agreement between the Council and Pickaquoy Centre Trust which provides a clear link between the aims and priorities of the Council and partners such as sportscotland, Public Health Scotland and Orkney's Community Planning Partnership.

**Aim: Provision of Leisure Facilities – to provide specialist venues, staff and activities to promote sport, leisure and learning.**

**Priorities:**

- Provide facilities that comply with Health and Safety legislation and statutory guidelines.
- Provide opportunities to schools for delivery of curriculum and after school activities.
- Provide opportunities for casual use by the public.
- Provide specialist venues for use by sports clubs.
- Provide specialist venues for use by specific target groups – exercise referral/disability.
- Provide specialist venues and supervision/guidance for athletes who are part of the Sportscotland Institute of Sport/Performance Development Programme.
- Contribute to delivery of the Council's Pitch and Facilities Strategy and Physical Activity and Sport Strategy.

**Aim: Provision of Physical Activity and Sport – to increase the number of people taking part in physical activity.**

**Priorities:**

- Work with Active Schools to develop pathways for young people to progress from school to after school and community sport.
- Develop and monitor a range of physical activity and sport opportunities.

- Develop and retain specialist staff for disability and exercise referral delivery.
- Work with specialist sports officers of national governing bodies and Orkney's Community Sports Hub Officer to contribute to the development of sport in Orkney.
- Contribute to the roll out of Orkney's Sport Club accreditation scheme to ensure the good practice and governance of facility users.
- Provide Orkney Swimming Club lane hours for training.
- Deliver the Scottish National Swimming Framework Learn to Swim Programme.
- Develop and deliver a programme of coach led activities for all age groups.
- Develop and deliver holiday programmes.
- Contribute to the reduction of childhood obesity in primary school children.
- Work with other agencies in contributing to delivering a reduction in inequalities in relation to physical activity and healthy weight.
- Operate an exercise referral programme to support healthy eating and increase physical activity.
- Report on the number of children attending Learn to Swim Programme and numbers completing the programme and progressing on to the Orkney Amateur Swimming Club.
- Contribute to the long-term outcome of increasing the proportion of Orkney's population with a healthy weight.

4.2. The General Manager of the Pickaquoy Centre Trust has provided performance information for 2025/26, together with commentary for each of the Service Agreement priorities detailed above. This is attached as Appendix 2 to this report.

4.3. Performance data for 2025/26, as detailed in Appendix 1, shows 10 of the 16 areas of the Trust's operation experienced a decrease in usage. The overall facility usage of 427,970 visits for 2025/26 represents a decrease of 7,102 visits or a 1.96% decrease against 2024/25 facility usage, with the areas of operation seeing the most significant decrease being:

- Gym, strength and conditioning: -3,647.
- Swimming: -19,059.
- Junior Activities: -12,053.
- Sports courses: -6,091.
- Cinema: -8,292.

4.4. Usage information, attached as Appendix 1 to this report, has been provided by the General Manager giving details for any increase or decrease in usage.

4.5. ActiveLife membership sales for 2025/26 remain lower than pre-pandemic levels. Unfortunately, the flooding incident in the swimming pool plant room in January 2026 had a negative impact on memberships as shown in Table 1 below.

**Table 1: ActiveLife and ActiveIslands Membership Numbers:**

| Date. | Total Memberships. | Difference relative to 2020. |
|---|---|---|
| 31 March 2020 (pre-pandemic). | 2691. | N/A. |
| 31 March 2022. | 1989. | (702). |
| 31 March 2023. | 2380. | (492). |
| 31 March 2024. | 2520. | (171). |
| 31 March 2025. | 2547. | (144). |
| 31 March 2026. | 2321. | (226). |

## 5. Annual Accounts

5.1. The annual audited Pickaquoy Centre Trust accounts for the year ending 31 March 2026 have been submitted and indicate an operating surplus of £561,953, with incoming resources rising from £3,349,929 in 2024/25 to £3,756,219 in 2025/26, with income from donations and grants increasing from £925,171 in 2024/25 to £1,282,306.

5.2. Expenditure during financial year 2025/26 decreased by £135,268 from £3,329,534 in 2024/25 to £3,194,266 in 2025/26. The audited accounts show a decrease in expenditure across a number of charitable activities, with the largest decreases being:

- £34,342 Purchases.
- £28,435 Other direct costs.
- £18,328 Repairs and property costs.
- £8,600 Heating oil.
- £13,872 Water and Sewerage.
- £10,868 Cleaning.
- £1,530 Lease costs.

5.3. Expenditure also increased in some areas, with the largest being £20,775 for staffing.

5.4. The Trust's accounts for financial year 2025/26 show a decrease of cash the Trust has at bank and in hand from £577,429 in 2024/25 to £500,710 in 2025/26.

**For Further Information please contact:**
Garry Burton, Head of Active Communities, extension 2440, Email garry.burton@orkney.gov.uk.

**Implications of Report**

1. **Financial:** None arising directly from this report.
2. **Legal:** None arising directly from this report.
3. **Corporate Governance:** Not applicable.
4. **Human Resources:** None arising directly from this report.
5. **Equalities:** An Equality Impact Assessment is not required for performance monitoring.
6. **Island Communities Impact:** An Island Communities Impact Assessment is not required for performance monitoring.
7. **Links to Council Plan:** The proposals in this report support and contribute to, improved outcomes for communities as outlined in the following Council Plan, strategic priorities:
   ☐ Growing our economy.
   ☒ Strengthening our Communities.
   ☐ Developing our Infrastructure.
   ☐ Transforming our Council.
8. **Links to Local Outcomes Improvement Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Local Outcomes Improvement Plan priorities:
   ☐ Cost of Living.
   ☐ Sustainable Development.
   ☒ Local Equality.
   ☐ Improving Population Health.
9. **Environmental and Climate Risk:** None directly related to the recommendations in this report.
10. **Risk:** Not applicable.
11. **Procurement:** Not applicable.
12. **Health and Safety:** None directly related to the recommendations in this report.
13. **Property and Assets:** Not applicable.
14. **Information Technology:** None directly related to the recommendations in this report.
15. **Cost of Living:** None directly related to the recommendations in this report.

**Background Papers**
None.

**Appendices**
Appendix 1 – Pickaquoy Centre Trust – usage information.
Appendix 2 – Pickaquoy Centre Trust – performance for 2025/26, including commentary for each of the Service Agreement priorities.

# THE PICKAQUOY CENTRE TRUST 2025 TO 2026 USAGE AGAINST 2024 TO 2025 ACTUALS

Full centre closed to public during 2025 Orkney Island Games with all areas closed between Friday 11 July and Saturday 19 July, additionally some areas were closed between Monday 07 July to Sunday 20 July. Adjusted figures are included on the second row in each area to account for the area closures and uplift in usage with the number of participants and spectators over the period. Usage for the period also detailed in the commentary under each area where appropriate.

| Gym, Strength & Conditioning & Functional Training | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants attending the Gym areas | 54,858 | 51,211 | -3,647 (-6.65%) |
| Gym usage less Island Games dates as below (equivalent dates used for 24/25) | 53,421 | 51,211 | -2,210 (-4.14%) |

Gym and S&C closed from 09-19 July – no usage recorded during games. 2024-25 for same period was 1,437.
Various sport club S&C sessions continue to be popular throughout the year which has helped the area see an increase of 6%.
With the introduction of a Gym Waiver in March 2025 we have seen a drop in inductions as expected. This has partly contributed to our fitness appointments dropping by 61% throughout the year. A change in staffing within the area has also reduced the number and type of appointments we can offer.

| Group Exercise Classes | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants attending Group-X Classes | 26,621 | 30,136 | 3,515 (13.20%) |
| Group-X usage less Island Games dates as below (equivalent dates used for 24/25) | 25,754 | 30,136 | 4,382 (17.01%) |

No classes from 09-20 July. 2024-25 for same period was 867.
Although the number of classes run has increased from 1370 to 1767 our occupancy has decreased from 81% to 71%.
Our timetable is continually reviewed to ensure classes are changed and updated as demand requires, this includes changes during the facility closure from the Plant Room fault.

| Junior Activities | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of juniors attending activities | 87,122 | 75,069 | -12,053 (-13.83%) |
| Juniors attending activities less Island Games dates (equivalent dates used for 24/25) | 84,788 | 75,069 | -9,719 (-11.46%) |

No junior activities recorded during Island Games. 2024-25 for same period was 2,334.

| Sports Courses | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants Learn to Swim, climbing etc. | 25,618 | 19,527 | -6,091 (-23.78%) |

**Learn to Swim** – Term time occupancy for 2025/26 was 79.7%, holiday occupancy for 2025/26 was 71.4%. Overall occupancy for 2025/26 was 79.2%. 8-9 weeks of swimming lessons missed due to Plant Room flooding, this resulted in a reduction of circa. 4,780 attending lessons.

**Climbing** – Term time occupancy for 2025/26 was 70.2%, holiday occupancy for 2025/26 was 63.1%. Overall occupancy for 2025/26 was 69.0%

**Run Jump Throw** – Term time occupancy for 2025/26 was 65.6%, holiday occupancy for 2025/26 was 45.1%. Overall occupancy for 2025/26 was 64.8%

**Other Holiday Sessions** – Holiday Camp Occupancy for 2025-26 was 51.1%. Other sessions occupancy for 2025-26 was 60%. Holiday Camp afternoon sessions were introduced over summer and October holidays, uptake was quite low with overall occupancy only 23.3%. This has caused the overall Holiday Camp occupancy to drop with the standard sessions at 62.5% over the year. The first two weeks of the Summer holidays were unavailable due to the Island Games, with this a possible 140 additional children may have booked if sessions ran.

| Health Suite | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants using the Health Suite | 19,292 | 14,591 | -4,701 (-24.37%) |
| Health Suite usage less Island Games dates as below (equivalent dates used for 24/25) | 18,803 | 14,589 | -4,214 (-22.41%) |

All health facilities closed from 09-19 July. 2024-25 for same period 541.
Wetside Health Facilities have been closed from Friday 23 January due to Plant Room flooding. Taking into account this closure and the Island Games adjustment Wetside Health usage was down by circa. 100. Additionally we have experienced some ongoing technical issues with the equipment in this area.
Wellbeing Clinic has continued with steady usage throughout the year. There have been some changes in personnel which has introduced some additional offerings within the area.
With additional Sunbeds now available throughout Orkney our usage has seen a drop this year.

| Arena Sports | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of sports participants using the Arena | 38,991 | 53,053 | 14,062 (36.06%) |
| Arena usage less Island Games dates as below (equivalent dates used for 24/25) | 38,698 | 43,072 | 4,374 (11.30%) |

Arena closed from 07-19 July - usage from period 9,992. 2024-25 for same period 301 (arena closed for event 13-14 July 2024).
HUB sessions has been well attended with a 30% increase over the year.
Individual court use has continued with steady bookings. We have made some changes to ensure all customers participating in these bookings have been processed through the system.
Club usage has been positive through the year with an increase of 17% (this does not include the attendance for Island Games).

| Other Indoor Leisure Activities | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Other indoor leisure activities | 23,094 | 22,107 | -987 (-4.27%) |
| Other Indoor Leisure usage less Island Games dates as below (equivalent dates used for 24/25) | 22,191 | 20,408 | -1,783 (-8.03%) |

Room hire & events usage from 07-20 July 1699. 2024-25 for same period 903 (includes events from Arena).
Larger bookings, events and conferences contributed to circa. 11,430 attendees. These included a regular twice weekly booking running from May-October, Folk Festival, Blood Bank, CRY Heart Screening, Science Festival, Schools Instrumental, and The Chair's Shindig among others.

| Cinema | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of customers visiting the cinema | 28,486 | 20,194 | -8,292 (-29.11%) |
| Cinema usage less Island Games dates as below (equivalent dates used for 24/25) | 27,126 | 20,194 | -6,932 (-25.55%) |

The cinema was used for streaming Island Games events from 09-19 July, attendance for these sessions are included in Other Indoor Leisure. 2024-25 for same period 1,360.
Overall average attendance has seen a drop from 30 in 2024-25 to just 22 in 2025-26, 2024-25 was heightened by The Outrun although 2025-26 is still a drop from previous years which were sitting at 25 average attendance.
Our busiest films were one off documentaries, live theatre or free collaborations with NHS Orkney and ORSAS. Out with these our busiest film was The Minecraft Movie averaging 68 then Wicked For Good and Zootropolis 2 both averaging 46.

| Soft Play – Jungle World & Inflatables | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants attending indoor soft play | 11,002 | 9,401 | -1,601 (-14.55%) |
| Soft Play usage less Island Games dates as below (equivalent dates used for 24/25) | 10,383 | 9,401 | -982 (-9.46%) |

Jungle World closed from 09-19 July and no inflatables sessions were run from 07-20 July. 2024-25 for same period 225 in Jungle World and 481 at public inflatables.

| All Weather Pitch (AWP) | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants using the AWP | 7,120 | 5,937 | -1,183 (-16.62%) |

AWP was available for Orkney Hockey to use in the evenings throughout the games however booking time and attendance was reduced during the period. Attendance was down by 118 over the same period the previous year.
Multiple hockey matches and cup games throughout 2024-25 including Junior and Senior Intercounty with 1137 attending, in 2025-26 only 2 with one cup game and Mixed Intercounty with 227 attending.
Taking the above into account the general usage for AWP is down by 155 for the year.

| Campsite | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants staying on the campsite | 15,479 | 14,519 | -960 (-6.20%) |

One tent area of the Campsite was used during games for Athletics, this blocked 9 tent pitches being available from 11-19 July.
Total pitch and pod occupancy at 38% for 2025 season, 2% down from 2024 season.
The busiest month was June at 64% occupancy.

| Track & Infield | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants using the track & infield | 5,395 | 37,613 | 32,218 (597.18%) |
| Track usage less Island Games dates as below (equivalent dates used for 24/25) | 5,395 | 9,211 | 3,816 (70.73%) |

Track and Infield were closed from 07-20 July usage from period 28,402, 2024-25 closed for refurbishment.
Overall usage expected to be higher in 2025-26 than 2024-26 due to the extended refurbishment closure over summer season in 2024.

| Grass Pitches | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants using the grass pitches | 12,299 | 13,806 | 1,507 (12.25%) |
| Grass Pitches usage less Island Games dates as below (equivalent dates used for 24/25) | 11,939 | 12,709 | 767 (6.42%) |

Pitches were closed from 07-20 July usage from period 1,100, 2024-25 for same period 419.
Although Club hours have decreased slightly (2.7%) attendance for these sessions has increased.
We continue to work with Ewan Mackenzie to provide pitches over the winter rugby season whilst making sure they are playable for football season starting in May.

| Swimming | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants using the swimming pool | 70,235 | 51,176 | -19,059 (-27.14%) |
| Swimming usage less Island Games dates as below (equivalent dates used for 24/25) | 67,342 | 48,656 | -18,686 (-27.75%) |

Pools were closed from 09-19 July usage from period 2,520, 2024-25 for same period 2,893. Additionally, all Wetside Facilities have been closed from Friday 23 January due to Plant Room flooding. Taking into account both of these periods the overall usage is down 10% for the year.
Ongoing issues with heating systems throughout 2025-26 is likely to have contributed to lower figures especially during the winter months.
Drop in party bookings with only 70% of available sessions booked, this saw a reduction of 14% attendance throughout the year.

| Squash | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants playing squash | 4,922 | 4,983 | 61 (1.24%) |
| Squash usage less Island Games dates as below (equivalent dates used for 24/25) | 4,812 | 3,187 | -1,625 (-33.77%) |

Squash Courts were closed from 09-19 July - usage from period 1,796. 2024-25 for same period 110. Additionally, Squash Courts were closed from 07-20 April for pre-games maintenance and again from Friday 23 January due to Plant Room flooding. Taking into account all closures the overall usage is down 6% for the year.
Attendance at club sessions has increased by 28% with an additional 249 hours booked. Individual usage has dropped by 17%.

| Climbing & Bouldering | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| Number of participants climbing and bouldering | 4,538 | 4,647 | 109 (2.40%) |
| Climbing & Bouldering usage less Island Games dates as below (equivalent dates used for 24/25) | 4,416 | 4,647 | 231 (5.23%) |

Climbing Wall and Bouldering Cave were closed from 07-20 July – Bouldering Cave was used as storage so no usage recorded. 2024-25 for same period 122.
Increase in number of public climbing sessions from 179 in 2024-25 to 188 in 2025-26. This was due to additional instructor availability and fewer cancelled session from bookings in arena. We have also seen a small increase in number attending public sessions with the average attendance increasing from 9 to 11.
Bouldering Cave usage has dropped by 6% over the year.

| Total usage | 2024/25 Actual | 2025/26 Actual | Variance |
|---|---|---|---|
| | 435,072 | 427,970 | -7,102 (-1.63%) |

Prepared by: Pickaquoy Centre Trust – Senior Management Team

Appendix 2

# ANNUAL SERVICE LEVEL AGREEMENT REPORT 2025/26

**The following aims and priorities are those to be achieved by The Pickaquoy Centre Trust (PCT) within our Service Level Agreement with Orkney Islands Council (OIC) signed 2019**.

## Provision - Leisure Facilities

## To provide specialist venues, staff and activities to promote Sport, Leisure and Learning.

We continue the development of relationships in an attempt to bring increased external capital funding for the enhancement of the facility on behalf of the Orkney Community, this has proved fruitful with some of the generous funding grants received, particularly regarding the new Mountain Bike Trails and proposed Covered 80m/50m 4G arena. Challenges with revenue funding and ever increasing costs on a global scale are becoming more apparent and will continue to present issues over the coming years especially given the three year reduction in core funding from the local authority. It is inevitable that significant service reductions will be required as the ongoing fiscal position reaches a critical point. PCT have already reduced it's staffing at middle management level significantly and this has presented increased pressure on our team as well as an inability to deliver the service to the consistent high standards which the Orkney community has received to date. We are very proud of the service which is still being provided to customers, however, we know that more could be achieved if core funding was appropriate. We are also proud to have secured our position as a 'Scottish Real Living Wage' employer for now, but we do continue to struggle with recruitment given the significant disparities across the local sector.

Whilst we are grateful to OIC for their ongoing support, the importance of The Pickaquoy Centre should not be underestimated in relation to the Physical, Mental and Social Wellbeing of the Orkney Community especially in relation to the authorities own PAW Strategy, where Picky plays a key role in so many of the desired outcomes.

It should be noted that the social value and return on investment is nationally underutilised as a tool to understand the value and contribution of community sport and physical activity in Scotland. Sport England has calculated the social value of community sport to be more than £120bn, with a return on investment of £4.38 for every £1 spent.

The COSLA white paper detailed https://www.cosla.gov.uk/__data/assets/pdf_file/0022/73714/COSLA-White-Paper-An-Investment-In-Scotlands-Wellbeing.pdf has stated that;

***Scotland stands at a pivotal moment, where shifting from crisis response to long term prevention is essential for improving population health, strengthening public finances, and supporting inclusive economic growth. Public leisure, sport and everyday physical activity are among Scotland's most powerful yet undervalued preventative assets. They reduce pressure on the NHS and social care, enhance educational attainment, boost employability, strengthen community cohesion and deliver major economic and environmental benefits. Local government is best placed to lead this preventative shift but requires strengthened partnership and prioritisation with and within the Scottish Government that values, commits to and recognises the vital contribution that public leisure, sport and a more active nation brings to Scotland people and communities.***

Education and Health sit as key statutory obligations for our central and local government institutions, whilst Leisure always seems to be deemed the easy option for quick cost savings cuts. A step change in mindset is required to accept that facilities and providers of provision such as ours, are very much providing an educational and health based service to all in the community.

The external funding we were successful in bringing in:

**Operational Funding** -

**Unrestricted:**

| | |
|---|---|
| OIC - Management Fee (Delivery of Leisure Services) | £755,100 |
| OIC - Renewable Heat Incentive | £15,812 |

**Restricted:**

| | |
|---|---|
| OIC - Community Learning and Development (The Hub) | £9,040 |
| Film Hub Scotland - Film Exhibition Fund | £453 |
| Orkney Rape and Sexual Assault Service - Film Screenings | £1,505 |
| NHS - Type 2 Diabetes Framework | £5,000 |
| **Operational 25/26** | **£786,910** |

**Capex Project Funding (Restricted) -**

**4G Covered Playing Surface:**

| | |
|---|---|
| The Orkney Fund – Feasibility Study Stage One | £17,750 |

**Mountain Bike Track:**

| | |
|---|---|
| Sportscotland - Sports Facilities Fund | £242,986 |
| OIC - Community Development Fund | £81,200 |
| OIC - Crown Estate Community Led Development Fund | £50,000 |
| Scot Gov via OIC – Scottish Islands Programme | £106,579 |
| **Capex 25/26** | **£498,515** |
| **Grand Total** | **£1,285,425** |

## Priorities

**1. Provide facilities that comply with Orkney Island Council's Health and Safety legislation and statutory guidelines;**

**1.1.** The Pickaquoy Centre continues to meet these obligations, with OIC reviewing and auditing all HSE matters. Regular safety inspections are undertaken and certification received to show compliance. All insurances and relevant documentation is up to date and forms part of our annual audits completed by the OIC Client Officer, Garry Burton. We continue to have regular interaction with governing bodies of sports along with industry bodies allowing the team to keep up to speed with any impending changes which may affect the operational processes within the facility. We maintained our close working relationship with OIC over 25/26 to have consistency where possible within local leisure facility operations. This consistency is beginning to become more challenging given the reduction in our Management Fee core funding and the Trusts need to increase customer pricing at a higher rate than the local authority needs to do. The PCT Team continually review procedural documentation, training requirements and potential efficiencies within our operating procedures. OIC Internal Audit team undertook an audit of the Service Level Agreement and facility operations in May 2025 with very favourable results for PCT. Several improvement opportunities were highlighted and will be actioned over time.

**2. Provide opportunities to schools for the delivery of curriculum and after school activities;**

| | | |
|---|---|---|
| **2.1.** | Glaitness | Indoor Football, 104 hours booked<br>Badminton, 104 hours booked<br>Netball, 156 hours booked |
| **2.2.** | St Andrews | Indoor Football, 57 hours booked<br>Netball, 4 hours booked |
| **2.3.** | Primary School Swimming | 429 hours booked |
| **2.4.** | Curriculum Support Swim Classes | -no sessions booked |

**3. Provide opportunities for casual use by the public (hours minus internal and club bookings);**

| | | |
|---|---|---|
| **3.1.** | Arena | 26,400.25 available: 2,535 used. |
| **3.2.** | Bouldering | 38,616 available: 1,740 used. |
| **3.3.** | Squash | 22,048.25 available: 1,706 used. |
| **3.4.** | Main Pool | 14,868 available, unable to quantify used hours. |
| **3.5.** | Leisure Pool | 2,144.25 available, unable to quantify used hours. |
| **3.6.** | Cinema* | 226,653 available, 20,194 used.<br>*Based on 933 screenings. |

**4. Provide specialist venues for use by sports clubs;**

| | | |
|---|---|---|
| **4.1.** | Athletics | 614.5 hours (arena), 234.5 hours (track), 3.5 hours (Studio) |
| **4.2.** | Badminton | 1,144.75 hours |
| **4.3.** | Bouldering | 1,376 hours (cave) |
| **4.4.** | Climbing | 64 hours |
| **4.5.** | Cycling | 15 hours |
| **4.6.** | Fencing | 243.5 hours (arena) |
| **4.7.** | Football | 669.25 hours (pitches), 225 hours (AWP), 1,231 hours (arena) |
| **4.8.** | Gymnastics | no longer using facility |
| **4.9.** | Hockey | 600.5 hours (AWP), 0 hours (arena), 24 hours (S&C) |
| **4.10.** | Kayak | 94.5 hours (pool) |
| **4.11.** | Martial Arts | 15 hours (arena), 107 hours (Quayside) |
| **4.12.** | Netball | 1,474.25 hours (arena), 36 hours (S&C) |
| **4.13.** | Octopush | 465 hours (pool) |
| **4.14.** | Roller Derby | 603 hours (arena) |
| **4.15.** | Rugby | 643.75 hours (pitches), 73.5 hours (AWP), 70 hours (arena) |
| **4.16.** | Swim Club | 1,258.75 hours (pool), 14.25 hours (studio) |
| **4.17.** | Squash Club | 734 hours (squash courts), 16 hours (studio) |
| **4.18.** | Volleyball | 200 hours (arena) |
| **4.19.** | Triathlon | 12 hours (pool), 4 hours (track) |
| **4.20.** | Skateboarding | 155 hours (arena) |
| **4.21.** | Island Games | 1,814 (arena), 396 (AWP), 1,704 (Bouldering), 2,478.5 (pitches), 1,212.75 (pool), 346.5 (studio), 1,039.5 (squash), 208.25 (track) |

**5. Provide specialist venues for use by specific target groups – exercise referral/ disability;**

**5.1.** Continued PCT collaboration with the 'Ageing Well' team at NHSO provides a formal pathway to support older adults, allowing them to engage in group based physical activity which enhances physical and psychological wellbeing.

**5.2.** PCT continues to support the NHSO Infant Feeding Peer Support service – NHS Orkney – Nurture and Nourish! They run a weekly walk for parents and children by offering free access to 'Jungle World', a soft play space, after their walk.

**5.3.** Chair-Based Exercise classes, delivered by specialist instructor Emma Ratter and Angie Ross, remain a well-attended provision for older adults and those referred through the NHS. The sessions form a regular part of the Group X timetable and provide a safe, accessible venue for participants. NHS clients frequently attend with carers, ensuring appropriate support is available while they engage in structured exercise aimed at improving strength, mobility, and balance. This targeted provision helps to reduce the risk of falls within the ageing population and demonstrates the value of offering specialist facilities for specific groups, such as exercise referral

and disability services. In addition, the programme contributes to wider health and wellbeing outcomes by promoting independence, enhancing quality of life, and helping to alleviate demand on NHS and social care services.

**5.4.** Women's-Only Circuit classes, instructed by trainer Emma Ratter, this class provide a supportive and accessible environment designed specifically for female participants. Delivered as part of the Group X timetable, these sessions address barriers to participation by offering a private, comfortable setting free from the potential intimidation sometimes associated with mixed-gender gym environments. The circuit format combines cardiovascular and strength-based exercises using a range of equipment, including dumbbells, kettlebells, and air-resistance machines, to deliver a comprehensive full-body workout. This targeted provision not only recognises the importance of female-specific physiology but also promotes inclusivity by encouraging participation among women who may otherwise be reluctant to engage in traditional fitness settings. In addition, the programme contributes to wider health and wellbeing outcomes by supporting confidence, improving physical health, and reducing health inequalities within the community. Importantly, the classes also provide social value, offering opportunities for empowerment, peer support, and community connection, which can help to reduce social isolation and enhance overall quality of life for participants.

**5.5.** Women's-Only Strength and Conditioning sessions provide access to a dedicated gym space where female participants can engage in their own training within a supportive and inclusive environment. This provision addresses common barriers to participation by offering a private setting that reduces the potential intimidation of mixed-gender gym environments, thereby encouraging greater engagement in strength-based exercise. The sessions utilise a range of equipment, including free weights and functional training apparatus, to support improvements in strength, endurance, and overall physical capability. By focusing on female-specific needs and promoting confidence in the use of gym facilities, these sessions help participants develop long-term exercise habits that contribute to sustained health and well-being. In addition, the provision delivers wider social benefits by empowering women, reducing health inequalities, and fostering peer support networks that enhance community connection and help alleviate social isolation.

**5.6.** Women's-Only Swimming sessions provide a dedicated and inclusive environment for female participants to access aquatic exercise in a supportive and comfortable setting. These sessions help to remove barriers to participation by offering privacy and reassurance for women who may feel uncomfortable in mixed-gender swimming environments, including those from cultural or religious backgrounds where gender-specific provision is essential. Swimming is a low-impact, full-body activity that supports improvements in cardiovascular fitness, muscular strength, and overall well-being. Highly suitable for individuals with joint or mobility concerns. By providing a safe and accessible venue, Women's-Only Swimming encourages greater engagement in regular physical activity, empowering participants to build confidence and independence in the water. In addition to the health benefits, the programme contributes to wider social outcomes by reducing inequalities in access to exercise, fostering peer support, and helping to reduce social isolation through shared participation in a welcoming community environment.

**5.7.** Aqua Natal classes, delivered in partnership with NHSO's Maternity Team, provide a specialist form of exercise designed to support the health and wellbeing of expectant mothers. These sessions take place in a safe, accessible aquatic environment that reduces impact on joints while promoting gentle cardiovascular fitness, muscular strength and relaxation. The programme is tailored to the specific needs of women during pregnancy, offering a supportive environment that encourages safe participation in physical activity while also helping to prepare the body for childbirth. By working in partnership with healthcare professionals, Aqua Natal ensures clinical oversight and alignment with maternity care pathways, enhancing the quality and safety of the provision. In addition to the physical benefits, these sessions contribute to wider social outcomes by offering peer support, reducing feelings of isolation during pregnancy, and providing opportunities for women to build confidence and connections within their community. This targeted service demonstrates the value of specialist provision in addressing the needs of specific groups, while also reducing health inequalities and supporting positive maternal health outcomes.

**5.8.** Over the Winter months, our Walking Football group meet twice weekly. The sessions are available through ActiveLife or pay as you go on Mondays and Thursdays 1230-1400. Each year the group contest the 'Walking Football Christmas Cup'.

**5.9.** Yoga MoveS instructed by Jane Rawle in collaboration with the MS Society. The class provides a regular in person exercise class for people living with MS, to support and improve physical and mental wellbeing, as well as to help with MS symptoms.

**5.10.** We offer 'Wellness Sessions' and a number of 'Aqua-Walking sessions' in the swimming pool. These slower paced sessions are aimed at less active swimmers who may have weight, mobility

issues or are recovering from an operation. These sessions make use of our disability 'Poolpod' lift which has proven invaluable to many users, giving easier, more dignified access and egress to and from the pool. A number of very positive outcomes for customers who have used these sessions.

**5.11.** PCT offer the 'Wellbeing Clinic' with Therapists who include a registered Osteopath, Sports Therapist, and Massage Therapists.

**5.12.** Our Family Sensory Friendly Pool session on a Saturday evening continues to include swimming lessons for children with additional support needs (ASN). The environment during this session is altered to remove any unnecessary sounds or distractions of a public session. These sessions help a variety of goals of whether bringing the swimmers to the point they are comfortable to go into our main Learn to Swim Programme or when they have achieved the Scottish Safe Swimmer award. This has allowed us to offer an alternative to 1 to 1 Swimming Lessons giving children the support they need whilst still benefiting from a group environment.

**5.13.** The Sport & Leisure team at Orkney Islands Council arranged an opportunity to attend the UK Disability Inclusion training workshop, delivered by Scottish Disability Sport. We had members from our Fitness, Junior Course and Holiday Camp teams attend. The course was developed to support coaches, leaders and participants to include participants with autism in meaningful, quality and challenging sport and physical activity opportunities.

**5.14.** As part of our Learn to Swim Framework agreement, Scottish Swimming deliver annual CPDs for our Swim Teaching Team. This year's allocation has been delayed due to the timings of our SSTQ course and then the pool closure.

**5.15.** The fifth annual Orkney Parasports Festival took place at the centre on Friday 27th of February. The Parasport Festival provides a range of opportunities for young people with a physical, visual or hearing impairment or Down Syndrome to try new and exciting sports and learn more about the pathways that are available in their local community. This years sports included Archery, Boccia, Rugby, Athletics and Climbing. 14 Children took part in this years sessions. Instructors from Picky were present along with those from local clubs and Orkney Islands Council. The event is a collaboration between The Pickaquoy Centre, Orkney Islands Council, Scottish Disability Sport & Sportscotland.

**5.16.** The Phoenix Cinema offers designated wheelchair spaces, Autism Friendly /Relaxed screenings, HOH Subtitled screenings, and has a system that provides an audio description service for blind and visually impaired customers, and an audio enhanced service to Hard of Hearing customers, on compatible films. We accept CEA Cards for customers who aren't able to attend a screening on their own, which allows a carer to accompany them for free.

**5.17.** PCT offer 'Inclusive Orkney' the Lifestyle Centre at a reduced cost for their Monthly 'Weekend Club' and provide an area to store their equipment.

## 6. <u>Provide specialist venues and supervision/guidance for athletes that are part of the Sportscotland Institute of Sport/PDP programme;</u>

**6.1** The Pickaquoy Centre Trust continues to work closely with Catriona Munro, Senior Physical Preparation Coach from the sportscotland Institute of Sport as well as Garry Reid, Lead Manager for the Highlands & Islands. This past year saw further developments within the programme with increased numbers across a range of sports. Louise Stewart has worked closely with sportscotland and OIC, liaising with Elaine Harcus, Community Sports Officer/Catriona Munro re the programme on a day-to-day basis. Coach development has moved on with the introduction of the new UKSCA S&C Trainer Award which PCT staff members Lee Rendall and Angie Ross are undertaking, with a summer '26 completion anticipated. PCT continues its support through free use of facilities where possible and has given free facility use to the value of **<u>£24,742</u>** over the past financial year.

**6.2** Sport**s**cotland/OIC/Stagecoach ATAS applications. PCT continue to provide input into the review and allocation process. Erlend Grieve continues to lead on this for PCT.

**6.3** PCT continued its partnership with the OIC Active Schools Team through it's sponsorship of both the Male and Female 'Young Sportsperson of the Year' award for the 2025 Orkney Sports Awards. This year we were delighted to present the award to Alfie Price and Eve Wood for their superb swimming achievements throughout the year.

**6.4** The Pickaquoy Centre Trust continues its own sponsorship programme for Orkney athletes; the programme awards successful applicants with an annual ActiveLife membership.

Sponsorship is allocated through an application process, with athletes required to evidence their commitment to their chosen sport and outline how the support would improve their performance and help them meet their objectives: The sponsorship programme was created to support athletes who compete at the elite level, but equally those who demonstrate great commitment, and act as a role model to young people who are new to the sport. The 2025 Orkney International Island Games were very much in our thought process as we decided on recipients this year.

Our application and award process for 25/26 was completed in early '25 with an excellent level of applicants. Given the importance of the sporting year, it was decided to allocate 12 memberships rather than the usual 10.The successful applicants are detailed below:

- Andrew Reid – Badminton
- Alfie Price – Swimming
- Owen Spence – Rugby
- Finlay Scott – Squash
- Zara Flett – Netball
- Craig Moar – Endurance Running
- Reese Flaws – Football
- Eve Wood – Swimming
- Cailynn Williamson – Rugby
- Jody Groundwater – Badminton
- Emily McArthur – Athletics
- Rebecca Reid – Badminton

The 2025 Orkney Island Games proved to be the brilliant event we had all hoped for and the Orkney competitors did the community proud. We were particularly pleased to see medal achievements at their home games for a number of our sponsored athletes, including, Taylah Paterson, Alfie Price, Finlay Scott, Eve Wood, Emily McArthur, Jody Groundwater and Rebecca Reid.

## 7. Contribute to the delivery of Orkney Island Council's Pitch and Facilities Strategy and Physical Activity and Wellbeing (PAW);

**7.1.** The Pickaquoy Centre Trust continues to support both these strategies with engagement from the Managing Director, Trust Chair and Operational Managers in OIC led meetings. The importance of The Pickaquoy Centre should not be underestimated in relation to the Physical, Mental and Social Wellbeing of the Orkney Community especially in relation to the authorities own PAW Strategy, where Picky plays a key role in so many of the desired outcomes.

**7.2.** Work began on the new Mountain Bike Trails facility on the expanded PCT Campus. This fully funded project will provide a fantastic new offering within the community and has been funded as a legacy project from the 2025 Orkney Island Games.

**7.3.** PCT continues to investigate the potential for an 80m by 50m covered synthetic surface on the Pickaquoy Centre campus, (outfield area) with detailed planning and investigation now underway following early discussions with funders such as The Orkney Fund and sportscotland. Full feasibility and business plans will be developed for final review by all interested parties before public consultation takes place. If full capital funding is available, early indications show that this will bring an increased revenue stream to the Trust which will help to offset the burden of core funding challenges for the local authority.

## Provision – Physical Activity and Sport

**To increase the number of people taking part in physical activity and to improve performance.**

## Priorities

**1. Work with Active Schools to develop pathways for young people to progress from school to after school and community sport;**

**1.1.** The Pickaquoy Centre team continues to work with the OIC/sportscotland/ Active Schools team inputting into the refreshed PAW strategy where required.

**1.2.** PCT continue to partner with OIC's Community Learning and Development (CLD) in rewarding young people who have completed an accredited Youth Award in Orkney. Young people completing their awards not only receive their certificate from Youth Scotland, but also receive free passes to the cinema and swimming pool at Picky as further recognition of the hard work and commitment. PCT also partner with VAO with a very similar scheme for those undertaking 'Saltire Awards'. VAO were once again able to host an awards ceremony for youngsters within the Phoenix Cinema, which PCT supported through discounted access in addition to the facility passes given to award recipients.

**1.3.** PCT and the CLD Team at OIC continue to collaborate on providing a safe and engaging space for secondary school children for activities on a Friday afternoon. 'The Hub' now in its third year has proved extremely successful and very much welcomed by the youngsters attending. Ongoing funding has been available this year and we hope to continue this great initiative for the year ahead. We had **2473** individual register for Hub activities and throughout the year, **255** youngsters attended these fantastic sessions over the 35 weeks.

| | |
|---|---|
| **S1** | **105** |
| **S2** | **47** |
| **S3** | **69** |
| **S4** | **13** |
| **S5** | **16** |
| **S6** | **5** |
| **KGS** | **247** |
| **SA** | **1** |
| **Other** | **7** |
| **Total** | **255** |

**1.4.** We continued to work closely with Developing the Young Workforce (DYW), supporting a range of events aimed at engaging young people and raising awareness of health, wellbeing, education, training and career opportunities. This included attending the DYW Orkney 'Isles Roadshow' in Westray, which aimed to bridge the gap between classroom learning and the workplace by providing young people with information on industry entry routes, training opportunities, and potential career pathways.

**1.5.** We also attended the DYW Health and Wellbeing event at Kirkwall Grammar School (KGS). The event encouraged young people to consider the range of local opportunities, facilities, and activities available to support both their physical and mental wellbeing.

**1.6.** We supported the Youth Conference, organised by Youth Services in partnership with SAMH, which brought together approximately 100 S3 pupils from across Orkney. The event provided a valuable opportunity to engage directly with young people and promote the importance of health, fitness, and overall wellbeing.

**1.7.** We continue to work with local primary schools, welcoming school groups to the Centre and providing tours of our facilities. These visits gave children the opportunity to learn more about the Centre, ask questions and find out about the different activities and services available. We also provided a range of activities for the children to try, helping to encourage positive attitudes towards physical activity, health, and wellbeing from an early age.

**1.8.** We also worked with Orkney Charitable Trust on a project that created opportunities for children, young people and families who might not normally be able to access the Picky Centre. This partnership helped to improve access to our facilities and activities, supporting greater inclusion and enabling more people within the community to benefit from the health, wellbeing, and social opportunities available at the Centre.

**1.9.** We continued to support the Heriot-Watt University Welcome Fayre, promoting the range of activities, facilities, and services available at our Centre. The event provided an opportunity to engage with new students, raise awareness of our community facilities, and encourage participation in the activities and opportunities available.

## 2. Develop and monitor a range of physical activity and sport opportunities;

**2.1.** The Pickaquoy Centre Trust operates a continuous review and improvement policy, taking every opportunity to collaborate with partners across the Leisure sector and beyond. Regular engagement with sport**s**cotland, Community Leisure UK, Scottish Leisure Network Group, O.I.C. as well as other Leisure Trusts across Scotland leaves us well positioned to keep up to pace with the sector at national and local level. We continue to participate in Community Leisure UK's 'Seriously Social' campaign, which ran from 12–16 May. The national campaign brought together members across England, Wales and Scotland to celebrate the social impact and value delivered by charities, social enterprises, and public service providers. Each day focused on a different theme - Health & Wellbeing, Environment, Inclusion, Community, and Employment & Skills, highlighting the positive contribution that organisations across the sector make to individuals and communities. This was the second year of the national campaign and provided an excellent opportunity to showcase our work and demonstrate the wider social value and community impact of our services.

**2.2.** The 'LeisureLink Partnership' where Orkney's ActiveLife members are able to access leisure facilities across Scotland continues to do well, with the scheme membership now boasting nine Scottish regions over and above Orkney. LeisureLink

- Aberdeen
- Angus
- Argyll and Bute
- The Borders
- Highland
- Moray
- Shetland
- The Western Isles
- Aberdeenshire

**2.3.** Reporting functionality is in place through our 'Scuba' booking system (as also used by OIC), allowing us to drill down to understand past and present trends. Management continues to drive this area of focus within the business with a view of providing greater levels of data for all relevant partners. PCT Monthly Management Reports for Trustees and OIC Officers have developed into a valuable tool for all parties, with great levels of detail and transparency for audit purposes.

**2.4.** Reports such as this and our Service Level Agreement allow both parties (PCT & OIC) to have a clear benchmarks for future monitoring and development aspirations.

**2.5.** PCT continues to have a robust Customer Comments/Complaints process in place with monthly reporting to Trustees as well as OIC's Client Officer. These vital items of feedback are used within our continuous improvement programme and all responses are always open to challenge, with items reviewed within Trust Meetings on a regular basis. PCT continue to be proactive in seeking customer feedback to understand how we best provide an exceptional service to our community.

**2.6.** Due to the timing of the Flooding Incident in the Pool Plant Room and the subsequent closure of the facilities in the 'New Side' of the facility. The usual Annual Customer Survey was not undertaken, however, we have seen a very empathetic approach from the majority of our customers around the ongoing challenges. It will be interesting to see the community feedback when we undertake our 2026 survey to see how the customers felt we handled this. No doubt, ActiveLife, Swimming and Squash availability will be key areas of comment.

## 3. Develop and retain specialist staff for disability & exercise referral delivery;

**3.1.** The Pickaquoy Centre Trust has one employee, Angie Ross, who is currently enrolled on an Active IQ Level 3 Diploma in Exercise Referral Qualification.

**3.2.** PCT continue to reach out to a number of disability organisations as well as NHS Orkney. Continue to engage with, Disability Equality Scotland, 'Inclusive Orkney' and Scottish Disability Sport colleagues.

**3.3.** Louise Stewart, NHSO and Leisure colleagues at OIC continue to engage with the T2Diabetes/Weight Management group.

**3.4.** The table below shows the amount of training that continues to be undertaken to upskill our team during 25/26.

| **Course/Training** | **Staff Members** |
|---|---|
| Licensing Training | Steve Bunning, Alex Sinclair, Jenna Clapham, Mal Grieve, Harry Mowat, Karen Hinckley, Neil Foulis, George Ewing, Lucy Kenyon, Kenny Garson |
| Anti Counter Terrorism in a Box – Online Table Top Exercise (Marauding terrorist attack) | Louise Stewart, Lauren Warnock, Calvin Slater, Iryna Starovoit, Barbara Mackenzie, Calvin Reid, James Linklater, Tom Lynch, Michael Schinkel, Tyla Whitehead, Hannah Cursiter, Victoria Rhodes, Erlend Grieve |
| ACAS Developing Managers Course | Calvin Slater |
| Level 3 Pool Plant Update/Refresher | Calvin Reid |
| First Aid Refresher | Michael Schinkel, Calvin Slater, Katrina Laing, Tyla Whitehead, Louise Stewart, Hannah Cursiter |
| Zones of Regulation Training for Children's Activity Leader (Holiday Camp) | Aleisha Womack, Bradley Cormack, Caitlin Smith, Emily Fisher, Erin Kemp, Gabby Shoesmith, Leah Robertson, Payton Johnston, William Macdonald |
| ICG Basic Level Online | Neil Foulis |
| Les Mills Body Pump Course | Neil Foulis |
| RLSS UK Qualifications Level 3 Award in Pool Lifeguarding | Kenneth Towers, Jamie Milne, Magnus Kirkpatrick, Tyla Whitehead, Amelia Tomalin, Harry Bichan, Kai Firth, Nathan Smith, Louis Hancock, Emily Fisher, Fraser Cooper, Finlay Waterson, Bradley Cormack, Emily McArthur, Calvin Slater, Max Linklater, Emily Power, Joseph Barnby, Katrina Laing, Kian Vendy, Lucas Akkirec, Molly Tulloch, Timothy Formby, Leah Robertson, Angie Ross, Louise Stewart |
| Highfield Award in First Aid at Work at SCQF Level 6 | Neil Foulis |
| An introduction to Artificial Intelligence (AI) for small businesses – Business Gateway webinar | Jenna Flett, Hannah Cursiter |
| ACT Awareness Workshop | James Linklater, Calvin Reid, Tom Lynch, Hannah Cursiter, Karin Younie, Iryna Starovoit, Amber Rivers, Craig Harrison, Lee Rendall, Sam Davidson, Paul Foubister, Karen Hinckley, Erlend Grieve |
| Postal Threats Workshop | Teri Nicolson, Nadia Charlamow, Lorraine Clapham, Jenna Flett, Hannah Cursiter, Tom Lynch, Karin Younie, Tyler Wolstenholme, Jazmine Brookman, Craig Horne, Thorfinn Kemp, Calvin Slater, Louise Stewart |
| SCaN for Customer Facing | Mal Grieve, Linda Harcus, Hannah Cursiter, Fiona Blair |
| RLSS UK Qualifications Level 3 Award in Emergency First Aid at Work | Emma Rendall |
| Menopause Training | Katrina Laing, Tyla Whitehead, Calvin Reid, Tom Lynch, Victoria Rhodes, Adam Bews, Calvin Slater, Hannah Cursiter, Louise Stewart, Karin Younie |
| RLSS UK Level 2 Award in Automated External Defibrillator (AED) | Laura Olsen, Emily Fisher, Adam Bews |
| RLSS UK Qualifications Level 3 Award in First Aid at Work | Laura Olsen, Emily Fisher, Adam Bews |

| | |
|---|---|
| Food Hygiene Level 2 | Max Linklater |
| Scottish Personal Licence Holders (Level 6) | Emily Fisher |
| Management training for new managers (ACAS) | Emily Fisher |
| Boxercise Instructor Course | Angie Ross |
| Scottish Certificate for Personal Licence Holders (Refresher) at SCQF Level 6 | Hannah Cursiter |
| Child Wellbeing and Protection in Sport | Jenna Clapham, Nathan Smith, Harry Bichan, Jamie Milne, Stella Blowfield, Max Linklater, Kai Firth, Emily Power, Tim Formby, Magnus Kirkpatrick, Louis Hancock, Leah Robertson, Jamie Sutherland, Kenny Garson, George Ewing, Jamie Rorie |
| Wellbeing Champions Training Course | Tyla Whitehead, Emily Fisher |
| Raising Awareness of Neurodiversity (CLD Partnership) | Lauren Warnock |
| Menopause Awareness Workplace Training | Lauren Warnock |
| Level 2 Allergy Awareness | Craig Nicholson, Max Linklater, Iryna Starovoit, Karin Younie, Milly Wilson, Magnus Runciman, Anushka Thombre, Eilidh Stephenson, Rafi Linklater, Alan Craigie |
| UK Disability Inclusion Training | Emily Power |
| NICAS Pro Connect: Scotland | Ian Rendall, Ella Spence |
| Level 2 Certificate in Fitness Instructing | David Halliday |
| Parkinson's and physical activity & exercise | Angie Ross |

**4. <u>Work with specialist sports officers of national governing bodies and Community Sports Hub Officer to contribute to the development of Sport in Orkney;</u>**

**4.1.** The team at Picky continue to engage with Elaine Harcus, Community Sports Officer as and when required, collaborating on the PDP programme as well as a number of other initiatives including the Annual Parasport Festival.

**4.2.** James Linklater continues to take part in the sportscotland Regional Leadership Group that meets on a regular basis with partners from across the Highland and Islands, which allows direct access to Governing Bodies as and when required.

**5. <u>Contribute to the roll out of Orkney's Sport Club accreditation scheme to ensure the good practice and governance of facility users;</u>**

**5.1.** OIC currently have the further development of this scheme on hold.

**6. <u>Provide Swim Club lane hours for training;</u>**

**6.1.** In 2025/26 The Pickaquoy Centre Trust provided Orkney Amateur Swimming Club with **895.55 hours <u>£15,367.55</u> of free lane time** as per the terms of our Service Level Agreement. A further 363.21 paid lane hours £3,271.31 were utilised by the club for Galas and additional training sessions.

## 7. Deliver the Scottish National Swimming Framework Learn to Swim Programme;

**7.1.** We run Learn to Swim courses during school term time throughout the year. The course content follows the National Framework for swimming in Scotland. The Learn to Swim courses are split into the following levels:

| | | |
|---|---|---|
| **7.2.** | Early years | 162 participants |
| **7.3.** | Pre-school, Swim Skills 1-4 and 'Club Ready' | 12,994 participants |
| **7.4.** | 1:1 Classes | 251 participants |
| **7.5.** | ASN Swimming | 75 participants |
| **7.6.** | Adult Swim Classes | 256 participants |
| **7.7.** | Skills & Drills | 21 participants |
| **7.8.** | Powerswim | 2 participants |
| **7.9.** | Masters Swimming | 14 participants |

**7.10.** In order to maintain teacher levels for our Learn to Swim Programme, we ran a Scottish Swim Teaching Qualification (SSTQ) with a hybrid remote learning and in person training with Scottish Swimming Tutor, Ross Mathieson. Completing the course were Harry Bichan, Nathan Smith, Jamie Milne, Stella Blowfield, Michelle McKeever, Katie Joss, Katherine Rendall, Sophie McKay, Jenna Clapham.

## 8. Develop and deliver a programme of coach led activities for all age groups;

### Term Courses

| | | |
|---|---|---|
| **8.1.** | Jnr Climbing | 1,806 participants (Includes family climb & NIBAS) |
| **8.2.** | ASN Climbing | 158 participants |
| **8.3.** | Adult Climbing | 199 participants (Includes family climb & NIBAS) |
| **8.4.** | Run Jump Throw | 1,974 participants |
| **8.5.** | Adult Swimming | 256 participants |
| **8.6.** | Early Years Swimming | 162 participants |
| **8.7.** | 1-1 Swimming | 251 participants |
| **8.8.** | ASN Swimming | 75 participants |
| **8.9.** | Learn to Swim | 12,994 participants |

### Holiday Sessions

| | | |
|---|---|---|
| **8.10.** | One to one Swimming | 0 participants |
| **8.11.** | Learn to Swim | 692 participants |
| **8.12.** | Early Years Swimming | no sessions during holidays |
| **8.13.** | Climbing | 358 participants (includes adult, ASN and NIBAS sessions) |
| **8.14.** | Run, Jump, Throw | 51 participants |
| **8.15.** | Other sessions | 19 participants (Bubble Football) |

### Group X

**8.16.** 33,232 spaces booked
**8.17.** 31,603 attended
**8.18.** 1902 classes run

## 9. Develop and deliver holiday programmes;

| | | |
|---|---|---|
| **9.1.** | Easter 2025 | 159 participants |
| **9.2.** | Summer 2025 | 297 participants |
| **9.3.** | October 2025 | 149 participants |
| **9.4.** | Christmas 2025 | 42 participants |
| **9.5.** | Mid-Term 20256 | 30 participants |

**10. Contribute to the reduction of childhood obesity in Primary School children;**

**10.1.** We believe that the wide range of activities that we offer directly, as well as the support we offer to numerous local clubs will assist in improving these figures over the years ahead. The Pickaquoy Centre Team understand the pivotal role we have to play in this for Orkney's youngsters.

**10.2.** We continue to work directly with NHSO on weight loss initiatives and help in the promotion of healthier eating initiatives where appropriate.

**10.3.** PCT continued to support the NHSO Oral Health team with healthy eating promotions on site and support for their local competition during National Smile Month. NHSO Oral Health Team also attended Holiday Camp sessions throughout the year.

**11. Work with other agencies in contributing to delivering a reduction in inequalities in relation to physical activity and healthy weight;**

**11.1.** 'ActiveLife Budget' membership allows holders to access activities at just £1 per session.

**11.2.** PCT continue to support refugees coming to Orkney in partnership with OIC, where we offer a free six-month membership to all who are eligible.

**11.3.** We worked with Orkney Charitable Trust on a project that created opportunities for children, young people and families who might not normally be able to access the Picky Centre. This partnership helped to improve access to our facilities and activities, supporting greater inclusion and enabling more people within the community to benefit from the health, wellbeing, and social opportunities available at the Centre.

**11.4.** PCT continue to offer free sanitary products in line with the Scottish Government's initiative to tackle period poverty. These products are distributed by OIC to local organisations. Customers can find these products in six of Picky's female and disabled toilets, with all other toilets throughout the Centre displaying a 'Free sanitary products' poster that lists the locations of where these items are available.

**11.5.** PCT provides ten parent and child parking spaces, these spaces provide easy, safe and direct access into the Centre.

**11.6.** Ten Disabled parking bays are available with clear signage in place as to their purpose.

**11.7.** Picky Trust continues to engage within the 'Inclusive Orkney' forum to identify opportunities to further reduce any present inequalities and broaden our current offering to meet differing needs. Our ASN sessions during holiday periods such as ASN Climbing, dedicated ASN Inflatable and regular 'Relaxed' Cinema screenings have become permanent activities within our programming. 'Inclusive Orkney' continue to help in highlighting aspects of the sessions that would make both parents and children more comfortable.

**11.8.** PCT are proud that The Phoenix Cinema offers designated wheelchair spaces, Autism Friendly /Relaxed screenings, HOH Subtitled screenings, an audio description service for blind/visually impaired customers, and audio enhanced service to Hard of Hearing customers, on compatible films. We accept CEA Cards for customers who aren't able to attend a screening on their own, allowing a carer to accompany free of charge. In addition to a varied regular programme, we also screen non-mainstream films, including our Fringe programme of independent and art house films, documentaries and cult classics, which feature a diverse range of characters from all over the world, and often depict BAME or LGBTQ+ characters and experiences. Our policy for programming is very much one which fits with the principle of Equality, Diversity and Inclusion.

**11.9.** We continue to engage with the 'Orkney Pride' group on a number of initiatives for LGBTQ+ history month (February) and Pride month (June), plus a screening and live Q&A with folk musician Kim Carnie's of her documentary Out Loud, held in collaboration with the Orkney Folk Festival in May. Outside of these months, we continually include diverse films representing LGBTQ+ experiences in our ongoing programming as an opportunity to collaborate with marginalised groups and to educate our community.

**11.10.** For the fifth year in a row we collaborated with ORSAS, running a free screening of Disney's 2002 animation Lilo & Stitch (U) in the October holidays which was attended by 170 people and the usual programme of free film screenings to celebrate Women's History Month in March. The films shown this year were Erin Brockovich (15), Tangled (PG) and Freaky Friday (PG) (all film licenses and staffing costs covered by ORSAS). All screenings were supported by an information stand on display in the cinema kiosk area, and introductions by ORSAS where appropriate. Once again, we received very positive

customer feedback and saw 209 people attending the free screenings in March (with some funding kept back to show a free family film in April, during the Easter holidays).

**11.11.** We continued our collaboration with Escapes, a BFI and National Lottery funded scheme to put on a free film screening every month (with funding provided to cover our staffing and running costs). The films shown include independent releases, classic films and occasionally family films, with attendees ranging from 9-71 per screening. These are accessible to all, with HOH subtitles and audio description available on all films, and because they are free they are inclusive for low-income households.

**11.12.** We continued our collaboration with the Japan Foundation for a third year and screened four films from their Touring Film Festival Programme in March, collaborating with the Orkney Japan Association to promote these locally. This year saw a slight increase in numbers, with 69 people attending the screenings. Feedback from attendees was again very positive, with comments asking for more films and events like this in the future.

**11.13.** We collaborated with the local branches of Amnesty International, Unison and the Orkney Friends of Palestine to screen the documentaries highlighting the ongoing humanitarian crisis in Gaza, with 89 attending screenings of No Other Land and 38 From Ground Zero.

**12. <u>Operate an exercise referral programme to support healthy eating and increase physical activity;</u>**

**12.1.** The Pickaquoy Centre Trust has one employee who is currently studying for her Active IQ Level 3 Exercise Referral Qualification, Angie Ross.

**12.2.** Louise Stewart collaborates with NHSO regarding weight management issues within the County. Working with NHSO and Leisure colleagues at OIC, we continue to review how collaborative working can benefit the community as a whole in meeting physical activity recommendations, as well as reducing the levels of individuals in Orkney who are overweight or obese.

**13. <u>Report on the number of children attending Learn to swim Programme and number completing the programme and progressing on the Orkney Amateur Swimming Club;</u>**

**13.1.** When children complete the 'Club Ready' stage of the 'Learn to Swim' Framework, PCT forward their details (with prior permission) onto Orkney Amateur Swimming Club. This year, **17** children passed the club ready level.

**13.2.** 20th November, swimmers from our Swim Skills 4 & Club Ready classes were invited to join Orkney Amateur Swimming Club's Winter Championship. During a Learn to Swim Gala section of their championships, our Swimmers were buddied up with club swimmers to give them a taste of swimming at a meet.

**14. <u>Contribute to the long-term outcome of increasing the proportion of Orkney's population with a healthy weight.</u>**

**14.1.** Louise Stewart works in collaboration with NHSO regarding weight management issues within the County. Working with NHSO and Leisure colleagues at OIC, we continue to review how collaborative working can benefit the community.

## Usage Performance Indicators

| Number of Participants | 2024/25 | 2025/26 | Variance | Variance % |
|---|---|---|---|---|
| Fitness including Strength and Conditioning | 54,858 | 51,211 | -3,647 | -6.65% |
| Group Exercise | 26,621 | 30,136 | 3,515 | 13.20% |
| Health | 19,292 | 14,591 | -4,701 | -24.37% |
| Junior Activities & Sports Courses | 112,740 | 94,596 | -18,114 | -16.09% |
| Arena Sports | 38,991 | 53,053 | 14,062 | 36.06% |
| Other Indoor Leisure | 23,094 | 22,107 | -987 | -4.27% |
| Campsite | 15,479 | 14,519 | -960 | -6.20% |
| Track and Infield | 5,395 | 37,613 | 32,218 | 597.18% |
| Playing Fields | 12,299 | 13,806 | 1,507 | 12.25% |
| Synthetic Grass Pitch | 7,120 | 5,937 | -1,183 | -16.62% |
| Swimming | 70,235 | 51,176 | -19,059 | -27.14% |
| Squash | 6,395 | 4983 | 61 | 1.24% |
| Cinema | 28,486 | 20,194 | -8,292 | -29.11% |
| Indoor Soft Play | 11,002 | 9,401 | -1,601 | -14.55% |
| Climbing & Bouldering | 4,538 | 4,647 | 109 | 2.4% |
| | **436,545** | **427,970** | **-8,575** | **-1.96%** |

2025 saw The International Island Games hosted in Orkney for the first time, with The Pickaquoy Centre playing a pivotal role, through facilitation of the Swimming, Squash, Badminton, Archery and Athletics events, as well as daily Island Manager briefings, the closing ceremony and the food hub throughout the week. This was a superb opportunity to see community partnership working at it's best with the volunteer Sports Coordinators/Managers delivering unbelievable events in each of their chosen sports.

Working closely with the OIG 2025 team, OIC and the Sports Leads for a number of years prior allowed for early identification of areas for improvement and a clear understanding of the limits which must be maintained given the available 'pot' to host and deliver the weeks events.

PCT were fortunate to receive Capital grant funding for a number of enhancement initiatives prior to the games including a Swimming Pool display screen, Running Track Upgrades and MTB Trails funding to name but a few. We are very grateful to OIC for the various areas of funding in this respect as well as sportscotland for their continued support for the sporting environment across Orkney.

Having visited Guernsey in 2023 during their games, PCT Managing Director, James Linklater was confident that Picky would be able to deliver this event well, however, what was actually achieved by the Picky team surpassed his expectations and will be remembered as a high point of his career within the industry.

The Trust are extremely proud of our team for their contribution regarding the delivery of this fantastic community event and the feedback which we received from visiting Islanders, facility operators, competitors, national governing bodies and the Orkney public was superb. We hope that this event has gone some way to re-enforce with the local population how lucky we are to have the standard of facilities which are available to us in our remote Island community and that the legacy of such an event should reiterate how important it is to continue the appropriate support to ensure sustainability of the service.

The end of January 2026 saw some less positive news with a mechanical failure within the pool plant room causing extensive flooding and significant damage to the associated equipment. This meant that the 'New Side' of the building had to be closed impacting our Swimming, Squash and Group Exercise offerings, contributing to the reduced usage figures above. This subsequently impacted our ActiveLife Membership revenue as cancellations filtered through. Again, PCT are very grateful for the support received from OIC, their SIP team and GallifordTry as we all work through the challenges presented and the recovery phase into the new financial year.