



H // T SQUASH

SW/S
SCOTTISH WOMEN IN SPORT

G/RLS DO
SQUASH

 SCOTTISH
SQUASH

Scottish Squash Limited Annual Report 2019-2020





Scottish Squash Limited

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SCOTTISH SQUASH IN NUMBERS

87

Registered Clubs

7162

Registered Players

27

41%
Female

New Coaches

39

Licenced Coaches

282 ↑ 1845

Facebook followers

233 ↑ 1249

Instagram followers

284 ↑ 2697

Twitter followers



32

Sanctioned
Competitions

2 Female Competitions

2

Major Events

8

Platinum
Competitions



Performance Roadshows

14

PSA Registered Players



PRESIDENT'S REPORT

Welcome to our Scottish Squash Annual Report where I am pleased to present my introduction, reflecting on the 2019-2020 squash season and looking forward to future opportunities and challenges for the sport.

My second year as Scottish Squash President presented another exciting season of squash and I would like to thank you all for your continued support and reiterate how proud I am to be leading such a vibrant and exciting sport. Our membership and levels of engagement across Scotland continue to grow whilst the profile of Squash in Scotland has been enhanced through a focus on media and PR, effective collaboration and partnership working. The valued partnerships with **sportscotland** and Springfield Properties have enabled new events, projects and programmes to take place, which help us to introduce our fantastic sport to new audiences across Scotland. We are promoting events and programmes such as the Springfield Scottish Squash Open, the Premier Squash League, **H//T SQUASH** and **G/RLS DO SQUASH** and through these programmes we are continuing to increase our reach and enlarge our squash community.

However, the 2019-20 season has seen significant challenge for us all as we work as players, clubs, coaches and volunteers to adapt our lives, rise to the challenge and survive the global health crisis caused by the COVID-19 pandemic. This challenge to our sport is greater than any seen before and demands a comprehensive and careful approach. I understand the frustration of people who want to play the sport that we love and I recognise the concerns of squash providers who are charged with keeping people safe as we prepare for the return of squash over the coming months. I would like to commend you all for following the government guidelines and keeping yourself and others safe during this difficult period. At Scottish Squash we continue to work with government and global agencies to develop guidelines to support players and clubs to ensure a safe return to the sport when the Scottish Government consider it safe to do so.

In this Annual Report we recognise and celebrate the positive activity and achievements of people within our squash community throughout the 2019-20 season. The continued growth of the sport is testament to the hard work and significant effort from everyone across Squash in Scotland, our regions, clubs, partners, our wonderful team of extended volunteers and the committed staff at Scottish Squash. We would not be where we are today without your time, skill, experience and devotion to the sport and I thank you all very much for your continued commitment.

We have delivered the first year of the **sportscotland** invested Scottish Squash four-year Strategic Plan: Squash - A Sport for Health. Here, our clear vision has two main objectives; to enable more people to play squash and for Scotland to be a world leading squash nation. These objectives remain within our grasp as we continue to drive a positive culture and focus on teamwork, respect and partnership working. Once again, we have achieved both of our core objectives this year as our membership stands at 7,162 whilst at the highest levels of performance within the sport, the Scottish Men's team performed brilliantly to achieve a commendable 7th place in the World Team Squash Championships, alongside excellent team results in the European teams and some outstanding individual performances. Many congratulations to the players and support teams for these achievements and, notwithstanding the challenges of COVID-19, we look forward with excitement to further growth of the sport and to the women's team competing in the Women's World Team Squash Championships in Malaysia in December.

I would like to highlight a few more positive moments from my perspective across the crucial areas of governance, development and performance:

Governance: As Chair of Scottish Squash I aim to ensure we have the right decision-making ability across our team, including the voluntary Board. This year two of our most respected and industrious Board Directors, David Massey and Bob Easson, stepped down from the Board and I would like to personally thank them for their positive contribution to the sport over many years. Following a thorough recruitment campaign, I am delighted to introduce four new Board Directors in Marc Hope, Board Director for Finance and Commercial, Graeme Jones, Performance Director and Lisa Aitken, Board Director representing Performance Players. We are also delighted to have Mark Potter join us as a Regional Director. Our non-executive directors significantly support our CEO, Maggie Still, and her management team bringing expertise across equality, performance, development and corporate governance. I thank you for your time and guidance and it is a great pleasure to work with you all.

Development: I am passionate about equality and inclusion in sport and I have been thrilled to see the how squash in Scotland is being introduced to a wider audience through programmes such as **sportscotland** funded '**H//T SQUASH**' and '**G/RLS DO SQUASH**' encouraging women and girls to play squash, and Springfield Properties funded 'Going for Gold' and 'schoolsquash' which enables Scottish Squash to reach children who might not otherwise have the

PRESIDENT'S REPORT

chance to play squash. Thank you to the clubs and coaches who have embraced these initiatives and to the funding partners who have enabled this activity, and welcome to those who are new to the Squash in Scotland community.

Performance: Break through performances by players on the PSA World Tour have highlighted the continuing progress of the squad whilst individual players such as Greg Lobban, have achieved their highest ever world ranking and won their biggest PSA titles to date. New initiatives such as the Scottish team, Alba Storm, in the Premier Squash League and the Scottish Squash Performance Roadshows have taken our performance players and coaches into clubs with the goal of inspiring the next generation. Thank you to all the spectators who have supported Alba Storm in this first year – what an outstanding start for Scotland! It was great to see how our talented players responded to playing against some of the best in the world. Well done to all the squad! The restructured Junior Excellence programme has also encouraged more young players to work and develop alongside their individual coach in their club. It has been exciting to see how clubs have embraced this concept and the subsequent positive impact on coach/player growth and development.

Unfortunately, due to COVID-19 we were unable to see the squash teams compete for Scotland this year at European level, however, there has been a vibrant programme of competition delivered on home soil. Managing these events is only possible due to our fantastic referees and volunteers and I thank you all for your continued support and dedication. Our squash events are well received, and this is due to your expertise and commitment – we should all be proud of what we achieve in this area!

Jim Hay continues to lead the development of our Referees which is an important part of our game ensuring smooth running of matches and tournaments. In his role as Vice President of the European Squash Federation, Jim also ensures that we are at the forefront of referee development at European and World level. We are grateful to Jim for his continued support and to all referees for supporting Jim to underpin the competition programme both at home and overseas.

Whilst it was incredibly disappointing not to be able to deliver the home internationals this year, tournaments renowned for their hospitality and comradery as well as their excellent squash performances, we are once again proud of the achievements of our Senior and Masters players in Squash and Racketball. We continue to support a vibrant masters competition programme and thank you to the members of the Master's squash community who have a big, positive impact across the whole sport.

This year we were saddened by the loss of two of our most recognised and outstanding Scottish Masters internationalists John Rae and Jim Dougal. Both John and Jim were talented squash players who contributed so much to the squash community and will be sadly missed by their friends in squash in Scotland.

Racketball, or Squash 57, continues to grow in popularity and thanks once again go to Keith Gristwood and Jason Broadberry who continue to develop the RASTA programme and provide regular events across the summer. Thanks to the clubs and regions who run their own leagues and inter club competitions and provide enjoyable, healthy competition for the RASTA followers. For more information about the RASTA programme, please visit:

<https://www.facebook.com/RASTAScotland/>

As a sport's governing body Scottish Squash is relatively small, however as a community of Squash in Scotland we have a great positive influence on the health and wellbeing of many people across the nation. I am once again extremely grateful to everyone within the sport, players, parents, clubs, coaches, sponsors, administrators, and volunteers and to the referees whose contribution, 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 looking forward into 2020/21.



Mark Adderley

A handwritten signature in black ink, appearing to read 'Mark Adderley', with a long horizontal line extending from the end.

President, Scottish Squash Limited

VISION & PROGRESS

Scottish Squash were delighted to launch a new strategy for the forthcoming years (2019-2023) at the start of the 2019/20 season: 'Squash - A Sport for Health'.

The strategy was developed following consultation with key stakeholders, including regional committees, clubs, coaches and players, and also incorporates discussions with national and local partners in **sportscotland**, local authorities and leisure trusts and facilities.

The strategy focuses on the delivery of our core outcomes across five key areas: Players, Clubs, Coaching, Competition and Effective Governance. We believe that our work across these areas is supporting us to develop and maintain strong partnerships across the sport and to achieve our collective goals of encouraging more people to play squash and supporting the development of World class performers.

We have started work 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:

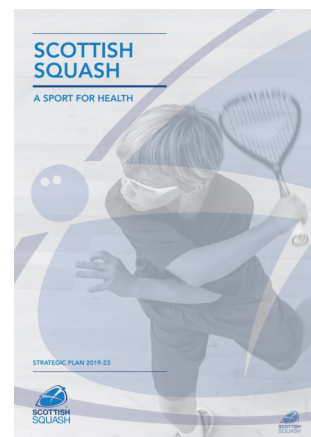
"To raise the profile of squash and public awareness of the health and fitness and wellbeing benefits of Squash for All."

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

To inspire, support and expose Scottish players to enable them to be the best they wish to be."

Our core values remain at the heart of our collective work moving forward:

- Inclusivity & diversity
- Empowerment
- Collaboration
- Be the best you wish to be



In 2019/20 we achieved success across 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 continue to receive strong investment from our lead investor, **sportscotland**, and from our title commercial sponsor, Springfield Properties.

In line with our overarching 2019-2023 long term outcomes, we have set annual targets for 2020/21; although, at the time of writing, we are all currently facing a challenging period as we respond to the impact of the coronavirus pandemic. When the current situation eases, we will re-assess our 2020/21 targets and the needs of the sport and our partners. We remain committed and look forward to continuing to work with all our partners to achieve a positive and successful year and future.

PLAYERS



PLAYERS

Scottish Squash has once again excelled on the world stage; representative events provide Scottish players with an opportunity to come together as a team to represent their country which is the highlight of the season for all the Scottish Squash players and staff. Unfortunately, due to COVID-19, many of this year's events were cancelled which was a real shame especially for the young players who were selected to play for Scotland for the first time in the 5 Nations and also the junior men's team who were preparing for the World Junior Championships in Australia. We did manage to test ourselves against the World's best at the Men's World Team Championships in Washington D.C. The team of Greg Lobban, Alan Clyne, Rory Stewart and Stuart George had a fantastic event finishing in 7th place after beating New Zealand and Spain.



The PSA World Tour remains the focus for our performance players and this season has seen Scottish players make positive steps forward in achieving their goals on tour. This season's highlights have included Greg Lobban winning his biggest PSA title to date at the HKFC PSA International Squash Open and beating World number 4 Karim Abdel Gawad to reach the quarter finals of the Canary Wharf Classic. As a result of this, Greg achieved his highest World ranking of 22. Georgia Adderley broke into the World top 100 for the first time as well as claiming her third consecutive British junior title. Fergus Richards also won his first PSA Satellite tour event. We are really encouraged by the improvements of the players competing on the PSA World Tour and are confident that they are prepared and ready to continue their rise up the rankings.

One goal of the organisation has been to make our senior athletes more accessible in order to inspire our squash playing community by more than just great results. Working across the Players, Coaching, Competitions and Clubs departments, we have put in place a number of initiatives to do this with travelling Roadshows taking our performance players and coaches to clubs in order to showcase what they do and provide some tips for club players. The PSA event scene in Scotland is growing from strength to strength with The Grange Squash Club hosting their first PSA satellite event in December and Edinburgh Sports Club attracting some of the best players in the World to the ESC Open in January. Unfortunately we had other PSA events due to take place but were cancelled due to COVID-19.



One of the major successes in this area has been the introduction of a Scottish team into the Premier Squash League. Alba Storm, supported by Springfield Properties, has been a revelation in attracting hundreds of Scottish Squash enthusiasts to see Scotland's best compete against the best players in the World on home soil. Our Scottish players were on a great run with a possible semi final place in the offering prior to the league being suspended. Playing in front of the Scottish Squash fans is a thrill for the performance players and has inspired them to raise their game this season when doing so. We wish to thank all the supporters of the team this season and hope it continues to grow and we can come back even stronger next season.

PLAYERS

As an organisation we recognise just how important our coaches are to the future success on the big stage in Scotland. As a result we have restructured the Junior Excellence Programme this year to allow players more time to work and develop with their individual coach in their club. This provides more opportunities for coaches to grow their business and offering to the players they work with. We have been thrilled to see the coaches around Scotland embracing this opportunity and with the support of Kevin Moran and Kylie Lindsay in their split roles between performance and



development they have been able to support coaches grow their club programme to new heights. Unfortunately we were unable to see our young players compete for Scotland this year but there have been a number of successful performances across Europe from Scottish players proving they are a force to be reckoned within the junior game.



The Performance team, with the support of the **sportscotland** Scottish Institute of Sport, have a clear and ambitious plan for where they want to take the sport and as we close in on our first top 20 in the world player for a number of years and think of the new generation of young Scottish talent coming up through the pathway, we are excited to see what this group of players can achieve as we focus in on the Birmingham 2022 Commonwealth Games and beyond.

2019/20 Achievements



Professional Squash Association Rankings

Men's

| | |
|-----------------|-----|
| Greg Lobban: | 22 |
| Alan Clyne: | 39 |
| Rory Stewart: | 119 |
| Fergus Richards | 274 |
| Alasdair Prott | 359 |
| Chris Leiper | 373 |
| Fraser Steven | 570 |
| John Meehan | 611 |



Professional Squash Association Rankings

Women's

| | |
|-------------------|-----|
| Lisa Aitken: | 41 |
| Alison Thomson: | 70 |
| Georgia Adderley: | 91 |
| Katriona Allen | 107 |
| Elsbeth Young: | 163 |
| Catherine Holland | 296 |





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 **87 clubs** and **7,100 members**. We are grateful to you all for enabling squash to more accurately represent ourselves across sport to our investors and commercial partners.



A Full, Gender-Balanced Development Team

Scottish Squash are fully committed to making squash in Scotland as diverse and inclusive as possible, with a membership that is reflective of the diversity amongst the Scottish population. We know that there is significant under-representation of women and girls in our membership, and improving ways you can access squash and increasing participation for women and girls is central to our plans. This year, we have hit some incredible milestones in our journey toward becoming a gender-balanced sport.

In January 2020, we welcomed Cara Shearer into our Development Team to undertake the exciting and highly-anticipated new role of Club Development Officer (Women & Girls). Cara has recently completed her PhD in Sport and Exercise Science at Liverpool John Moores University, focussing on the assessment of physical literacy in primary school aged children. Cara has experience in engaging women and girls in sport, and we look forward to the progress Cara, and this new role, will bring.

Cara will oversee our women and girls programmes such as **H/T SQUASH** and **G/RLS DO SQUASH**, as well as helping to shape our equality strategy as we move forward.



Club Development Programmes

2019/20 has seen significant development and growth of our key programmes and we encourage clubs to continue to come forward to work in partnership with Scottish Squash to develop squash in Scotland. The progress of our club development programmes are detailed below:

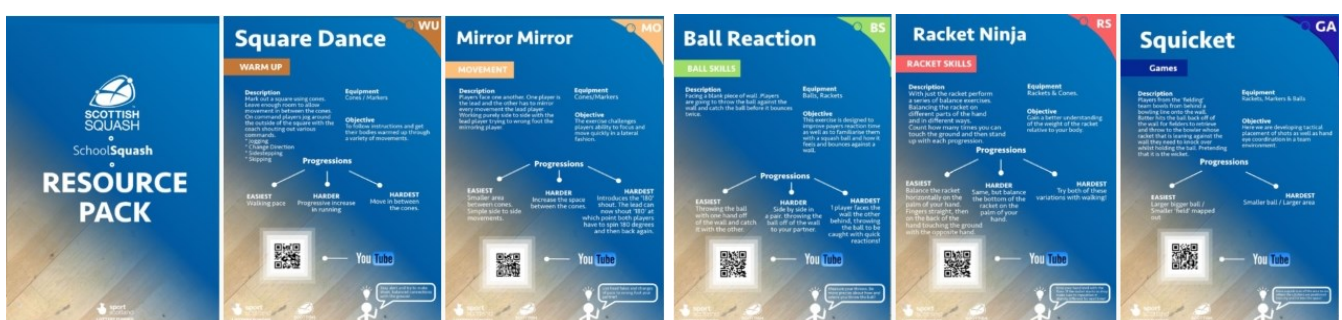
schoolsquash

schoolsquash is a fundamental version of squash that can be played/delivered in the school environment. We continue to expand this programme to more schools, and envisage that we will have significant growth and reach in the 2020/2021 academic year, COVID-19 dependant, as a result of our new development structure.

We are delighted to have officially launched our **schoolsquash** Resource Pack. Please follow the link below to our launch video:

<https://youtu.be/U01Z5EjGnFw>

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. Follow **@scottishschoolsquash** on **Instagram** for access to an electronic copy of our full resource pack.



Going for Gold

Going for Gold gives seed funding to a club that has no junior programme, but an aspiration to grow and develop one, to appoint a club coach that will create and deliver a junior-focussed club coaching programme. We currently have two pilot projects; Hamilton Squash Club & Forres Squash Club, kindly funded by Springfield Properties.

Hamilton Squash Club—Matt Bedwell

Hamilton Squash Club now offers a full junior programme for all ages and abilities, and has a core junior membership of 12 juniors. Hamilton had no juniors at the start of 2019.

Matt Bedwell, as the **Going for Gold** coach, has a strong connection with South Lanarkshire Leisure and Culture, developing and delivering a comprehensive schools programme to complement the club programme. During academic year 2019/2020, Matt delivered 4-week blocks of squash to 7 schools, 20 classes and 600 pupils.



The **Going for Gold** programme has inspired Hamilton Squash Club to grow and develop in other ways. Alongside the junior programme, Hamilton now has a flourishing adult programme. Matt delivers 3 adult sessions per-week; recreational training, club night and team training, all of these have a regular attendance of around 12-16 members.

As a result of the increased activity in the club, Hamilton Squash Club have also shown aspiration and growth in their ability and willingness to host higher standards of competition, culminating last year in hosting a home fixture for the Scottish PSL team, Alba Storm.

This opportunity gave the **Going for Gold** juniors a chance to see some World class squash in their home club, as well as a chance to get on court with professional squash players Greg Lobban and Rory Stewart.

Going for Gold, whilst a junior-focussed programme, is helping Hamilton Squash Club to develop and grow all aspects of their club.

Forres Squash Club—David Taylor

David Taylor and Forres Squash Club have forged an incredible partnership with the Moray Council Active Schools Team and the local schools.

David Taylor is delivering a primary school programme in 6 local primary schools, each receiving a 4-week block of squash in the school hall. Each pupil is invited to attend the club for arranged weekly junior sessions as the start of a junior programme at the club. Of the schools offered this opportunity, 100% signed up to be involved - a testament to the club and coach.



Alongside the primary school junior programme, Forres Academy, the local high school, have fully embraced the schoolsquash programme. As well as adding squash into the PE curriculum, the academy have made a commitment to train each cohort of their Sport Leadership pupils with the schoolsquash Leaders Award on an annual basis.

Forres Academy have also timetabled a block of extra-curricular squash at Forres Squash Club for the whole school, S1-S6, and have agreed to do this on an annual basis.

H//T SQUASH

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.

Prior to the COVID-19 pandemic, we had two pilot projects in full-swing; West and North, delivered by our amazing **ACT/VATORS** Jenn Saldanha and Ailsa Polworth, respectively. Whilst the pandemic has impacted our momentum with delivery and programme development, we were able to take two groups of women through the full 8 week programme, giving us some very valuable feedback on the effectiveness of **H//T SQUASH**, and some incredible ideas to further develop the programme.



Clubs that have been involved in the **H//T SQUASH** pilot have also surprised us with their willingness to reflect on their practices to make themselves more open, inclusive and welcoming for women and girls.



For example, Whitecraigs LTC created a 'Ladies Squash Night' where the **H//T SQUASH** participants could come along and play squash at a designated time one evening per week, allowing the women a chance to experience the game, the club environment and meet the other members for a period of up-to 8 weeks before exploring a club membership with them.

These changes to the club environment, the **H//T SQUASH** programme, and an exceptional role model and **ACT/VATOR** in Jenn Saldanha has seen the club welcoming a number of the **H//T SQUASH** participants as club members.

This tells us that **H//T SQUASH IS WORKING!** So far, the programme has:

- Created passionate, dedicated role models in our female **ACT/VATORS**
- Provided a safe and fun environment for women of any age, ability and background to try squash
- Given women the skills, fitness and social environment to begin their journey in squash
- Challenged squash clubs to be more inclusive and welcoming for women and girls
- Increased club's female membership

Don't take our word for it, see some feedback from the participants below:

"This has been amazing! I can now play squash with my daughter, I'm fitter, have made some new pals and have joined Whitecraigs club. I'd say in terms of health benefits, social life and supporting a local business Jenn has SMASHED it"

"I have never held a squash racquet before and do various HIIT gym classes locally, but I have never taken part in something so challenging and enjoyable. I am loving squash (so far) and really want to keep playing!...This has to be replicated everywhere! "



"What a superb idea and initiative to have these HIIT squash sessions! I am absolutely loving them! I am so happy to have this opportunity to go back and get active again, doing something I loved to do ages ago...the girls are all nice...superb atmosphere! I am so looking forward to becoming a member of the club soon and being able to play again more often!..."



COMPETITIONS

COMPETITIONS

Overview

Competitions have been identified as a key area to improve and retain players within squash in Scotland. In addition, it is important for performance players to give them much needed match play experience throughout their development.

Throughout the 2019/20 squash season we have continued to work towards our competitions programme strategic aim of providing 'a relevant and enjoyable experience for all'. We have continued to witness strong numbers competing in competitions at all three competition levels: junior, senior and master.

The introduction of female competitions has also proved successful to support the transition of female players into a competitive environment while also still embedding a social environment.

Of course all competitions would not be possible without the dedicated work from 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.

Unfortunately, due to the COVID-19 pandemic which we were faced with towards the end of the 2019/20 squash season, not all registered competitions were able to run as planned but these are included in the figures to show what the season would have looked like.

Competition Organiser Training

To continue to support the development of a competition organiser workforce we have developed a competition organiser training workshop. This workshop provides organisers with appropriate access to SportyHQ to organise and deliver competitions and allows you to better understand the working of the system to deliver your competition.

Please [contact Scottish Squash](#) if you're interested in arranging a workshop for your local area.

Sanctioned Competitions

In the 2019/20 squash season we were delighted to see the introduction of two Bronze female sanctioned competitions which catered for over 70 competitors between them. With one of our main priorities over the coming years to continue to support the development of female participation we are expecting to see an increase in these types of competitions across the country.

Three competitions also sanctioned at Silver level include Professional Squash Association (PSA) status as they are registered in the PSA Tour structure as Satellite competitions. This is another great example of how to attract top level squash to your local area while allowing for local players to compete alongside.

Number of Sanctioned Competitions:

| Level | 2018/19 | 2019/20 |
|--------------------------------|-----------|-----------|
| Bronze Sanctioned Competitions | 11 | 14 |
| Silver Sanctioned Competitions | 5 | 7 |
| Gold Sanctioned Competitions | 5 | 6 |
| TOTAL | 21 | 27 |



Masters Sanctioned Competitions

The masters sanctioned competitions allow for continued competitive squash and shows that squash can provide an element of life long participation in sport. Across the five regional masters sanctioned competitions further growth can be seen in this circuit.

We extend our thanks to our regional associations for leading the organisation and delivery of their local competitions.

Entry Figures into Regional Masters Sanctioned Competitions:

| Competition | 2018/19 | 2019/20 |
|-----------------------------------|------------|------------|
| Tayside & Fife Regional Masters | 68 | 77 |
| Grampian Regional Masters | 74 | 78 |
| West of Scotland Regional Masters | 73 | 77 |
| East of Scotland Regional Masters | 76 | 91 |
| Central Scotland Regional Masters | 91 | 84 |
| TOTAL | 382 | 407 |

Major Events

European Club Championships 2019

In September 2019 we were delighted to again partner with Edinburgh Sports Club to support the organisation and delivery of the [2019 European Club Championships](#), the first time in its 32 year history that the event has come to Scotland.

Congratulations to the women's team from Edgbaston Priory Club (Birmingham, England) and the men's team from Paderborn Squash Club (Paderborn, Germany) who became the 2019 European Club Champions. We also extend our congratulations to the men's team from Edinburgh Sports Club who secured the bronze medal.

This shows our ambition to continue to attract world-class squash events to Scotland and we continue to develop our strategy and bid for these major events.

JC Lindsay Scottish Junior Open

Our partnership with JC Lindsay continued into its [fourth consecutive year](#) as they further supported the Scottish Junior Open. Our shared ambition on junior squash with JC Lindsay continues to take this major event from strength to strength each year and allows us to continue to secure Grand Prix status from European Squash.

The event continues to attract approximately 190 competitors from more than 25 countries. Our partnership with the organisers of the Dunlop British Junior Open continues to strengthen and remains important to market the value of the JC Lindsay Scottish Junior Open providing the perfect warm-up event ahead of arguably the most prestigious junior competition on the European calendar.

Congratulations to all the [2019 medal winners](#) and specifically to the following players from Scotland:

Georgia Adderley – Girls Under 19, Winner | John Meehan – Boys Under 19, 3rd place

Lucy Murchie – Girls Under 17, 3rd place | Rory Richmond – Boys Under 17, 3rd place

Rowan Niven – Girls Under 15, 3rd place | Kyle Penman – Boys Under 15, 3rd place

Zack Paton – Boys Under 11, 3rd place

"My daughter has just participated in the JC Lindsay Scottish Junior Open and I would like to congratulate you on an excellently organised competition, thanks. Everything was clear, timings were kept, and referees were excellent, there was even sufficient court allocation to allow a court for knocking up, which is really important in such competitions."

"The SJO was the best competition my son has entered during his junior career. Facilities were excellent, timings accurate, atmosphere superb and games competitive throughout. Well done to everyone involved in the organisation and running of this tournament."

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.

In January 2019 we launched a new [Referee Registration](#) to improve our governance and communication with the refereeing workforce. We're pleased to have 29 fully registered referees.

Mission 2022

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.

Listen to the experience of the project first hand from one of the Scottish candidates, Steffan Gwyn:



World Squash Officiating

The World Squash Federation, in partnership with the Professional Squash Association, are continuing with the development of a World wide structure to support referee training, qualification, development and assessment for the future. The new framework for refereeing is expected to be launched in summer 2020.

Scottish Squash are exploring the opportunity of being part of this project which will shape the future development of refereeing in Scotland.

Further information on the World Squash Officiating development can be found on the [World Squash Federation](#) website.




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SQUASH**

www.scottishsquash.org

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& FUNDED**

COACHING

COACHING

Coach education continues to grow within squash in Scotland as we continue to strive to promote high standards of coaching across the country. We continue to underpin our coach education qualifications and programmes with our aim of creating '*player centred coaches that drive to deliver a new positive coaching culture*' within squash in Scotland. It is certainly an exciting time to be involved as a squash coach.

Coaching Qualifications

Between April 2019 – March 2020 the following courses and coaches were qualified through courses in Scotland.

| Level | No. of Courses | Total No. of Candidates |
|----------------|----------------|-------------------------|
| Level 1 Course | 3 | 27 |
| Level 2 Course | 1 | 10 |
| TOTAL | 4 | 37 |

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

What the candidates had to say...

"This course was fun and informative, delivered in a relaxed and informal manner. A thoroughly enjoyable day which went quick. I couldn't recommend this course enough."

"I thoroughly enjoyed this course, it was a great learning experience that encouraged me to completely refocus on what I was trying to achieve in a lesson and how I then delivered this. The course helped me to improve my planning and the content of my own lessons by developing a structured format based on key focus points. The course content was excellent and delivered in a relaxed environment with cheesy jokes thrown in for good measure – I highly recommend attending this course!"

Scottish Squash Coach Licence

Towards the end of 2019 we launched a new [Scottish Squash Coach Licence](#). The first phased launch of the Coach Licence is aimed at working towards the following aims:

- Ensuring and improving excellent governance that coaches in Scotland are operating under
- Improving communication between Scottish Squash and coaches

We're delighted with the initial uptake of the Coach Licence and at the end of March 2020 we had reported 39 licensed coaches.



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 2018/19, for the Standards for Child Wellbeing and Protection in Sport, we have maintained compliance with the standards throughout 2019/20.
- 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 2019/20. Thank you all for your support.

Finance

The Scottish Squash company accounts for the period ending 31st March 2020 are available for the Annual General Meeting. Scottish Squash has been supported since the tail end of the financial year by Marc Hope, following Marc's appointment as Chair of the Finance, HR & Commercial Sub Committee in January 2020, and Gordon Mavor Accountants. We share our annual accounts and are pleased to be reporting a year end surplus of £4,956. The surplus - marginally ahead of the original budget as approved by the Management Board at the start of the financial year - allows us to bring our unrestricted reserves to £133,383. This ensures that we're comfortably meeting our current reserves policy which has a range of £106,000-£128,000.

Looking forward - and whilst there may well be budget challenges as a result of the coronavirus pandemic - Scottish Squash are delighted to confirm that **sportscotland**, our lead investor, remain committed to our investment agreement being provided for the 2019-23 strategic cycle. Together with the continuing support of Springfield Properties and other partners, we are confident that we remain in a strong financial position to continue to deliver against the priorities and targets set out in the 2019-23 strategic plan.

CEO REPORT

On behalf of Scottish Squash, I would like to congratulate you all for the achievements of the past season. As always it has been a pleasure and an honour to work with you to support the growth of the sport in terms of increased participation, improved profile and governance, and enhanced levels of performance.

Dealing with the COVID-19 pandemic has been difficult for all sports, and due to the indoor environment and close proximity of players within squash, the sport has been hit particularly hard. We recognise the difficulties for players and clubs and we are working tirelessly with **sportscotland** and The Scottish Government to prepare for the full re-opening of the sport. The cancellation of the end of season Scottish representation events due to COVID-19 was a major blow, and yet as the sport has been effectively 'closed down' over the past few months it is easy to forget some of the early season achievements. I hope that by highlighting several of these successes within this report it will help to lift spirits and remind us of that which has been achieved by players, clubs and volunteers within the sport over the past twelve months.

In 2019 we launched a new four-year strategy document: 'Squash – A Sport for Health'. 2020 marks the end of the first year of delivery against this plan. Through our collective passion for squash, focus and effort, we have together positioned squash as a welcoming, respected, and go-ahead sport. We are working together to successfully deliver collective goals by increasing our membership, delivering exciting new projects and reaching new audiences. Meanwhile, Scottish Squash players are succeeding on the world stage, individually through PSA rankings and events, as a team; finishing 7th in the World Men's Team Championships, and as Alba Storm, the successful new Scottish team in the Premier Squash League.

We are grateful for the continued support of **sportscotland**. In particular we appreciate the additional investment for the 2019-23 cycle that has enabled a specific focus on growth by attracting more women and young people into the sport. This investment plus additional funding from Springfield Properties has enabled us to resource a number of clubs and coaches to deliver projects such as **H/T SQUASH** and Going for Gold. **sportscotland** has also sustained its investment into the Scottish Squash performance programmes, whilst additional sponsorship into performance projects from Springfield Properties has been tremendously helpful in finding creative ways to expose our players to world level competition. We are grateful to our specific competition sponsors such as Springfield Properties, Craven Fawcett, JC Lindsay, Sterling Trucks, Dunlop and Utility Bidder whose investment enables Scottish Squash to drive a vibrant competition programme. We recognise and applaud those in the sport who are innovating and organising new competitions and attracting investment at local level. Thank you to all our competition organisers, investors and support partners!

I would particularly like to recognise the support and guidance of the Scottish Squash Board of Directors, led by the Scottish Squash President and Chair of the Board, Mark Adderley. This year we have been fortunate to welcome new expertise across Performance, Commercial and Finance and the Scottish Squash team are excited to have the opportunity to work with such a talented and experienced Board.

I am grateful to the Scottish Squash executive team for their continued energy, focus, and quality delivery. The team has worked hard to both effectively support and sustain our continued growth and to realise our future ambitions and potential as a world leading squash nation. Team members have taken on additional responsibilities this year and for that I would like to extend my personal appreciation.

A huge thank you also goes to our network of regional committees, clubs, coaches, referees and volunteers as without you the sport could not continue. Your energy and passion for supporting the development, delivery, and growth of squash in Scotland is remarkable, and I am grateful to you for the time you dedicate to the sport.

Finally, I would like to thank the performance players for being great role models and for supporting Scottish Squash in engaging and inspiring the squash community. You are a credit to the sport of Squash in Scotland.

Whilst we are yet to understand the full impact of COVID-19 on the sport of squash in Scotland, I hope that we can continue to work together to find a way through this crisis and emerge stronger as a team. I will personally endeavour to ensure that we are not side-tracked from our plans by the current uncertainty and continue to seek new opportunities. Some avenues may temporarily close, but others will open. As a sport we need to remain confident, agile and keep our activity rates high, and by doing so I am confident we will achieve our long term goals.

Please stay safe and well and I look forward to catching up with you all over the coming months.

Maggie Still, Chief Executive





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