

SCOTTISH AMATEUR SWIMMING ASSOCIATION



ANNUAL **2000** REPORT



# The year's achievements

- Bank of Scotland Learn to Swim Programme launched to all Scottish local authorities
- 107 Scottish records set
- Scottish Swimming achieves Quest
- Building commences on National Swimming Academy
- 12 Scottish swimmers represent Great Britain at Sydney Olympics and Paralympics
- Steve Gladding appointed as national coach/development officer - diving
- Inaugural Awards Dinner, Aberdeen
- BP sponsor new Scottish Winter Open Meet, Inverness
- Volunteer Investment Awards launched
- British success and representation in open water and water polo
- 853 candidates achieved teaching and coaching qualifications
- Scottish masters swimmers established World, European and British records



Kirsty Balfour and Sarah Henderson at the BP Winter Open, Inverness.



New promotional campaign.



Steve Gladding joins the team.



Quest Logo.



David Wilkie MBE, Scottish Patron and Ian Fiddes, Head of Group Community Relations, Bank of Scotland at Learn to Swim Programme launch.



VIP Awards ceremony: Bobby Campbell, Stewart Davidson, Jack Snowden MBE, Andrew Taylor.



Artists impression of the new National Swimming Academy.

## ABOUT SCOTTISH SWIMMING

The Association was founded in 1888 with the aim of providing the best swimming teaching and competition opportunities possible for the people of Scotland. Its headquarters are located in Glasgow with a full time staff of 11, but it relies on the help of thousands of volunteers across the country, without whom its work would not be possible. Scottish Swimming's mission is to be recognised as 'an excellent and developing sport which meets the needs of all of its stakeholders'.



## NEW INITIATIVES IN 2000



Flying Start - (formerly known as Pathway to Performance) is a talent development programme providing a pathway for youngsters to progress from club to national and international competition.

Scottish Swimming Awards - new curriculum developed with links to Bank of Scotland Learn to Swim Programme. New promotional brochure and website launched.



Nothing Left to Chance - our strategy for the identification of the training, competition and lifestyle needs of athletes and their coaches, produced in conjunction with the Scottish Institute of Sport.

SWIMARK Club Development Resource Pack - a quality measurement and development tool aiming to assist clubs in developing their structure and management process, assessed over four progressive levels.





# Introduction

## A message from the Chairman

The year 2000 has seen Scottish Swimming achieve a number of key milestones in its ongoing journey to become 'an excellent and developing sport'. This annual report outlines some of the highlights of another busy year, which sees us complete the second year of our current development plan.

A start has been made to the new National Swimming Academy at Stirling University and we are on track to move to our new headquarters in December 2001. We have also negotiated a 25-year lease for our offices, which gives the Association long-term stability within a high quality environment. February 2000 saw the introduction of our first Annual Awards Dinner along with a revamped approach to our AGM. Both these events were highly successful and well received by both our members and external partners.

The turnover of the Association continued to grow as did our commercial activity and income generation. I am also pleased to report that we have returned a small surplus for the year. In addition, new corporate governance procedures have assisted us in closely monitoring all budgets and programmes.

A significant achievement in 2000 was the successful completion of the Quest assessment – a quality assurance programme used within the leisure industry and sports development throughout the UK. Scottish Swimming is the first governing body of sport in the UK to achieve this award. This is a tribute to both the high quality of the staff and the systems and processes within our governing body.

A number of key appointments have been made over the last 12 months. We are particularly pleased to welcome Steve Gladding as the new national coach/development officer - diving for City of Edinburgh and Scottish Swimming. In addition all the area managers for the Scottish Institute of Sport are now in place and swimming has been working hard to develop systems and structures relevant to this new national initiative.

We should also be pleased with the efforts that have been made in the improvement of communication through the launch of our websites, Splashmail - our email newsletter and the ongoing improvement of our magazine.

As a sport we recognise the importance of partnership and we have worked extremely hard at sustaining and developing these with local authorities, national sporting agencies, commercial partners, tertiary education and other appropriate agencies.

In conclusion, I must thank all our volunteers, professional staff and athletes who have worked so hard to achieve the successes outlined within this annual report.

*Ian Mason*

Ian Mason, Chairman



Ian Mason

## A message from the Chief Executive

This last year has seen Scottish Swimming build and consolidate significantly on its success of the 90's, and I believe firmly establish itself as one of Scotland's most respected national governing bodies of sport.

However we must not be complacent, and as witnessed at our second strategic retreat in November, our sport has to challenge itself further, become even more output orientated, without changing for change sake, whilst continuing to ensure that we are athlete focused and coach driven.

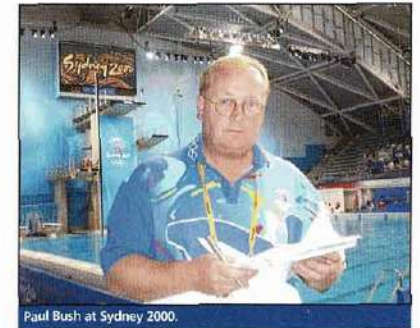
As we approach the halfway mark of our development plan Aqua 21, it is time to consider our future development. Scottish Swimming is investigating moving to a business plan at the end of 2001 which will take our sport through to 2006 and signpost our desired progress against our strategic vision. Sport is in an ever challenging and changing environment and well-planned and well-structured change will ensure that our sport remains at the forefront. Every day everyone involved in our sport must ask themselves, have you made a difference? If not, why?

Our many commercial partners are crucial to our future development and I would pay particular tribute to all of them for their continued and valued support. We are a sport of great diversity and three memories will live with me from the last twelve months. The smiling faces of the many youngsters enjoying the Bank of Scotland Learn to Swim Programme, my incredible experience as a volunteer at the 2000 Olympics in Sydney, and finally but not least, my two stimulating days recently spent in Shetland where success is sure to follow the great structures already in place.

This annual report once again identifies many but by no mean all of the highlights of the year. I would like to take this opportunity to thank everyone for their continued support and look forward to the exciting challenges ahead and further success over the coming years.

*Paul Bush*

Paul Bush, Chief Executive



Paul Bush at Sydney 2000



# 2000 - The year in review

The last twelve months have witnessed, the dawn of a new millennium, the finest Olympic and Paralympic games in our lifetime, and Scottish Swimming continuing its significant progress and achievements of the last few years. The highlights are many and once again too great to cover in this annual report which is a snapshot of the successes of 2000.

Inverness was the venue for the first event of the year, the BP Winter Open; terrific organisation and many Scottish records complemented three great days of competition. BP, a new sponsor to the sport, were awarded the Sports Sponsorship of the Year Award by the Commonwealth Games Council for Scotland and have subsequently reconfirmed their support for the event.

2000 was certainly the year for record breakers, with no less than 107 new Scottish records established against the 42 of 1999 – a remarkable achievement.

Congratulations to all of our



Alison Sheppard in and out of the pool.

athletes and coaches for reaching this significant milestone in our sport's development. Many swimmers deserve a mention, however one above all is worthy of a special tribute – Alison Sheppard.

Alison competed at her fourth Olympic Games in Sydney and swam superbly to take an individual 50m freestyle final spot, the only British female swimmer to make an individual final and contributed enormously to the women's freestyle team that narrowly missed a medal.

Throughout the year, Alison built on her achievements of previous years establishing six Commonwealth, six British and eight Scottish records, *short course and long course*. Following the Olympics Alison has continued her scintillating form and looks forward to representing Scotland at the Manchester 2002 Commonwealth Games.

The year saw Scottish Swimming attract its largest ever commercial partner. The Bank of Scotland agreed to support the Association's learn to swim syllabus and the inaugural Awards Dinner. The Bank of Scotland Learn to Swim Programme has been introduced to 22 of Scotland's 32 local authorities to date and has provided quality in-service training for teachers from clubs, local authorities and schools as well as providing taster sessions for Scotland's youngsters. The new programme also received significant Sportsmatch support from the government's pound for pound matching



Callum Nicholson, BP and Ron Taylor SASA President at BP Winter Open, Inverness.



David Wilkie MBE with youngsters at the Bank of Scotland Learn to Swim Programme launch.



Bill Murdoch, President West District SASA and Bridget McConnell, Director of Arts and Recreation, Glasgow City Council at a Bank of Scotland Learn to Swim Programme day.



Scottish Swimming Awards Dinner/AGM 2000, Aberdeen.



Front page of new awards scheme website.



# 2000 - The year in review

sponsorship scheme. The Bank of Scotland Learn to Swim Programme was also linked to a re-launched awards scheme, now live on the web. The first Awards Dinner held in Aberdeen was an outstanding success, providing an opportunity to recognise the achievers from all parts of our sport.

The 21st century is the age of information technology, and Scottish Swimming rose to the challenge admirably. Our live web results service was the first of its kind in the UK and our email bulletin, Splashmail has provided quick and up to date information to all in our sport. To complement our results and awards websites our new general website will come online early in 2001.

On the commercial front, Scottish Swimming secured European rights for both Bill Sweetenham's and Ian Thorpe's new videos, as well as securing a new four year Speedo kit contract. We continued to enjoy the support of



Preview of soon-to-be launched Scottish Swimming website.



Top: Bill Sweetenham and Doug Frost/Ian Thorpe videos.  
Below: Identity graphic for Splashmail email bulletin.



Sportsmatch presentation: Sam Galbraith MSP; Paul Bush, SASA Chief Executive; Alison Gemmill, Bank of Scotland; Alistair Dempster, Chair sportsotland.

many partners whom we have recognised in this report; a sincere thank you to all.

The summer months were as busy as ever with competitions and training camps in all of our disciplines, including a record entry for our open water events and record breaking achievements by our masters swimmers both at home and abroad. Our masters programme is one of the finest in Europe and the return of the GB



Above: Kirsty Balfour, City of Edinburgh, European Junior and MCGY medalist.



Below: Louise Coull, REN 96, European Junior and MCGY medalist.

Masters to Glasgow in 2001 will be another opportunity to demonstrate our great strengths. The European Junior Championships in Dunkerque were particularly successful for Kirsty Balfour and Louise Coull, who both picked up medals. These performances were followed up with further success at the inaugural Millennium Commonwealth Youth Games held in Edinburgh in August. Three days of fierce competition attracted the cream of the Commonwealth in eight sports from 15 countries including the powerful Aussies who won all but three gold medals out of a possible 32 in the pool! Our swimmers performed well collecting 11 medals and 2004 will see the event hosted in Australia.

On the awards front our committed volunteers and coaches were honoured and recognised on numerous occasions throughout the year. Our own Bank of Scotland Awards Dinner, the sportsotland Volunteer Awards and Coach of the Year saw Scottish Swimming well



Scottish swim team at MCGY.

# 2000 - The year in review

represented. However, a highlight must be the recognition for Jack Snowden in the New Year honours list with an MBE. Congratulations Jack for 60 plus years of dedicated service!

Our second seminar Turning the Tide was again supported by Glasgow City Council and promoted jointly with the Institute of Sport and Recreation Management. 32 excellent speakers shared their wisdom with delegates from across the UK. Topics were diverse; from the future of British Swimming by Bill Sweetenham new GB Performance Director, to Jamie Salter's view of Sydney 2000 and a fascinating overview of new developments in bulkheads.

Diving was given a major boost in September with the appointment of our first national coach/development officer based in Edinburgh. Steve Gladding, who has spent the last four years working in South Africa, has enthusiastically taken up the role and we are indebted to



Coach of the Year 2000: Eddie McCluskey, Port Glasgow Otters; Andrew Buchanan, Alloa.

Edinburgh Leisure who are our partners in this post. Professional staff, board members and key partners assembled this year at Tulliallan for our second strategic retreat. Another exciting and thought provoking day was facilitated by Sue Campbell MBE, Chief Executive of the Youth Sport Trust and government special adviser on sport. As the day progressed it was apparent that our sport needed to develop a clear business plan for the future around its strategic vision, a project which it is hoped will come to

fruition in the autumn of 2001 and provide a sound platform for our sport through to 2006.

It is fitting that we end the review of 2000 by recognising our Paralympic achievements in Sydney. Scottish swimmers were outstanding, returning home with three gold, eight silver and seven bronze medals. It was therefore appropriate that Paralympic gold medallist Kenny Cairns turned the first sod of earth at the new £5.4 million National Swimming Academy which is now well under way, and due to open in late 2001/early 2002. Kenny was awarded an MBE in the New Year honours for his outstanding contribution to disability sport.

Looking forward, Scottish Swimming needs to continue to strive for excellence in all that it does by all who are involved.



Turning the Tide seminar: Ian Mason, Chair SASA; Bill Sweetenham, GB Performance Director; Baillie Irene Graham, Glasgow City Council; Keith Osborne, President ISRM; Gerry Montgomery, Manchester 2002.



Sue Campbell, MBE.



Scottish Paralympic Swimmers, Sydney 2000. Back: Andrew Lindsay; Murray Dingwall; Tracy Wiscombe; Lara Ferguson; Paul Noble. Front: Paul Johnstone; Maggi McElany MBE; Alan McGregor; Kenny Cairns MBE; Jim Anderson.



Official turf cutting for the National Swimming Academy: Paul Bush, Scottish Swimming; Andrew Miller CBE, University of Stirling; Kenny Cairns MBE, Paralympic gold medallist; Ewan Gillies, sportscotland Lottery Fund; Nigel Holl, Scottish Institute of Sport.



# Financial review & statement of accounts

## Income and expenditure account for year ended 30 November 2000

	2000		1999	
	Inc.	Exp.	Inc.	Exp.
Membership and related income	239488		219933	
sportscotland development grant	230000		240000	
sportscotland lottery grants	24615		52586	
sportscotland other grants	8000		16496	
Sponsorship	57158		45455	
Fundraising	30625		18713	
Merchandising	21083	13624	14154	6054
Other income	6474		4747	
Salaries and expenses		219286		204282
Office costs	12505	108347	512	98264
Committees and expenses	3679	36168		29627
Swimming	130704	243751	100024	253918
Water polo	4802	23176	5457	18266
Synchronised swimming	4354	13127	5718	12007
Diving	198	4322	130	2370
Masters	9903	13644	21449	25667
Open water	1365	4365	895	2927
Swimming technical officials	5514	6271	5719	6205
Education		1125		868
Coaching	107536	141303	112385	124034
Development	11347	14432	14528	17809
Great Britain		53060		56102
	<u>909350</u>	<u>896001</u>	<u>878901</u>	<u>858399</u>
Excess to reserves	£13349		£20502	

## Balance sheet as at 30 November 2000

	2000	1999
	£	£
Fixed assets	24108	18863
<b>Current assets</b>		
Debtors	49291	57797
Stock	9191	6842
Loans	25008	0
Bank	147406	44124
	<u>230896</u>	<u>108763</u>
<b>Current liabilities</b>		
Creditors	179772	86751
Net current assets	51124	22012
Net assets	<u>75232</u>	<u>40875</u>
<b>Represented by</b>		
Retained reserves	21041	539
Other reserves	40842	19834
Profit for year	13349	20502
	<u>75232</u>	<u>40875</u>

## Notes to accounts for the year ended 30 November 2000

- The accounts are prepared under the historical cost convention.
- Fixed assets are depreciated over five years.
- The Association holds under trusteeship a Swimmers' Grants Bank Account which has a balance of £2330.37 at 30 November 2000, which truly reflects grants outstanding.
- Stock consists of: videos, LTS packs, time cards, badges, handbooks and small items valued at cost.
- Loans and reserves reflect the equity balance of ASFGB released and loaned to ASFGB Limited.
- Fixed assets

	Boat	Computer equipment	Office equipment	Total
Cost:				
At beginning	5345	54236	4730	64311
Additions	15681	15681		
Disposals	0			
	<u>5345</u>	<u>69917</u>	<u>4730</u>	<u>79992</u>
Depreciation:				
At beginning	4850	35868	4730	45448
Charge for year	99	10338	0	10437
Disposals	0			
	<u>4949</u>	<u>46206</u>	<u>4730</u>	<u>55885</u>
Net book value 30/11/00	396	23,711	0	24107
Net book value 30/11/99	495	18368	0	18863
7. Legacies and donations			<b>2000</b>	<b>1999</b>
Bell Legacy			176	176
J Y Coutts Fund			308	308
			<u>484</u>	<u>484</u>

## Report of the auditors to the members of the Scottish Amateur Swimming Association

We have audited the attached financial statements in accordance with approved auditing standards. In our opinion the financial statements give a true and fair view of the state of the Association's affairs as at 30 November 2000 and that the funds provided by sportscotland have been properly discharged in accordance with the terms and conditions of the grant aid.

*Crichton Kilgour*

# Scottish Swimming would like to thank the following supporters



## Photo credits:

Front cover: Steve Lindridge, Ideal Images.  
 Backwash images on pages 2-5: Gordon Gillespie.  
 Page 2: Gordon Gillespie; SNS Group; Steve Gladding; FaulknerBrowns; sportscotland. Page 3: Tim Jones.  
 Page 4: Bill Black; Mike Sheppard; Heather Learmonth; SNS Group; Steve Lindridge, Ideal Images. Page 5:  
 sportscotland; Duncan McEwan. Page 6: sportscotland; Bill Black; Graham Brown, University of Stirling.

Scottish Swimming, Holmhill Farm, Greenlees Road, Cambuslang, Glasgow, G72 8DT • Tel: 0141 641 8818 • Fax: 0141 641 4443 • email: scotswim@aol.com