



Annual Report 2018-19



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SCOTTISH SQUASH IN NUMBERS

80

Registered Clubs

6900

Registered Players

56

New Coaches

102

Coaches engaged in CPD

329 ↑ 1563

Facebook followers

27

Sanctioned
Competitions

8

Platinum
Competitions

1016

Instagram followers

1

Major Event



European Team Championships

Men's Bronze Medal

271 ↑ 12413

Twitter followers



1

Performance Roadshows

12

PSA Registered Players



PRESIDENT'S REPORT

I am pleased to present my introduction to the Annual Report outlining the progress made in my first year as President of Scottish Squash.

I would like to thank you all for your support during this time and say how proud I am to be leading such a vibrant and exciting sport. Scottish Squash has made significant strides in 2018-19, and had some major successes. We have presented our new strategy to **sportscotland** and been rewarded with an enhanced commitment for the development of the sport. **sportscotland** remain strong and valuable partners as they continue to support the progress of our sport across the crucial areas of governance, development and performance.

Our clear vision, has two main objectives; to both enable more people to play squash and also for Scotland to be a world leading squash nation is within our grasp. This is due to our new and positive culture with a focus on teamwork, respect and partnership working. Both objectives have been achieved this year as our membership now stands at almost 7,000 whilst the Scottish teams performed brilliantly in the European Team Championships in Birmingham. The women followed their promotion to European Division One with an amazing 4th place, whilst the men won the bronze medal, beating France in a display of brilliant individual and magnificent team performance and spirit. Many congratulations to the players and support staff for these great achievements.

I would like to highlight a few more positive moments from my perspective:

- Juniors: It is inspiring to see the collaborative work of the clubs and the regions supporting our junior athletes and to witness the improvement in junior performance in regional and national competitions. This year we will further empower clubs and regions enabling and strengthening performance coaching much 'closer to home'. Scottish Squash performance coaching staff will support and mentor coaching in clubs whilst ensuring ease of transition for players into Scottish Squash performance coaching programmes when the time is right for the individual player. We believe that this player-centred strategy will be transformational for club squash and aspiring national players. The performance of our junior players at World and European level is strong and our team ethos is admired worldwide.
- Community: The new pilot initiative with Springfield Properties, 'Going for Gold', has seen investment into Hamilton Squash Club and Forres Squash Club and is a significant step on the way to realising an ambition to have junior squash coaching in every squash club in Scotland, thereby securing the long-term future of the sport.
- Inclusion: Our continuing initiative, 'Girls Do Squash', has received recognition at the highest level and funding for the project has been extended. It is terrific to see players and coaches from clubs and performance programmes coming together to encourage more girls and women to enjoy squash.
- Funding: Increased investment for Scottish Squash from **sportscotland** sends a strong and positive message to our sport. Our lead investors are backing our efforts to bring more people into the game by supporting clubs and initiatives at local level. We are one of very few sports to achieve an increase in support which is a direct reflection of the positive impact of the work we are doing in player support, club and coach development and competition provision, along with a well-regarded focus on governance – well done one and all and thank you **sportscotland**!
- Partnerships: This year we have extended our partnership with Springfield Properties and built new partnerships with Dunlop, iPROSPORTS, Utility Bidder, Craven Fawcett and JOMA. We are once again grateful to our event sponsors Sterling Trucks, JC Lindsay and Imperial Commercials. We have seen real progress in squash clubs partnering with business to generously support events and initiatives across squash in Scotland. This is great to see and bodes well for the future.

This year several of our squash people were recognised. Jim Hay, former SSL President and Colinton Castle Club member was awarded Team Scotland Volunteer of the Year Award and also became Vice President of European Squash. David Sturman of SSRC was awarded Community Coach of the Year and Bob Easson the SSL Board Director for Performance was awarded Coach Developer of the Year and I was also proud to see Georgia Adderley awarded Scottish Women in Sport Young Athlete of the Year. Superb achievements all-round and recognition of aptitude, positive attitude and hard work.

PRESIDENT'S REPORT

Jim Hay is also leading the development of our referees, a really important part of the game. Officials at all levels are important for the smooth running of matches and their development and support is key. Without those volunteers, there would be fewer top level competitions in Scotland, such as the returning Scottish Open, after 18 years, the PSA Satellite events, and others, which provide interest and inspire our young and developing players.

We are ready to face the challenges of the future. We are proud of the achievements of our Senior and Masters players in squash and racketball and will strive to support the efforts of those people who make a difference across the whole sport. We have one of the most active Masters programmes of the home nations with events running around the country, high competition for places and some notable successes. Congratulations go to Men's over 75s who won the home international in Ireland and to Women's over 45's, over 50s and over 55s coming second and the Men's over 60s and 65s who also came second in the home internationals, and to Ian Ross who won a silver medal at the WSF World Masters Championships.

Racketball, or Squash 57, is often seen as a feeder into or follower on from squash, but we see a number of clubs and players now focussing more on it in its own right. Thanks go to Jason Broadberry and Keith Gristwood in particular for their continued efforts to develop the RASTA programme, which provide regular events over the summer, and to those clubs and regions running their own leagues and interclub competitions.

We still need to encourage more young people into the game, to continue our work bringing more women and girls into squash and ensure a welcome from our clubs for people with disabilities and for people from all communities. We are the 'healthy sport' and we will continue to drive messages that raise the profile of the sport at all levels, and across communities.

I am extremely grateful to everyone within the sport, players, parents, clubs, coaches, sponsors, administrators, volunteers and to the referees whose time and energy are crucial to the sport. For those who have helped in any way I extend my personal thanks – and hope that you will continue to support us in the future.

To the Scottish Squash team members, who perform an extraordinary role on a limited budget and the Board and to everyone in Squash in Scotland I extend my thanks and congratulations on a great year.

Mark Adderley



President, Scottish Squash Limited



VISION & PROGRESS

This year we have restructured the Scottish Squash team to align to the delivery of the Scottish Squash Strategic Plan: 'Squash - The Healthy Sport'. We have continued to focus on the delivery of our core outcomes across five key areas: Players, Clubs, Coaching, Competition and Effective Governance. We believe that this will enable us to develop and maintain strong partnerships across the sport and achieve our collective goals of encouraging more people to play squash and supporting the development of world class performers.

We are keen to develop a strong and inclusive brand for Squash in Scotland. A non hierarchical brand that recognises the collective strength of the players, clubs, regions, volunteers, governing body and partners and captures the new positive spirit and culture of the sport.

Our collective vision for squash in Scotland remains 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 collective Mission for the sport in Scotland still focusses 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."

We saw lots of great practice and observed / heard the following values from the sport as we spoke to clubs and regions and we adopt these values as our basis for our collective work moving forwards:

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

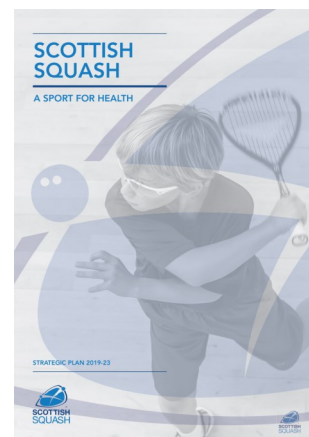


In 2019 we successfully achieved our Performance, Development and Effective Governance targets. On the back of this strong track record across the sport, our collaborative approach and due to our clear vision for the future, we received an investment boost from **sportscotland** and from our title commercial sponsor Springfield Properties to help us to deliver our new targets over the 2019-23 cycle. We have new goals for the next four year cycle 2019-23. We will only achieve these targets by working together as a sport: clubs, coaches, volunteers and administrators together. We look forward to continuing to work together and to a positive and successful future.

Performance Achieve medal success at major Championships (specifically Commonwealth Games)

Development: Increase membership to 9,000 members by 31st March 2023

Effective Governance: Maintain 'satisfactory with comments' KPMG Governance Audit by end March 2023





PLAYERS

PLAYERS

Scottish Squash performance players continue to achieve success at European and World level. The progress that has been made in this area was showcased at the European Championships with the Men's team claiming the bronze medal beating Germany and France in the process. At this same event the Women's team claimed fourth place in their first season back in Europe's top flight.

Our main focus, however, remains on providing Scottish players with the tools, opportunity and exposure to be successful on the PSA World Tour. We are seeing an increase in the number of Scottish players competing on the PSA Tour and with that an increase in the number of titles being won. This season Rory Stewart, Stuart George and Katriona Allen have all won their first title on the PSA Tour. Almost every player in the squad has achieved their highest ever world ranking and we look forward to seeing this trend continue as we support players towards achieving individual success which will in turn help us achieve success as a team.

As part of our strategic goal to support players on the PSA Tour, Scottish Squash and our partners provided the great opportunity for the players to compete on home soil with the return of the Springfield Scottish Open as well as PSA events being hosted by Edinburgh Sports Club and Tayside & Fife. This is a great example of how we can all work together to support each other in achieving our collective goals.



The junior programme is going from strength to strength with more players than ever taking part in the Junior Excellence Programme and competing in the Junior circuit. We are striving to support our junior players to compete against the worlds best as often as possible. This season Scottish Juniors competed in the World Junior Individual Championships, U19 European Individual Championships as well as the European Team Championships at all age groups. Individually our junior players have picked up titles at the very top level with Georgia Adderley winning the British U19 Championships for the second time and John Meehan claiming the U17 title at the Nordic Junior Open.

Our senior performance programme has taken a significant remodel over the past few years which we feel has led to the positive results as explained above. We have created a player centred system led by Director of Squash, Paul Bell, which allows players to forge a path they believe best suits their needs as a squash player. We are now seeing more players travelling to new places for training and experience while still calling our performance centre in Oriam home. The performance team consisting of Paul, Kevin Moran, Kylie Lindsay, Morva McKenzie and Scottish Institute of Sport staff are providing support and opportunity to Scottish players and coaches all the way from Club level up to the PSA World Tour.

2018/19 Achievements

European Team Championships

- Men's Senior Team: Bronze Medal
- Women's Senior Team: 4th Place
- Junior Under 19 Team: 5th place
- Junior Under 17 Team: 15th place
- Junior Under 15 Team: 5th place



Professional Squash Association Rankings

Men's

Greg Lobban:	30
Alan Clyne:	47
Rory Stewart:	125
Angus Gillams	206
Fergus Richards	336
Chris Leiper	376
Alasdair Prott	485



Professional Squash Association Rankings

Women's

Lisa Aitken:	37
Alison Thomson:	78
Georgia Adderley:	108
Elsbeth Young:	140
Katriona Allen:	260





CLUBS

CLUBS

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 membership of squash in Scotland 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 investors and commercial partners.

2018/19 has seen the development and growth of our club development initiatives and we encourage clubs to continue to come forward to work in partnership with Scottish Squash in order to continue to develop squash in Scotland. The progress of our club development programmes are detailed below:

schoolssquash

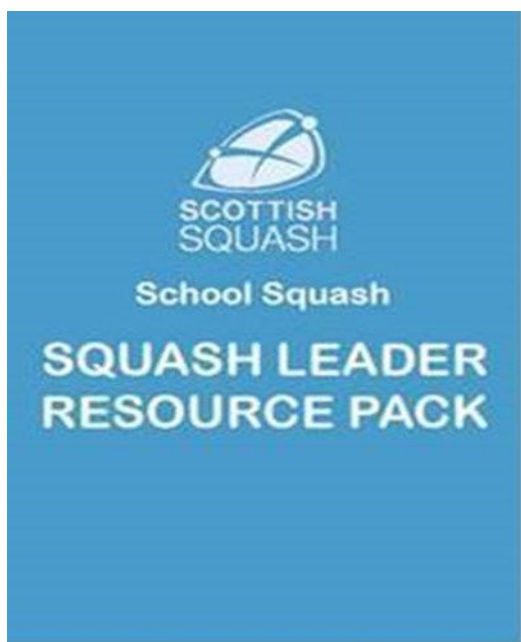
Scottish Squash continue to develop and roll out the **schools**squash programme. **schools**squash is a fundamental version of squash that can be played/delivered in the school/games-hall environment.



We continue to expand this programme to more schools, and envisage that we will have significant growth and reach of this programme in the 2019/2020 academic year as a result of our new development structure, affording us national coverage.

schoolssquash/clubs**squash** Resource Pack

This resource pack is a vital tool to help PE Teachers, Young Leaders, Coaches and Volunteers deliver high quality squash lessons with limited experience, to beginner players. Each resource pack is made up of 33 cards, split into 5 categories; Warm Up, Movement, Ball Skills, Racket Skills, and Games. This allows the deliverer to build a high quality squash lesson with minimal effort.



Every exercise/drill card is written in relation to the Significant Aspects of Learning (SALs) to help PE teachers include squash in the PE curriculum with ease.



Each card is complete with a QR code which links to our YouTube channel, showing every drill/practice, and every progression, helping the deliverer to run a session with expertise, knowledge and confidence.

schoolsquash resource launched at the 2019 Springfield Scottish Squash Open during the 'Delivering Squash in the School Environment' CPD session. This session provided vital feedback to the resource to make final considerations and changes.

We envisage that this resource will be completed and finalised for September 2019.

Going for Gold

2 clubs/coaches have been successfully selected and awarded 'Going for Gold' investment:

- Hamilton Squash Club & Matt Bedwell
- Forres Squash Club & David Taylor

Both clubs have had encouraging meetings, and made significant progress with their local authority, Active Schools team, sports development departments, and local schools. They both have enough resource and momentum to begin delivery at the start of the 2019/2020 academic year in August/September 2019.



H/T Squash – Women and Girls Fund

H/T Squash is the programme that has been created as a result of the successful application Scottish Squash and Scottish Women in Sport submitted to the Women & Girls Fund, made available by The Scottish Government and **sportscotland** in early 2019.

The programme aims to gradually engage inactive women and girls in the fitness, movements and skills required to play squash in a fun and social squash-based fitness programme. H/T Squash will not be exclusive to women and girls when it is launched in early 2020, but it is focussing on women and girls for the pilot during the investment period.

The programme will pilot between September 2019 – March 2020, and the regional 'ACT/VATORS' (deliverers) will be:

West – Jenn Saldanha
East – Lisa Aitken/Kylie Lindsay
North – Ailsa Polworth

H/T Squash was featured during Reporting Scotland on BBC News on Monday 3rd June 2019.

Below is the link to the footage.

<https://www.youtube.com/watch?v=udu14KzRD0k&feature=youtu.be>



Springfield
.co.uk



COMPETITIONS

COMPETITIONS

Throughout the 2018/19 season we have continued to develop and embed the new national competition pathway. In doing so, we have witnessed strong numbers competing in competitions at all of the three competition levels; junior, senior and master.

Two of our main aims when implementing a national competition pathway was to provide a competition structure for players at all levels of the player pathway and to support clubs and regions to develop effective opportunities for competition.

Of-course all competitions would not be possible without the dedicated work from the voluntary competition organisers who put in so much time and hard work to ensure successful competitions take place in their local clubs and facilities. Thank you for your time and commitment to deliver vibrant and friendly competitions within squash in Scotland.

Sanctioned Competitions (Bronze, Silver & Gold)

We are pleased to report an increase in the number of Junior Bronze and Silver sanctioned competitions during season 2018/19 which are imperative to support the development of junior players. It is great to see that these provide a great environment to compete in to support player development on a local and regional basis.

With the introduction of Senior Bronze sanctioned competitions, it is pleasing to see competitions being run at this level and also a newly established competition focused on women and girls' participants.

Gold sanctioned competitions are still a key competition on the calendar and link to our selection policy for international representative competitions at junior and senior level. We're pleased to see continued growth in this level of competition and good levels of applications from clubs to organise and deliver this level of competition.

Masters Competitions

The Masters circuit in Scotland continues to go from strength to strength each season and this year we are pleased to report an increase in the total number of entries across the five regional masters competitions and Scottish Masters National Championships.

We extend our thanks to all the volunteers who support with the organisation and development of this circuit in Scotland.

Platinum Competitions

The Platinum competitions go from strength to strength each season and we need to take time to thank our host clubs who provide invaluable time and support to allow us to professionalise this level of competition each year. Our extended thanks go to the teams and volunteers at Aberdeen Squash & Racketball Club, Colinton Castle Sports Club, Edinburgh Sports Club, Inverness Tennis & Squash Club, Laureknowe Squash & Racketball Club and Scottish Squash Rackets Club who all played host to a Platinum competition in season 2018/19.

In order to improve our partnership with Scottish Student Sport (SSS) and support the delivery of the SSS Squash Championships, we made the decision to introduce the Scottish Under 23 National Championships as a standalone competition. This proved successful in year one and we will continue to develop this as a competition in its own right. We realise the importance in offering this level of competition to continue to develop this age and level of player.



Major Events

JC Lindsay Scottish Junior Open

A total of 191 players competed in Edinburgh in December 2018 for the JC Lindsay Scottish Junior Open. The competition returned to Oriam in 2018 alongside the continued hosting from Edinburgh Sports Club. We're grateful to both venues who provide such professional facilities for the competition to run in.

We are continuing to develop and enhance our partnership with the Dunlop British Junior Open which runs in early January to market the Scottish Junior Open as a brilliant warm up event ahead of arguably the most prestigious junior competition on the calendar.

Springfield Scottish Squash Open

In April 2019, we were delighted to bring back the Scottish Open as a Professional Squash Association Challenger tour event. Our thanks go to our title sponsor Springfield Properties for underpinning this important event. We extend our thanks to the official event partners; Utility Bidder, Craven Fawcett and iPROSPORTS.

Our aim remains that this event can grow over the coming strategy and continue to support the creation of world leading players from Scotland. A long-term ambition is to bring a glass court to Scotland and create a new iconic location on the Professional Squash Association World Tour.

Congratulations to Edmon Lopez (Spain) and Lucy Turmel (England) who became the 2019 Scottish Open Champions.

We are pleased to confirm that the Springfield Scottish Squash Open has been confirmed for 2020 and further information will be launched in the coming months. If you didn't manage to make it along to the 2019 event, we strongly encourage you to be involved in 2020 and support our Scottish based athletes on home soil.



Refereeing

We extend our thanks to the refereeing workforce across the country who continually commit so much voluntary time, alongside our competition organisers, to deliver and enhance our competition experience.

During season 2018/19 we've begun work on developing a number of areas linked with refereeing. In January 2019 we launched a new referee registration with the aim to:

- Communicate more effectively with the refereeing workforce;
- Create a stronger network of referees;
- Further support the development of the refereeing workforce;
- Ensure strong governance at Scottish Squash Platinum competitions.

We're pleased to report that there are already 25 registered referees.

Four referees were nominated for selection to referee at various European Championships between April – June 2019 and we're pleased to report two referees were successful in gaining selection.

The Mission 2022 Home Nation project continues to be a key priority for the development of Scottish referees. We continue to have four referees who are part of the project and supported by two mentors and an assessor from Scotland. This is proving to be a fantastic project to closely support the development of a refereeing workforce and also enhance our partnership working with England Squash and Squash Wales.

The World Squash Federation in partnership with the Professional Squash Association are continuing with the development of a worldwide structure to support referee training, qualification, development and assessment for the future. Further developments are expected in September 2019.



COACHING



COACHING

Coaching, coaches and coach development continue to be a key focus for the company and with our new aim to create player centred coaches and drive a new positive coaching culture within squash in Scotland, it is an exciting time to be involved as a coach.

Coaching Qualifications

Between April 2018 – March 2019 the following courses and coaches were qualified through courses in Scotland.

Level	No. of Courses	Total No. of Candidates
Level 1 Course	5	56
Level 2 Course	1	13

The feedback received from candidates generally continues to be positive with enjoyment around the relaxed delivery environment created by the tutors.

To ensure the continued development of our courses and to keep them relevant with the sport a Home Nation coach development group has been established which includes staff from England Squash, Squash Wales and Scottish Squash. The establishment of this group has supported the launch of a new level 2 course by utilising the content from England Squash's new level 2. Minor changes continue to be applied to this course to ensure it links with the performance strategy being delivered in Scotland from our performance department. We're pleased to confirm the course has been approved at the correct level and will continue to be delivered moving forward.

Over the last year any coaches interested in completing a course at level 3 or above are encouraged to complete this in England where a much stronger established course is on offer. As we support coaches to develop to a higher level in the future we will continue to have aspirations to increase our coaching qualifications.

Coach Development

In addition to coaching qualifications, the organisation also has a strong belief of ongoing continued learning through continuous professional development (CPD).

Between April 2018 – March 2019 we delivered nine different squash specific CPD workshops and reached out to a total of 102 distinct coaches. These workshops included a variety of practical and classroom based sessions focusing on a wide range of topics.

We recognise the challenges and difficulties for coaches to attend CPD workshops face-to-face and we are continuing to review better ways to support the development of coaches, whether this is on a more local individualised basis or making better use of online platforms and resources.



GOVERNANCE & FINANCE

GOVERNANCE & FINANCE

Effective Governance

Following a successful mid-point development audit review in 2019, Scottish Squash continues to satisfy the required level of governance arrangements as determined by **sportscotland** and in order to safeguard public investment and deliver suitable outcomes.

Some highlights from the last year include:

- Child Protection - having achieved a green rating, 100% score in 2017/18, for the Standards for Child Wellbeing and Protection in Sport, we have maintained compliance with the standards throughout 2018/19.
- 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 **sportscotland** as our lead investor and Springfield Properties as our title sponsor as well as all the other partners who have supported squash in Scotland throughout 2018/19. Thank you all for your support.

Finance

The Scottish Squash company accounts for the period ending 31st March 2019 are available for the AGM. Scottish Squash has been supported this year by David Massey as Finance Director and Gordon Mavor as Finance Manager. We share our annual accounts which show an overall annual loss of £11,639. The loss - anticipated as we progressed through the final year of the 2015-19 strategic plan, beginning to make changes in preparation for the 2019-2023 strategic cycle - was able to be managed on the basis that the company reserves would support the deficit, whilst still satisfying the reserves policy at year end.

Looking forward - and whilst we still face budget challenges in order to deliver everything set out within the 2019-23 strategic plan - Scottish Squash are delighted to confirm that **sportscotland**, our lead investor, have increased the level of investment being provided for the 2019-23 strategic cycle. Together with the continuing support of Springfield Properties, we are confident that we are in a strong financial position to deliver against the priorities and targets set out in the 2019-23 strategic plan.

CEO REPORT

I hope you have enjoyed reading the 2018-19 Annual Report and it has brought back positive memories of another successful squash season in Scotland.

At Scottish Squash we continue to listen to the needs of players, clubs and coaches. We try to align our plans; identify and build strong partnerships and collaborate to provide relevant support for squash in Scotland.

In 2018-19 we launched a new strategy document: 'Squash – The Healthy Sport'. In preparing the plans we spoke to many people to help us to understand the current context and to listen to people's ambition and aspiration for the future of the sport. We heard positive messages from squash regions, clubs, coaches, players, referees and partners who are optimistic about the future of the sport. We also heard about the challenges faced by clubs and a strong desire for greater collaboration, openness and mutual support.

One conversation acknowledged the progress that we have made in squash in Scotland but also spoke of the volume of work that remains and a strong desire to work together to increase numbers of young people at grass roots, getting young people through the door, to advertise and raising the profile of the sport. We also heard people in the sport excitedly speaking of squash in Scotland working positively and collaboratively, doing the right thing and taking big steps in the right direction. This has been music to my ears.

I was delighted to hear that people in squash feel a positive change in Scottish Squash; staff are positive, making a difference, making themselves known and help and advice is always there. In my experience, confident and constructive people working together will bring positive results and a future that we all want to see for Squash in Scotland. I thank the Scottish Squash staff and the Board of Directors for their continued support and the sub-committees for their advice and guidance.

The recent additional investment from our partnerships with **sportscotland** and Springfield Properties is breathing life and increasing confidence into the sport. It is helping us to see what can be achieved by empowering clubs, supporting players and delivering quality events. Thank you to all our investors; your support is greatly appreciated and is having a long lasting and positive impact upon the sport.

Squash in Scotland is gaining the recognition it deserves and this is due to the hard work of the people within the sport: our clubs, coaches and competition organisers, referees and volunteers and all who play and promote the game. I would like to take the opportunity to thank everyone who has given their time over the past year to input into the new Scottish Squash Strategy and to help us to grow the Scottish Squash brand and ethos into one that reflects a true 'team' approach, working together for the future of Squash in Scotland.

Finally, congratulations to our talented performance players and support teams who act as our ambassadors on the world stage. Congratulations to you all for a wonderful year!

All the very best for the 2019-2020 squash season.



Maggie Still, Chief Executive, Scottish Squash Limited





Scottish Squash Limited

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