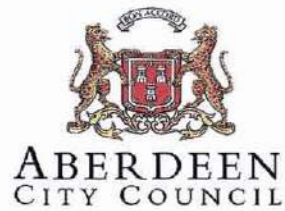
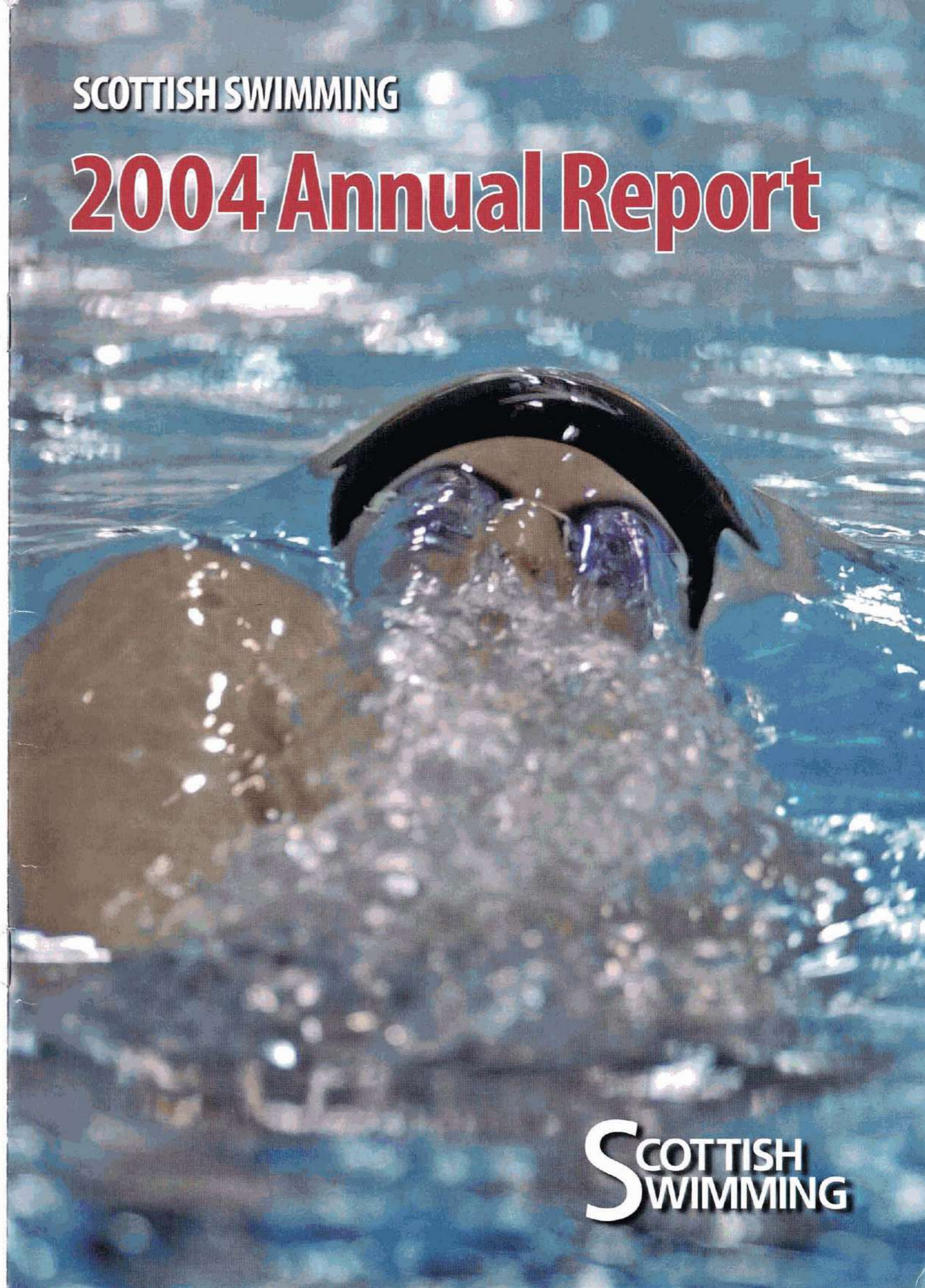


Scottish Swimming would like to thank the following valued partners:



SCOTTISH SWIMMING

2004 Annual Report



SCOTTISH SWIMMING

Scottish Amateur Swimming Association Limited

National Swimming Academy, University of Stirling, Stirling FK9 4LA Tel: 01786 466520 Fax: 01786 466521
 info@scottishswimming.com www.scottishswimming.com Company number: SC246645 Registered in Scotland

SCOTTISH SWIMMING

2004 ACHIEVEMENTS

Development



- ✓ Led the innovative Club Visit project
- ✓ Reviewed the Bank of Scotland Learn to Swim and Awards Scheme
- ✓ Led the Bank of Scotland Academy programme
- ✓ Appointed Director of Coaching and Development

Performance



- ✓ 8 Scots on the Olympic Squad
- ✓ 3 Scots swimming in Olympic finals
- ✓ 11 Medals at the Paralympics
- ✓ 4 Medals at the European Juniors

Corporate Development



- ✓ Secured £640k investment from sportsScotland through integrated investment process
- ✓ Secured £65k investment from Bank of Scotland sponsorship
- ✓ Secured £40k from the Scottish Executive for a Healthy Living initiative – SwimGym
- ✓ Achieved target for reserves of 250k

OUR PROFESSIONAL STAFF



Pictured at top of page: (middle) Gregor Tait sets Commonwealth record at 2004 British Olympic trials (right) Alison Sheppard tours the country promoting Learn to Swim before the Olympic Games.

Chairman and Chief Executive's Message

2004 has been a year of significant challenge and achievement for Scottish Swimming.

This annual report offers a flavour of the continuing progress we are making in relation to the strategic objectives outlined within our corporate plan.

The last twelve months have seen a significant change in key professional staff. However, with these changes now complete, we are extremely well placed to continue to build on the excellent work of recent years. The adjustment of our professional structure, combined with the ongoing commitment of an extensive number of volunteers within our sport, provides a powerful force to meet the ever changing challenges of the 21st century sporting environment.

Financially, Scottish Swimming is in sound shape, with further progress in building our reserves over the last twelve months. We have successfully achieved our target reserve of £250,000 in 2004.

In 2004, we continued to develop and implement robust corporate governance systems, particularly in relation to requirements of a company limited by guarantee.

We have also continued to build partnerships, particularly with the Scottish Executive and local authorities. In addition, our club visit project has provided invaluable information in relation to club needs and the future direction in which our clubs wish the support to progress.

At a performance level, we continue to punch above our weight, with strong representation both at GB senior and junior level. With the Commonwealth Games in Melbourne less than thirteen months away, it will be vital that we sustain our progress in performance terms of the last few years.

The success of 2004 is due to the efforts and contributions of many individuals at club, council, board and professional staff level.

We'd like to thank each and every one for their valued contribution over the last twelve months.

Ian Mason
Chairman

Ashley Howard
Chief Executive



New team members include:

- Two Board Members: Maureen Campbell and Julie Paulding
- A Director of Coaching and Development: Richard Gordon
- A Marketing and Communications Manager: Julie Pearson
- One Area Institute Coach: Ally White
- Two Administrators: Byron Milton and Cindy Doherty
- A Chief Executive: Ashley Howard

We have also recruited since the 1 November 04 (the start of our 04-05 year):

- Director of Performance: Kim Swanwick
- City of Edinburgh Swimming Head Coach: Fred Vergnoux
- National Diving Development Officer/Coach: Shannon Roy
- Soon to be recruited: Receptionist & Administrator

SCOTTISH SWIMMING

About Scottish Swimming

The Association was founded in 1888 and incorporated into a company limited by guarantee in May 2003 with the aim of providing the best swimming, teaching and competition opportunities possible for the people of Scotland.

Its headquarters and professional staff are located at the National Swimming Academy, Stirling, but it relies on the help of thousands of volunteers across the country, without whom its work would not be possible.

Scottish Swimming's ten year vision statement is "Scottish Swimming will provide world class opportunities and services to its membership and partners."

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SCOTTISH SWIMMING

REVIEW OF 2004

Development Report

- ✓ Led the innovative Club Visit project
- ✓ Reviewed the Bank of Scotland Learn to Swim and Awards Scheme
- ✓ Led the Bank of Scotland Academy programme
- ✓ Appointed Director of Coaching and Development

Club Visit Project

The Club Visit project is an exciting initiative to increase the organisation's knowledge and understanding of what our clubs are currently doing, the issues and opportunities they face and where they might like to be in the future. Recommendations based on club feedback will be presented at the Scottish Swimming AGM in February.

Bank of Scotland Learn to Swim and Awards Scheme

The Bank of Scotland Learn to Swim and Awards Scheme programmes continue to be popular throughout the country. However, due to the changing needs of our customers, a review of these programmes took place throughout the summer. A broader Bank of Scotland Learn to Swim syllabus and Awards Scheme, intrinsically linked to Long Term Athlete Development principles, will be re-launched in the autumn of 2005.

Bank of Scotland Academy Programme

The Bank of Scotland Academy programme reached across the entire country to provide valuable education opportunities for over 300 swimmers, aged eleven to thirteen. The programme also supports coach education, with over 30 coaches benefiting from the developmental opportunity. A series of four area training camps were held over consecutive months.

Club Development

SwiMark, Scottish Swimming's club development programme, will be reviewed in the coming year based on local authority and club feedback. The revised programme will reflect the Long Term Athlete Development model and will be broadened to include all disciplines and recreational swimming clubs.



Young swimmers make a splash at the Bank of Scotland Academy day

Teacher and Coach Education and UKCC

Over 1000 teachers and coaches have achieved Amateur Swimming Association (ASA) education awards in 2003-04. This figure has remained stable over the past three years.

Swimming has been selected to pilot the planning and implementation of the United Kingdom Coaching Certificate (UKCC). The UK Government initiative is intended to provide quality control. The aim is to have a UKCC endorsed teacher/coach education delivered in swimming, diving, water polo and synchro by January 2007.

Director of Coaching and Development

Scottish Swimming secured investment from sportscotland to recruit a Director of Coaching and Development to lead on the above development initiatives. Richard Gordon was appointed during the summer and joined Scottish Swimming in September 2004.



Richard Gordon

Richard joined Scottish Swimming from the Amateur Swimming Association, (ASA) where he developed the Long Term Athlete Development framework.



Shannon Roy

Australian Commonwealth Gold medalist Shannon Roy joined Scottish Swimming in January 2005 from the South Australia Sports Institute, where he was a coaching scholar.

Performance Report

- ✓ 8 Scots on the Olympic Squad
- ✓ 3 Scots swimming in Olympic finals
- ✓ 11 Medals at the Paralympics
- ✓ 4 Medals at the European Juniors

Performance Results

The results highlighted above are a tremendous achievement by swimmers and coaches throughout Scotland. Scottish Swimming is delighted to have played a role in this success, investing in swimmers, squads, coaches and the Great Britain programme.

Never before has a Scottish swimming squad succeeded in securing eight places on the Great Britain Olympic squad. We will be working hard with partners such as sportscotland, the Scottish Institute of Sport, the Area Institutes of Sport, and the

2004 TROOHY CABINET

- 1 Commonwealth record (backstroke)
- 4 Long Course British records
- 7 Senior British Championship titles
- 63 Scottish records
- At the start of the 04-05 year, the Youth Squad brought in 30 Medals at the Commonwealth Youth Games!

Commonwealth Games Council for Scotland to continue to support performance swimming in the future.

There were excellent performances at the European Junior Championships and incredible results from Scotland's young swimmers at the Commonwealth Youth Games in Bendigo during December 2004. Scotland brought home thirty swimming medals from the three day competition, with each of the fourteen swimmers winning at least one medal!

Technical Structure Review

During 2004, Scottish Swimming undertook a review of our technical structure. The review has enabled the recruitment of Kim Swanwick as Director of Performance, to work alongside Institute Coach, Chris Martin. The recruitment of Frederic Vergnoux also took place, as Head Coach of City of Edinburgh Swimming.



Kim Swanwick

Kim joins Scottish Swimming from the High Performance Centre at the University of Pretoria, South Africa, where he was responsible for testing and monitoring high performance athletes and advising coaches.



Fred Vergnoux

Fred joins City of Edinburgh Swimming from CS Clinchy 92, where he had been head coach for the past two years. Vergnoux was also the national coach for Belarus during this time, working with, among others, double Olympic finalist, Alena Popchanka.

Area Institute of Sport Coaches In Action

Over the past year, Scottish Swimming, in partnership with the Institute Network and sportscotland, has recruited another Area Institute Coach to join Gary Vandermeulen. Ally White works with the East, supporting those clubs and coaches with Area Institute athletes.

The activity in this area has seen swimmers graduate from the Area Institute network to become fully fledged Scottish Institute of Sport athletes. The sharing of best practice with the clubs

and coaches of emerging swimmers to identify talent and potential has also seen new swimmers joining the Area Institutes.

We will continue to engage with partners in each area to ensure we have more athletes benefiting from Area Institute support in the future.



Ally White

Ally joined the East of Scotland Institute of Sport from St Bede's School in Sussex, where he was head coach for four years.



Jim Anderson celebrates winning gold at the Paralympic Games

Corporate Development Report

- ✓ Secured £640k investment from sportscotland through integrated investment process.
- ✓ Secured £65k investment from Bank of Scotland sponsorship
- ✓ Secured £40k from the Scottish Executive for a Healthy Living initiative – SwimGym
- ✓ Achieved target for reserves of 250k

Investment from sportscotland

sportscotland showed its confidence in Scottish Swimming when it continued to support swimming's success, ploughing £640k into the sport for the year.

Reserves

In order to ensure that Scottish Swimming remains in a strong position for the future, we continued to build our reserves, achieving our 2004 target of 250k.

Commercial Partners

Scottish Swimming's commercial partners provided valuable support to the sport, including the Bank of Scotland, investing a further £65k into a range of Scottish Swimming programmes and events. The new agreement with Speedo has also seen a greater investment into Scottish Swimming.

The profile of our sponsors and sport was given a further boost when BBC Scotland broadcast a 50 minute programme of the Speedo Scottish National Short Course Championships in March.

Modernisation and Board Recruitment

Scottish Swimming has undertaken a review of the role of board and professional staff, as part of the UK Sport modernisation programme. The modernisation initiative has included the services of a consultant to provide recommendations on how we may improve our operations. Several recommendations are already in play!

The recruitment of Maureen Campbell and Julie Paulding to the sport's Board of Directors this year brought new expertise and knowledge to further strengthen the group.



Maureen Campbell

Maureen is a Director of a multi-disciplinary group within Falkirk Council and brings to the Board significant knowledge and understanding of the local authority network. A former international swimmer, Maureen has been involved in swimming for over 25 years.



Julie Paulding

Julie is an Active Schools (Primary) Co-ordinator in East Lothian and brings to the Board an acute understanding of the national priorities for sport. As a Commonwealth silver medallist in cycling, Julie also brings a wealth of experience as an elite athlete.

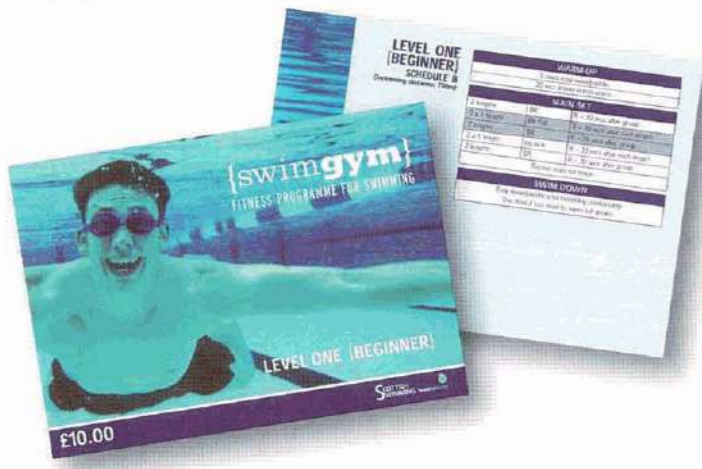
Strategy and Vision

Nationwide consultation sessions were held with members and partners, along with research questionnaires, to provide everyone with involvement in Scottish Swimming's future vision and strategy the opportunity to put forward their ideas.

Scottish Swimming's new vision and strategy will be launched in summer 2005, forming the core of the organisation's 2006-2012 corporate plan.

Healthy Living

Scottish Swimming secured £40k from the Scottish Executive Healthy Living initiative to develop the SwimGym product. SwimGym is a fitness programme for swimming. The product will be trialled at the beginning of the year for launch later in the spring.



Communication

A new website for the sport was launched this year to enhance our communication with members. A user group has been established to provide feedback and suggestions on the website's future development to ensure it continues to be a central and valuable information resource for the sport.

WHAT THE FUTURE HOLDS

There will be some exciting developments in the coming year, including:

- Implementation of the recommendations from the Club Visit project
- Revision of the club development programme, SwiMark
- Approval of a Coach Education strategy and action plan
- Results from the World Championships in August 2005
- Continued improvement to the competitive swimmer pathway, including the progression of six new swimmers onto the Institute programme
- Scottish Swimming's new vision and strategy launch
- SwimGym: the fitness programme for swimmers launch
- The new Bank of Scotland Learn to Swim product launch
- The new Scottish Swimming Awards Scheme launch

AREAS WE AIM TO DO BETTER

Membership card production through new IT system	Increase in trained Child Protection Officer club coverage (from 53% to 100%)
Improved communication processes with coaches across Scotland	Improving the "swimming knowledge" of our staff

Financial review and statements of accounts

Consolidated Accounts for Scottish Amateur Swimming Association Limited for the Period 01/11/03 to 31/10/04

	2004		2003	
	Income	Expenditure	Income	Expenditure
Membership	278125		242497	
Grants	486662	2105	401045	3000
Sponsorship & Fundraising	79827	6251	67777	5818
Salaries & Office Costs	2193	560925	2276	430884
Committees & Expenses	11457	42291	10146	41436
Competitions & Training	174495	279333	578426	691113
Education & Development	19141	98290	21710	93291
	1051905	989196	1323877	1265541

Excess to Reserves £62,709 £58,336

Notes

- Sponsors include Bank of Scotland, Swimshop, Omega and Speedo.
- Membership represents subscriptions paid during the period to 31/10/04.

Balance sheet as at 31 October 2004

	2004	2003
	£	£
Fixed Assets	18866	11607
Current Assets		
Stock	12347	13338
Debtors	53298	129804
Short & Long Term Loans	26008	26008
Bank	408859	402023
	500512	571173
Current Liabilities		
Creditors	250244	381357
Net Current Assets	250267	189817
Net Assets	269133	201424
Represented By:		
Share Capital	1	1
Retained Reserves	160581	102245
Other Reserves	45842	58336
Surplus for Year	62709	40842
	269133	201424

Notes to Accounts for the year ended 31 October 2004

- The consolidated accounts are prepared under the historical cost convention.
- Fixed assets are depreciated over three years.
- The Company holds under Trusteeship a Swimmers' Grants Bank Account which has a balance of £3122.82, which truly reflects Grants outstanding.
- Stocks are valued at cost.
- Loans represent amounts advanced to ASFG Limited and Scottish Swimming Awards.
- At 31 October 2004 the Company had a financial commitment of £15,012 p.a. plus VAT for a period of twenty two years for the rental of premises at Stirling.
- The transfer to reserves represents a provision against the one off costs of the 2005 World Championships and the 2006 Commonwealth Games in Melbourne.
- Fixed Assets

	Boat	Computer Equipment	Total
Cost:			
At beginning 01/11/03	1,031	13,868	14,899
Additions	0	16,593	16,593
Disposals	0	0	0
	1,031	30,461	31,492
Depreciation:			
At beginning 01/11/03	50	3,241	3,291
Charge for Year	981	8,355	9,336
Disposals	0	0	0
	1,031	11,596	12,627
Net Book Value 31/10/04	0	18,865	18,865
Net Book Value 31/10/03	981	10,627	11,608

9. Legacies and Donations

	2004	2003
Bell Legacy	176	176
JY Coult's Fund	308	308
	484	484

Report of the Auditors to the Members of The Scottish Amateur Swimming Association Ltd

We confirm that the figures included in these combined accounts have been properly extracted from the audited statutory accounts of SASA Limited for the period ended 31 October 2004. The extract may not contain sufficient information to allow a full understanding of the results and a copy of these accounts can be obtained from the Finance Manager, National Swimming Academy, University of Stirling, Stirling, FK9 4LA.

SASA Limited auditors: Walton Kilgour, Registered Auditors & Chartered Accountants, 10 - 12 Airthrey Road, Stirling FK9 5JR.