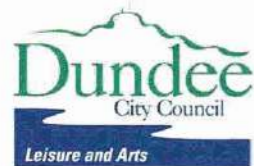


Scottish Swimming would like to thank the following valued partners:



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

Photography credits: Steve Lindridge, Ideal Images, Bill Black, Rob Eyton-Jones

SCOTTISH *swimming*  
 everyone can swim!

# Annual report 2006



Scotland's Commonwealth games aquatics squad proudly display their medals



**A year of elite success!**

**Our Vision:** To ensure that every single person in Scotland has access to quality swimming programmes

SCOTTISH *swimming*  
everyone can swim!

Scottish Swimming made headline news during 2006...

“McClatchey upstages the home favourite as Scots rule in the pool”

The Guardian

“Scotland’s Golden Age of Swimming”

The Courier & Advertiser

“Scots make history Down Under”

Scotland on Sunday

“Scotland’s new pool of talent stuns Games”

The Times

“Balfour, the new queen of British Swimming”

The Scotsman

“Balfour’s brilliance delivers Britain’s first gold”

The Independent

# 2006 OVERVIEW



Silver Medal winning 4x200m Freestyle team from 2006 Commonwealth Games (from l-r: Robbie Renwick, Euan Dale, Andy Hunter, David Carry)

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## About Scottish Swimming

Scottish Swimming is the national governing body for swimming in Scotland, representing Swimming, Masters, Diving, Open Water, Water Polo, and Synchronised Swimming. We work for the entire swimming community, including our members and thousands of coaches, officials, and volunteers from across the country.

Founded in 1888, Scottish Swimming incorporated into a company limited by guarantee in May 2003. Scottish Swimming's headquarters are at the National Swimming Academy in Stirling, working in partnership with Stirling University.

Scottish Amateur Swimming Association Limited  
National Swimming Academy, University of Stirling,  
Stirling FK9 4LA

Tel: 01786 466520  
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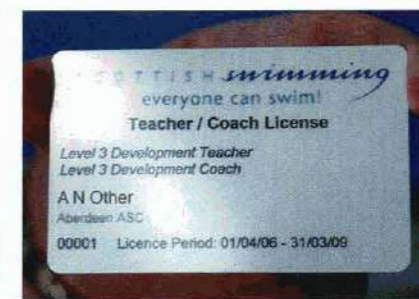


LOTTERY FUNDED



## Performance

1. Achieved 12 medals at Commonwealth Games in Melbourne
2. 13 Scots selected for European Long Course Championships
3. Kirsty Balfour crowned European Champion at 200m Breaststroke
4. Robbie Renwick crowned European Junior Champion at 200m Freestyle
5. Enhanced District Regional Programme delivered
6. New Selection Policy Published
7. Increased number of competitive opportunities abroad



2006 saw the first teacher/coach licences issued

## Development

1. Implemented new Learn to Swim Programme into 10 Swim Schools
2. Implemented new SwiMark Club Development Programme into 25 Clubs
3. Piloted UKCC Level 1 Coaching Award
4. Launched Teacher/Coach Licensing from 1st March 2006
5. Produced Discipline Development Plans for 2006-2012

## Corporate Development

1. Secured £818k investment from sportscotland
2. Secured a £50k grant from Scottish Executive's Healthy Living
3. Successfully implemented the new Complaints Procedure
4. Effectively gathered feedback on our communication and developed plans for implementation in 2007, including increased investment in our website.
5. Delivered an unprecedented organisational effectiveness result in our Corporate Governance review.



Look out in 2007 for news of our partnership with Healthy Living

## Meet the team!



**Back row:** Julie Aitken, Emma Sunderland, Gary Vandemeulen, Ally Whike, Paul Wilson, Kirsten Baker, Gordon Glasgow. **Front row:** Jemima Coates, Ashley Howard, Gillian Goodwin, Lorraine Campbell, Eilidh McCall, Kerry Adam, Donna Fyfe, Deborah McGuinness, Melanie Findlay



Marilyn Sweet



Fred Vergroux



Chris Jones



Richard Gordon



Julie Hughes



Elaine Mackenzie



Anthony Stockland

## New faces and changing roles

### Maureen Campbell

Maureen had been serving as a Scottish Swimming Board Director in the lead up to the Chair recruitment. Her appointment as Chair will allow her to continue to offer a significant knowledge and experience of sport, and swimming in particular, from the Board's leadership position.



Maureen Campbell



Peter Bilsborough

### Peter Bilsborough, John Mason, Danny McGowan

Peter, John and Danny took up their positions on the Board in July 2006. The new Board members will provide support and experience to help drive the future direction of the sport.



John Mason



Danny McGowan

### Eilidh McCall

Eilidh joined Scottish Swimming in June within the newly created and **sportscotland** funded position of Volunteer Development Manager. Eilidh will be working on projects such as a volunteer strategy as well as producing an annual calendar of training events for volunteers.



Eilidh McCall

### Kerry Adam and Gillian Goodwin

Kerry and Gillian are welcome new members of the administration team, providing support to the Development (Gillian) and Performance (Kerry) teams.



Kerry Adam

### Gordon Glasgow and Rob Lee

Gordon (East Area Institute of Sport) and Rob (West Area Institute of Sport) joined Scottish Swimming in March and have worked closely with Coaches in delivering the services and support needed to take swimmers within their Area Institutes to the next level.



Gillian Goodwin



Gordon Glasgow



Rob Lee

### Ally Whike (promotion)

Ally took up the post of Director of Performance following his time as coach at the East Area Institute of Sport. Ally's extensive background in swimming and skill in working in partnership has helped deliver a clear performance plan for the sport, ensuring our athletes enjoy further success at International level.



Ally Whike

### We have recruited since the 1 November 06 (the start of our 06-07 year)

City of Edinburgh Swimming Assistant Coach: Chris Jones (New Post); Disability Swimming Development Officer: Paul Wilson (New Post); Beijing Coach: Gary Paterson (New Post); Receptionist: Donna Fyfe

## Chair and Chief Executive's Report



Maureen Campbell



Ashley Howard

Scottish Swimming has had a thrilling 2006. Our most significant achievements have been delivered in the area of performance. Our swimming team secured 12 medals at the recent Commonwealth Games in Melbourne, 6 of which were gold. This unprecedented level of success was followed by a tremendous showing at the European Championships where Scottish swimmers contributed 8 medals to the total British tally (relays counted as 4 medals). This equates to 38% of the British medals! Kirsty Balfour was the star of the meet, securing in addition to her relay gold, 2 individual medals - 1 gold and 1 silver. An individual gold has not been achieved by a Scot at the Europeans (long course) since David Wilkie in 1974 who also took the top place on the podium in the 200m Breaststroke. Our congratulations go to all swimmers, coaches, and team staff.

With London 2012 on our horizon, as well as the potential for a 2014 Commonwealth Games in Glasgow, Scottish Swimming has never been in a more exciting position. Our swimmer pathway is being improved continuously, underpinned by the principles of Long Term Athlete Development. Significant progress has been made last year to the establishment of a Scottish infrastructure for delivering the professionalisation of teachers and coaches through licensing and the United Kingdom Coaching and Certification (UKCC). This drive, among others, will be facilitated by our Education Manager supported by our Volunteer Manager, both of whom will be focussing on recruiting and supporting volunteers.

Our investment in development and performance continues to grow each year. This growth is exciting for the sport, but also poses an ongoing challenge for Scottish Swimming. There is a great need to prioritise our expenditure and to secure new grants,

sponsorship, and self generated income. We also recognise that we must continue to work a great deal on communication with our members. After considerable consultation and debate, we are now equipped to make changes to our website, to our newsletters, and to the way in which we interact with our members and clubs in general.

Maureen Campbell recently took the Chair position for Scottish Swimming, replacing Ian Mason after a phenomenal 13 year contribution to the progress of our sport. Ian worked tirelessly with fellow volunteers to modernise the association and to bring about a position of financial stability. Thanks to his efforts, Scottish Swimming's profile amongst key partners continues to strengthen from year to year. We are continuously recognised by our key investment partner, **sportscotland**, as one of the leading governing bodies in Scotland, and we are praised for our proactive approach with the Scottish Executive.

Please join us in celebrating Scottish Swimming's best ever year as we look forward to implementing Scottish Swimming's recently launched 2006-2012 Corporate Plan.

*Maureen Campbell*

*Ashley Howard*



A major highlight of 2006 was the successful roll-out of Learn to Swim, fronted by our brand mascots, Splish and Splash.

# Development Report

## 2006 Key successes

1. Implemented new Learn to Swim Programme into 10 Swim Schools
2. Implemented new SwiMark Club Development Programme into 25 Clubs
3. Piloted UKCC Level 1 Coaching Award
4. Launched Teacher/Coach Licensing from 1st March 2006
5. Produced Discipline Development Plans for 2006-2012

## Learn to Swim

Our new Learn to Swim continues to go from strength to strength with 10 Local Authorities and 10 swim schools adopting the programme as their swimming curriculum. We will continue to roll out the programme across Scotland over the course of 2007.

## SwiMark

The new version of SwiMark has been implemented with 26 clubs signing up to undertake the scheme, St. Thomas ASC, Arbroath being the first to achieve full accreditation. SwiMark now provides clubs with Long Term Athlete Development guidelines and looks at developing not only the clubs' management but also the development of their teachers, coaches and athletes.

Implementation also began in 2006 with the Swim School SwiMark scheme and will continue into 2007. There are currently two swim schools signed up to SwiMark for Swim Schools, with a further six indicating that they will undertake SwiMark when they have implemented the new learn to swim programme.



St. Thomas ASC became the first holders of the new SwiMark



## United Kingdom Coaching Certificate (UKCC)

Scottish Swimming successfully achieved Scottish Qualifications Authority (SQA) approved centre status for the network of hub and (130) satellite education centres enabling it to deliver UKCC endorsed qualifications using the SQA as the Awarding Body. Scottish Swimming also became responsible for registering all ASA courses in Scotland with ASA the Awarding Body. 25 tutors have registered to deliver UKCC qualifications.

### For information in 2007:

#### Coach Education

- UKCC Levels 1 & 2 implemented on **1st January 2007** (swimming, diving, water polo and synchro)
- UKCC Level 3 will be implemented from **April 2007**

#### Teacher Education

- UKCC Levels 1, 2 & 3 will be implemented from **1st September 2007**
- UKCC Level 4 (all disciplines) will be delivered in **2008**

## Teacher/Coach Licensing

34 licences were issued in total during 2006. Of the 34, 10 were full licences where the applicants have been able to supply evidence to satisfy the electives. The breakdown per level is as follows:

Full licence:		Provisional Licence:	
<b>SWIMMING:</b>		<b>SWIMMING:</b>	
Level 4 Development Coach	1	Level 3 Development Coach	3
Level 4 Teacher	1	Level 2 Coach	2
Level 3 Development Coach	2	Level 2 Teacher	9
Level 3 Teacher	1	Level 1 Coach	5
Level 2 Coach	1	Level 1 Teacher	5
Level 2 Teacher	3		
<b>WATER POLO:</b>			
Level 1 Coach	1		

Each person receiving a licence has been given a plastic durable card that states their name, level of licence, discipline and licence period.



High quality, durable cards are issued to licensed coaches

## Easter Swim School

2006 brought a change of focus from swimmer to tutors and the delivery of Level 3 qualifications. There were also 1 x Level 1 Teacher with 12 candidates and 1 x Club Coach with 7 candidates. Once again, strong pass rates were achieved and the local children from the Stirling area enjoyed as many swimming lessons as they wanted throughout the duration of the school for 50p.

## Discipline Development Plans 2006-2012

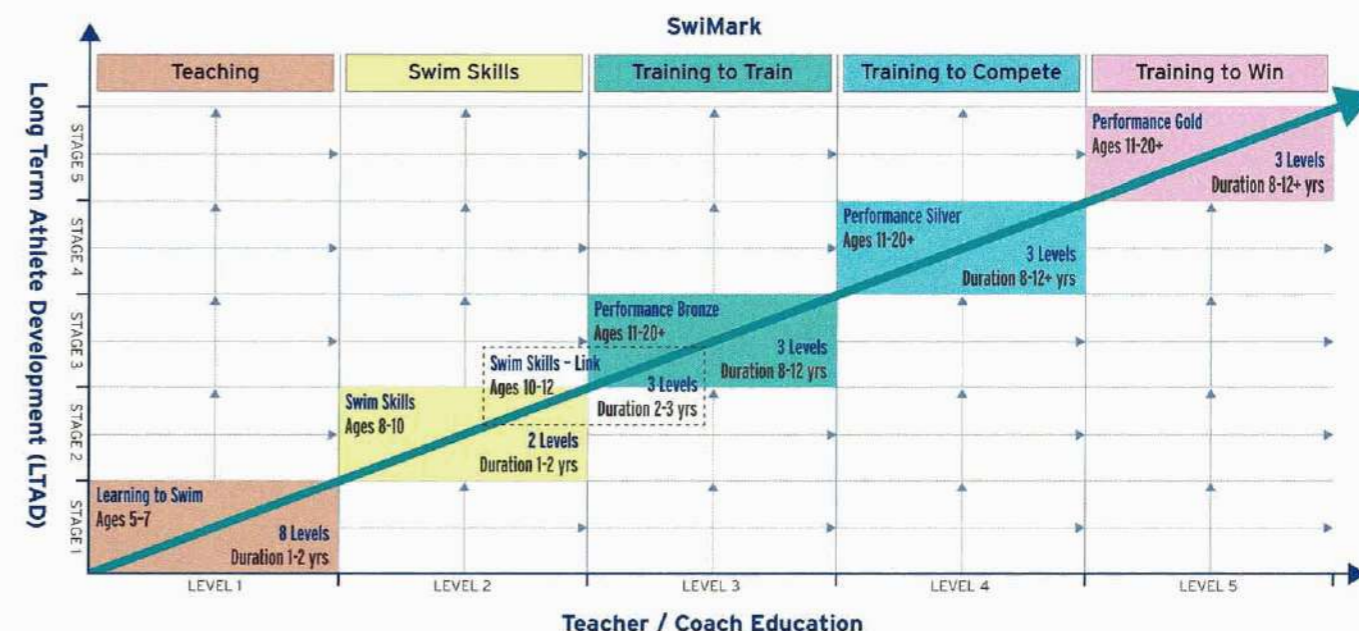
The disciplines of Diving, Water Polo, Open Water and Synchronised Swimming all now have development plans covering the period 2006-2012. Detailed annual action plans and an annual budget are agreed and monitored by the Scottish Swimming Board.

It is intended that the Scottish Technical Officials and Masters committees will also produce Development Plans to take them to 2012.



Elite success is just one of the long term aims of Scottish Swimming's development process and swimmer pathway. Here, Caitlin McClatchey is pictured celebrating victory in Melbourne.

## The swimmer pathway



## Performance Report

### 2006 Key successes

1. Achieved 12 medals at Commonwealth Games in Melbourne
2. 13 Scots selected for European Long Course Championships
3. Kirsty Balfour crowned European Champion at 200m Breaststroke
4. Robbie Renwick crowned European Junior Champion at 200m Freestyle
5. Enhanced District Regional Programme delivered
6. New Selection Policy Published
7. Increased number of competitive opportunities abroad



Kirsty Balfour pictured with the spoils of her breakthrough year

### Performance Results

2006 proved to be an incredible year for Scottish swimmers and coaches with fantastic performances and results on both the National and International stage. Scottish Swimming is once again delighted to have played a role in this success, investing in swimmers, coaches, squads and performance programmes at GB level. On behalf of Scottish Swimming, our congratulations go to everyone involved in delivering quality performances over the past year.

Nine of our elite swimmers return to Melbourne in March, the scene of such great success 12 months ago, to compete in the FINA World Championships, where they will be up against the world's best. Scottish Swimming continues to work in partnership with **sportscotland**, the Scottish Institute of Sport, the Area Institutes of Sport and British Swimming in order to prepare our athletes and coaches to deliver their full potential.

### Enhanced District Regional Programme

A review of the 2005 programme provided the basis for an improved District Regional Programme for 2006, with emphasis based on coach, as well as swimmer development. Scottish swimmers rose to the challenge with 415 qualifying for squad selection.

### Performance Weekends

The enhanced performance weekends have now been implemented with over 100 swimmers attending. The first weekend was held in September 2006 in conjunction with the Scottish Institute of Sport and Area Institutes of Sport, where swimmers and coaches received technical feedback in the form of video analysis and physiological testing.

### Competitive Opportunities Abroad

Scottish Swimming has provided excellent opportunities for senior and developing swimmers to gain essential experience of competing abroad. This included swimmers competing on the Mare Nostrum tour (Canet, Barcelona stages), The Vittel Cup in France and the Darmstadt International Age Group meet in Germany.



Robbie Renwick (white cap) off to a great start in Melbourne

### Awards

- BBC Radio Scotland – Sports Performance of the Year (Scotland's Commonwealth Games Aquatics Squad)
- Sunday Mail – Sport of the Year (swimming)
- Lonsdale Emirates Trophy for Scottish Sportsman of the Year – Gregor Tait
- Talk 107 Radio – East Coast Team of the Year – Scotland's Commonwealth Games Aquatics Squad
- Sunday Herald Scottish Sportsman of the Year – Kirsty Balfour
- Lord Provost of Stirling Sportsman of the Year – Gregor Tait
- City of Glasgow Team of the Year – Scotland's Commonwealth Games Aquatics Squad
- City of Glasgow Thales Young Sportsman of the Year – Rebecca Hillis
- British Olympic Association 2006 Olympic Athlete of the Year (Aquatics) – Kirsty Balfour
- BSCTA Coach of the Year – Fred Vergnoux

## TROPHY CABINET

2006 was a hugely successful year for swimming in Scotland, not just in Melbourne, but throughout all competitions and across the disciplines. Here are the highlights...

- Commonwealth Games – 12 Medals – Gold for Gregor Tait, David Carry and Caitlin McClatchey
- European Long Course Championships – 6 Medals – Gold for Kirsty Balfour
- European Long Course Championship Team – 13 swimmers
- European Junior Championships – 4 swimmers – Gold for Robbie Renwick
- 4 Medals at the European Juniors
- 5 water polo players selected for the GB youth programme
- 2 Commonwealth records broken
- 65 Scottish Senior records broken
- 7 Senior British records broken
- 188 Scottish Age Group records broken



## Corporate Development Report

### 2006 Key successes

1. Secured £818k investment from **sportscotland**
2. Secured a £50k grant from Scottish Executive's Healthy Living
3. Successfully implemented the new Complaints Procedure
4. Effectively gathered feedback on our communication and developed plans for implementation in 2007, including increased investment in our website.
5. Delivered an unprecedented organisational effectiveness result in our Corporate Governance review.

### Investment from sportscotland

Swimming in Scotland has never been more buoyant and that success in and out of the water was recognised by **sportscotland** in the form of substantial investment (£818k) for 2007. This money will allow the organisation to continuously develop and improve the swimmer pathway in Scotland. The investment will also support year one of the recently launched six year Corporate Plan.

### Healthy Living

An investment of £50k from the Scottish Executive was secured to help Scottish Swimming to develop our reach in the healthy living area, allowing us to support the Executive in its quest to tackle health inequalities and to target inactive people to become more active - something we know swimming is perfectly placed to achieve.

### Complaints Procedure

Following feedback from members, a new complaints procedure was created and successfully rolled out across the four districts.

The new process is easy to follow and will ensure that positive outcomes are achieved. The new process also provides clubs with the necessary guidelines for them to manage any complaint at local level in a fair and effective manner.

### Communication

During 2006, feedback has been gathered from swimmers, parents, and volunteers on how Scottish Swimming communicates with our members. This feedback was discussed at length at our Board and Staff away day, resulting in a Communication Action Plan to be delivered in 2007. The plan includes increased investment in our website, and focused attendance at District Championships in order to stay in touch with our members.

### Corporate Governance

In September 2006, the Board and Staff hunkered down to review the Association's strengths and weaknesses. We underwent a consultant led review on our business effectiveness and we achieved an outstanding score of 85%, having improved from 70% in 2005, and 56% in 2004.



The year included the launch of our new corporate plan

## Financial review and statements of accounts

Summary of Accounts for Scottish Amateur Swimming Association Limited for the Period 01/11/05 to 31/10/06

	2006		2005	
	Inc.	Exp.	Inc.	Exp.
Membership	305,826	9,009	301,284	8,690
Grants	769,077	0	627,123	0
Sponsorship & Fundraising	122,099	6,113	116,499	11,032
VAT Recovered	49,058	0	58,967	11,950
Salaries & Office Costs	6,280	785,694	8,789	732,439
Committees & Expenses	6,312	39,146	14,635	48,064
Competitions & Training	154,301	448,975	164,828	327,873
Education & Development	19,180	127,994	28,587	132,236
	1,432,132	1,416,932	1,320,712	1,272,282
Excess to Reserves	£15,200		£48,430	

### Notes

1. Sponsors include Bank of Scotland, Speedo and SwimShop.
2. Membership represents subscriptions paid during the period to 31/10/06.

### Balance Sheet as at 31 October 2006

	2006	2005
	£	£
Fixed Assets	16,992	18,118
<b>Current Assets</b>		
Stock	21,552	4,187
Debtors	80,708	102,654
Short & Long Term Loans	26,008	26,008
Bank	472,595	599,925
	600,863	732,774
<b>Current Liabilities</b>		
Creditors	290,093	438,328
Net Current Assets	310,771	294,445
Net Assets	327,763	312,563
Represented By:-		
Share Capital	1	1
Retained Reserves	271,720	223,290
Other Reserves	40,842	40,842
Surplus for Year	15,200	48,430
	327,763	312,563

### Notes to Accounts for the year ended 31 October 2006

1. The summary accounts are prepared under the historical cost convention.
2. Fixed assets are depreciated over three years.
3. The Association holds under Trusteeship a Swimmers' Grants Bank Account which has a balance of £2,885.12, of which £2,818.39 truly reflects Grants outstanding.
4. Stocks are valued at cost.
5. Loans represent amounts advanced to ASFG Limited and Scottish Swimming Awards.
6. At 31 October 2006 the Association had a financial commitment of £15,012 p.a. plus VAT for a period of twenty years for the rental of premises at Stirling.
7. Fixed Assets:

	Boat	Computer Equipment	Total
Cost:			
At 01/11/05	0	37,790	37,790
Additions	0	9,865	9,865
Disposals	0	-1,500	-1,500
	0	46,155	46,155
Depreciation:			
At 01/11/05	0	19,672	19,672
Charge for Year	0	9,491	9,491
Disposals	0	0	0
	0	29,163	29,163

Net Book Value 31/10/05	0	16,992	16,992
Net Book Value 31/10/06	0	18,118	18,118

8. Legacies and Donations:	2006	2005
Bell Legacy	176	176
JY Coultis 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 the summary of accounts have been properly extracted from the audited statutory accounts of SASA Limited for the period ended 31 October 2006. The summary 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

*Walton Kilgour*  
Walton Kilgour, Registered Auditors & Chartered Accountants,  
10 - 12 Airthrey Road, Stirling FK9 5JR

## What the future holds...

There are exciting developments, challenges and opportunities in the coming year, including:

Results from the World Championships in March 2007

The continued drive for further investment and sponsorship

The roll out of teacher/coach education and UKCC

The Implementation of AquaSkills

The Launch of a volunteer strategy

An increase in number of swimmers selected onto the District Regional Programme

Website development to reflect a successful and growing sport

An Increase in our membership

Healthy Living initiatives to support SwimGym and an increase in swimming participation in all areas of Scotland

