



**Scottish Amateur
Swimming Association**

Annual Report 1994

Forward with the Future



Scottish Amateur Swimming Association

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President's Report

I have enjoyed my year as President, even with its ups and downs. The Board of Management has now been in position for over a year and many changes have been made. I thought the number of meetings this year would decrease, which it has done for Council, but I have attended many more Board of Management Meetings.

We have achieved many of our goals including:

- *The appointment of a Director of Swimming*
- *The appointment of a Scottish Sports Council Team Sport Scotland Swimming Coordinator*
- *The appointment of a National Development Officer*

Martyn Woodroffe

Ian McGregor

Briony Shimmons

I had the privilege of going to Charleroi, Belgium with the Eight Nations Swimming Team and also to Arbon, Switzerland with the Eight Nations Water Polo Team, where on both occasions I was made extremely welcome.

The highlight of the year for me was going to Canada for the Commonwealth Games. It was a new role for me, not having any swimmers to look after and not staying in the village. It was disappointing that I did not get accreditation, but having a good friend in Canadian Swimming helped a lot. I met some old friends and made some new ones and was extremely pleased when Scotland won a bronze medal.

The Scottish Masters Championships and the Synchro National and Open Championships were both held at the Hector McNeil Baths in Greenock this year. I attended both and also attended both the receptions hosted by Inverclyde District Council at Port Glasgow Town Hall.

I also attended the Commonwealth Games Appeal Dinner, the Scottish Sports Aid Foundation Dinner which were both held in Glasgow and the Scottish Council National Service to Sport Awards in Edinburgh where Bill Black received an award for his services to Swimming.

The National Open Swimming and Diving Championships in Edinburgh and the National Age Group Championships in Ayr were both busy weeks. The National Open Championships this year introduced Water Polo and Masters to the event which was very successful.

One of the days I remember most was a visit to Loch Lubnaig for the Long Distance Senior and Junior Championships. These swimmers entered the loch and swam 4 miles, this year the weather was kind to them, but I thought they all deserved a medal.

The 3rd Glasgow International Masters were once again held at Whitehill Pool with the reception held in the City Chambers. One competitor, from America, enjoyed his visit to Scotland and attended the reception in his kilt!

I have visited each of the four District meetings and was warmly welcomed in all.

To the clubs who invited me to their galas and presentations of prizes, I thank them for their hospitality.

Unfortunately due to other commitments, I could not attend the 1st Great Britain Diving Federation Dinner in Leicester, the finals of Swimfit 1994 in Leeds or the ASA Short Course Championships at Sheffield.

I would like to end by giving thanks to Ian Mason and the Vice Chairmen of the Board; also to the Office Staff at Cambuslang.

A lot of people do not realise the amount of work they are doing. Everything they are trying to do is for the benefit of Scottish Swimming. We all have the swimmers' interests at heart.

My sincere thanks to all who have given me their support during the past year.

Helen Brunton, President

Q. by P. Syes - comments from E. Dist.
 members of the Board? least of Board - they think it is too wide -
 ? Non attendance at Discipline meetings
 ? Swimming Report. ? Technical Panel -

Wally Lord's resignation

A New Annual
Investors in
People
Annual

of reviewing Nat. of ship
formats in 1995
A must

Chairman's Report

1994 has been a year of considerable progress for the Association. You will see in the detailed reports from the members of the Board, and from the National conveners, the amount of work that has gone on in the background over the last 12 months. The Association is now well placed to receive the fruits of a lot of in-depth planning and preparation over the next few years.

I would like to concentrate my remarks on the major areas of achievements that the Association have been involved with in the past 12 months.

Professional Staff Five new appointments have been made by the Association over the last 12 months. Plans can only be implemented by quality people and we now believe we have made a major step forward in terms of administrative and technical staff who have the qualities to move the sport forward. The highlight of the year must be the success of the Association in achieving a Team Sport Scotland post as part of the second phase of the initiative. This particular post brings extensive Scottish Sports Council experience in many areas to the potential benefit of our Sport. The Association will be looking with increased expectation to the work of professional staff in the coming months particularly in relation to moving forward various plans and programmes.

Development Plan We have now successfully completed our four year development plan for the period 1995-1998. This has been accepted and fully endorsed by the Scottish Sports Council. We have commitment from them to support us in the various elements of our plan over the next four years. Equally the Association has a clear obligation to fulfil the many responsibilities that go hand in hand with the support we are receiving. In particular there will be a series of internal and external monitoring mechanisms in place to ensure that progress and quality are achieved in the implementation of our various projects. Regular progress checks have been built into the development plan to ensure continued progress.

Grant Aid Swimming has been extremely successful over the last 12 months at identifying and pursuing new and increased levels of funding. Following a number of presentations to the SSC we are in receipt of record Grant Aid. An increase of £30K was given to Scottish Swimming for 1995. In addition a provisional offer of grant aid for a four year period in line with the development plan is projected at £672K. This currently makes swimming the highest recipient of grant aid of any sport.

Association Growth Considerable growth has taken place in the Association over the last 12 months. This is measured both in terms of the annual turnover as reported in the financial statement and also in terms of membership and activity of the Association. This is only the beginning however, and if we are to realise all our plans we need considerable expansion of the sport over the next four years.

Local Authority Partnerships Considerable effort has been made to try and forge positive links with local authorities whom we see as key partners in the future expansion of Scottish Swimming. In particular we are interested in the creation of more professional posts both at grass roots and at the performance and excellence end of our sport. Excellent headway has been made in the last 12 months and we look forward to seeing more professional appointments within the specific area of swimming at local authority level.

Can I now turn my attention to the operation of the Board of Management in the last 12 months. The new structure has proved successful in coping with the ongoing pressures involved in a modern sport. We have now created a situation where we can be both pro-active and responsive in a fairly effective and efficient manner. The blend of professional skills and commitment of various members of the Board has in my opinion moved us dramatically forward over the last 12 months. The time commitment and effort that has been put in by the Board as a whole and by individuals has been exceptional. The transition from the previous system to our new structure has been remarkably smooth partly due to the excellent relationship between the Council, the Board of Management and the structures in place that sustain a communication link between both.

Can I now look to the challenge of the future. It is important that in annual reports we do not only look back but we take time to reflect on the tasks ahead.

1995 will be a year of implementation rather than planning. Considerable effort will be required by all members of the Board, National Conveners and Professional Staff to implement and move forward the development plan and various projects. Districts will require to make progress in the implementation of their own development plan. Further constitutional change will be required if we are to continue with the modernisation of the Association.

We look towards an increasing level of performance across the various disciplines of the Association. An important measure of the success of the various initiatives currently being implemented will be the improved quality of competitive performances. This will be a significant challenge for the technical staff of the Association and more importantly for clubs, coaches and competitors themselves.

1995 will see a major thrust in the area of development. The Development Officers now have an approved workplan that will see significant activity in Districts, Clubs and Nationally. Seminars, Education Events, and support materials are currently being planned and implemented. A third Development Officer is presently being pursued.

In conclusion, I reinforce the considerable progress of 1994 and remind you of the challenges of 1995.

Forward with the Future

Ian Mason, Chairman

a plan for
talented
new
swimmers
£70-000
for
youthy road

Ongoing
challenge
of
professional
staff

New
post
in ND.
3rd
Nat. Officer
in
Education

2 new
appts.

Marilyn
Woodroffe,
New
Director of
Swimming

New year
plan
begins
100 New
1995

2
dev.
offices
to be
soon
apptd.
in
Glasgow
Perth
Kilross

we are
linked
into
Sports
Science
good
program
SSC
Sp.Sc.
Pilot
program

EB Review -
PH. will outline the
advancements to date

Jim Bash
nat.
Team
Coach

Director of Swimming's Report

The focus of attention for most swimmers and coaches during the year has been the 1994 Victoria Commonwealth Games. I would like to add my congratulations to swimmers who represented Scotland at the Games and in particular Fraser Walker for his Bronze medal winning performance. We must also congratulate Graeme Smith and Jonathon Hunter who broke Scottish Records at the Games and particularly Graeme Smith who went on to represent Great Britain in the World Championships.

We must however analyse our performances at World and Commonwealth level and state that they are unsatisfactory. This is by no means a criticism of our International Swimmers or their Coaches and Clubs for there are a great many reasons why we are failing at the highest levels.

A major factor in decline of Scottish standards is the lack of full time professional coaches working in the major towns. It is also obvious that very few of our clubs have access to facilities at suitable training times. These two main areas are now being addressed in Scotland, however, the solving of these problems alone will not guarantee an immediate improvement on our World Status.

The creation of a National Team Plan and Competition Programme will help "Elite Medal Winning Prospects" to compete on a fair basis with other national swimmers.

Some of the lessons from our team preparation for Victoria have been learned, particularly the need to plan ahead and work out in detail the training, testing and monitoring of swimmers prior to and during critical training phases. To ensure that this is done thoroughly over the next four years we have already appointed our National Team Coach and Team Manager and have in place a series of training camps (from late 1995 these will be Altitude Training Camps). Competition has also been planned to link into the Training Plan and this will require swimmers to compete at higher levels during each subsequent year leading to the 1998 Commonwealth Games.

Although the main part of this report is about the elite end of the sport, it must be recognised that there is a great deal of work to be done at the "grass roots" level of our sport. The appointment of National Development Officers provides the opportunity of ensuring that Scotland has a healthy base of young swimmers in good club structures receiving quality teaching and coaching.

Finally I would state that we all have a part to play in moving the sport forward which will require a great deal of effort by all concerned. We must demand hard work not only from our swimmers but also from ourselves.

Martyn Woodroffe, Director of Swimming

Vice Chairman: Finance and Administration

Administration

This past year has seen major change within the Headquarters at Cambuslang:

- New financial systems enabling the production of detailed monthly management accounts with budgetary control measurements.
- Appointment of Mrs Elaine Mackenzie as Administration Manager. At this point, I will take the opportunity to congratulate Elaine for all her hard work introducing new and professional administration systems to the office.
- The installation of new computers and software. All office staff have the tools and equipment to tackle the numerous tasks now facing the Association. Increased efficiency and higher quality standards are already being seen.
- Full staff appraisals were introduced during the year and will continue on an annual basis. Priorities and training needs were identified for all staff, with immediate implementation.
- Staff training, mainly for the new computer software, commenced with both internal and external courses. This training will continue in 1995 and is seen to be a vital investment in the Association's most important asset, its staff.

Both Elaine and I are committed to an efficient and professional service to all members of the Association and, I am sure you will agree, the past year has seen significant improvement, which will continue. My thanks to the office staff for all their hard work during 1994 and also to the volunteers who have assisted at various times during the year.

1995 will be an even busier year for the administration staff as the Director of Swimming and Development Officers implement their programmes and the Association commences on its Development Plan.

Finance

As previously mentioned, major steps were taken at the beginning of 1994 to update all the financial systems within the Association. New accounting packages were introduced to give proper financial control and to produce accurate and timely monthly accounts for all budget-holders. New financial controls for expenses, floats and swimmers' grants have proved very effective.

I would like to thank all budget-holders for their effective control of finance which has contributed to a successful year for the Association.

I am pleased to report a surplus for the year of £18,082. As reported at the last AGM, the Board of Management is committed to financial stability for the Association by increasing reserves to support the development of aquatics, both at grass roots and excellence levels.

*Scottish Amateur Swimming Association
Income and Expenditure Account
For the year ended 30 November 1994*

	1994	1993
	£	£
Income		
Subscription Income	133,126	105,406
Grants	146,580	132,500
Sponsorship and Other Income	51,995	25,101
Training, Competition and Development	74,591	76,759
	<u>406,292</u>	<u>339,766</u>
Expenditure		
Training, Competition and Development	229,747	190,080
Staff Costs	70,603	70,189
Other Operating Charges	87,700	74,026
	<u>388,050</u>	<u>334,295</u>
Surplus before taxation	18,242	5,471
Corporation Tax	160	0
Surplus for year transferred to Reserves	<u>18,082</u>	<u>5,471</u>

*Scottish Amateur Swimming Association
Balance Sheet
as at 30 November 1994*

	1994	1993
	£	£
Fixed Assets	<u>17,023</u>	<u>7,046</u>
Current Assets		
Stocks	5,263	4,859
Debtors	14,279	6,253
Bank and Cash-in-Hand	52,380	53,772
	<u>71,922</u>	<u>64,884</u>
Creditors: amounts falling due within 1 year	18,816	29,773
Net Current Assets	<u>53,106</u>	<u>35,111</u>
Total Assets	<u>70,129</u>	<u>42,157</u>
Represented by Reserves	<u>70,129</u>	<u>42,157</u>

The accounts on this page are a summary of the Scottish Amateur Swimming Association's accounts. A copy of the audited accounts which contain the detailed information required by law and under best practice guidance can be obtained from the Administration Manager, Holmhill Farm, Greenlees Road, Cambuslang, Glasgow, G72 8DT.

Overall, I would state that 1994 has been a very successful year, but with no room for complacency. The cost of implementing the Development Plan will be high and the Association must generate more income internally through an increasing membership and increased sponsorship.

To assist grant applications to the Scottish Sports Council and others, the Association must show a decreasing dependency on these external bodies and move forward towards self-funding to a greater extent than in previous years.

*Stuart W. Martin, Vice-Chairman,
Finance & Administration*

Vice Chairman: Technical Development

The past year, as well as being the first full year of this post within the Board of Management, has been a year of significant change within swimming education in Britain as a whole. For Scottish Swimming it has been both a year of planning to meet our needs in the education area in the future while at the same time actually making the first major change of starting up the new certificate programme.

Early in the year the views of various parties contributed to the structure of the Education Development Plan for the next four years; the main thrust of which can be summarised under the following 4 headings:

- setting up a structure and personnel that can deliver the required service
- developing programmes that can meet all needs
- improving access to courses and information
- improving the amount/level of information available.

These wide areas obviously encompass a tremendous amount of work that requires to be done in the months ahead to come to provide for the "Excellent and Developing Sport" that was our vision for the future. This includes specific areas such as:

- distance learning opportunities
- non-certificate courses/seminars, etc. for all areas and levels
- better integration of and communication with education tutors etc
- targeted distribution of information
- enhanced education opportunities for top teachers and coaches
- education development plans within clubs etc.

The spring and summer were mainly devoted to the writing of material for the new awards and to the upgrading of tutors to operate the new certificate programme. The new awards were then launched in the districts. This is now being followed by a series of opportunities for existing certificate holders to upgrade their qualification levels and our application for this is currently with SCOTVEC seeking their approval. There are still several stages and a lot of work to be put into the retraining of tutor and assessors for the new scheme in order that we can reach a position of having an adequate number of tutors and assessors at all levels to operate the system effectively.

All this behind the scenes' work and various uncertainties in peoples' minds has resulted in slightly fewer courses being run than in previous years. Things now, however, seem to be picking up again and will hopefully go on from strength to strength and provide a sound educational experience for our teachers and coaches for the future.

With the amount of work required in future months to

professionalise the education provision to meet the requirements of S/NVQ and the sport, leisure and recreation area and also to meet the specific needs of our sport in the future there are proposals to expand the education committee both in terms of numbers and specific areas of expertise to enable it to fulfil its role fully in the future.

The changes in the certification programme for teachers and coaches has also afforded us an opportunity, which has been supported by the Scottish Sports Council, to renegotiate our working relationships with the ASA in the education area. Over the period of developing and launching the new awards we have established a good working relationship where we are active partners in developments and also now receive a percentage of income back from the exam fees paid to ASA.

The late summer also saw the first of our coaches going off for Advanced Coach Education experiences at overseas conferences or attachments partly funded by the Association. Next year will see these coaches contributing to the education of others by sharing the knowledge/experience gained through articles and seminars.

Such have been the demands of getting the awards for teaching and coaching up and running that other areas have had to take a back seat in my allocation of time during this year, otherwise we would not have had a teaching and coaching training programme to operate in the autumn. However, I hope to be able to redress the balance somewhat during the next year.

1994 has thus seen the foundations laid for the future in terms of the development plan for education, our improved relationship with the ASA Education office, our application to SCOTVEC for S/NVQ awards and the launch of the new certificate programme etc. This should provide a good base for us to move into 1995 and start to develop our plans more fully at all levels.

I hope this has given an idea of some of the work that has been going on in 1994 and where we are going for the future.

I would like to express my thanks to the Education Committee, other Board members and the Association's professional staff for their support throughout the year. I would also like to thank the SASA/ASA tutors who have had a trying year endeavouring to come to terms with all the changes but whom I hope now feel ready for the challenges ahead in developing our education system to new levels.

*Win Hayes, Vice Chairman,
Technical Development*

Vice Chairman: Development

The past year for the new focus area of development of the Association has been an extremely busy but rewarding one.

Scottish Swimming, in my opinion, has been famous for putting the "cart before the horse", therefore 1994 has been used to set up the systems and plans required to support the concepts included in the National Development Plan.

Some major initiatives in respect of these plans came to fruition during 1994, namely:

- The successful organisation of the Young Swimmers Report seminar in Perth with Orjan Madsen as our guest speaker.
- The opportunity to bid for, and ultimate inclusion in, the Scottish Sports Council's Team Sport Scotland programme with Ian McGregor being appointed as swimming's co-ordinator.
- The partnership programme with the four Districts and Scottish Schools Swimming Association enabling the resources for the sport to provide its own National Development Officer, Briony Shimmons.
- The identification and "ringfencing" of financial resources to enable grass roots development to take place.

Since its conception in late 1993 the development group has concentrated on producing draft models on athlete development, partnership programmes and club development plans which have proved to be invaluable in achieving some of these successes.

At the time of writing this report, the next step for the group is to define their role for the future within the Association so that the group can be formally constituted at the Annual General Meeting.

Whilst our member clubs have not at present (Dec 94) seen much activity at the grass roots level, other than the Young Swimmers Report Seminar, things are set to change!

Included in the work programme for 1995 for our development staff are various initiatives aimed at developing our swimmers, teachers, coaches and administrators. These initiatives include:

- Production of information booklets.
- Production of resource packs for teachers, coaches, clubs and schools.
- Meetings with each District's executive to discuss their District's requirements.
- Seminars in each District for club officials, swimmers and coaches on:
 - Basic Club Development
 - Basic Technical Information.
- Schools in-service programmes.
- Development of alternative competition for foundation level athletes.
- National Seminar on Youth Development in Swimming.

Throughout the year various Local and Regional Authority partnerships have been formed, showing that the SASA as a National Governing Body of sport is an enthusiastic partner in promoting local sports development.

Local Authorities that have been active in seeking a partnership with the Association for the development of swimming include:

- Wigton District Council
- Strathkelvin District Council
- Aberdeen City Council
- Perth & Kinross District Council
- Edinburgh District Council

There will be an on-going commitment to these authorities during 1995.

Three major Regional initiatives, with the support of their local authorities, local sports councils and enterprise companies along with the National Coaching Centre and the SSC have been initiated with swimming being included as a target sport in each programme:

- Highland Region "gael-FORCE-ten"
- Tayside Region "Impact"
- Grampian Region "Active 8 Grampian"

1995 should see further development at regional, local club and school levels as these initiatives begin to grow.

I hope this annual report has outlined some of the work that has taken place during 1994 but more importantly is showing the shape of things to come for 1995 and onwards. The National Development Plan is, after all, a four year project.

It only remains for me to record my thanks to the Development group members, fellow Board of Management members and our professional staff for their assistance and encouragement over the past year and I look forward with enthusiasm to creating "The Excellent and Developing Sport" in my role as Vice Chairman for Development for the SASA.

Sandy Brunton, Vice Chairman, Development

Vice Chairman: Marketing

Sponsorship

For the first time in many years our National Swimming Championships were sponsored. I feel this is due to the fact that we are beginning to have a product to offer sponsors and to the improving financial climate. Companies are feeling slightly more secure in looking at sponsorship, but they are looking to sports which are well organised, managed and are aware of the necessities of the modern business environment. Please remember the sponsor expects his return from a sponsorship agreement. We must ensure that we fully support our sponsors.

Our sponsors in 1994 were:

- | | |
|---------------|-----------------------------------|
| • Swimshop | • Aberdeen District Council |
| • Swimrite | • Kyle & Carrick District Council |
| • Uncle Ben's | • Edinburgh District Council |
| • Tetley Tea | • Tayside Regional Council |
| • Hind | • Glasgow District Council |

To address our development structure, there are now in place many new initiative sponsorship packages covering the grass roots to elite competition.

I, on behalf of our Association thank all our sponsors most sincerely for their invaluable input which has enabled us to move "FORWARD WITH THE FUTURE".

Marketing

It is still essential that we move more quickly towards the "Marketable Product". It is a finely judged area that is completely necessary for the advancement of our Association.

All in the Association must be involved, and their play part, but I ask above all that the most important people - THE SWIMMERS - give us their complete support to move forward to the "Marketable Product".

Award Scheme

The Scottish Speedo Swimming Awards Scheme is launching a new award - The Competition Start Award. This is a very important move to ensure that our young swimmers achieve a basic competency in start dives.

The Award Scheme has listened to initial observations and has re-introduced badges along with certificates in certain areas. By supporting YOUR Award Scheme you keep proceeds in YOUR Association for the benefit of YOU.

Murdo Wallace, Vice Chairman, Marketing

Vice Chairman: Disciplines

1994 has seen the completion of the development plan and more specifically the detailed plans for the various disciplines

There is little doubt that a number of important factors have emerged and focused the minds of the various committee's involved in the preparation of detailed planning to meet deadlines and the importance of each discipline to plan and control their budgets.

Swimming

The Director of Swimming and the newly formed technical panel are working on the detailed plans for the National Teams, National Event Coaching and National Youth Squad Development. Having now reached the point where ideas and paper plans must turn into exciting new ideas to take Scottish Swimming into the new millennium, I feel sure that the whole of swimming eagerly await the final detailed plans of action.

Water Polo

With Swimming still working on their detailed plans I made Water Polo my main target for 1994. Despite a slow start to produce the initial plans, consultation at all levels provided a forum to produce the detailed short and long term specific action plans for 1995 through to 1998.

A number of key objectives were identified:

- Improving the numbers and standards of technical officials.
- Improving the numbers and standards of coaches.
- Expanding the Water Polo Committee to specific task members.
- Developing the competition programme.
- Developing the youth programme.
- Developing womens' Water Polo.

Specific action plans are now in place to address these key objectives.

Synchronised Swimming/Diving

Both disciplines will become my target for 1995.

I see both these disciplines having similar problems and expectations.

- Both are minority sports.
- Both have specific facility needs.
- Both are linked behind two other sports in the budgeting priority order.
- Both need additional assistance, fitness rooms, trampolines, music etc.

Having seen the effort made in time and training by our Commonwealth Games Synchro pair simply to qualify for the Games, it may well be that international success will only be possible by having one or two very specialised units in Scotland, fed by all other clubs; these units to be staffed by high level specialist coaches.

The new National Swimming Centre in Glasgow will at least provide one more additional centre for both sports.

Masters

How many other disciplines can claim World Records? Scottish Masters certainly can.

There is little doubt that Masters Swimming has the potential to become the major discipline in swimming. The question is, how can we persuade the large number of non affiliated Masters to join the Association?

There is great potential to generate more income into the Association over the next few years if Masters can continue to grow. The priority of 1995 will be to explore the possibilities of bringing more of the non affiliated members into the Association and keep them there.

Long Distance

If it only took enthusiasm and dedication to develop a sport, Long Distance would have little problem for there is no doubt that you need both to throw off your clothes and leap into Scotland's icy waters. The weather must be the major deterrent to the development of the sport and I fear that we can do little but continue to give as much support as possible to the small, but very dedicated, group within the Association.

General

By providing a super plan for Scottish Swimming the disciplines have had their expectations raised and it is clearly important that we do not lose the momentum gained over the past 18 months.

For continued development of all disciplines to take place the key factor must be the success of the expected partnership of the SASA, SSC and the local authorities which may provide improved access to facilities.

Wally Lord, Vice Chairman, Disciplines

Swimming Report

General

The year 1994 has been another busy and difficult year for the Scottish Swimming Committee. The absence of a Director of Swimming until the summer or any permanent technical support within the office added again to the committee workload. The new Administration Manager and new financial software resulted in the committee receiving meaningful financial reports during the year in order to control and monitor expenditure.

The committee has worked well together and is appreciative of the technical support provided by coaches Alex McNeil, Alan Lynn and Eileen Adams in the various tasks they carried out.

Results and statistical information for 1994 are being prepared separately from the annual report this year and will be distributed to clubs in due course.

Meetings and Organisation

The full swimming committee met on ten occasions during the year and in addition sub-committees met regarding:

- Commonwealth Games planning;
- finance and planning.

The committee members have taken part in the forward planning initiative for Scottish Swimming and the preparation of the Development Plan for the years through to 1998.

National Domestic Programme

National Team Championships

This event was held at the Whitehill Pool, Glasgow, Milngavie and Bearsden won both mens and womens events. There are proposals to introduce a separate youth element to this contest next year.

Tetley Tea Scottish Age Group Championships

This event was held short course at Ayr with a condensed programme over four days, and was well supported by 66 Scottish clubs and Scottish swimmers from 11 English clubs. East Kilbride, the venue for the last few years, is now closed for extensive refurbishment including a moveable boom, we look forward to returning there in due course. Thanks are due to the West District organising committee for the management of this strenuous event. There are proposals to change the age groups and tighten qualifying standards for next year when the event moves to the new Scotstoun pool in Glasgow.

Uncle Ben's National Open Championships

These took place at the RCP, Edinburgh and incorporated diving, masters and water polo events. We are grateful to the East district organising committee for managing this mid week event. There were 65 clubs competing including 29 from England and 2 from Ireland. There are proposals to introduce a separate youth element in this event next year.

Inter District Contest

This contest moved to Arbroath this year. It was run by the Midlands District organising committee.

The change of format of the contest restricting National Squad swimmers competing was deemed successful but an unfortunate series of misunderstandings and changes of personnel meant that the North District did not field a full team. This contest is seen as important for the continued development of district and regional squads.

HIND Sprint Championships

This event was again held at Larkhall and we are grateful to Hind and to the local authority for their sponsorship and commitment. Again the West District managed a successful event which was the only event in Scotland this year to secure television.

HIND Winter Championships

These were held in Ayr and were once again a very successful and popular championships. The West District ran the event which had an increased entry over recent years and two Scottish Senior Records were broken. The event served as trials for the senior Eight Nations International and for Junior Multinationals Team events.

National Squads

As a result of financial constraints and a change of emphasis on use of resources, only Senior and Youth squads were selected from the summer championships this year. Selection was automatic based on achieving appropriate standards based on German points. The Youth squad comprised 11 boys and 22 girls; the senior squad comprised 17 males and 8 females (some have since retired from the sport).

Squads did not have the traditional training weekends under appointed head coaches; instead they had training days under the guidance of the Director of Swimming, supported by the swimmers' own coaches. An innovation for the Youth Squad was the invitation to Terry Denison to take one of the days.

The future of squad development is under active consideration by the Committee and the Director of Swimming. It is intended there will be Youth and Senior squads but entry to them may become more difficult and their purpose and focus are being considered in terms of the Development Plan 1994-1998.

District Development Squads

All four districts are now operating training squads, and the East district has extended the concept to include Regional Training squads. Three of the districts are using German points to select their squads in order to dovetail with national criteria.

District and Regional squad development is seen as one of the main planks for the future development and improvement of Scottish Swimming. This will provide a structure for improving standards of swimmers' abilities, coach education and club development. It is recognised that improving the number and quality of coaches and of club officials represents the way forward. The revised inter district contest format allows these development

squads to compete against each other without being swamped by National Squad swimmers.

Commonwealth Games

The build up to selection for the Commonwealth Games included various training camps and competitions. The main selection opportunities were the Canadian trials held in Victoria, the Eight Nations contest in Belgium and the National Championships. There were various training camps held at East Kilbride and at the RCP and an additional one prior to the Eight Nations.

In the event the selection committee decision was to send only those swimmers who had achieved the pre-determined consideration times; there were several disappointed swimmers left behind as a result of that decision, but criteria had not been met.

At the Games, Fraser Walker achieved a bronze medal in the 200m IM and other finalists were Alison Sheppard, Graeme Smith, Andrew Aitken, Neil Hudghon and Jonathon Kerr. This was a slightly better performance than 1990.

The committee and the Director of Swimming are now looking forward to the 1998 Games in Kuala-Lumpur; it is hoped that key staff will be in place by early 1995 and that selection criteria will also be known.

International Programme

Eight Nations

This is Scotland's only major international team event and this year took place in Belgium. Most of our Commonwealth Games hopefuls competed, Scotland's men's team came second to Finland (153 points to 130), the women's team came second to Denmark (141 points to 130) and overall we came second to Finland (266 points to 260).

In 1995 the event will take place at the RCP on 15/16 April. We look forward to an exciting contest which will be well supported by our clubs; it is hoped to include some light-hearted competition between sessions to encourage clubs to bring swimmers to support their national team.

Multi Nation Youth Meet: Cyprus

A team of six boys and six girls in age group 1978/79 took part in this event, team staff were Joan Davidson and Andy Figgins. The girls came sixth and the boys fourth winning 3 golds, 4 silvers and 5 bronzes. This year the event takes place in Athens in April and it is the Swimming Committee's intention to develop age group team swimming by entering a "sister" competition for age group 15 and under in Switzerland.

CIJ Meet: Luxembourg

A team of three girls and three boys took part in this event, team staff was Gordon Somerville. The team achieved 9 golds, 5 silvers and 3 bronzes. This meet does not form part of the Swimming Committee's programme for 1995, concentration instead being on the two team events in Switzerland and Athens.

World Cup Events

Scotland was represented in the early part of the year at Malmo, Gelsenkirchen, Sheffield and Paris. Team staff included Kim Swanwick and Alan Lynn. The Swimming committee is currently considering invitations to send a small group of swimmers to these events in 1995.

Other

As part of the planned programme of competition, we sent representative teams to the Celtic Challenge at Cardiff (expenses paid by organiser), the Ulster Games, and to an invitation age group meet (expenses paid by organiser) at Edmonton together with the Canadian Commonwealth Games Trials at Victoria as already mentioned.

Great Britain

As Scottish Swimming Convener I have represented the Committee at all six ASEGB Swimming Technical committee meetings this year, mostly held in Birmingham. The most pleasing aspect this year has been the continued emphasis on forward planning and the programme to the Olympics in Atlanta 1996 which now includes limited financial support for our very top swimmers. A GB constitutional review is now under way but progress is slow. A positive change for 1995 is the conversion of the high level multi-nations age group competition from being an England event into the Great Britain Junior Programme.

European Championships

Junior

This event took place in Czechoslovakia: Scotland was represented by Samantha McNeilly and Ian Edmond. British performances were disappointing winning only two medals, including a team silver by Samantha.

Sprints

These were held in Norway, Scotland was represented by swimmer Fraser Walker and team staff Dave Bance.

Looking Forward

The competitive element of the Scottish Swimming international programme runs from January to August. The main events will be the two Multi Nations Youth meets in Athens and Switzerland and the Eight Nations contest in Edinburgh. Other events which will be supported and encouraged are the Cardiff Dragon Meet and various World Cup events.

As mentioned squad training programmes are under review for Youth and Senior squads. Training camps, including altitude camps, are being considered for our very best swimmers as part of the development plan through to 1998. We have a new Director of Swimming and a recent appointment is a part-time National Team Coach. The hard work is about to start.

Continued development is vital to the future of our sport and this was fully reviewed during 1994, a development plan and strategy were put in place to help all swimmers and clubs achieve

their aims within a new improved framework for Scottish Swimming.

Although it has been another busy and difficult year for the Scottish Swimming Committee, much has been achieved and new standards have been set. New championship rules have been developed and a code of conduct is in place. There is much to be pleased about with progress made in 1994 and the ground has been prepared for future development.

My thanks to all members of my committee and to the various organising committees who give up so much of their time voluntarily for the benefit of their sport.

Mike D. Sheppard, National Convener

Water Polo Report

Domestic

Another year of good polo, with Dunfermline Water Polo Club and Portobello ASC contesting Senior Finals. This year there was an increase in ladies teams participating in water polo which is good to see and a strong area for development in the future.

A lot of hard work is ahead for all concerned regarding the four year development plan and the future of water polo. I feel if everybody works together, water polo standards will increase and this is surely of benefit.

International

This year we maintained the high standard we had set by winning the Home Nations Tournament for the third year in succession, the first time that Scotland has achieved this. Later in the year the team travelled to Switzerland for the Seven Nations, finishing in second place behind Malta. The Junior Team continues to gain further experience at various competitions which in turn will help our Senior Team in the future.

This year the Ladies Team competed in international polo and are showing signs of improving at this level with a good future ahead in development of the ladies game in Scotland.

GB Programme

The GB Senior Water Polo Squad competed at the following tournaments:

- 1-4 April GB v France v Czech Republic: Prague Cup - Czech Republic
- 1-3 July GB v Slovenia v Czech Republic v Denmark - Denmark
- 13-20 July GB v Denmark v Sweden: European "B" Championships - Bulgaria

The following Scottish players were selected for the GB Squad:

D Campbell, Dunfermline WPC; D Stewart, Dunfermline WPC; C G Braund, Dunfermline WPC; K Anderson, Portobello; R Valvona, Portobello; B Littlejohn, Dunfermline WPC; P Lamb, Warrender.

The GB Junior Team travelled to Switzerland where they qualified for the European Championships on 19-22 May. They also competed in the European Championships in Bratislava, Slovakia in August.

The following players were selected:

G Elder, Dunfermline WPC; D Fleming, Portobello; M Dornan, Renfrew Aqua; P McDowall, Renfrew Aqua; C Hutchison, Renfrew Aqua.

Fiona Cameron has been selected for the GB Ladies Water Polo Team for 1995.

Referees

I was asked to referee at the European Junior Qualifying Tournament in Poland on 18-22 May. I was also selected for the European B Championships but was unable to accept the invitation. I was appointed as a neutral referee for the preliminary round of the European Cup competition in the Czech Republic in November.

General Comments

This has been another successful year for Scottish Water Polo. A lot of hard work has been put in by officials and players to maintain the high standard that polo has achieved. I wonder what we could have been achieved if even greater finance had been made available.

I reported last year that Portobello and Dunfermline contested the ASA Cup Final in 1993. A decision was taken that Scottish Teams were not allowed to enter the Cup in 1994. In the British Deep Water League, Dunfermline qualified for the final, finishing in third place.

I would like to thank all those concerned who gave up their time and effort to attend the various competitions and assist in the running of these competitions. My thanks to the Committee for their help and also to Council, Board of Management and the SASA Office. My thanks also to Nan Battison, Minute Secretary, for all her hard work again this year.

Senior and Junior Water Polo Players of the Year

Keith Anderson, Portobello

Neil Strachan, Dundee Water Polo Club

Ross Elder, National Convener

Synchronised Swimming Report

Domestic Programme

Inter District, 26 April 1994 - Buckie

Teams from the North, East and West Districts took part in both competitions. The Grade 1/2 Competition was keenly fought with the East winning the Championship with 270.449 points, West with 269.485 and North with 173.267 points.

The Grade 3/4 Competition was also close and was won by the North with 324.807 points, West with 322.946 and East with 308.759 points.

Age Group Championships, 11 June 1994 - Drumchapel

A good entry in all age groups, with six clubs competing. This competition shows continued growth.

Appreciation is expressed to Glasgow Sports Promotion Council for their Grant of £150 towards this event.

National Open Championships, 22/23 October 1994 - Greenock

Entries were received from Belgium, France, Denmark and six clubs from England, as well as our own swimmers. This provided a good standard of competition.

Inverclyde District Council granted free pool hire for the competition as well as pool time for training on Friday evening. A civic reception was held for competitors and officials. Thanks to Don Muirhead and his staff for the transport and thanks also to Sam Way and his staff at the Hector McNeil Pool for their support and co-operation.

Club Championships, 19 November 1994 - Tulliallan

There was an excellent entry in all grades for this competition with six clubs taking part. Congratulations to Nairn for retaining the Mary Black Rosebowl.

Squads

Easter Camp, 1-4 April 1994, Tulliallan

The Coaches for the 13/14 Years Squad were Natalie Liddell, Catriona MacInnes and the 15 Plus Squad was coached by Pam Maggs of Bristol Central Club, who was Coach to the GB Junior Team in 1993.

The purpose of the camp was to enable both squads to work on team routines that were to be used in their respective competitions. This camp proved to be very successful and routines were completed to a high standard. The swimmers responded with great enthusiasm and worked extremely hard and conducted themselves in a very positive manner.

13/14 Squad

Erin Cameron, Nairn SSC
 Carriana Munro, Nairn SSC
 Helen Rae, Edinburgh SSC
 Christine Rae, Edinburgh SSC
 Fiona Whitehead, Edinburgh SSC
 Linda Kane, Clydebank ASC
 Julie Law, Clydebank ASC
 Marie Cameron, Garnock Dolphins
 Emma Clark, Glenrothes

15 Plus Squad

Sarah Burgon, Edinburgh SSC
 Jane Lison, Edinburgh SSC
 Fiona Cameron, Nairn SSC
 Pauline McFadyen, Nairn SSC
 Isla Dunbar, Elgin SSS
 Julie Thompson, Elgin SSS
 Lyndsey Coyle, Clydebank ASC
 Lisa Law, Clydebank ASC
 Susan Bowman, Clydebank ASC

International Competitions

German Open: 25-27 March, Bonn

Team Manager/Judge: Helen Murray
 Coach: Gwen Duncan

Swimmers: Jane Liston
 Sarah Burgon

Both swimmers had a good set of figures scores, ranging from 6.9 to 8.1. Final points were Sarah Burgon 72.836 (67/106) and Jane Liston 71.790 (79/106).

Swedish Open: 20-22 May, Ludvika

Team Manager/Coach: Helen Murray

Swimmers: Jane Liston
 Sarah Burgon

Both Jane and Sarah confident in figures, with Jane scoring 72.155 (7/40) and Sarah on 71.988 (8/40).

In the Solo Competition, Sarah won the Silver medal in the Open Championships. The Duct Score was 82.960 and earned them another Silver medal.

Commonwealth Games

The Elite Squad of Sarah Burgon and Jane Liston plus their Coach Helen Murray worked and trained extremely hard and achieved the standard set to qualify for the Games. Leslie Sproul, a Canadian Coach, assisted with their training for two weeks prior to the Games.

The Committee express their congratulations to Jane, Sarah and Helen for their commitment to the programme and achieving personal bests in Canada.

1995 Programme

Proposed Details

Inter District	}	Domestic Championships
Age Groups		
National Open		
Club Championships		
Quadrangular	}	Synchro Caledonia
Gloucester Open		
ASA Age Groups		
ADA Nationals		
13/14 Club Invitationals		

We also propose to have a four day Easter Training Camp for the 13/14 Year and 15 Plus Squads.

General Comments

This has been a hard year as National Convener and I would like to thank the Board of Management, my Committee and the SASA Office for their valued support.

Elizabeth Bowman, National Convener

TTO Report

1994 has been an exceptionally busy year for the committee. The new management structure gave us the opportunity to stand back and ask ourselves "where do we want to be in the year 2000 and what structure do we require to put into place to get there." We decided to:

- Re-structure the examination of the technical officials.
- Introduce a first level of "club helper" with no written examination.
- Introduce AOE operators training and examination.
- The ongoing training of all officials through District and National Seminars.
- Make examinations available twice a year for all grades.
- Continue to support and promote technical official exchanges.
- Make information available to all technical officials through "Hi-Tech".
- Close liaison with the swimming and coaches' committees.

All of these goals have been incorporated in our four year plan and many are up and running. Most Districts have held meetings with Referees and Judges to emphasise the importance of FINA rule interpretation.

Our technical officials interchange is well established, with Scottish Officials attending the Welsh ASA National Championships, ASA Winter Championships and the ASA Summer Championships.

Word spread to Iceland who wrote asking if they could participate, resulting in our first overseas visitor attending the Edinburgh Invitation Meet.

I was invited by the ASA to attend a meeting ostensibly to examine the examination structure in ASA but which widened to include the whole of GB and the FINA Rules as used in Scotland. Pool safety was highlighted and how technical officials were represented at GB level and how we should fit into the national structure. All attending agreed that this interchange of ideas should continue on an annual basis.

A technical officials seminar was held on 17 September 1994. Our four year development plan was discussed at a group meeting. All recommendations were noted and have been acted upon. Our guest speaker was Mr Eric Wilkinson, Past President of ASA and GB representative at the FINA World Congress in Rome. The Seminar was followed by our first Dinner Dance which was well attended and the relaxed fellowship was very evident.

Registration

This is one of our main concerns. Our numbers have been dropping every year yet we have the clubs putting forward on average 200 timekeepers each year. Why can we not hold them? We must make it more attractive for people to stay in our sport, make them feel their services are appreciated and that they are IMPORTANT members of a team. If we do not then they will surely find some other avenue of service.

I will not be standing for re-election next year and would take this opportunity to thank the hard-working TTO Committee members, Ed Adam, Peter Syer, Allan Fletcher, Jeanette Patterson and Sandy McGill for their hard work and support throughout the year.

Lex Taylor, National Convener

Education Report

Seminars/Courses

Pilot Course

(Conversion to New Teachers Certificate)

This was held at Stirling over 2 weekends in January/February 1994. This was tutored by Sheila Dobie, Ann Hart, Alan Lynn and Win Hayes. John Lawton, ASA Director of Education, attended.

Tutor Upgrade and Assessor Training Days

Held at Moray House College on 25/26 June 1994. Thirty four tutors are now registered. Further training days: 21/22 January 1995 at Stirling.

National Planning Seminar

11 September 1994

New material was presented by Charlie Wilson, Sheila Dobie and Ann Hart.

New Education Structure

District Roadshows November 1994

The Education Seminars held in the four districts were, on the whole, successful. Over a hundred delegates attended a total of six seminars designed to explain the new Education certification structure.

Easter School 1994

This was, once again, a great success and illustrates the growing demand for Education Courses by teachers and coaches at all levels.

Two hundred and eighty eight candidates attended the sixteen different courses on offer with some courses having to be repeated three times or working three groups to accommodate the demand. Indications taken from the pattern of fee paying are that progressively more clubs are either funding their teachers/coaches attendance or are helping them to meet the costs involved. It is to be hoped that, over the next few years, this trend flourishes into planned development of teachers and coaches within all clubs.

The knowledge, experience and competence of its teaching and coaching staff is undoubtedly one of the most important resources that any club has and one that must be nourished and developed in order that clubs can offer the best service to its members.

Future Development

The Committee has discussed the role of a re-structured committee in some detail. It is agreed that members should be team leaders for selected people best suited to lead developments.

Support for tutors of the new courses is of prime importance. Experienced tutors are working towards accreditation as Assessors.

Development and production of resources must be a priority.

General

This has been a very busy year for District Conveners coming to grips with the setting up of new courses. The team of four responsible for retraining have had many trips to Loughborough and Kegworth (24/25 February, 16 March, 7 December) as well as meetings in Glasgow (SVQ's).

Sheila Dobie, Tony McKay and myself have conducted Prelim and Tutor Assessment Days at Golspie, Culter, Stonehaven, Montrose and Edinburgh with the result that eight Prelim Tutors and three tutors are now slotted into the new structure.

Ann Hart, National Convener

Masters Report

Introduction

The main Masters events in 1994 were the 5th FINA World Swimming Championships in Montreal, Canada with 3500 competitors and the 3rd World Masters Games in Brisbane, Australia where 2300 swimmers took part.

Of the eight Scots who competed at Montreal, Flora Connolly (Heart of Midlothian) was outstanding, winning her maximum five events and breaking four World Records, three of them being her own! Flora has consistently broken World Records this year and is one of the best "Masters" of all time.

Sandy Galletly (Warrender) convincingly won the 800m and 1500m Freestyle events in new World Record times. Eddie Riach (Milngavie & Bearsden) and Pauline Harrington (Motherwell Masters) were silver medallists.

The World Masters Games in Brisbane was probably the largest athletic event in history with 23000 athletes. Over 35000 people attended the opening ceremony and it was an unique occasion to see a lady of 101 years swimming 50 metres! Scotland's three representatives were all on the victory rostrum. Elenor McKay's breaststroke, which won 3 Commonwealth Golds and an Olympic medal, was still as fluent as ever with 3 Golds and a World Games record. Ken McKay won the 50m, 100m and 200m Freestyle - all World Games records and was a bronze medallist in another two events. Emily Macdonald of Inverness won 2 Bronze Medals for breaststroke events.

There were other Scottish successes: at the Paris Masters and the Florence Masters; and at the GB Masters and the ASA Masters. It is good to see Glasgow Nomads emerging as a top class Masters Club with several European and British Records.

It is a real problem to keep track of records, after many years of doing the job, Ron Macdonald has handed over to Motherwell's Janette Paterson. A great help will be the production of a "GB Top Ten" which will be ready in early 1995.

More entrants are needed for the Masters - and not only top competitors - there is plenty of room for those whose main aim is fitness and fun, so anyone who is 25 years or over can take part. There are training courses or join the local Masters club.

National Domestic Programme

The following championships were held in 1994:

Scottish National Open Short Course Championships, Hector McNeil Baths, Greenock. Entries were slightly down on last year, however this did not deter the championships from being a success.

The Scottish National Long Course Championships were held at Royal Commonwealth Pool, Edinburgh. This was an excellent opportunity for Scottish Masters to swim in a long course event.

Various Club/District Meets: Alloa Masters, Lomond Masters, East District Masters, Silver City Blues Meet, Inverclyde Masters, Tayside Masters Meet and Glasgow International Masters.

Training Courses were held at Stirling University in March and May. A local training course was held in Aboyne, Aberdeen.

International Programme

Twenty three Scots travelled to the Paris Masters in December 1993.

Sixteen Scots travelled to the Florence Masters in March 1994.

Eight Scots competed in the FINA World Masters in Montreal in July. Flora Connolly was again Scotland's most outstanding swimmer winning 5 Gold Medals.

The World Masters Games were held at the end of September, beginning of October with three Scots competing.

Acknowledging

I would like to thank the SASA and the Office Staff for their support in 1994.

Ken McKay, National Convener

Long Distance Report

Meetings

The Committee has met three times to date, and in May, before the Committee was formed, Mr Lord gave an introductory talk to an open meeting on the development of the sport and Association, which was well attended.

Domestic

Given the previous Convener's decision to resign at the AGM, and the resultant delays in getting a new Convener and Committee in place, by and large 1994 has been a reasonably successful season. Certain priorities had to be observed to get things organised in a comparatively short space of time and in the subsequent rush no doubt feelings were overlooked and feathers may have been ruffled but no offence was intended. The entries for most events were up on previous years, but the Senior Championship at Loch Rannoch had not been given prior announcement and consequently was not supported. The new Senior Short Course Championship at Loch Lubnaig had no anglo representation because there was no time to advertise the event, but as a national competition it was very successful and a good entry is anticipated in 1995.

Each event was blessed by reasonable weather conditions. Back up crews and rescue craft were first class, even the timekeepers were in accord. The performances too were encouraging and none more so than first year Junior, Gemma Tierney of Dundee Arnhall, who, in addition to her two Scottish Championships, won three more at District level. Linlay Agley again demonstrated her ability and Jonathan Starr found Lubnaig much to his liking.

International

With the ASA withdrawal from the Junior National, the event was cancelled which a pity because it did give the youngsters a taster of international competition without the fierce rivalry that can develop later.

Lack of finance did prevent sending teams or individuals abroad and this may continue to do so. It is accepted that Long Distance is a minority discipline and will remain so for the foreseeable future. To advocate sending swimmers abroad who have no chance of completing the course is bad for morale and a financial waste but we must start somewhere and the initial proposal is to send a team to the GB Trials at Holme Pierrepont in June 1995 for the experience, always provided the swimmers and finance are available. Dependent on the outcome, there would be a further proposal to send a team to Sluis in July with two events to select from.

Great Britain

The 1993 Trials at Weymouth were disappointing and not least for Linlay Agley (City of Dundee) who retired at an early stage. The ASFGB Committee had hoped to nominate Weymouth as a possible venue for the European Championships but no decision was taken because the standards of safety and general organisation were simply not good enough.

In the event only one swimmer qualified for the World Championships at Terracino, Italy where she did complete within the time limit, but well down the field.

Acknowledgements

The Long Distance Swimming Committee would like to take the opportunity of thanking the many people who are involved in ensuring success - the safety crews; boat crews; lifesavers; timekeepers and all the officials who attend; the hoteliers and lochside owners; parents and supporters.

This year we are indebted to Linlay Agley and her family for putting up two trophies for the National Junior Championship at Loch Lubnaig. At a small presentation recently in Dundee, this year's winners, Gemma Tierney and Tareq Sholi received their trophies.

Ian D. McIntosh, National Convener

Diving Report

Domestic Programme 1994

British Diving Coaches Association Novices Competition

This was the second BDCA Novices Competition (Scottish Heat) and was held at the Royal Commonwealth Pool in Edinburgh on 19 February. This was a very well attended event with young divers from all over the country taking part.

Preliminary Diving Teachers Course - Montrose

The course was held from 30 April until 1 May and was organised by Bill Law and assessed by myself. The course produced nine new Preliminary Diving Teachers.

National & Open Diving Championships

The National and Open 3m and Highboard Championships were combined with the National and Open Senior 1m Diving Championships as this would be the last opportunity to qualify for the Commonwealth Games. The diving event was once again combined with the National and Open Swimming Championships. This, however was not as successful as in the past and we failed to attract divers from outwith Scotland as the dates clashed with major diving events in England and Europe. Also, as it is held in midweek, this presents problems in attracting divers and officials.

National and Open Junior 1m Diving Championships

These were held at Wishaw Baths on 15 October and the facilities were provided free by Motherwell District Council.

This was a well supported event with divers travelling from all over Scotland as well as divers from Oldham and Huddersfield. Wishaw has produced many National Champions over the years and we shall miss one of the best diving facilities in the country.

International Programme

Welsh National and Open Diving Championship

These were held in Cardiff on 25-27 March. The team attending were:

Team Manager: A Murray
Coach: S Forrest

Divers: M Ellington, Ellon Diving Club
O Gilmore, Edinburgh Diving Club
E Thom, Edinburgh Diving Club
D Leslie, Edinburgh Diving Club

Brasschaat International, Belgium: 1-7 August

The week started as a training camp from with coaching from Fred Jessop, former GB Olympic Coach and Naomi Bishop, former GB Olympian. This proved to be an excellent build up to the competition as every diver gained a personal best. With up to 25 divers taking part in most of the events, the Scottish divers did very well with our lowest position being 11th and our highest was 4th place on two occasions.

The team selected were:

Team Manager: A Murray
Coach: S Forrest

Divers: M Ellington, Ellon Diving Club
V Rule, Edinburgh Diving Club
E Thom, Edinburgh Diving Club
D Leslie, Edinburgh Diving Club

Scotland v North East v Northern Counties, RCP Edinburgh: 23 October 1994

This was the most closely fought event between the districts in

years with the Scottish Junior Womens Team winning their event. The North East will host the event in 1995 at Sheffield.

The team selected were:

Team Manager: W Law

Coach: S Forrest

Divers: A Murray, Ellon Diving Club
 M Ellington, Ellon Diving Club
 O Gilmore, Edinburgh Diving Club
 E Thom, Edinburgh Diving Club
 C Todd, Edinburgh Diving Club
 S Forrest, Edinburgh Diving Club
 D Beattie, Oldham Diving Club

Great Britain Programme

GB Junior and Youth Squad, Plymouth: 20-22 May 1994

Coach: A Murray

Divers: M Ellington, Ellon Diving Club
 E Thom, Edinburgh Diving Club

Commonwealth Games

This was the first time Scotland did not send a team of divers to the Commonwealth Games. Fiona Couttie who was our hope for a place in the team sustained a serious back injury, an injury which has now had to receive surgery. I would like to wish her a speedy recovery back to diving.

Great Britain Diving Federation

I would like to take this opportunity to congratulate Bill Law on his appointment to the GBDF as Events Co-ordinator for Scotland and wish him well in this position.

Programme 1995

Event Venue Dates

GBDF Age Groups TBA 25/26 March.

National and Open Championships RCP, Edinburgh 14-16 June

National and Open Junior/Senior 1M Champs. TBA 7 October

Scotland v NE Counties v N Counties Sheffield TBA

Other event dates to be arranged.

General

This has been my second year as Diving Convener and unfortunately my last. Due to personal problems and also an increase in my work load, I find it impossible to continue. I would like to take this opportunity to thank the committee, coaches and divers for their support. I would also like to thank the staff and management of the RCP, Wishaw Baths and Montrose Baths for their help in organising our events.

Anne Murray, National Convener

Report of the Great Britain Review Group

During the past year steady progress has continued to be made by the members of the Review Group set up by the GB Committee to develop proposals for the structure and organisation of a fully integrated Great Britain Association.

In order to seek the views of a large spectrum of opinion within the sport a series of meetings were held with the five ASA District Associations and the Associations of Wales and Scotland. The findings were included in the Summary of Foundation Workshop prepared by Alistair Gray of Genesis Consulting Ltd and which has been circulated within the three Associations.

Three working parties have been set up to deal with the important matters of finance, management and constitution. Membership of these embrace representation of each Association under the chairmanship of a member of the Review Group and each has met on at least one occasion with further meetings arranged to take place.

The Review Group, which has met on five occasions, is due to meet next in January 1995 when they will continue to discuss structures for the future, assess the resource implications of change, and develop a preferred option that can be put to a Conference to be held later in the year.

Following the Conference, and only if the proposals have received clear indications of support from the Associations, will special resolutions be prepared for consideration at EGM's of the Constituent Associations to enable them to vote on proposed future constitutional changes for implementation as from the Annual General Meetings of 1996.

Peter Heatly, GB Review Group

Scottish Sports Association Report

The Scottish Sports Association represents the collective interests of the Governing Bodies of Sports in Scotland. The Scottish Amateur Swimming Association is a full member alongside 56 other Governing Bodies and 16 Associate Members which include the Commonwealth Games Council for Scotland, the Federation of Scottish Schools Sports Associations and the Scottish Sports Association for the Disabled.

The Scottish Sports Association (SSA) has a formal role, defined in the Royal Charter conferred upon the Scottish Sports Council, as a consultative body to that Council.

Bob Aitken joined the Association as General Secretary in March 1994 and had time to settle into his new post before leaving with the Scottish Commonwealth Games Team for Canada in his other role as Shooting Team Manager. In that role, Bob Aitken is well known to many SASA members.

The developments identified in 1993 through the 'Partnerships' strategy document were reported to the Half-Yearly Meeting held on 20th April - the SASA was represented by Mr Mason, Mr Lord and by the Association's delegate. The efforts of the SSA to improve communications has been evident through the quarterly publication of 'Saltire' which has given consideration to many important issues:

- The Criminal Justice and Public Order Bill.
- SVQ's in Coaching Teaching and Instructing.
- VAT Exemption for Sporting Services.
- The review of the Sports Council in Great Britain.
- Corporation Tax Liability to Clubs.

Throughout that last year, the SSA has been developing the working relationships with two firms for the supply of Travel and Insurance Services which should result in exclusive benefits to member bodies.

- **Travel:** Traveleads, 28 New York Street, Leeds, LS2 7DY. (Telephone: 0532 422202: Gary McLeod or Elaine Homes).
- **Insurance:** Perkins Slade Ltd, Elizabeth House, Suffolk Street, Queensway, Birmingham, B1 1LS. (Telephone: 021 625 8080: Tony O'Brien)

An important part of the 'Partnerships' strategy was the identification of groupings of bodies with particular and common interests and a role for the SSA in initiating contact between those bodies and encouraging them to set their own agendas. Many nominees from various Governing Bodies have given their time and energy throughout the year and we are grateful to them all. Particular thanks should go to Duncan Winning (Scottish Canoe Association) and his Outdoor Pursuits Division of the SSA for their effort to protect rights of access for 'responsible persons engaged in outdoor recreational activities in Scotland'.

We (the Scottish Amateur Swimming Association) must ensure that we continue to contribute to the work of the SSA and to the general interests of sport in Scotland.

Douglas C. J. Brown, Delegate

Board of Management

*Should you require any assistance or advice in any specific area
please do not hesitate to contact the appropriate member of The Board of Management.*

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Mr Ian Mason

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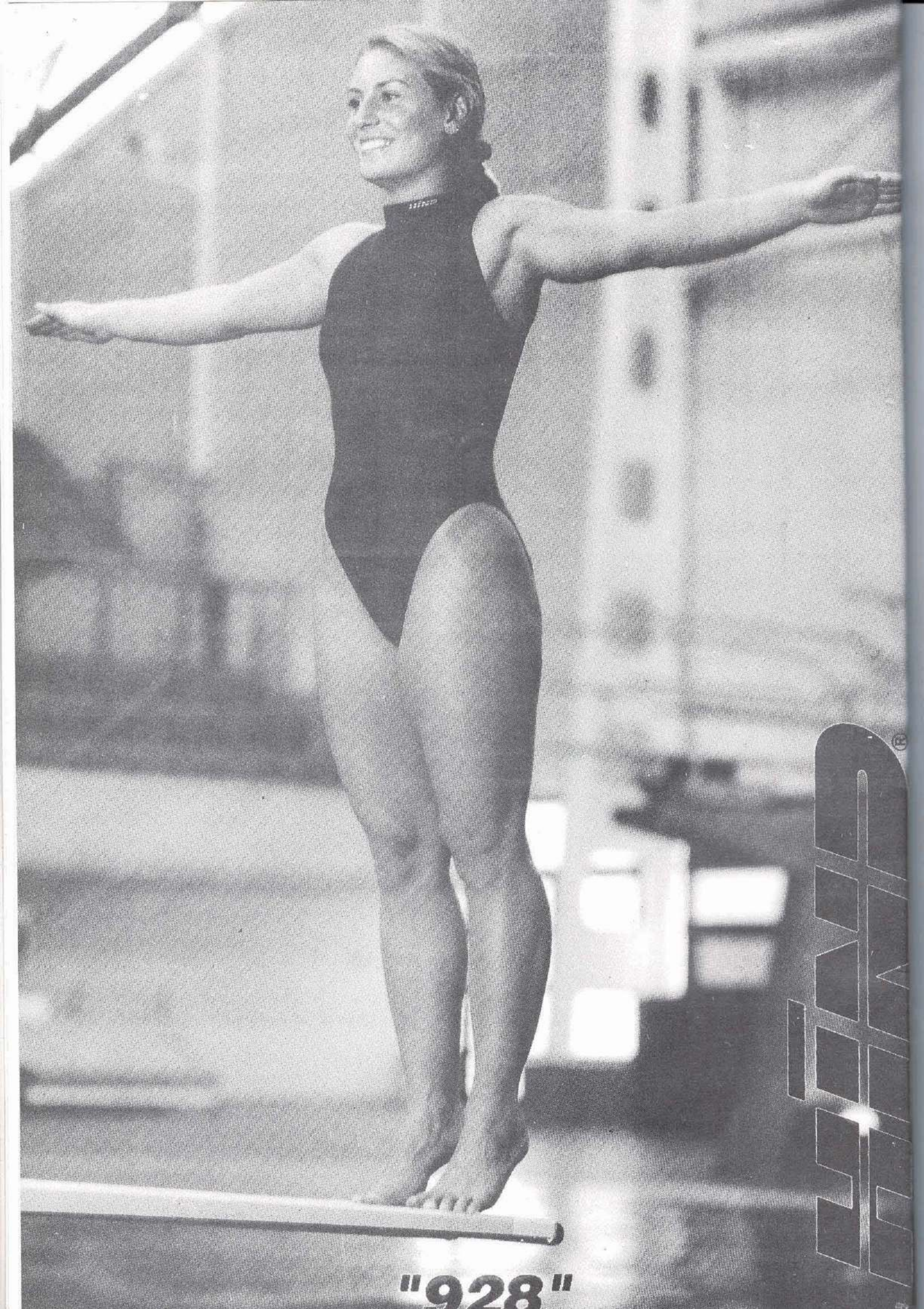
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