



SCOTTISH
SQUASH

2018 ANNUAL REPORT





Scottish Squash Limited

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President:

Jim Hay

Vice-President:

Mark Adderley

Vice President:

Alan Marshall

Chief Executive:

Maggie Still

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PRESIDENT'S REPORT

As we approach the end of another squash year, we also reach the end of my five-year term as President of Scottish Squash and so I present my final 'Introduction' to the Annual Report.

Scottish Squash is a completely different organisation to the one which I first became involved with in 2010. We have made significant progress and delivered positive impact by aligning to a clear vision to enable more people to play squash and for Scotland to reclaim its position as a world leading squash nation. We have driven a new and positive culture with a focus on teamwork, respect and partnership working. Scottish Squash is now respected at World and European level and we are also respected as a strong and reliable partner in sport in Scotland.

During my 5 years in the role of President, we have experienced challenging times, requiring significant improvements in governance combined with staff changes and relocation to new premises at Oriam, Heriot Watt University. The new team clearly has the right values and commitment to the development of our sport and combined with an emphasis on collaboration and positive partnership working we are growing the sport. This collaborative approach has helped us deliver campaigns and programmes such as Girls Do Squash, School Squash, coaching, competitions and club development projects across a number of facilities. Our first major commercial sponsor, Springfield Properties, is investing across the player pathway in clubs, young talent and profile events.

Scottish Squash is engaged at the highest level of the sport and having a positive influence at both European and World level. We have significantly improved squash in the British context and work proactively with the Home Nation Squash Federations. We are driving a step change in refereeing at world level using the 2022 Commonwealth Games as a catalyst for higher standards of refereeing, whilst at the same time expanding the refereeing workforce. We are also gaining a reputation for being among the best in the World at event organisation and delivery and will use this to continue to raise the profile of the game in Scotland. We are fully supportive of and excited by WSF plans to bring Squash into the Olympic Games in Paris 2024 and Los Angeles in 2028.

In addition to the referees, we are extremely grateful to all the other volunteers who have helped in many different ways and without whom we would not have been able to achieve all that we did. So, for those who have helped in any way I extend my personal thanks – and a wish that you continue to support us going forward!

All of the foregoing is important and puts us in a good position to do our respective jobs to the best of our ability and ultimately to deliver what is our raison d'être, the growth of our sport and the support of the performance programme. Both have gone well in the last few years and our membership now stands at over 6,900 whilst the Scottish Teams have achieved success in various competitions throughout the world.

We achieved our first medals in the sport at World level for seventeen years, winning gold in the World Doubles Championships in Darwin in 2016 and winning silver in the World Doubles Championships in Manchester in 2017. The men's team achieved European Team Bronze in 2017 whilst the women's team won back-to-back promotions to reach the top flight of European competition.

In addition, our two top men players, Greg Lobban and Alan Clyne, continued to perform well on the PSA circuit, Greg winning 3 titles and reaching 6 finals while Alan now has 8 PSA titles to his name and, by coincidence, recently won his 8th Scottish National title. On the Ladies' Circuit, Lisa Aitken has now reached a World Ranking of 59, a remarkable achievement after a long period of illness kept her out the game for so long. Her recent recapture of the Scottish National title after an absence of eight years is testament to her dedication and determination.

I'm sure that the players would be the first to acknowledge the contribution made by the National Coaches, Martin Heath and Paul Bell, as well as the Performance Director Bob Easson and on behalf of the Board and everyone involved with Scottish Squash I would like to extend our thanks and appreciation for all their efforts.

Whilst stepping down from the post of President is inevitable, and appropriate in terms of good governance, there is no doubt that I shall miss being directly involved with leading such a great sport. I shall also miss working with such a strong and supportive Board and an excellent team led by our CEO, Maggie Still. In addition, the support from our partners in Sportscotland has been invaluable and it gives me some comfort to recognise what has been achieved thus far and to know that our sport is in a good place. With such a strong partnership in place, I have every confidence that we shall continue to grow and achieve greater things in all areas of our sport.

Jim Hay



VISION & PROGRESS

This year we have been asked to submit a new strategic plan to **sportscotland** as part of our investment application for 2019-2023. We have consulted with the sport and listened to clubs, regions and other partners and stakeholders to develop a new vision and mission statement and to shape the ethical values upon which our sport will continue to develop.

The vision for squash is as follows:

“Squash, the healthy sport, a sport for all and the number one sport for fitness and wellbeing in Scotland. Providing role models for sport in Scotland and leaders on the World stage.”

The Mission for the sport is focussing on the following areas:

“To raise the profile of Squash and public awareness of the health and fitness and wellbeing benefits of Squash for All.

To enhance the squash experience for players, coaches, officials and volunteers to keep players playing.

To engage, inspire and support Scottish players to be the best they can be; exposing them to the wider public and to the best squash players in the World.”

In terms of ethical values, the consultation has focussed upon the following areas:

- Inclusivity
- Empowerment
- Collaboration
- Be the best we can be

Our new plan will focus on 5 strategic aims:

Effective Governance	Focus on the profile and commerciality of the sport
Competition	A relevant and enjoyable experience for all
Clubs	Empowered and supported, growing and enabling players to be the best they can be
Coaching	Player centred coaches establishing and driving a new culture

We believe if we can support the sport to deliver the four strategic aims outlined above then the final one will take care of itself:

Players	Squash for all, Players Playing and World Leading players
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In the past year, we have continued to focus on delivering our objectives in partnership with our primary investor Sportscotland. The partnership between Sportscotland and Scottish Squash continues to strengthen as we deliver our shared goals:

Performance	Achieve medal success at major Championships (specifically Commonwealth Games)
Development:	Increase membership to 6,900 members by 31 st March 2019
Effective Governance:	Achieve satisfactory KPMG Governance Audit by end March 2019



PERFORMANCE

PERFORMANCE

Scottish Squash performance players continue to achieve success at European and World level. Scottish Squash men's doubles pairing of Alan Clyne and Greg Lobban achieved a silver medal at the World Doubles Championships in Manchester and the Scottish Squash women's team have returned to the top flight of European competition winning a silver medal in division two of the European Championships and gaining promotion to division one.

Squash enthusiasts were awake throughout the night in April as we followed our five Commonwealth athletes in the Gold Coast. The players fought with determination and skill and came agonisingly close to a medal in the men's singles and doubles. With our long-term focus on progressing individual players up the PSA rankings and inspiring, supporting and exposing Scottish Squash players to the best players in the World, we firmly believe that the medal will come.

We have the same philosophy with our junior players who travelled to India recently to compete in the World Junior Championships. We have achieved success at World and European level with Georgia Adderley achieving a wonderful 13th in the World and a European Bronze medal as well as winning the British Closed Championships and achieving a Bronze Medal in the British Open Championships. Georgia has been selected to be an Ambassador for the sport of Squash at the forthcoming Youth Olympics in Buenos Aires – a wonderful achievement for Georgia and we send her our congratulations. Meanwhile, Alasdair Prott achieved a silver medal at the British Closed Championships. Alasdair and Georgia lead a strong junior squad which bodes well for the future

We are continuing to deliver a new and positive performance culture at the new Oriam, Scotland's Sports Performance Centre at Heriot Watt University. Martin Heath's role with Scottish Squash came to a close following the Commonwealth Games, with Martin taking a role closer to home with Canadian Squash. We thank Martin for his input and guidance during his role with Scottish Squash during a time when Scottish Squash achieved its first medals for a considerable time at World level. This change has enabled Scottish Squash to underpin Paul Bell's role as National Coach. Paul Bell has been supported by several coaches and we are grateful to Kylie Lindsay, Simon Boughton and Kevin Moran for their support with the programmes at Oriam and to the regional coaches for their work across the programmes and for inspiring the junior players.

Congratulations to Alan Clyne and Greg Lobban as they were each married this year. Alan married USA number 1 and PSA ranked 14, Olivia Blatchford, and Greg married Australian number 1, Commonwealth Champion and PSA ranked 17, Donna Urquhart, both couples are world class players and have been a huge positive influence on the squash programmes in Oriam. Paul Bell has worked with the Scottish players to identify the best training solutions moving forwards to fit with their new home base and lifestyles. Whilst they will still be heavily involved in the programmes in Scotland the players have identified relevant training partners and programmes for 2018-2019 to support

2017/18 Achievements

European Team Championships

- Men's Senior Team: 5th place
- Women's Senior Team: Silver medal
- Junior Under 19 Team: 6th place
- Junior Under 17 Team: 5th place
- Junior Under 15 Team: 13th place



Professional Squash Association Rankings

Men's

Greg Lobban:	30
Alan Clyne:	36
Douglas Kempzell:	N/A
Rory Stewart:	163
Kevin Moran:	N/A
Chris Leiper:	325
Stuart George:	487
Jamie Henderson:	N/A
Fergus Richards:	568



Professional Squash Association Rankings

Women's

Lisa Aitken:	59
Alison Thomson:	74
Georgia Adderley:	144
Elsbeth Young:	162
Katriona Allen:	239



We will no longer be monitoring junior players off European ranking as we believe there is little rationale to suggest there is a link between this and future senior potential.



DEVELOPMENT

DEVELOPMENT

Scottish Squash are proud to have once again achieved our membership target. The information supplied by clubs and volunteers in the annual returns shows that the Scottish Squash membership now stands at over 80 clubs and 6,900 members. We are grateful to you all for enabling squash to more accurately represent ourselves across sport to our funders and commercial partners.

Here we share the Girls Do Squash case study as an example of a campaign aimed to attract more people into squash. The campaign was a collaboration between Scottish Squash, Scottish Women in Sport and University of the West of Scotland. It was funded by **sportscotland** and delivered in partnership with Scottish Squash member clubs.

Attracting new players Case Study:

Girls Do Squash

Equality Advisory Group established:

Jonathan McBride, Sue Strachan, Hakim Din

Dedicated Member of Scottish Squash staff:

David Fallon

- Delivery of four one-day Scottish Squash Level 1 Qualification training sessions;
- 15 new coaches trained specifically to help deliver of the Girls Do Squash initiative
- 21 events held across Scotland to provide opportunities for target groups to try squash (see table below);
- 1,539 participants have taken part in events and played squash;
- 111 new female members recruited and retained by 31 March 2018; and additional outcomes were achieved, includ-



DEVELOPMENT

Girls Do Squash

Squash was selected as one of nine sports in Scotland to take part in a multi-platform promotional campaign – Girls Do Sport. Girls Do Sport is a partnership between women’s sport equality charity Scottish Women in Sport and the University of the West of Scotland (UWS) who worked with the nine sports to create 15-minute programmes focusing on women in sport. This was delivered by young people from UWS with the aim of generating more interest in sport from women and girls.

The link to the video can be accessed [here](#).

It was promoted via various social media channels including Facebook, and showcased females involved in the sport at all levels (players, coaches etc), and importantly sought to raise awareness of opportunities for women and girls to take part in squash. Squash had 69,000 viewers and was the highest viewed video with twice as many viewers as the next sport.

The timing of the Girls Do Sport initiative aligned with the first Scottish Women and Girls in Sport Week (which ran from 1-8th October 2017), and which showcased positive stories to encourage more girls and women into sport, raised awareness of those regularly taking part in sport at all levels, helped to overcome the barriers that lead to lower activity rates among women, and highlighted that an increasing number of girls are taking part in a diverse range of sports.





COMPETITIONS

COMPETITIONS

During the 2017-2018 season Scottish Squash launched and rolled out a new competition structure that focused on providing a competition structure for players at all levels of the player pathway and that supported and empowered clubs and regions to develop and deliver effective opportunities for competition.

A complete review of the new structure was carried out at the end of the season allowing players, parents and other interested individuals to feedback on the new competition structure. Feedback from the survey has been published following the survey on the Scottish Squash website.

The Masters circuit continues to be a valuable contributor to squash in Scotland and we continue to work closely with them to ensure appropriate development. The competitions linked to the circuit have seen an increase in entry in the 2017-2018 season.



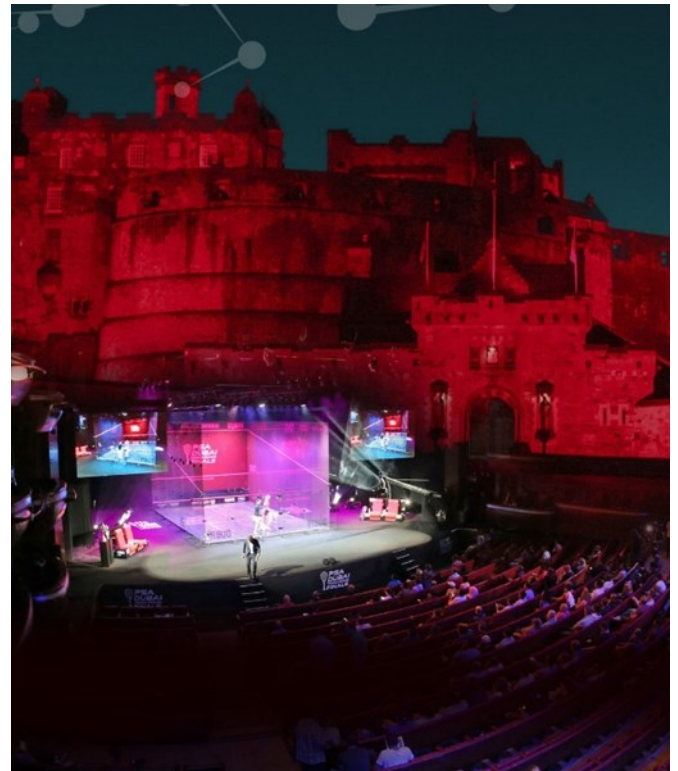
COMPETITIONS



A major addition to the calendar will be the re-introduction of a Professional Squash Association event, the Springfield Scottish Squash Open. Thanks to the partnership and support from Springfield Properties we are able to reinstate this event. The first event will take place in April 2019 in Oriam at Heriot-Watt University and will allow both the men's and women's events to compete for equal prize money.

The event is a project that Scottish Squash & Springfield Properties are looking to build on over the coming 5 years. The vision is for the event is to create a new iconic location to the PSA World Tour.

In 2017-2018 Scottish Squash have successfully delivered the Platinum events in partnership with a number of clubs across the country including: Edinburgh Sports Club, Inverness Tennis & Squash Club, Aberdeen Squash & Racketball Club, Scotstoun Sports Campus, Dumfries Squash & Racketball Club and The Grange Club. The national governing body was also privileged enough to be partners with Aberdeen Squash & Racketball's event; TRAC Oil & Gas North of Scotland Open and the Edinburgh Sports Club Open.



COMPETITIONS

The 2017 JC Lindsay Scottish Junior Open was a resounding success. The event now takes place between Christmas and New Year and had an entry of 209 competitors. An increase of 65 players from the previous year. The 2017 event attracted entries from over 20 different countries. This season we look forward to bringing the event back to Edinburgh Sports Club with Oriam as the second venue.



Scottish Squash are grateful for the support of sponsors such as Sterling Trucks, JC Lindsay and Eye Rackets making a positive difference for the profile of squash. We're also delighted to be working with Springfield Properties and thanks to their support we have reinstated the Springfield Scottish Squash Open (PSA event) which takes place at Oriam 2019.



REFEREE

REFEREEING

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Scottish refereeing continues to progress and develop within the sport in Scotland. This year John Crawford will step down from his position as Chair of the Referees Committee but we are pleased to announce that Jim Hay will take on a role as Referee Coordinator working closely with the Tournament-Sub Committee.

Scottish Squash are pleased to be part of a Mission 2022 project group alongside England Squash, Wales Squash & Racketball and Irish Squash. Mission 2022 is a home nation programme designed to develop referees in the United Kingdom ahead of the 2022 Commonwealth Games in Birmingham. Scotland are pleased to have 5 referees who successfully gained a place on the project along with 2 mentors and 1 assessor.

Scotland continues to see referees represented at both World and European level. Congratulations to Maureen Maitland who was selected as part of the referee team for the 2018 Commonwealth Games in Australia. Mike Halpin was selected to referee at the 2018 division 1 and 2 European Team Championships in Poland and John Crawford travelled Latvia for the division 3 European Team Championships. Mike Halpin, John Crawford and Mark Gauci also supported with the European junior section by refereeing at the 2018 Dunlop British Junior Open in Birmingham.

Referees have contributed heavily to the successful Platinum events during the 2017/18 season and also linked directly with clubs to support with Bronze/Silver/Gold events and other competitions that clubs are running independently. A key achievement was supporting one of our main Platinum events; the JC Lindsay Scottish Junior Open. A team of 25 referees supported with the delivery of this event over the three days.

Scotland will be working to understand how they can use the involvement in the Mission 2022 project to support the development of other referees who are not part of this group. The learning from this group will also go a long way in helping us to qualify and develop new referees in the future.

Scottish Squash has recently been awarded a grant from the National Lottery Fund which will allow us to develop a Young Squash Referee Award and support and introduce young people to refereeing.



COACHING

COACHING

Scottish Squash's coach education programme continues to grow from strength to strength. In turn, more people are gaining coach qualifications which will improve our coaching provision throughout the country.

In 2017 we launched a new level 1 coaching course which has been well received. We delivered 6 level 1 courses and have 66 new level 1 coaches qualified. The focus for the coming year will be to continue to develop the level 1 course to ensure it meets the needs of future candidates. In addition, a focus on launching a new level 2 course will be key and we aim to deliver 2 level 2 courses in the coming year.

We delivered a national and regional continual professional development (CPD) calendar across the country which was well received. 102 coaches attended one or more sessions throughout the year. CPD will continue to be a key element as we aim to educate and support the coaching workforce.

Scottish Squash are delighted to have been working closely with Paul Carter as their National Tutor for coach education. Paul continues to work closely with the team to ensure the courses are delivered and developed to put across the key messages in Scotland. Paul is working closely with a team of tutors to develop and support them in their delivery. We are grateful to Malcolm Mackay, Martin Woods and Simon Boughton who support Paul in the delivery of coach education.





GOVERNANCE & FINANCE

FINANCE

Effective Governance: run an effective Scottish Squash governing body

Here we have focussed upon three key areas:

- Child protection - we are proud to have achieved a green rating, 100% score, for our recent Children 1st, child protection audit. Huge congratulations and thanks to Morva McKenzie for her focus and continued attention to detail in this area and a call out to clubs and coaches to link with Morva in all aspects of this important area of delivery.
- We continue to focus on raising the profile of the sport and our work in social media has been highly commended.
- Commercial sponsorship has been a key focus and we feel that our raised profile, collaborative style and positive partnership working has increased the interest from commercial partners. We are grateful to sponsors for their continued investment; Sterling Trucks, JC Lindsay and Eye and this year we welcome our newest investor Springfield Properties who have invested across the sport in resurrecting the Scottish Open, with the Springfield Scottish Squash Open taking place from 3 – 7th April 2019. Springfield will also be investing at club level and will be supporting individual young, talented players. Thank you all for your support.

Finance

The Scottish Squash company accounts for the period ending 31st March 2018 are available for the AGM. Scottish Squash has been supported this year by Mark Adlerley as Finance Director and Gordon Mavor as Finance Manager. We share our annual accounts which show a surplus for the organisation. Thank you to Mark and Gordon for their work in this area which has strengthened our financial systems and procedures.

Scottish Squash is heavily reliant on **sportscotland** funding and we have worked to build additional commercial opportunities; we are delighted to announce successes with new sponsors and partners coming on board in 2017-2018 and we look forward to driving successful events and programmes in collaboration with our new partners.

CEO REPORT

I once again extend my thanks to you all for your continued support and energy making squash in Scotland such a vibrant and exciting sport.

I would like to say a special thank you to **sportscotland** for their investment into the sport and to our partners and sponsors who are having a positive impact upon what the sport can achieve. I am especially proud to be able to announce that our new sponsorship from Springfield Properties will enable us to deliver profile raising tournaments, support coaching in clubs and help some of our up and coming talent to be the best they can be.

The sport is in a strong position as we prepare our investment applications for 2019-23. We raise the profile of the sport, support local delivery in clubs and deliver a quality programme of relevant competition. We also aim to support and empower local coaches and believe that all these factors in turn will deliver more players and enable junior and senior success on the world stage.

I thank the Scottish Squash Board of Directors for their continued support and the sub-committees for their advice and guidance. Thanks also to the wonderful staff team at Scottish Squash. We are incredibly fortunate to have such an able and committed team. We have completed our move to Oriam and have been inspired by our new surroundings and our ability to operate as one team out of our new office.

Finally, at this AGM we will welcome a new President and Chair of the Board of Scottish Squash. At this point I would like to say a huge thank you to Jim Hay for all he has delivered and achieved for the Sport. Jim has been shortlisted for Volunteer of the Year by Team Scotland for his work in the Sport of Squash. This is a great achievement for Jim and the Sport and recognises what a huge and positive influence he has been over his 5 years in office. Jim will continue to work with Squash in his roles with European Squash, with the WSF and as Scottish Squash Referee Coordinator, leading the Mission 2022 programme in Scotland. Scottish Squash thank you Jim and wish you all the very best in your future roles.

I look forward to the coming season and hope to continue to meet many more Scottish Squash members and develop positive relationships and a better understanding of your needs. I feel proud to be part of squash in Scotland.



Maggie Still





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2018

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