



# SCOTTISH SQUASH ANNUAL REPORT

2021-2022



TOGETHER FOR SQUASH IN SCOTLAND



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# President's Report

Welcome to our Scottish Squash Annual Report where I will be sharing my reflections on the 2021 – 22 season, and what will be the final report of my tenure as President and Chair of Scottish Squash.

It has been a massive year, in which I was incredibly proud to see Scottish Squash successfully host a major championships in the WSF World Squash Doubles Championships in Glasgow, enabling six athletes to gain selection to the Commonwealth Games Championships in Birmingham. What for me was truly inspirational about the World Doubles Championship was the way in which our partners in squash; sponsors, supporters, players, members, coaches, clubs and referees worked together with other partners, such as Commonwealth Games Scotland, EventScotland and Glasgow Life. All worked together to make this prestigious event such a remarkable success for the players.

However, squash in Scotland is also so much more than our elite players and their performance in 2022. I am keen to highlight some outstanding areas of success for the sport across governance, development and performance during my tenure as Scottish Squash President.

## Governance

I remain grateful for the continuing support of our lead investor, **sportscotland** for continuing to help Scottish Squash to navigate the difficulties brought about by the pandemic. The annual investment provided by **sportscotland** supports the development of the squash stars of the future, and underpins the stability of the sport. The additional investment and advice, provided by **sportscotland** during the pandemic, enabled Scottish Squash to waive membership fees, whilst ensuring that squash services remain in place, and provide limited financial support to struggling clubs. I feel that the relationship between Scottish Squash and **sportscotland** is stronger than ever and a true foundation upon which to build.

I thank Mel Young, Stewart Harris, the Board and team at **sportscotland** and specifically Kevin Ferguson, **sportscotland** Partnership Manager for his positive, focussed support and guidance.

Scottish Squash title sponsor Springfield Properties have once again been outstanding in supporting our players, events and programmes and enabling Scottish Squash to continue to set new goals and create a performance environment in which players are inspired and can flourish. My sincere thanks go to Sandy and Anne Adam, Sandy's team at Springfield, and to the Adam Family Foundation for their continuing support.

"I also feel extremely positive and excited about the future of squash in Scotland."



The volunteer Board of Directors have provided balanced decision making and core skills and experience to support our Chief Executive, Maggie Still and her leadership team. Directors have been a huge support to me during my tenure as Chair of the Board, by supporting the implementation of the participation, governance and performance strategies and ensuring a strong voice for players on the Board.

The Board, in supporting the work of the Chief Operating Officer Garry McKay, has been instrumental in ensuring that the organisation meets and exceeds standards for governance in areas such as risk and compliance, HR, commercial and finance. Individual Directors take on significant responsibility and I would like to personally thank the Scottish Squash Board of Directors for the time and energy given to the sport of squash in Scotland, and for their challenge, support and personal friendship.

## **Development**

I continue to be passionate about equality and inclusion in sport. Following a period of change in staffing, where several of our outstanding staff gained promotion in role, in other sports, we are happy to resume delivery of the projects and programmes that enable us to reach out to new audiences, such as the **sportscotland** invested 'H//T SQUASH', G/RLS DO SQUASH, and Springfield Properties funded 'Going for Gold' and 'schoolsquash'.

I am delighted to see the full resumption of Scottish Squash platinum competitions and I am hugely grateful to Scottish Squash clubs and our volunteers for your work in underpinning the competition programme.

Great coaching is fundamental to the development of the sport and I have been delighted to see the establishment of the Thrive coaching programme and the continued development of the coaching pathway in squash in Scotland.

I thank Board Director, Alan Marshall, for his support of the executive team and his leadership in bringing this competitive activity to life.

## **Performance**

Huge congratulations go to the Scottish Squash performance team, players, coaches and staff who have worked tirelessly throughout the past four years, gaining confidence and personal best performances in the run up to the Commonwealth Games. Their performances in PSA tournaments and in the recent World Doubles Championships ensured the presence of a full team of six athletes at the Commonwealth Games in Birmingham. I wish them every success at the Games.

Director of Squash, Paul Bell, supported by David Pearson (Assistant Doubles Coach), Kylie Lindsay (Senior Performance Coach), and Mary McClung (Team Manager) have provided wonderful support to the players throughout this preparation phase. I am grateful for the guidance of Graeme Jones as Performance Director on the Scottish Squash Board, and for the leadership of Paul Bell.

## **Commercial Support**

Marc Hope continues to provide huge support to the team and to the Board and builds upon the Scottish Squash commercial strategy.

The Commercial strategy is closely aligned to major games and this year we have been delighted to forge new commercial partnerships to support the delivery of the Springfield Scottish Squash Open in Inverness and the World Doubles Championships in Glasgow. We are delighted to be hosting such prestigious events and look forward to more growth in this area.

I thank Marc for his efforts and for laying the foundation to enable the future growth of the sport and look forward to a trend of further work with World Squash, European Squash, the PSA and fellow national squash governing bodies, to raise the profile of the sport of Squash globally.

I thank our friends Keith Gristwood and Jason Broadberry for their continued support in the growth of Racketball in Scotland through RASTA, and the delivery of the Scottish Racketball Nationals.

I also thank our fabulous team of Scottish referees. I thank Jim Hay for his efforts over the year in linking with European and World Squash and leading the development of referees in Scotland, and for World Squash for their development of online resources to support and develop our referee pool.

Thanks too to our Chief Executive, Maggie Still, and the executive team for all their time, effort, knowledge, skills and positivity.

Once again, for those who have helped in any way, I extend my personal thanks and hope that you will continue to support Scottish Squash as my term comes to an end and as a new Chair comes in to the role.



**Mark Adderley**

A handwritten signature in black ink, appearing to read 'M Adderley', written over a horizontal line.

**President, Scottish Squash Limited**

AND  
1 2022

PEOPLE  
MAKE  
GLASGOW



# PLAYERS

# Players

It has been great to see competitive squash back up and running this year, after so long just training our Scottish athletes were primed and ready to get back out there to show off what they had been doing behind closed doors and they didn't disappoint.

The big focus for the players this year has been securing selection for the Commonwealth Games. This is always a difficult task with players required to demonstrate that they are capable of a top six finish. The World Doubles Championship is the showcase event to capture one of the very limited places available.

After cancellation of the event in Australia the players were grateful that the whole Scottish Squash team rallied together to find a way to host the World Doubles Championships in Glasgow.

The home advantage paid off with the players loving playing a major event in front of a Scottish crowd who got behind the players making for a fantastic atmosphere. Scotland performed brilliantly taking home three medals and some fantastic results across the board:

Greg Lobban & Rory Stewart - Men's Doubles Silver Medal  
Alan Clyne & Douglas Kempell - Men's Doubles Bronze Medal  
Lisa Aitken & Greg Lobban - Mixed Doubles Bronze Medal  
Georgia Adderley & Rory Stewart - Mixed Doubles fifth place  
Lisa Aitken & Georgia Adderley - Women's Doubles fifth place

Due to the results at the World Doubles Championship all six athletes have earned their place as members of Team Scotland for Birmingham 2022 and we go into the games full of confidence with a great mix of experience and youth.

Representative events have been a big miss to the players who love representing Scotland. After another last-minute cancellation of the Men's World Team Championships in December it was great to have the players come together as a team once again at the European Team Championships.

The established players were joined by three debutants at the event with Fergus Richards, Alasdair Prott & Martin Ross all making the Scotland Squad for the first time. Our players once again raised their game with a Scotland shirt on their back, pulling off some fantastic wins on the way to a seventh place finish for the Women and a bronze medal for the Men.

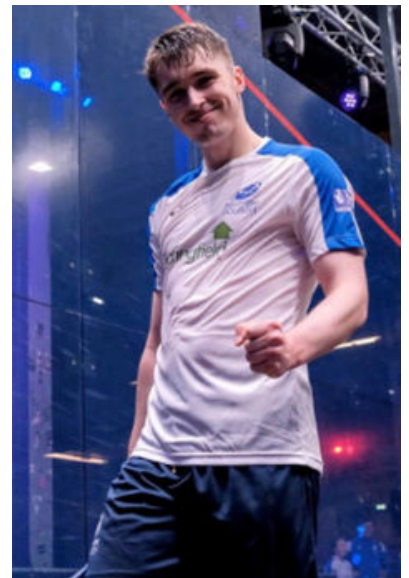


# Players

The consistent focus for the performance players and support staff is achieving success on the PSA Tour and this has been a terrific year on tour for the Scots. Highlights include an all Scotland final in the Irish Open where Greg Lobban managed to secure his biggest PSA title, Alison Thomson winning her first PSA title at the Gibraltar Open, Georgia Adderley securing three PSA titles and climbing to a career high of 58 in the PSA World Rankings, Rory Stewart won two PSA titles during a successful season achieving his highest world ranking of 66 and a bit later than planned, Alasdair Prott transitioned onto the PSA Tour smoothly picking up three Satellite titles.

As the Scottish players seek to climb the PSA ranking it was great to have professional squash back in Scotland with the Springfield Scottish Squash Open offering our players a great opportunity to test themselves at a higher level, in Inverness, the home club for a lot of our performance players.

Having PSA opportunities in Scotland is a huge boost for the players and we are also grateful to the clubs around Scotland who have put on PSA events this season. The opportunity this provides through wildcards and an ability to compete closer to home is vital for their development and rise up the rankings. Thank you to Lockerbie Squash Club, The Grange and Heriot Watt University who have worked hard to provide this opportunity to the players.



Our Springfield Properties sponsored Alba Storm were also back competing this season in the PSL Cup which provided the players the opportunity to play some highly competitive matches in Scotland. Supported by the passionate Scottish fans in what is a fantastic showcase for squash in Scotland, Alba Storm narrowly missed out on a place in the final but they will be back next year competing in the more traditional format.

After a lot of time away from competitive squash the junior programme and junior events came back and we were thrilled to find that not too many junior players had replaced squash with other things. Our junior excellence programme is looking strong with healthy numbers and lots of enthusiasm, we are constantly looking for new and innovative ways to provide more resource and support for the junior athletes while staying true to our core philosophy of developing junior players by developing their coaches.





# Players

Our juniors and coaches have been working incredibly hard to keep progressing and have achieved some fantastic results over the season including the U17 team finishing fourth at the European Team Championships. Scotland will once again compete in the World Junior Team Championships this summer in France which will be another terrific opportunity to test themselves against the world's best. This is something we feel is important for their ongoing development.

With the Commonwealth Games just around the corner all eyes are on that event with high hopes for Scottish success and a memorable experience for everyone involved. Following on from that, we have big plans for how we progress the programme further as we look to support all our players and their coaches to become the best they wish to be.





# Edinburgh Sports Club

Since 1911



**CLUBS**

# Clubs

Undoubtedly squash in Scotland continued to experience collective challenges throughout the year caused by the pandemic and these impacts are being felt by clubs across the country.

Clubs have risen to the challenge in remarkable ways to adjust, innovate, and take any possible steps to keep members engaged throughout the pandemic.

Similarly, the Development Team at Scottish Squash has had to continue to adjust the way it works to provide flexibility in the support offered to clubs, and to take a lead role in navigating the challenges of lockdowns, delivering online support, and helping clubs plan their return to face-to-face delivery.

Despite the challenges, the Development Team continue to provide support with the aim of engaging more people in squash, specifically where we currently witness under-representation. Therefore, we align the remits of our two national Club Development Managers to focus on these two key areas. Jack Brodie leads on young person engagement and development while Kirsty Lobban, who joined us in April 2022, leads on women and girl's engagement and development.



The Club Support Forum continues to be an excellent tool to connect clubs and provide a place to highlight similar challenges and opportunities. Throughout 2022 we plan to evolve the Club Support Forum further to continue to provide support to clubs in different ways, moving beyond the focus on Covid-19.



# Clubs

As the forum evolves over the coming months, we're aiming to schedule further online calls to provide opportunities to share and gain experiences and advice from other clubs throughout Scotland as well as wider support from the sport network.

Supporting and providing more opportunities for young people to engage in squash is a key priority for the organisation and while many clubs are seeing sustainability and growth in youth sections, we want to continue to support squash in Scotland to further develop to create welcoming environments.

At the beginning of summer 2022 we were pleased to launch our first ever Young Ambassadors Programme. The programme brings young people aged between 14-30 together who are passionate about the power of sport and looking to make a positive change to squash in Scotland. Working with our development team this programme is aiming to provide young people with a greater voice in squash and support and influence the future development of the sport.

Continued engagement between everyone involved in the squash in Scotland community is vital to ensure the sport continues the recovery from the impact felt from the pandemic. The promotion of our sport in the coming year will be vital to supporting the recovery of squash.

# Lockerbie Squash Club Case Study



## What is your club's ethos, values and goals?

Our main goal is to get more people in to the club, with a focus on women and juniors. We work on building good relationships and understanding with the local council, and working closely with the local community. We're open to any idea if it gets more people in the club.

We are open to everyone as a club. There's no discrimination at the club and everyone is treated fairly. As club chairman I'm always happy to listen to anyone with ideas, and we have a sign in the club encouraging people to share their ideas to help the club grow.

## What challenges did your club face in 2021-22, how did your club overcome them?

It was a bit of a stop start year for us. In Scotland we were back on court after some other parts of the UK, and this was challenging for clubs in the south of Scotland. It was difficult for us, because the courts weren't being used. We had to cut the membership subscription rate. The biggest saving grace for us was the PSA tournament which we held at the club. We had an influx of members after that. We managed to secure sponsorship and support from the local council. We also got grants to keep the club going through Covid-19, and Scottish Squash highlighted some of these opportunities to clubs.

## Were there any opportunities which came out of a challenging period?

We got set up with SportyHQ which helped us with track and trace requirements, and we are still able to use that now. We got some TV coverage for the PSA event and some new members too, this was helpful and has provided opportunities going forward. We had to get better with social media during Covid-19, and we have improved our advertising on social media. We also ran open days to attract more people to play squash, and these helped us to grow our membership.

## What positives did your club have in terms of participation and engagement in 2021-22?

Our numbers are up significantly. We've grown from 50 members to 90. We can't put our finger on whether this big increase was due to the PSA or the reduction in the membership subscription, but without the PSA I don't think we'd have got as many new members. At our last open day we had an 80 year old former member show up, and it was great to have the opportunity to rebuild connections with some of our former members.

## What would be your top piece of advice to other squash clubs?

Get anyone you can on board. Speak to local councils and speak to Government bodies. Speak to schools, cubs, scouts and guides. Put a session on at your facility, get some coaching on and show them what it's all about. If you pick up two or three members, it's better than nothing. It's one of the healthiest sports in the world, so tell people that. You can go out with your friends, you can meet people. Clubs need to make sure that they sell the social side. There is help out there for clubs. We have had funding from local supermarkets and grants. I would encourage people to look for these opportunities and apply. It takes time to fill in forms and apply, but it is worth it in the end when funding is secured.





# Inverness Tennis and Squash Club Case Study



## What is your clubs ethos, values and goals?

We have an ethos to provide an excellent sporting venue and to encourage community participation in our sport. Our mission is to promote enjoyment and expertise in our sports, and to enhance physical fitness. We are respectful and welcoming to all and we build friendly relationships within the club, but also in the surrounding community. Our main principle is that we are a sports club run by the members for the members.

## What challenges did your club face in 2021-22, how did your club overcome them?

Our biggest challenge in the last year was coming out of the lockdown period, and a loss of membership as a result. Our players also missed out on competitive opportunities as well, with the league being impacted. There was a feeling that we wanted to come back and do everything and get everything up and running, but we realised we weren't able to do that. We had to make some sacrifices.

There are other external factors as well, like the increased energy bills. We are working to build membership, as we know that we can't just keep putting the price up for existing members.

We're still in the process of overcoming these challenges, but we've been able to make the most of the fact that people had this feeling of wanting to do more and try new things after lockdowns.

## Were there any opportunities which came out of a challenging period?

We had a few structural changes during Covid. We added table tennis to our studio room and this added to the idea of us being a racquet club. We also had time to think about what sort of club we want to be, to reflect and to make a few structural changes as a result. We were able to get new people involved on our committee which brought new ideas too.

## What positives did your club have in terms of participation and engagement in 2021-22?

One of the biggest positives for us was hosting the Scottish Open in September 2021. The event was impacted by Covid, with some restrictions still in place, but there was certainly a feeling that we were coming to the end of it and this was us on the road to recovery. It was the biggest squash event that we've ever had at the club. It was a positive thing for the community as well because we got other people involved, and schools were here too. It was a great opportunity to showcase the club and the sport.

We were also involved in the Queen's Baton Relay. It was great to have Greg Lobban here for that, as it showed our juniors that they can go all the way to the top.

## What would be your top piece of advice to other squash clubs?

Get as many volunteers on board as you can. Everyone has something to offer, even if they just play a small part it helps to share the load, but it also shares the reward as well. Volunteers feel part of a big team and it helps members to feel that this is their club. It's all worth it because the volunteers know they have contributed, and when they see themselves on social media or in the newspaper, they feel a sense of achievement.







# COMPETITIONS



# Competitions

Inspirational competitions are at the heart of the squash community aiming to provide individuals with social and competitive opportunities whether this is as a player, spectator, volunteer or official. With the ongoing impact from the pandemic continuing in to 2022 it is evident the 2021-22 season has been challenging.

Even with the challenges presented to us from the pandemic our partners, volunteers and staff team were committed to ensuring major event delivery could return in season 2021-22 to support the regrowth of professional sport while providing an opportunity to bring spectators back to the stands.

Throughout this season we're pleased to have seen the delivery of the 2021 Springfield Scottish Squash Open in Inverness and the World Doubles Championships in Glasgow. Our thanks are extended to Inverness Tennis & Squash Club and Glasgow Life for working with us to deliver these key events respectively.

The delivery of these major events has seen a new partnership develop with QTV to support our ambition to raise the profile of squash. With the support from QTV we have secured live streaming for these two events across platforms such as BBC Sport, BBC iPlayer and the Olympic Channel all helping to take squash to new audiences. Our thanks must go to EventScotland for investing in these events to support our ambition to deliver live stream feeds worldwide.

## 2021 Springfield Scottish Squash Open partners:

- **Title Partner:** Springfield Properties
- **Official Partner:** LNER
- **Official Supporter:**
- AVISU
- EventScotland
- Graham's Dairy
- Highlands & Islands Squash Association
- High Life Highland
- Inverness Common Good Fund
- Inverness Tennis & Squash Club
- **Official Event Charity:** Highland Hospice

## 2022 WSF World Doubles Championships

- **Official Partners:**
- EventScotland
- People Make Glasgow
- Team Scotland
- World Squash Federation
- **Official Supporter:**
- Clinell
- Dunlop
- Joma
- **Official Event Charity:** Heart of Scotland Appeal



# Competitions

On the domestic calendar the BounceBack competition programme, launched in November 2020 as we emerged from the first lockdown, continued until the end of 2021 aiming to support the restart of competitive squash opportunities and support local organisers to understand competition delivery while working under specific Covid-19 guidance.

The BounceBack programme supported the delivery of over 20 competitions nationally across both the junior and adult game. In turn this attracted over 500 players to safely return to competitive squash.

From February 2022 squash in Scotland returned to the national competition pathway aiming to deliver a short 2021-22 season between February and summer. This has included the delivery of three important national championship competitions: Scottish Junior National Championships, Scottish Masters National Championships & the Sterling Trucks Scottish National Championships. Congratulations to all the 2022 National Championships ranging from boys and girls under 11 through to women's over 60 & men's over 75!

Plans are currently developing as squash prepares for the first full season following the pandemic. As we all look forward with excitement it is obvious that competition opportunities can continue to be the bedrock of the sport, providing opportunities for competition as well as the social and mental benefits which come from being involved in sport whether as a player, spectator, volunteer or official. As we move into the new season it is important that we continue to connect and work together to grow our national competition pathway providing opportunities at all levels so people from all backgrounds and communities can take part.



# Refereeing

We continue to recognise and be grateful for the commitment from the referees across Scotland who underpin competition delivery across the pathway.

The World Squash Federation and Professional Squash Association continue to develop the new World Squash Officiating (WSO) programme as a way to standardise and develop referees worldwide. Scottish Squash are pleased to have signed a memorandum of understanding with WSO in the summer of 2022 as we start to use this programme as the recognised pathway to support and develop referees.

Our initial focus will be on bridging current registered referees in Scotland across to the new WSO pathway before we look to develop a strategy to grow and diversify referees across squash in Scotland.

Throughout the 2021-22 season we also congratulate a number of referees who were selected to support with major championships across Europe. Congratulations to both Maureen Maitland & Steffan Gwyn who were selected as part of the team to support the 2022 World Doubles Championships in Glasgow. Additionally, Steffan Gwyn and John Crawford have supported some of the 2022 European Championship events taking place.







# COACHING

# Coaching

Despite the pandemic, interest in coach education has remained steady throughout and it was vital we found ways to continue to deliver education opportunities to ensure clubs had appropriately qualified coaches for when squash started to return.

The coach education team continue to offer the ability to complete the level 1 coaching course on a blended learning approach and within local clubs to ensure learning can be put into practice while being supported by current qualified coaches. This remains a popular approach and allows greater ability for individuals to complete coaching courses who are perhaps based in our more remote communities.

Throughout 2021-22 there have been two online level 1 courses delivered with 16 candidates. It's important that connections continue with the clubs where these new coaches are based so we can work together to embed these new coaches into programmes which can support the development of club programmes and open up squash to more individuals.

In early 2022, a realigned level 2 coaching course returned in a blended learning delivery format for the first time since the pandemic. This provides the ability for candidates to complete sections of the course online but also attending specific modules in-person to learn from course tutors and engage in discussion and workshops with other candidates. This course looks to advance the learning and knowledge gained from the level 1 course and further develop coaches technical and tactical understanding. Throughout 2021-22 the level 2 course delivered supported the further development of ten coaches.

At the time of writing, plans are being developed to re-establish a more structured season long coach education programme. Look out for further details.

In the summer of 2021 we launched a new coach development programme; Thrive. Thrive aims to bring coaches together who are working with junior athletes who are part of the Junior Excellence Programme. The Thrive programme works to the mission of developing players by supporting the further development of their local club coaches.

The programme provides learning opportunities where the group come together at points throughout the season to share learning and experiences and connect with mentors and Scottish Squash performance coaches. Additionally, this programme is underpinned with close support from a team of mentors who work with coaches on an individual basis supporting their own individual personal development plan.



SCOTTISH SQUASH

LATEST NEWS



# EFFECTIVE GOVERNANCE



# Governance

Following a successful development audit review carried out by KPMG in 2020-21, we have been embedding the low and moderate recommendations throughout 2021-22 and in order to continue to satisfy the required level of governance arrangements. We remain grateful to **sportscotland** who continue to commission this development audit which ensures that we are appropriately safeguarding public investment and delivering against suitable outcomes.

Having achieved the Intermediate Level of the Equality Standard for Sport in 2020-21, we have been building on our work to make squash, and squash clubs, open and inclusive of everyone regardless of their age, ability of disability, ethnicity or nationality, gender or gender identity, pregnancy or maternity, religion, sex or sexual orientation. In doing so, our Diversity & Inclusion Steering Group have continued to progress the work of our current 2020-23 Equality Action Plan and we have started to consult on the priorities for the next plan. As part of this, we have reviewed and enhanced the Diversity & Inclusion Advisory Group, and we would like to thank all of you who have contributed to this group. Our final thanks here goes to our outgoing President, Mark Adderley, who has been an exemplary advocate in this area and having acted as our Equality Champion on the Board during his tenure as a Director.

We have maintained compliance with the Standards for Child Wellbeing and Protection in Sport throughout 2021-22, and we have continued to support clubs and their Child Wellbeing & Protection Officers throughout Scotland in this important area. The PVG process moved from paper to online processing in 2021-22 which has reduced turnaround times, and it has already had a positive impact on our clubs. We have also supported clubs by implementing secure online storage for the safe protection of all child protection information and in line with current legislation. Our thanks also go to Children 1st and **sportscotland** in this area and in particular for the Child Wellbeing & Protection in Sport Tool that was launched in early 2022.

We would encourage all club Child Wellbeing & Protection Officers to consider utilising this tool and to reach out to us if you require any support.

# Finance (year ended 31st March 2022)

Turnover for the year was £582,277 compared to £450,767 in the previous year. This rise reflects the increased activity across 2021-22 following the material impact that the Covid-19 pandemic had across 2020-21. Income for 2021-22 was more comparable to the pre-pandemic level of £645,485 in the year to 31 March 2020, indicating a positive trajectory for the return of the sport following the pandemic.

In order to support member clubs with their recovery from the pandemic, Scottish Squash waived all membership fees for the second year in a row in 2021-22. This was made possible largely by the support of sportscotland's SGB Covid-19 Recovery Fund, in which Scottish Squash secured additional investment to support it and its member clubs recovery. This also ensured that Scottish Squash were able to retain all staff roles and continue to offer all membership services.

The core investment as part of our current four year agreement with sportscotland remained at the same level as 2020-21, and we remain grateful to the national agency for their continued support. We are also thankful for the ongoing support of our title sponsor, Springfield Properties, and all our other partners whose contributions in 2021-22 have supported the return of various programmes and projects across the four operational strategic pillars (coaching, competitions, players & clubs).

Overall, the Scottish Squash accounts for the year ended 31 March 2022 show a surplus of £4,822 compared to a prior year deficit of £14,621. On the back of this deficit, the 2021-22 surplus was targeted as part of a five year plan to replenish the unrestricted reserves. The surplus has been added to the company reserves which close at £126,614 for the year ended 31 March 2022. The Board, in reviewing the annual reserves policy for the company, can confirm that the reserves remain within the policy range (£120,000-£136,000) and are satisfied that there are sufficient reserves and secured future investment in place to allow Scottish Squash to continue operating for the foreseeable future. The full set of Scottish Squash financial statements are available publicly from Companies House.

# Chief Executive's Report

On behalf of Scottish Squash, I would like to share this conclusion to the 2021/2022 annual report. I hope that you have enjoyed this snapshot of the reflections of the Scottish Squash Board and the Executive Team.

We are delighted to observe a continuing return to squash following the frustrations of the Covid-19 pandemic. We see that players are engaging in the sport with growing confidence, and we are delighted with the continued growth in participation and competition entries that we are experiencing. However, we are fully aware that there is more to do in terms of a full return to the sport and sustained growth especially in attracting more young people into Squash.

Clubs, Coaches, Referees, Competition organisers and volunteers within squash are fundamental to new and sustained growth and to the long-term health of the sport. We thank you for all that you have done throughout the year to ensure a fun and safe sport where all players can all enjoy the sport and flourish.

I am so proud to work in such an amazing sport with so many passionate people. I receive positive feedback from partners, sponsors and supporters of squash and the awareness, understanding and respect for our sport continues to grow. We have an amazing team at Scottish Squash, who are extremely committed to growing the sport, raising the profile of squash and enabling players to be the best they wish to be. They are an extremely positive team and I am extremely grateful for their energy and expertise.

An example of the collective energy of squash in Scotland was the staging of the World Doubles Championships in Glasgow. Everyone in squash in Scotland, worked together to deliver a hugely successful Championships, within a four-month timeframe, the focus of which was to give the Performance Players the best possible chance of achieving a place in the 2022 Commonwealth Games in Birmingham. Congratulations to everyone in the sport in Scotland, including Alan, Dougie, Georgia, Greg, Lisa and Rory for this outstanding achievement. I would like to commend and thank Paul Bell, in his role as Director of Squash, for his outstanding work in leading the players and coaching staff on this exciting journey. I would also like to highlight the tremendous work of Allan McKay as Director of Development in leading the team to deliver such an outstandingly high level of Tournament delivery and for the commitment to driving ever greater success in the development of the sport at all levels.



We are looking for a high impact from our efforts in Glasgow. We are grateful for the support that we received in the delivery of the Championships and the opportunity to gain new partners such as Glasgow Life and embed existing partnerships with EventScotland, Team Scotland, WSF and International Squash Federations. We also want to capitalise on the enhanced profile that comes from delivering major games and the opportunity to attract more people into the sport as players, coaches, referees and supporters.

The preparation of this annual report has led me once again to reflect on the generosity of our two major investment partners, **sportscotland** and Springfield Properties. This investment underpins the programmes and activities of Scottish Squash, and all that we do across our strategic plan. I would like to offer my heartfelt thanks to **sportscotland** for the investment and advice that helps us to run the organisation, grow the sport and achieve our goals.

On behalf of everyone in squash in Scotland, I thank Sandy and Anne Adam, of the Springfield Group, for sharing their leadership expertise and being so generously and fully immersed in the vision and goals of Scottish Squash. We look forward to the continued growth of the Springfield Scottish Squash Open, which received such great online coverage and was so well received in Inverness. Your considered support of the young players, underpinning relevant programmes, tournaments and activities have had a major impact upon the confidence of the organisation and will drive the Squash World Champions of the future. Thank you for all that you do for us.

This year we were delighted to see the return of Scottish representation. There were outstanding performances from across the age groups including gold medal performances in the Women's Masters Home Internationals and Bronze Medals for the men in the European Team Championships in Eindhoven. We had a full complement of representative events, and it was wonderful to see such competitive Scottish teams, having fun and playing with resilience as they competed against the best in Europe. Well done to you all!

We have continued to have a sharp eye on the numbers of young people playing the sport and on women and girls. Last year I spoke of several changes in the Scottish Squash team and within this report I am delighted to see the outcomes of Kevin Moran and Kylie Lindsay's work, as they continue to develop in their roles, and the early work of the newest members of the team, Jack Brodie, Kirsty Lobban, Philip Lyons and Stuart Monteith. They are working with clubs, coaches and squash activators to take the sport to new audiences and drive greater diversity and inclusion in squash participation and membership. We thank all our partners, clubs and coaches for working with us to embed an open and welcoming culture within squash.

I would once again like to recognise the outstanding work of Garry McKay as Chief Operating Officer in delivering excellent organisational, governance, compliance, finance and HR support to the business and in steering the work of the Executive Team. Garry, Paul and Allan collectively work as a Leadership Team at Scottish Squash and I could not wish for a more caring, committed and respectful colleagues. Thank you for all that you do for the sport.

Thank you to the Scottish Squash Board of Directors for their expertise, skills and support throughout the year. This year Mark Adderley will step down as Scottish Squash President and Chair of the Board. Mark has been an exceptional ambassador for the sport and his focus and attention to detail will be greatly missed, as will Mark's ability to run perfectly timed Board meetings. Mark you have been a great support to the Executive team and to me personally through a very tricky time and we thank you for all that you have done for the sport.

Clubs and members are our most important priority moving forwards. This year we could see the pressure that clubs were still under, and we quickly sought to continue to remove any burden of membership fees for the 2021-22 squash season. We are surveying the membership to ensure that Scottish Squash focus remains on message, and we give you the value for money that you deserve.

Marc Hope, Scottish Squash Financial Director continues to transform the commercial approach of the sport and is raising the profile of Scottish Squash, introducing potential new sponsors and commercial partners to support the sport. Thank you to Marc for all you are doing during what remain to be difficult times.

My thanks once again go to Gordon Mavor and his team for their focussed and detailed support with the Scottish Squash accounts, as the team once again delivered on budget. I would also like to thank James Walter who has come on board to support Scottish Squash with media stories and to raise the profile of the sport.

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.

Finally, I would like to thank Scottish Squash performance players for once again being great role models. We wish you all the best in Birmingham and beyond.



Maggie Still

A handwritten signature in black ink, appearing to read 'Maggie Still'.

Chief Executive, Scottish Squash Limited



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TOGETHER FOR SQUASH IN SCOTLAND