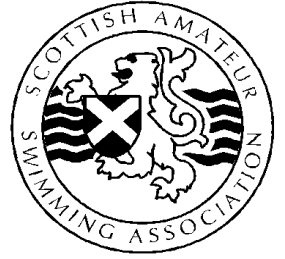




**Scottish
Swimming**



AGM 2024

AGENDA, BUSINESS DOCUMENT & ANNUAL REPORTS

**21st September 2024, 10.30am
Hilton TECA, Aberdeen**

AGENDA

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List of acronyms used in this report

AGB	Aquatics Great Britain
CEO	Chief Executive Officer
CPD	Continuing Professional Development
EA	European Aquatics
SE	Swim England
STO	Swimming Technical Officials
WA	World Aquatics
WPO	Wellbeing & Protection Officer

Firstly, a warm welcome to all Delegates, Life Members, Committee Members, Board & Council to our 125th Annual General Meeting here in Aberdeen.

Like all years it has had its highs and lows, our overall membership has increased by at least 1200. We have had some very successful championships with over 4000 athletes entered. We've had at least 55 national records broken in the last 12 months and 60 plus age group records. And we've just come out of the Olympics and Paralympics with 10 Scots on the GB team, even bringing home a few medals! I am sure you will join me in sending our congratulations to all the athletes as well as our thanks to the full team; coaches, team staff, physios, etc who travelled. And equally those left at home who have helped create, drive, and shape those opportunities for both Olympians and club athletes alike. It may be one individual on the podium at your club champs, or Paris, but it is a whole heap of support behind the curtain and to all of them thank you. On the face of it a truly successful year.

But, with those numbers we also had 86 swimmers unable to compete at the Artistic Swimming National Championships due to technical issues and then cancelation of the Figures event later in the year. We have seen 6 pools close over 4 local authorities with a number of clubs impacted and a number of pools still at risk. I fear these numbers will still grow, it is going to be a long road before our Leisure Trusts and facility providers will have the financial certainty they need. The facilities we use are not within our purview, we can influence, we can canvas, but we do not provide.

For me, it has been a year of conversations, and in all these conversations there has been an undeniable passion for what we do. We are a member organisation and a volunteer led organisation with some 6000+ non-athlete volunteers. Our volunteers are our biggest single asset, but at the same time this is a vulnerability; volunteers come and go as they juggle day jobs, family pressures, and the inevitable 'retirement' of the athlete that brought them here. It is important that we do all that we can to consider and respect the differing drives behind our volunteer team, but at the same time be cognisant of the real needs of the organisation. Our business has changed significantly in the last 5, 10, 15 years; welfare and protection, cost of living, climate, pools closing, commercialisation, social media, to name but a few. As an Association we need to be forward thinking and adaptive to be able to continue to deliver a safe happy club environment and top-class competitive events. Every individual needs to be proud of what they do and happy in what they do, but also every role needs a succession plan, every individual needs to understand the liability of what we deliver, whether that is athlete welfare and protection, club financial stability or a professional national event.

It has been an amazing privilege to be your president for the last year, I have learnt more, seen more, and experienced more of our aquatics community in the last 12 months than I have in the 16 years I have been involved in swimming. If only we could all do this at the outset to understand what an amazing Association we have. Inevitably there is a feeling of frustration because there are so many more people to talk to, so many more things to see or questions to ask. However, I am confident that Derek will continue those conversations, and I wish him all the best.

I would like to finish by giving my thanks to my Vice-Presidents Derek McGown and Tony Dane, and to the full Council who have had to put up with me throughout the year. To Graeme Marchbank and all the Board, and most importantly to all the Scottish Swimming Staff who continue to do an amazing job for all of us in making our sport possible. My thanks go to **sportscotland** for their ongoing support. Thanks also to all the Club and District volunteers who give up so much of their time and of course to all our amazing athletes who make it all worthwhile every single day. My final thanks must go to Euan Lowe who over the last 5 years has led Scottish Swimming through some interesting times. I believe they will be hard shoes to fill, and he will be missed. I would like to wish you all the best in your next adventure.

Fiona Crawford, President

Saturday 23rd September 2023, 10.30am
The Radisson Blu Hotel, Glasgow

1. President's Address:

The Vice President, Fiona Crawford explained to the delegates that due to ongoing health issues Brian Hendry is unfortunately unable to join us today. Noting that he felt the responsibility of the president's role and acknowledged that his absence today is felt as much by him as all of us gathered here today.

She then went on to welcome Past Presidents, Life Members, Convenors, Delegates, Board and Council Members to the Scottish Amateur Swimming Association's 124th Annual General Meeting here in Glasgow before thanking the Radisson, Glasgow for the use of these facilities, to the Scottish Swimming Staff for all the hard work they have put into organising today, and to Harper MacLeod for their continued support at our meetings.

The Vice President invited everyone to sit back and enjoy a presentation of the Annual Report noting that this can also be viewed on the Scottish Swimming website.

The Vice President then read the President's address on behalf of the President, Brian Hendry.

The President noted that no number of conversations with Past Presidents can prepare you for the honour of being President of the Scottish Amateur Swimming Association, and that this was a year he will never forget.

He noted that he had the privilege of attending events throughout the last 12 months, watching athletes perform to their best, and it brought home to him the passion, enthusiasm and commitment of coaches and committees in clubs across Scotland, in nurturing and developing talent in all the sports we represent. He noted that Scotland is often held in the highest regard of putting on the best-run and most friendly of meets, and he is well aware of the months of planning and hard work that has gone into each and every event, to make them so successful. The President offered his sincere thanks, therefore, to everyone who is involved.

He noted that there was much to celebrate after a particularly busy summer of events. Scottish athletes brought home medals in all six of the international events where we had representation: World Aquatics Championships, World Para Swimming Championships, LEN European Junior Championships, European Youth Olympics Festival, Commonwealth Youth Games, and most recently the inaugural LEN U23 Championships. My congratulations to the athletes, their coaches and their clubs. He noted how lucky the sport was to have so many great athletes doing so well and helping inspire the next generation.

The next generation starts with Learn to Swim and he noted that there is so much great work going on in this area, all supported by the partnership with Scottish Water that goes from strength to strength. The President noted that swimming is not just a great sport that can be enjoyed throughout a lifetime, but the only sport that can help save a life.

But with this comes a responsibility. A responsibility to highlight the value of swimming to individuals and to communities, and this has been so important over the past 12 months, when swimming pools have closed and more threatened with closure in the future. Without pools we have no sport; without pools there is no opportunity to teach the life skill of swimming, putting lives at risk and denying a generation of the enjoyment of our sport. This has been a significant focus for staff and our members throughout the year, with a #SaveOurPools campaign, which was presented at a Parliamentary Reception in Edinburgh, back in March. Unfortunately, the need for the campaign to continue is ever present, and he asked the aquatics community to get behind it at all times.

On behalf of Council, the President offered his sincerest thanks to all our volunteers who continue to give their time so generously in clubs and at events. He hoped that the Young Volunteer Programme will help recruit new volunteers and help retain youngsters in our sport.

The President also thanked the staff and Board of Scottish Swimming for their hard work and support, for not only driving our sport forward but championing it at the highest level.

He also thanked Vice Presidents, Fiona Crawford and Derek McGown, for their guidance, and noted that when the chain of office is passed on to Fiona, the Association will be in safe hands.

The President noted that his colleagues on Council have also provided great support to him and to the Association, and he highlighted the continued trust in the Association by **sportscotland**, sponsors and partners, allowing us to carry on working towards the vision, where 'everyone can swim'. He thanked everyone for allowing him the honour of being President.

Before continuing, the Vice- President then informed the AGM of the sad loss of several of our members during the past year:-

Name	Club
Tom Foster	Glenrothes ASC member
Shelia Hitchen	Widow of former Past President and SASA Life Member Jim Hitchen
Douglas Hopkins	Latterly of Swim-IT member
Morag McGlashan	Warrender BC member
Tom McQuade	Motherwell & Wishaw ASC member
Donald Muirhead	SASA Life Member
Casey Nelson	Ex Swimmer – Commonwealth Games 1966
George Philip	SASA Past President and Life Member
Peter Renwick	Cults Otters ASC Coach & Referee and Robbie Renwick's father
Netta Spence	Widow of former SASA Life Member Alex Spence and YeABBA member
Douglas Watt	Galashiels ASC member
Jennifer Anne Wilkins	SASA Tutor, St Thomas Arbroath

The Vice President asked for further intimations from delegates, none were intimated. A minute's silence was then observed in memory of all who have passed away.

The Vice President went on to introduce her colleagues at the top table:-

Graeme Marchbank	Chair of Board of Directors
Euan Lowe	C.E.O. of Scottish Swimming
Elaine Mackenzie	Director of Services
Deborah McGinniss	Finance Manager

The Vice President also took the opportunity to acknowledge the valuable contribution of our Scottish Swimming Board Members and introduced those in attendance:

Andy Figgins, Caitlin McClatchey, Jackie Davidson, and Kieran Watt.

The Vice President thanked the SASA Council Members who have served since the last AGM and introduced those in attendance:

Derek McGown, Susan Liddle, and Phil Cartwright.

2. Minutes of the AGM of 24th September 2022:

The Vice President asked if there were any corrections to the Minutes.

Helen Murray, Life Member, noted that on page 8 there should have been a note of a question that she had asked in respect of the website and associated costs, and this was not reflected in the Minute. There were no other corrections intimated.

With the above addition the minutes were accepted as a true record of the 123rd AGM in 2022.

Proposed by Susan Liddle, Scorpion Swim Team and seconded by Allan Fletcher, REN 96 Swim Team.

3. Business from AGM Minutes:

There was no business raised.

4. Correspondence:

None.

5. Address:

5.1 Address by Company Chair and Chief Executive

The Company Chair, Graeme Marchbank, was then invited to present to the AGM. The Chair explained that he was pleased to be in attendance and introduce the review of the last year. He advised that the AGM would hear more detail from the presenters, but in what has been a challenging period, with difficult circumstances for many clubs and individuals, much has been achieved.

The Chair recognised that the achievements past and future are only due to the efforts of many and wished to recognise some of those whose support is vital. The Chair noted that unfortunately Brian Hendry was unable to be present at the AGM and wished him well and thanked him for all he has done for Scottish Swimming and SASA over the years.

The Chair also thanked Fiona Crawford for stepping in to support him and the rest of the Board in Brian's absence. The Chair noted that he was looking forward to working more closely with Fiona and Derek over the next year. The Chair noted that Council as a whole have his appreciation for their guidance and work this year past. The overall governance structure is highly regarded by many and he is often asked by international aquatic bodies to share our model as a benchmark of what is best in class.

The Chair also thanked the board of directors for their skilled work and endless enthusiasm. He thanked the independent chair of our audit and risk committee, Kevin Reynard for his guidance throughout the year and noted that the work of the ARC in our demanding world has never been more important.

He explained that the Board have also taken the catalyst of the new corporate plan to refresh our corporate culture, making sure that all our team feel valued and empowered to drive performance and support our whole aquatic family.

The Chair mentioned specifically the work that continues in developing our welfare focused culture across all of Scottish Swimming. He noted that clearly there is a fundamental responsibility to prevent harm to anyone involved in our organisation, but that the goals must be higher; not just to do no harm and that people feel safe, but also to deliver an environment where everyone feels they can flourish and be the best they can be. Regardless of who they are.

The Chair thanked Euan Lowe and the whole team for their continued skill, commitment, and enthusiasm in these areas. And as he moves to his new role with Swim England, he thanked Ally Whike for his work this year and in many previous.

The Chair explained it is as a whole family – partner, governance, staff, coaches, athletes, and volunteers – that we have our greatest achievements.

The Chair noted that there is much to be positive about in the future. The role of aquatic sport in the affecting peoples' lives is valued more and more by government and society. We all know the pressures that public sector finance is having, but the story we have is a powerful one and skills of all those in our family highly regarded.

The Chair explained it has become clear to everyone that high paced change is the intrinsic nature of our world and we reflect that in how we structure ourselves and how we approach our work. But to be really successful we must also seek to create the future we want, and he knows that the aquatic family has the capabilities to do that and that our sports will continue to grow.

The Chair then passed over to Elaine Mackenzie, Director of Services.

Elaine Mackenzie, Director of Services - EM opened and explained that today there is a proposal to increase the membership fee and she wished to set context to the membership review that has taken place. EM started by highlighting the membership position, and that the aspiration has been to focus on growth and with thanks to the support from clubs, membership numbers are getting close to pre-pandemic levels, although not there yet. EM noted that membership income continues to be key in supporting the delivery and development of programmes and services for clubs and members.

She went on to advise that a Scottish Swimming membership project group was set up in 2022 and has been consulting with our members through a two phased process which was based on feedback from the strategic plan consultation, where we had been asked to consider a range of membership categories that would enable membership to decide whether they competed at club, district, or national level.

Initially, and on principle, the introduction of a 2 or 3 tier structure was widely accepted by our members. However, once we carried out financial and risks analysis and presented the new fees there was an overwhelming agreement that the current membership structure should remain unchanged. As a result, EM advised that there will be no proposal to modify the membership structure for the Swimmer and Non-Swimmer Category.

EM explained this has now been the third membership consultation in recent years, and it has been agreed by the Board that there will be no further membership consultation carried out in the near future.

For 2024-25 there is a proposed increase of the swimmer fee from £45 to £48 and the non-swimmer fee from £10-£12 for the next year only. This will then allow the team time to analyse numbers and develop a financial plan to support the corporate plan through to the next four-year cycle. EM explained that these fee increases are needed to support the rising operating costs across the organisation that include significant increases to insurance costs in areas such as club legal support, management liability insurance, and combined liability insurance as well as increased programme costs.

EM then explained that the only proposal to come out of the membership review is the introduction of a free Learn to Swim subscription for National Framework Providers – this was to be debated as part of the governance proposals PC1. It was important to highlight that this proposal has no impact on clubs and is purely about engagement and communicating with National Framework Providers to enable us to build a relationship to improve Learn to Swim /club links. She explained that these subscribers will not be members of Scottish Swimming, and as such will not be insured by Scottish Swimming, nor will they be covered by Scottish Swimming's complaint and appeals procedures – these will be dealt with directly by the relevant learn to swim providers as currently stands. The purpose is to seek early engagement with parents who may want their children to join a club after they move out of Learn to Swim.

EM then moved on to discuss safeguarding explaining that Scottish Swimming have put in place several interventions with more accurate recording and reporting. In terms of PVG compliance Scottish Swimming will continue to only allow people to carry out regulated roles who have a PVG alongside meeting appropriate training requirements. EM thanked everyone for their support in ensuring compliance and safe practice within their clubs. The next compliance measure will come into force from 1st October 2023 and anyone who has been in a regulated role for 6 months or more without a CWPS will be suspended from their role.

EM explained that the Whyte Review has an impact for all UK Governing Bodies going forward. The recommendations fit across the four areas: Governance and Oversight, Education and Standards, Complaint Handling, and Safeguarding and Welfare. EM explained that a Scottish Swimming project group has been formed and several Key Focus Areas have been identified all of which are aimed at ensuring that the sport remains safe, welcoming, and compliant.

Sean Dawson, Safeguarding Manager has been doing a lot of good work and his focus for 2024 will be on new learning and development opportunities for the Wellbeing Protection Officer Network as well developing a new safeguarding strategy which will sit alongside a new suite of safeguarding policies.

Scottish Swimming considers the mental health and wellbeing of its staff and members a priority for the organisation. EM confirmed that they want to ensure that everyone has an equal opportunity to experience positive mental wellbeing through their association with Scottish Swimming and as such we have developed a strategy to outline how we aim to support and help our staff, athletes, and members to have good mental health. EM explained that the objectives are around raising awareness, educating, and signposting members to the relevant mental health support services. She noted that the approach is to continue to work with staff, clubs, and programmes to provide training and support and to develop the aquatic environments that provide the foundations for a positive and open approach to mental health.

EM finished by highlighting the work the Team had done around the creation of a new set of values, following on from the development of our strategic plan. She explained that the values are a visible way of communicating, what is unique about us and what we stand for. We have retained the One Team ethos and believe our new values will support us to achieve our main aims of delivering on More swimmers, Stronger clubs, Supporting athletes and Active communities.

Elaine thanked everyone for listening and passed over to Deborah McGinniss, Finance Manager.

Deborah McGinniss, Finance Manager - DM then provided a summary on the financial statements presented in the annual business document, reviewed the top contributors and provided comparative analysis over the past five years, in providing an indication that our sport is recovering.

DM showed figures which had been extracted from the financial statements and explained that the expected Income & Expenditure has increased significantly compared to last year, with a small surplus being generated.

The reserves total shows how much cash we have left after our liabilities have been met with this year's total being £395k

DM advised that at end March 2023 the balance sheet had largely remained unchanged which is due to Scottish Swimming receiving the majority of our income upfront with approximately £1.1M offset by grants and other

deferred income ring-fenced to support specific programmes and posts. DM advised that included in our Creditors and Accruals figure the sum of £546k was income that we received in March 2023 but related to the new financial year (2023-24). DM also advised that this income would be recognised in full during the course of this financial year.

Our top contributors remain unchanged, with investment from **sportscotland** and Membership accounting for almost 62% of our total revenue. The revenue generated through our Education and CPD saw a significant increase in the number of candidates undertaking Education and CPD qualifications. This is reflected in the accounts with £353k generated during the last financial year compared to £292k in the previous financial year. This year saw a significant increase in investment from Scottish Water to support our learn to swim programme and investment from Speedo towards kit for our coaches, athletes, staff and volunteers. And finally, British Swimming continues to support the delivery of our Performance & Para Programmes with consistent investment across the past three years.

DM reported last year that our membership target for this financial year was £661k and she was pleased to report that we exceeded this target by a small margin. This should be seen as great news and a testament to our members who continue to support their governing body.

The 2023-24 figures are not complete with the 2023-24 highlighted to show the actual fees received at the end of August. Our target for the 2023-24 membership year is £704k, income received at the end of August totals £655k. Using baseline data from the last membership year indicates that this target will be achieved.

DM discussed the investment from **sportscotland** and advised the members that we have received the sum of £7M over the past 5 years, this is split into Staffing (£4.3M) and Programmes (£2.8M). Our core funding from **sportscotland** has remained consistent over the past 5 years with additional funding awarded to support additional staffing and one-off programmes. DM reported that there had been a slight fluctuation during 2021 & 2022 however this is mainly due to the amounts claimed to support Education subsidies. For the financial year ending 31st March 2024, there is an increase in our investment towards staffing and programmes to support new staff appointed to support Learn to Swim and for programme investment to support School Swimming with the expected increase in the numbers of children participating in swimming and the opportunity for future members coming into and through the pathway.

DM went on to explain the changes to our reporting format going forward. DM advised that at present we report using 3 headings Performance, Development, and Services However, going forward we would like to see this changed to the headings detailed in our corporate plan, which are More Swimmers, Stronger Clubs, Supporting Athletes, Active Communities. The focus of this change will be to provide a better illustration for members over the investment in delivering the objectives outlined in our Corporate Plan. The aim is for the new reporting style being presented to members at the September 2025 AGM.

Deborah thanked everyone for listening and passed over to Paul Donald, Club Development Manager.

Paul Donald, Club Development Manager - PD explained that he wanted to take this opportunity to promote how vital clubs are to the community and encourage clubs to let everyone else know how important they are. This is how we build communities.

PD explained that what constantly comes across from many clubs is that they are a family, and they care about their people both in and out of the water. PD then provided examples of the work the clubs do for their communities including litter pickups, preloved kit sales, fundraising, developing young people.

PD noted that the network of fantastic community clubs can be the superpower in the fight to save our pools.

PD then explained that relationships with Partners and Councils are key, and we need to be prepared to change and adapt in supporting collective needs in maintaining pool access. When it comes to potential changes in access to pools its always easier for Scottish Swimming to support clubs locally when there is strong positive relationship already in place. He noted that productive meetings take place when the partners feel linked with the clubs and even better when they feel part of the club.

PD then provided some examples of clubs using social media to link with local partners and he encouraged everyone to consider how their club can invite or link with partners to elevate their standing in the community.

PD concluded by asking everyone to shout about their successes. His message to clubs was to spread the word and shout about the good work they are doing and to link and involve local partners. PM noted, as always, if anyone had any ideas or needed support in developing ideas then to please reach out to the local RSDM. PD encouraged all to develop local influential support to save our pools.

PD thanked everyone for listening and passed over to Ian Wright, National Coach.

Ian Wright, National Coach - IW thanked everyone for the opportunity to present today, he noted that his presentation is centred around the value and importance of swimming pools from a performance sport point of view. He noted that for clarity that his presentation was specifically in respect of swimming and does not cover the other aquatic sports.

IW reflected on Summer 2022 noting that it was an incredibly busy year of international swim meets and that it was quite possibly the busiest of all time. He explained that thirty athletes and ten coaches were part of either GBR or SCO international teams at various events around the world. He commented on the medal tally and that such medals do not come easy, they have to be won, they are the result of many years of prior planning, resource allocation, use of swimming pools, and of course lots of hard work. He also noted that it is not a given that Scottish swimmers always return with medals from such meets. Highlighting the 2023 success were three world champions – Duncan Scott, Faye Rogers and Stephen Clegg – an impressive achievement for Scotland.

IW then went on to explain that delivering success is one thing, but before that can happen, the success must be developed. IW discussed two case studies of how that happens; Katie Shanahan and Dean Fearn, both of whom have been part of that medal success. IW highlighted that to achieve this success, Dean had to access and train in seven different swimming pools, whilst Katie has trained in ten different swimming venues over the past few years. IW explained that it is impossible to say for sure, but if just one of those pools had not been available to Katie or Dean, it could have broken the link in the chain, and quite possibly led to their success not happening at all, or at a significantly reduced level. IW noted that this is just a snapshot of why all these pools are critical for success, add in a few more athletes and the list will grow much bigger.

IW then discussed Scotland's hosting successes and noted that in the past decade pools such as Tollcross, ASV and RCP have hosted major international aquatics events. IW explained that at the national level, our key pools also deliver – enabling 1000s of athletes/members the chance to compete against their contemporaries from across the nation. IW explained that they are well run, very popular, have a great reputation across Europe, and deliver high level sport.

IW then reflected on District and Club events and that the events run by Districts and Clubs are the literal lifeblood of the sport. They are how the majority of our members access the sport, without them there would be no sport. IW explained that the 2022-23 season in Scotland witnessed the hosting of 203 licensed swim meets (including masters meets), across forty-two different venues. He noted that the number is significantly higher when including events ran by our other sports – artistic, diving, water polo, as well as schools meets and community hosted events.

IW then went on to explain the planning of future success. He noted that there are further big events coming up such as the Olympic Games, Paralympic Games, and Commonwealth Games. IW concluded by remarking that if Scotland's run of swimming success is to continue then it is vital that; pools are kept open, access is increased for swimming training and competition, and plans forged with government and key partners about retaining and refurbishing existing pool stock and building new pools. IW explained that failing at any of these will put any future international success under threat. IW explained that Scottish Swimming will do its best to track these but explained that everyone can help in some way and if success is still to be achieved then it is on everyone to help where they can.

IW thanked everyone for listening and passed over to Helen Frost, Head of Marketing.

Helen Frost, Marketing Manager - HF explained that she would be talking about the Save Our Pools campaign and what Scottish Swimming have done and achieved and what the main messages will be going forward. She noted that this is an ongoing campaign for the sustainability of pools and aquatic sports in the future.

HF then explained that everyone presented was not simply a collection of people who are passionate about swimming and aquatic sports but that they are a family, and it feels like that. HF explained that there is one team of volunteers, staff, and members whose power is in our passion and a lifelong commitment to sport - to ensure it not only survives but thrives for future generations. HF explained that never more so has our passionate and collective voice been required to save our pools, and keep water accessible, and together it is a powerful voice that can change courses of action.

HF explained that the Save Our Pools Campaign is working at a government, national and local level. She noted that the parliamentary reception and our petition of 9000 signatures helped to secure cross-party political support for swimming pools and a debate in parliament on 6 September 2023. HF explained there are MSPs in the Labour, Conservative and SNP parties fighting our corner, writing blogs, securing media interest and hopes this continues.

Nationally, with the support of athlete voices such as Hannah Miley MBE and Duncan Scott MBE, through passionate pleas on Instagram, and interviews with media advocates, this has helped to influence decisions with UK Government, Scottish Government, and Local Authorities.

HF explained that Scottish Swimming directly intervened on decisions such as Falkirk Council where one pool was then closed instead of four, and with Perth Leisure Pool where an additional year of support was secured. She explained that it is not over yet as pools continually get reviewed and there is a need to keep focused and agile to adapt. HF explained that at a local level, your voice - the voice of our clubs, members, coaches, and volunteers are as persuasive as any. Whether it is the coach who has nurtured hundreds of children to fulfil ambitions and goals, the volunteer who gives up weekends to make our sport happen, or the club who brings the community together- these are all strong reasons for community pools to stay open. HF explained that attending council meetings, speaking to local press, and writing to local councillors as we did recently in Midlothian with Beeslack Community School can really make a difference.

HF then went on to discuss how to continue to influence and impact. First HF explained that it needs to be hard to close pools. The campaign is about keeping aquatics front and centre of hearts and minds – in parliament, in government, in the media, on social channels and ultimately with decision makers. HF explained that it is not about negatives, as reflected in Ian and Paul's presentation it is about the positive stories and celebrating successes as the threat of a pool closure.

Second, HF then explained that people must be reminded of the depth and breadth of the sport. She explained that aquatics is one of many sports in Scotland but one that reaches all ages and abilities and ultimately helps save lives. She explained that sadly Scotland, with our unique geography, has the highest drowning statistics of all the UK nations, and our life expectancy is the lowest. HF explained that these do not make good reading but are incredibly important to the argument to keep pools open. HF explained that they remind government and media continually of the reasons why pools are needed from a safety, health, social, communities, and sporting perspective.

HF explained that every child in Scotland need to learn to swim. She noted that learning to swim and school swimming were the number one take-outs in our corporate plan consultation with members, and one of the reasons why four pilots for school swimming across Scotland have been run this year. HF explained without this vital life skill we put children's and adults' lives at risk. One accidental drowning is one too many. As well as the personal tragedies felt by families, according to the RNLI one drowning costs an estimated £1.7 million.

HF explained that the health of the nation depends on pools. Diabetes, depression, heart disease and all these diseases and illnesses are preventable through swimming and exercise, and in one tiny segment example - adult participation in leisure trust pools alone saves the country a minimum of £42 million.

HF explained that socially pools connect people. That whether someone is a club swimmer, in a water polo team, or the recreational swimmer who relies on the pool for social interaction. Pools connect communities and the same small segment we looked at before, shows that swimming through adult participation alone in leisure trust pools can create social value savings of £55 million. HF then explained in terms of communities that during COVID-19 the devastating impact of pool closures was felt - children unable to swim, athletes' mental health adversely affected, communities unable to keep physically fit or connected socially. HF explained that swimming pools are often the hub and beating heart of communities – a place which comes alive with fun and friendship ensuring that communities have a safe space to go for mental and physical wellbeing. She noted that whether it is swimming, water polo, diving, artistic swimming, masters swimming or open water, the power is in the passion.

HF explained that earlier Ian explained that seventeen pools were involved in the success of just two athletes. HF noted that to deliver sustainable success as a sport water is needed. And it needs to remain available, accessible, and affordable. HF explained that the facilities project will help define what to build and where, but that this will be backed up with the reasons why and the social value research.

HF explained that all present could help achieve this as one voice. She encouraged attendees to invite their local councillor, celebrate their successes, engage with Scottish Swimming social media posts, complete the surveys, sign petitions, and share the Scottish Swimming films. HF explained that together all have the ability to keep the sport thriving not just surviving for many generations to come.

HF thanked everyone for listening and passed over to Euan Lowe.

Euan Lowe, CEO - The CEO opened and noted that working in partnership is a key enabling factor in delivering our outcomes and that most of the progress we make is by working in partnership and there are many, many more than those that were presented on screen, he noted British Swimming, Scottish Disability Sport and the

home countries as examples. The CEO noted that there are two we rely on heavily providing access to the right type, place, and space for our aquatic activities, those are Community Leisure UK and COSLA. As the recognised bodies of leisure trusts and local authorities they have been working with us on the Save Our Pools campaign.

The CEO then presented a slide from **sportscotland** highlighting the key points: Public sector expenditure in sport is falling significantly in real terms, that this is through decreasing local authority investment and inflation, and that this is a real concern as 90% of the total expenditure in sport comes from the public sector, it used to be over 95% and represents a drop in the region of £345m. He noted that this was circa £852m 2020/21. He explained that this signals tougher times for all of us, across all sport, including Scottish Swimming.

The CEO then went on to explain some minor positives, that the Scottish Government have committed to doubling the sport budget. He noted that this is just the central sport budget and explained that the vast majority of public expenditure in sport is from local authorities. The CEO explained that the current investment **sportscotland** makes to the sector is £36.7m and reflects an increase of 8%.

The CEO noted that both IW and HF referenced the facilities work current being undertaken with **sportscotland**, who have been asked by the Scottish Government to conduct a review of the wider facility estate, in recognition that capital investment is needed. We can look on this positively. He noted that collectively we need to keep the pressure on, in reminding the Government of the need to invest in pools and pool providers over both the short and long-term. The CEO noted that the Corporate Plan talks about the importance of Programmes, Places, Partnerships, and People in supporting and enabling our collective ambitions to be achieved.

The CEO thanked the many volunteers supporting and developing our sport across events, in clubs and across the Districts. He noted that as an organisation we continue to offer support where we can, recent examples being the development of a new coaching qualification and, with the help of many, our Volunteer Strategy is being finalised to help guide how we can support and develop volunteers.

The CEO noted that there had been some changes within the staff team and welcomed Kerry Wood as Scottish Swimming Pathway Coach and Natasha Hofton and Emma McDonald as executive officers to strengthen the team and add support to clubs and programme delivery.

The CEO explained that looking forward to 2024, that it is another Olympic year already and that he hopes there will be a good number from the Aquatics Family in attendance in France; officials, athletes, support staff and coaches and a good number of spectators also.

The CEO noted that before we get to 2024 that he wished to thank all for adopting a One Team approach to the #SaveOurPools campaign and that he hoped everyone was looking forward to celebrating the sport tonight at the Awards Dinner.

The Vice-President thanked staff for their comprehensive reports and invited questions from the floor.

Lynn Alderton, Alford Otters ASC, noted that she was delighted with the Save Our Pools campaign and watched with great interest the Parliamentary Debate with Liz Smith. She commented that 40% of children leave school unable to swim. Lynn had two questions, (1) when Maree Todd, Minister, spoke in response to the questions at the debate she mentioned that the evaluation into school swimming was due in September, is there any insight to this? And (2) the facilities project went out to tender in February 2023 and was there any update on this?

EL responded and noted that they continue to work with **sportscotland** to influence more money being spent in the national roll out of school swimming. Main issues are in respect of transport and access. EL noted the four pilots that were underway and the ten more that will be happening over the next year. EL commented that the ongoing evidence base will then be reported back to sportscotland and to government as to demonstrate the best opportunities to reach young people with the report itself nearing completion.

Gordon Hunter then responded in respect of the facilities project. He confirmed that there was a meeting on Monday 25 September 2023 to facilitate Phase 1. Phase 2 is in draft and at the meeting they will discuss energy and efficient usage, both reports are not far away from being published. He then noted that Phase 3 involves engaging local authorities and the impact of well-designed and managed pools. He acknowledged the question around pace but stated that they required the knowledge to take an informed view of what is to happen next.

Doris Mair from Westhill District ASC, and Life Member then asked a question in respect of Paul Donald's presentation where he referenced supporting school swimming. Doris asked where they are supporting school swimming as there is no school swimming in her local area, with reference to the pilot project. EL acknowledge

the figures and noted that school swimming is not a statutory requirement, and it is mainly down to Head Teachers to decide whether or not they will offer it. The locations for the further ten pilots have yet to be confirmed as discussions are still ongoing at this stage. Gordon Hunter then provided some further insight and remarked that everyone wants school swimming but again it is not a statutory requirement. Doris then asked where the pilots had taken place. Gordon Hunter confirmed that pilots had been delivered in Dundee, there was a rural delivery project in the Borders, one in East Lothian and one in North Lanarkshire.

Joanne Sayer, Larkhall Avondale ASC, then asked in respect of her local pool in South Lanarkshire explaining that the Council are going to replace the pool but only have half the funding for the pool. Joanne noted that luckily the sports halls recently passed their inspect for RAAC (aerated concrete). Can Scottish Swimming advise on any options for funding the other half of the pool? She also asked if there were any updates regarding RAAC and the closure of pools.

EL advised that the funding for local authorities primarily comes from the Scottish Government. He noted that the answer to Save Our Pools is by lobbying the Government through cross-party MSP support and local authorities and leisure trusts. In terms of RAAC EL noted that he was aware that **sportscotland** are looking into this with the support of local authorities to understand the risk to the facilities estate, noting that there has been a suggestion that the span of pool roof structure is less likely to have RAAC present.

Phil Cartwright, Thurso ASC, and Council Member, then asked regarding energy efficiency, noting that pool operators often cite health and safety as a reason for the pool temperature to be kept high and there is a significant amount of money involved in this? Gordon Hunter confirmed that there are different user groups for pools that require different temperatures. EL noting that often it is less about the pool temperature but rather the air handling and the water treatment practices where efficiencies can be made. Phil noting that there are two pools in his local area and that the newer pool is poorly specified and that care should be taken with the contractors that are chosen to build new pools.

Lyndsey Young, Rutherglen ASC, noted that during the year there was a consultation on the transgender policy, and it was noted that it would be brought before the AGM and voted on. Lyndsey noted that the policy had been published on the website and he acknowledged that a lot of work had been done on it and Scottish Swimming had listened. Lyndsey expressed a view that he was not happy with the policy and asked why this was not being voted on at the AGM. EM confirmed that at no point during the consultation did EM or Sean Dawson state that it would be brought forward to the AGM; further to this explained that policy implementation decisions are made by the board and as is the case here would not be part of the AGM business.

EL stated that we have collectively agreed a vision that 'Everyone Can Swim' and that through the consultation in developing the Corporate Plan, inclusion and equality is important to the membership, therefore as far as possible we need to be inclusive of everyone. EL noting that it is an important area for society and sport, advising that there are strong views on the matter and Scottish Swimming are looking to manage the situation in a fair and safe way and policy and guidance has been implemented to enable this to happen.

Vice-President then asked for any final questions.

Lynn Alderton, Alford Otters ASC, then expressed her disappointment with the guidance and outlined her concerns about both the consultation process, about which she had already written to Scottish Swimming, and the guidance itself. In summary, Lynn explained that she was concerned that the guidance would make ordinary swimmers, volunteers and coaches that do not believe in gender ideology frightened, and unfairly vulnerable to accusations of harassment and bullying if they could not follow it, and that they may feel forced to leave. She felt that the guidance was one-sided and did not consider the rights of everyone fairly and that it presented safeguarding risks, particularly in the knowledge that affirming a child's trans identity that is not aligned to their sex, is not a neutral act and may be harmful. Further, Lynn suggested that some of the language could be seen by some as offensive and had other concerns that she advised she would take up with external agencies with a further follow up directly with Scottish Swimming at a later date.

The Vice-President noted that it was a difficult topic but it was not on the AGM business. She thanked delegates for the good questions.

5.2 Company's Annual Report (includes reports from National Committees)

The Vice-President referred to the national committee reports as previously circulated. She then invited the chairs to add to their reports:

Artistic Swimming Committee: There were no further updates or questions.

Dividing Committee: Robert Healy, Chair, provided an update. He noted that the past year was a great one for Scottish Divers. There were eight divers, twice as many than ever before at the Commonwealth Games in Birmingham where there was also one gold medal. Danny Mabbit was also the first ever male finalist in the World Junior Diving Championship. Noah Penman was also selected in the European Games in Poland, where there was a silver and fifth place. On the domestic front there were 2 British competitions, and the National Cup was held in the Commonwealth Pool and ran concurrently with the Scottish Championships. He noted that Aberdeen and Edinburgh continue to host and do well. RH noted that the reduction of pools is a concern for diving. There are only four facilities for diving with only two full Olympic level facilities in Scotland. RH noted that Becky Gallantree from Edinburgh is currently on maternity leave but she has been selected as the pathway coach at British Diving. Noting that Vicki Tomlinsion has not only been the chief referee at both major British Championships this year and was selected as the single and only British judge at the World Championships. RH concluded by thanking the staff including Lindsay Lewis and Victoria Park.

Master’s Committee: There were no further updates or questions as Eddie Riach was not in attendance

Open Water: Les Rodger, Chair provided an update noting that the report was written before the Scottish National Open Water Championships took place. He noted his apologies to the athletes who produced great swims but he has been able to include in this limited update.

LR noted that the 10km event was augmented to include a Feeding Platform, more closely to replicate the Olympic event procedures at this distance. This worked very well and open water intend to repeat this in 2024. As captured in the report the 10k event is the only one held regularly within the UK.

Congratulations to Cara Gordon (Stirling), who won the 10km and 5km Open races and just touched out Isla Hedley (Step Rock) in the 2km race to win all three of the prestige distance events.

Congratulations also to Ben McLaughlin (Garioch), winner of the 2km Open race and of the 5km race. He and two other Garioch swimmers (Fraser Tetlow and Oscar Chirnside) filled the podium places in the 5km race. Fraser Tetlow (Garioch) was the winner of the 10km race. Oscar Chirnside (Garioch) won the men’s 1km race and Isla Hedley (Step Rock) the women’s.

Twelve teams took part in the relay at Scottish National Open Water Swimming championships. Garioch took first place, and Step Rock second. However, at the end of the season, the result of the Open Water Relay Grand Prix is the other way around, with Step Rock the winners and Garioch second.

LR offered congratulations to the five new Open Water Judge 1s and to Audra McPhee, Ishbel Rodger and Stewart Halliday, all of whom completed their British Swimming Open Water Technical Official credential during the season. LR noting that this doubles the number of officials active at that level. LR looking forward to maintaining that upward volunteer trajectory. Finally, he wished all the best to the North District team who were attending a competition in France.

Swimming Committee: There were no further updates or questions.

Swimming Technical Officials: There were no further updates or questions.

Water Polo Committee: Ken Fussell provided an update for Water Polo. He noted that they had introduced a new programme with Strathclyde University and welcomed the appointment of a full-time coach, the first time a professional coach has been employed in Water Polo in Scotland.

The Vice- President thanked all the chairs for their reports and committees for their hard work and support throughout the year.

6. Attendance and Apologies for Absence:

Attendance:

Club Delegates:	55	East	16	Midland	6	North	7	West	26
Clubs Represented:	37	East	11	Midland	4	North	5	West	17
Life Members:	1								
Total Voting Delegates:	56								
National Chairs:	7								
Council & Board of Directors:	10								

Also, in attendance were: Staff 26
 Guests Barry Cook, **sportscotland** / Laura Brennen, Harper Macleod
 SASA life members listed under club numbers.

Apologies:

Life Members	Brain Bain, Alison Low, Carolyn Macdonald, Jonna Maguire, John Mason, Duncan McKinnell, Alan Spalding, Pam Thomson, Morag McDonald, and Gina Logan.
Committees	Judy Wardlaw, Diving Committee and Robert Taylor, Open Water Committee
Board	David Beattie, Andrew Dunlop
Council	Brian Hendry, Kerry Christie, Jamie Nelson

Clubs:

East	Haddington & District
Midland	Carnousite Claymores
North	Aberdeen ASC, Garioch ASC, Lochaber ASC, Silver City Blues
West	North Ayrshire ASC, Stirling Swimming, West Bellshill ASC

7. Financial Report and Membership Fees 2022/23

The Vice-President noted that we had invited questions to be submitted prior to the AGM and there had been none. DM also had nothing further to add.

The Financial report was proposed by Elizabeth Stewart, Renfrew Baths and seconded by Blair Prentice, Stirling Swimming

Membership Fees for 2024/25

The Vice-President invited points of clarification or objections.

David Downie, Dyce (Aberdeen) ASC noted that he had concerns about the non-swimmer fees as clubs were struggling to attract volunteers and we are looking to add an additional fee on the volunteer who already gives up their time freely. He noted in his personal opinion that it is a step too far, he proposed that the non-swimmer fee remains at £10 and proposed a change to the swimmer fee from £48 to £50. He noted that this would provide further income to Scottish Swimming and reduce the deficit in the budget. Lyndsey Young, Rutherglen ASC, seconded this motion counter proposal.

Doris Mair, Westhill District ASC agreed with the point in respect of the volunteer fee. She stated that she believed the £3 increase in the swimmer fee is enough and that the swimmer fee remain at £48 with the £3 increase and the non-swimmer fee to remain at £10. This was seconded by Lyndsey Young, Rutherglen ASC.

David Downie stated that he appreciates that costs are increasing and having been advised that this is insurance related, asked what the insurance cost for the Scottish Swimming volunteers amounted to. DM advised that the insurance relating to non-swimmers has increased this year by £7.5k. This is expected to continue to rise due to increased costs, fees, and legal costs. This is due to the implications for UK wide sport, associated with the findings from the Whyte review. DM noting to DD's point that his proposal would generate an additional £13k but would not wipe out the projected deficit. DD confirmed that he wished to withdraw his amendment.

Gillian Wilson, Dunfermline ASC proposed that the fees for a swimmer remain at £45 and non-swimmer at £10 but that the Learn to Swim participants be charged £5. This was seconded by Doris Mair, Westhill ASC. DM noted that the rates were held last year and for the sport to progress they need to increase the fees, EM noting that they require fees to support the corporate plan and they cannot deliver this if the finances are not there.

Susan Liddle, Life Member and Council member asked if temporary membership can be incorporated into the fees. EM noted that this had been an omission and that the temporary membership fee of £12 was listed in the addendum.

Inga Geddes, Chair of Lerwick Swimming Club agreed that the non-swimmer fee should increase to £12, having called on the services of Scottish Swimming this year she noted that £12 is a small price to pay for volunteers and it represents value for money.

The Vice-President noted that there were three amendments to vote on:

The first amendment was to change the swimmer fee to £48 and the non-swimmer fee to £10.

FOR – 7 AGAINST – majority.

The second motion was to stay as they are with the swimmer fee at £45 and the non-swimmer fee to £10.

FOR – 3 AGAINST – majority.

The original motion was therefore carried and the Membership Fees for 2024/25, were agreed at £48 swimmer and £12 non-swimmer proposed by Colin Kennedy, Life Member and seconded by Susan Liddle, Scorpion Swim Team.

8. Company Fees for 2024/25

The Company Fees for 2024/25 were proposed by Allan Fletcher, REN 96 and seconded by Neil Valentine, Forfar ASC.

9. Alterations to the Governance Documentation

The Vice-President confirmed the proposed alterations are listed from page 27 to page 33 of the Annual Business Document, with the voting rules at page 27.

Proposal PC1:

There was clarification required from Helen Murray, Life Member in respect of the terms member, provider, and subscriber. She also asked if Data Protection had been considered for the names and addresses in the list. EM noted that the privacy notices would be updated to address all GDPR requirements. Lynne Alderton, Alford Otters, noted that she was not comfortable with the governance and asked who is an eligible provider? She believed there was a lack of care in developing the proposal and intimated that she does not support this proposal as it stands and will object it.

EM noted that there was a slight typo at 6.3.4 which had not been picked up and that Blair Prentice had to be commended and thanked for the work he undertakes as a volunteer in developing the governance proposals before us today.

Doris Mair, Westhill ASC also sought further information and clarification about the Learn to Swim subscription. Will this cost Scottish Swimming money and if they are already in a deficit can they afford it? EL answered and noted that young people have to learn to swim somewhere and as it stands there is no connection with them. This will build a relationship with parents of future swimmers. EL noting that much of the work that will be done around this is already happening with the engagement of those providers who support the learn to swim framework and the systems already in place.

Joanne Sayer, Larkhall Avondale ASC noted that she believed that nothing would change and that they already engage with parents. She noted that she was confused around the proposal. EL noted that it is a slightly different piece of work but there is not significantly more work involved in implementing it.

Lynne Alderton, Alford Otters noted that she had looked at the proposal that Richard Gordon had made for Swim Schools in 2007 and he was advised to check the definitions and terms in the Information guide before the proposal was considered. Lynn stated that she wished to send the proposal away to be considered further / rewritten and can be brought forward to next year's AGM.

The Vice-President then invited everyone to vote on the proposal.

FOR: thirty votes AGAINST: sixteen votes

As a two-thirds majority was required, the proposal was not passed.

Proposal PC2: There were no clarifications required. The proposal was passed.

Proposal PC3: Helen Murray, Life Member noted that discipline should read aquatic sports.

Phylis McLean, Life member noted that the word trio should be taken out in the last paragraph.

The proposal was passed with the above amendments.

Proposal PC4: There were no clarifications required. The proposal was passed.

Proposal RA1: There were no clarifications required. The proposal was passed.

Proposal RA2: Lynne Alderton, Alford Otters ASC raised concerns about the diversity on the Board and welcomed an additional board member. She noted that there was a structure review undertaken in 2007 and raised this as an opportunity to be revisited.

Noting the discussion, the proposal was passed.

Proposal RA3: There were no clarifications required. The proposal was passed.

Proposal RA4: There were no clarifications required. The proposal was passed.

Proposal PR1: There were no clarifications required. The proposal was passed.

Proposal PR2: There were no clarifications required. The proposal was passed.

Proposal PR3: There were no clarifications required. The proposal was passed.

Proposal PR4: There were no clarifications required. The proposal was passed.

These alternations to the governance documents will take immediate effect. The Vice-President thanked Blair Prentice and the Editorial Board for their work in preparing the proposals.

10. Matters the SASA needs to consider as sole member of the Company:

None

11. Notices of Motion:

None

12. Appointment of Members of SASA Council:

The Vice-President advised that the appointment of members of SASA Council were listed within the Annual Business Document at page 34.

There were no objections to these, and the AGM approved the appointments for the coming year.

13. Endorsement of Members of National Committees:

The Vice-President advised that the appointments were listed within the Annual Business Document at page 34-36. She asked for intimations or changes, none were given. The Vice-President thanked all those who are new and who are continuing for their contributions. It was noted that with PR4 being passed that Kerry Wood would be added to the Coaches Technical Panel.

14. Confirmation of Appointments:

The Vice-President advised that the appointments were listed within the Annual Business Document. There were no objections to these, and the AGM approved the appointments for the coming year.

15. Installation of President

At this point Fiona Crawford, Vice President vacated the chair and handed over to Colin Kennedy, immediate Past President who provided a brief history of Fiona Crawford's involvement. He noted that FC joined Kinross Otters Committee in 2009, following her daughter joining the club. She then moved to the role of membership secretary until stepping in for a short stint as interim club chair when the club went through management changes. Within Kinross Otters, FC was a poolside helper and the club strength and conditioning coach for a couple of years. FC's children began to compete in 2010 and she began timekeeping, she then steadily worked her way through the technical official roles until becoming a referee in 2017, at the stage her children retired from club swimming. CK noted that FC is not regularly seen at national and district events. In 2015, FC became Midland District VP before a 2-year stint as District President. In 2021, FC began this journey as SASA Vice-President 2 and during CK's time as President she was a great support and contributed to the running of the sport. FC sat on Council for 8 years and is also currently a member of the Editorial Board. CK welcomed the President for the next 12 months, Fiona Crawford.

The President thanked CK for the honour of being SASA President. She thanked her district for her nomination and for the trust and confidence they have in her. The President confirmed the appointment of the Vice Presidents – Derek McGown from West District and Tony Dane from the East. The President thanked everyone for their attendance and noted that without them the business of the AGM would not be possible. The President noted that AGMs may not be high on the weekend wish list but that the voices as club and member representative is very important to both the organisation and to the membership.

The President thanked the staff of Scottish Swimming. The President noted that we are still in the aftermath of Covid and the energy crisis, and now emerging in to one of the greatest risks to our sports in the short- and long-term threat to our pools. The President acknowledged the impact of the loss of a pool will have on clubs, communities, individuals, and our sport, but we can look for opportunities in this. The President stated that there will need to be a greater level of collaboration between clubs both within the sport and beyond.

The President stated that since Covid there has been an impact on volunteers and membership both in terms of number and experience. The President asked those present continue to share best practice, to provide guidance, and to support where possible. Remember that although a medal count is an obvious measure of success, we must not forget that our circa twenty thousand membership includes some 1700 new members each year and that there are over seventy-five thousand children enrolled in affiliated Learn to Swim programs. All of this talks to the success story that is swimming in Scotland and the opportunities which will arise in the future. The President stated that for many it is not going to be an easy year, but as a team we can continue to deliver a passion for aquatic sports.

16. Presentation of SASA Life Membership:

Having shared background information on the worthy recipients Life Memberships were bestowed on:

Brian Hendry – In his absence the President presented life membership to Past-President, Brian Hendry. She noted that she will find a suitable juncture to present this in person to him as Brian was not present at the AGM. The President stated that she found Brian to be a good listener and sounding board for all things swimming. Even before his presidency where he managed to attend almost all the national championships, he was a well-known face. BH has been a technical official for 26 years and a referee for twenty, regularly attending both national, district and club events in all that time. Brian has been a member and chair of the National STO committee, member of the National Swimming Committee and British Swimming Officials Group. North District President 2009, 2010 and Scottish Swimming council member both then and since 2020. The President thanked BH for the time and effort he has put into the sport and noted that he was well deserving of his life membership.

Ken Fussell - is from the Western Baths, Water Polo Club in Glasgow. KF had 18 years involvement within water polo and 10 years at national Level. He was Domestic Coordinator 2005 to 2008, pivotal in organising and delivering the Scottish Water Polo Leagues, Scottish Championships, the Commonwealth Championships in Aberdeen 2014 as well as all aspects of domestic competition. Within this role he led on the creation of a 6-year development plan for Scottish Water Polo. In 2008 he took on the Scottish water polo committee chair, in position for 7 years, he secured a Scottish Water Polo Development Officer role within Scottish Swimming to further develop the sport. He secured regular training sessions across all four performance centres which enabled Scottish National Squad training and Domestic Competition to be centralised. He was central to increasing the profile of Scottish water polo which in turn led to a 25% increase in clubs and a staggering 300% increase in members. He is a referee, table official, and continues to mentor. A source of advice for all those within the sport and continues to drive the profile of water polo. A very well deserving recipient for life membership.

Pearl Punshon- has been front of house at national Events for over 20 years. Always with a smile and a supportive word irrespective of whatever turmoil may have arisen. She began volunteering in the 1990s with the City of Glasgow Swim team. From 2003 she has been treasurer and front of house manager of the Scottish Swimming national events team, working both national events and those GB events or international events held within Scotland. Including being part of the team for the commonwealth games in 2014 and the IPC Worlds in 2015 as well as LEN and British events.

Tom Mills - from South Ayrshire is a referee, frequent STO manager and Meet referee at national events, and a FINA referee. He has officiated within the West District and Nationally for 30 years. Officiating in London in 2012 and acting as the FINA appointed referee at our Commonwealth Games in Glasgow. During his FINA term he has represented Scotland at a number of international events. He continues to act as a mentor and STO trainer and has trained many of the referees we see on the deck today. He has been a key individual within the STO cohort and made a significant contribution to swimming and national events, providing his support and guidance to the sport.

Jim Gallagher - from Dumfries has been the principal adviser and driver within the National Open Water Committee he was behind the continuous improvements to safety which have been achieved over the last 13 years and behind building a robust safety ethos into all the activities of the open water sport in Scotland. He was also instrumental in the development of the Scottish Swimming Safety Officer credential. The safety systems now in operation in Scotland are highly rated by visiting officials and by swimmers alike. He has attended as Safety Officer at every Scottish National open water Championships over the last 13 years and nearly all district champs.

The President offered her congratulations to all life membership recipients and noted that their contribution to the sport is priceless.

The President thanked everyone for their participation and noted that this concluded the business of the 2023 AGM. She stated that she was looking forward to seeing everyone at the awards ceremony later that evening.

A 'year in pictures' presentation was then presented to the AGM. The AGM concluded at 13.27.

CORRESPONDENCE

ITEM 4

None

We have had an action-packed year, off the boards in the pools and out in the lochs. Up and down the country it's evidently been a busy time both for events and weekly activity across our 150 plus member clubs. None of the activity happens without the fantastic support of a huge number of volunteers who offer so much of their time to the sport, and we thank you all. We recognise that at times it can be demanding although also rewarding as one of our life members recently pointed out; there are a variety of roles in clubs and event delivery to support all ages and stages of our sport, it can be fun and who know where it will take you. We have a number of officials for example who have had the opportunity to be involved in national and international events.

The office team have worked hard to make best use of the investment we are able to attract from sportscotland and membership income to support our sports and volunteers. Whether this be tools and resources, teacher, coach and volunteer education and development; Aquamark, the Volunteer strategy or the efforts in working closely with partners to bring more people into Scottish Swimming through the Learn To Swim and School Swimming frameworks.

Together, as an army of volunteers and staff team working hard in a focussed way on our shared ambitions in our corporate plan the membership has continued to grow and we are heading towards membership levels beyond those pre pandemic.

We commented last year that maintaining this trend of growth and service/support is increasingly becoming more challenging. While the management team under the scrutiny of the board have been able to maintain the levels of support and keep within budget this year, the forecast for future years indicates this will not be possible without change. As a company we are not immune to the rising costs being experienced in other walks of life, or with our supporting partners. The funding pressures on the sporting sector are evident and as we come to the end of our current four year grant funding from sportscotland, the signals are clear that the ability to maintain a similar level of support into sport is in question.

As a sport we have been recognising the impact of these pressures resulting with a number of pools being at risk or closed. We have continued to actively lobby the government and seek cross party political support for swimming pools with direct correspondence to Ministers and attendance at party conferences. We have continued to evidence the value and benefit of swimming pools to local communities and for sport reasons developing two informative reports and a refreshed facilities strategy, conducted further opinion polls and a Benefits of Swimming report all in support of the #Saveourpools campaign and the membership. We are grateful for the continued support and messaging from our two Learn To Swim ambassadors Duncan Scott and Toni Shaw in support of both the importance of water safety, learning to swim, and the need for pools. Additionally, we welcome the support of clubs in promoting the value and benefits of swimming pools locally and for the better of the nation, and that of our local authority partners, leisure trust partners and Scottish Water.

Good governance, or policies, systems and processes, are ever at the focus of our work and increasingly sport is expected to meet the demands of increased levels of regulation and compliance. We have most recently witnessed this in the areas of safeguarding and protection as the sport sector and Scottish Swimming continue to evolve its practices in providing safe, enjoyable environments for participants and the wellbeing of all in the sport. We are aware that evolving and improving the approaches places increased effort and time for both clubs and us as an organisation. As a result, we have worked hard in creating and providing resources, guidance and support in seeking to make change as easy as possible and we thank you for your support and effort in making our clubs great, enjoyable communities to be a part of.

We focus our efforts in supporting the connected pathway all the way from learning to swim, through a great club and coach network to national programmes and high-performance environments. With the support of Scottish Water, Speedo, sportscotland, the national lottery, Aquatics GB and our many local authority and leisure trust and university partners we have a strong system that means you can enjoy and excel in the sport while being in Scotland at any level.

Across all of the sports there have many notable success and achievements domestically, nationally and internationally. The highlights this year being the Olympic and Paralympic games and the simply tremendous achievements of all the athletes, coaches and the support team in showcasing what a fantastic community we are all part of.

We do have an occasion every year that acknowledges and celebrate the many achievements at all levels in our sport and we hope to see you there at our awards evening in Aberdeen this year. We can't do it without you.

Graeme Marchbank, Chair – Board of Directors

Euan Lowe, Chief Executive

ARTISTIC SWIMMING REPORT

This has been a very disappointing and challenging year for our Sport. We were unable to host our Scottish Nationals in October due to mechanical issues with the movable floor. Unfortunately, our National Figure event in March was also cancelled due to the sudden closure at Bo'ness Recreation Centre.

The only Competition we have been able to host has been the Club Championships. This was held at Carnegie Leisure Centre in June, and the Mary Black Rosebowl was awarded to Nairn SSC for a third successive year.

Grade Days have managed to run this year with most Scottish clubs supporting these days with athletes sitting Figure and Routine Grades throughout the year. We now find ourselves having to relocate to another venue for future Grade Days due to the closure of the current pool that we have used for over 6 years.

We hosted our Annual Conference in Perth, which proved successful with all clubs represented to discuss the changes within our sport and how we implement them into our Events. A level 1 Judges Course was held in August which will result in some new judges. These judges have been tutored with the new World Aquatics system of judging.

We have had 3 of our level 2 judges in action at Swim England Nags (London) and at Swim England Champs (Nottingham). Our World Aquatics Judge Linda Atkinson was invited to Judge at the World Series in Paris (Olympic Test event) and invited to the European championships in Serbia as a judge and as Technical Controller.

It has not been easy for clubs with all the cancelled events this year, but all clubs should be congratulated for being resilient and appreciate all the support that has been shown. Due to the cancellations of events this year we are not awarding our Artistic Swimmer of the Year, as we have been unable to meet the requirements.

In closing, I would also like to thank the committee for their hard work this year. To all our volunteers and the various ways, you adapt to various situations that arise, without you we could not run our events. Finally, we are so grateful to have the support of Victoria, Stephen and the Scottish Swimming office Staff. Thank you for everything.

Phyllis McLean, Artistic Swimming Chair

DIVING REPORT

International Competitions - In February Grace Reid became the first ever Scottish diver to win an individual medal at a World Championships with silver in the 1m in Doha (also coming 4th in the Mixed 3m Synchro). Then, in June, she became the first ever Scottish diver to be selected for three Olympic Games. Both are remarkable achievements. Grace also competed in 3m springboard at all 3 legs of the Diving World Cup and, in April, James Heatly represented GB at the American Cup in Indianapolis.

Noah Penman and Libby Duke represented GB at the European Junior Championships in Belgrade in July in Group A. Noah won silver in 1m, bronze in the Team Event and came 4th in 3m Synchro, while Libby won silver in Platform Synchro and came 6th in 1m.

Finally, nine Scottish divers competed for Scotland at the Eindhoven Cup in January, gaining valuable experience in what was an excellent developmental competition.

British Competitions - The British National Cup was incorporated into the Scottish Championships in December and was the final selection event for the Doha World Championships in February 2024. A successful competition, it drew praise from International athletes and officials, reinforcing our ability to host major events in Scotland.

Nine Scottish divers participated in the British Championships and Olympic Trials in Birmingham in May. The highlight was a silver in 3m for Grace and her Olympic selection, but there was gold for Angus Menmuir & Shane McConnell in Platform Synchro, bronze for Ellen Gillespie & Clara Kerr in 3m Synchro, and all but two of our divers made individual finals.

Eight Scottish divers qualified for Junior Elite Championships in April, most making finals. Libby won a full suite of individual medals in Group A (1m gold, Platform silver & 3m bronze), as well as a second gold in Platform Synchro. Jameelah Eakin also excelled in Group C, winning gold in 1m and silvers in 3m & Platform. Other medalist's included Noah, Samuel Tomisson, Scarlet D'Mellow and Jessica Nearn.

Domestic Competitions - The Scottish Championships were held in Edinburgh in December 2023 and we did not run Junior Elite events on this occasion, the focus being on senior divers and World Championships selection. While less busy than normal, the competition was of a high standard.

Aberdeen hosted another successful Scottish National Age Group Championships in May, and the Thistle Trophy (novice competition) was won by Aberdeen. Five Levels competitions were successfully run during the year.

Clubs and Facilities - Dundee is now a club in its own right and, following the extended pool closure at Dundee, is beginning to make headway. Membership is slightly up; Aberdeen (136), Ayr (28), Dundee (29) and Edinburgh (132). However, competition travel and accommodation costs are particular concerns at present.

Coaches and Officials - The National Coach (Jen Leeming) has moved on after 12 years to be Performance Lead for Diving at GB Aquatics. Covering both jobs for the past 12 months has been difficult and the recruitment process is now underway for her replacement. Judy Wardlaw has left Aberdeen after running the programme for the past 8 years and has been replaced by Kim Young. We hope to retain Judy's expertise within Scottish Diving. It was a boost for the profile of Scottish Diving when Vicki Tomlinson was selected as a judge for the Paris Olympics. Vicki was the sole British Technical Official, quite an achievement.

The Committee aims to promote diving throughout Scotland, focusing on the development of coaches and officials as well as divers. I would like to express my thanks to Committee members, Scottish Swimming staff, coaches, officials, volunteers and, of course, our divers.

Robert Heatly, Diving Chair

MASTERS REPORT

Busy Season both Home and Abroad - We have some notable success in achieving goals established in our Development Plan and with our swimmers competing both home and abroad. One target in our Development Plan was to achieve an increase in our Masters events in Scotland.

Events at Home - We held our inaugural Long Course Spring meet in Aberdeen Aquatics Centre at the end of March and have already provisionally booked the same venue for 2025. Swimmers and Technical Officials enjoyed the format which included a mid-session 15min break in all sessions providing warm up/swim down as well as tea break. This event better aligned with the LC season and provided early opportunity to target and achieve Qualifying times for event elsewhere and abroad. We facilitated this by moving our SC Nationals to September to likewise align with the SC season. The move to Glenrothes Michael Wood Centre also experiments with our event timelines as it is an 8 lane facility as opposed to our usual 10 lane provision. The Scottish1500Fc is also being held there on the 2nd November.

We also have welcomed the introduction of Masters events in Dundee Aquatics Centre (LC) in June and a Ren 96 August Masters one day event at On X Paisley. Discussions are ongoing for further additions to the 2025 Calendar including the return of the previously popular Inverclyde Masters event.

Away from Home - As a result of Covid 19 cancellations in earlier years, the World Aquatics and EA European Calendars had some level of overlap and conflict in dates. World Aquatics LC Championships were held in Doha in February 2024 while EA European Championships were in Belgrade in July 2024. In past years the event alternated in years but the doubling up this year resulted in lower attendances at each. To some extent the introduction of an EA European Masters SC in November 2023 added to this as swimmers decided on which events they attended. While that did not detract from the standard at the top of each age group category it did provide a more relaxed environment around the venue.

The AGB Masters LC Nationals were held in Swansea over the weekend 19th/21st April. Kelly Mackintosh (SCB), Janet Mclean (Carnegie), and Judy Pearson (Carlisle) had very successful swims as did the Warrender men who set AGB Records in the 4 x 50 relays.

A half dozen Scots ventured to Doha with notable results achieved by Judy Pearson and Ian McKay putting down a marker for their respective swims later in the season.

A contingent of 29 Masters swimmers made the trip to Belgrade to swim in the EA European Masters where Judy Pearson (Carlisle) set a European Record in the 50 Fly (age group 60-64) taking Gold in two other events (200 Fly and 200 IM) and Silver in 100 Fly. Ian McKay (Warrender) also won the 50 Fly in 65-69 age group and joined teammates Keith Johnstone, Mark Jones, Jason Kenny in securing Gold in the 4 x 50 FC and silver in the 4 x 50 Medley relay. Robert Bryce of Aberdeen Dolphin won the 100 Breast in the 30-34 age group with a very credible 1.04.78. Full report on SS website

A very busy and enjoyable season.

Eddie Riach, Masters Chair

OPEN WATER SWIMMING REPORT

As I write, the 2024 OW season sees three of the four District Open Water Championships completed, as well as the Scottish National Open Water Championships (SNOWS). North District Open Water Championships are scheduled for a little over two week's time.

Unfortunately, due to deteriorating wind conditions, the afternoon session at the recent West District Open Water Championships had to be curtailed.

Entries at all the Championships so far have been higher than in previous years. We have needed to split some of the individual events into more heats in order to ensure adequate safety cover but it's a good problem to have and continues a trend over recent years. We attribute this to a number of factors.

We held a very successful and well-attended Training Day at Stirling for our new Development Squad, led by Open Water Lead Coach (Richard Collins), Team Manager (Kirsten Geary) and Richard McLaughlin (Garioch). This was very well received by both athletes and coaches and it was great to see the experienced OW Open Water athletes working together with those trying the sport for the first time from the pool. The mix of coaching, coach development and advice to parents/carers on supporting their athlete was very successful. We intend to continue this in 2025, one of the targets being that the Sport should become more coach led.

Crucial to this, in our opinion, is working more closely with Performance. Although Open Water Swimming is a bit different from pool swimming, Open Water is a logical step for distance pool swimmers of a mind to move up beyond 1500m. This has meant that we have seen more distance pool swimmers take part in our events this year and there are now several in our Open Water Development Squad. Marathon swimming was televised rather early in the morning at Paris such that many will have missed it but this is an Olympic Sport in its own right. We look forward to continuing and extending this cooperation with Swimming and Performance for the benefit of all the athletes in future years.

Selected athletes from the Development Squad (Emmie Aitken, Georgia Dickie, Cara Gordon, Sean McCann, Ben McLaughlin, Carys Moonie and Fraser Tetlow) were then invited to attend Best Fest, where they were all very successful (as was Daisy Gildea, who attended independently).

SNOWS was held at Castle Semple Loch earlier this year (in June) to avoid the summer break that most clubs have. This may well account for part of the increase in numbers at that. However, all the District events have seen increased numbers.

Relay competitions are held at the four District competitions and at SNOWS. Entry numbers for these competitions have also increased substantially, reaching a very healthy eighteen teams at East and seventeen at SNOWS. Events where athletes work together as a team are clearly very popular in our Sport.

There were too many good swims at SNOWS to mention in this short report but congratulations to Cara Gordon, first female overall at both 10km and 5km, Ben McLaughlin, first male & open in 10km and Cameron Travis first in 5km.

Twenty-two athletes from Scotland attended the Swim England Open Water Age Group Championships. Standout performances were bronze medals for Emily Riach (7.5km) and Conner Aspinall (5km).

The numbers of open water technical officials in Scotland suffered greatly during the pandemic. However, we had three achieve the British Swimming Open Water Technical Official (OWTO) qualification in 2023, all of whom are now being mentored and intend to sit the British Swimming Open Water Referee exam in spring 2025 to become fully qualified during the 2025 season (Audra MacPhee, Ishbel Rodger and Stewart Halliday). So far in 2024, we have another three fully qualified OWTOs. These numbers are small relative to Swimming but this triples the number of senior officials from the 2022 figure. Special mention also to our latest qualified OW Judge 1, Isla Reid (aged 17).

As always, I would like to express my personal thanks to the very hard-working Open Water Committee, office staff, all our events partners, all the Open Water STOs and Safety staff. The team spirit displayed within the Open Water Committee is always second to none. We set some ambitious targets in our Development Plan but we are excited to see the continued success and progression within the Sport as a result of our efforts.

Les Rodger, Open Water Chair

SWIMMING REPORT

Overview - The NSC continue to oversee the implementation of the 'Competition Framework' with the principle of ensuring that meaningful competition is delivered across all levels of the sport. Further analysis on the number, range and type of meets we are delivering has taken place and remains ongoing. It is clear that numerous challenges still exist in this regard, not least of which is the increased difficulty and cost of accessing suitable venues to host competitions.

Our research has shown that Scotland is currently reliant on approximately 40 different swimming pools spread across the nation to host just over 200 licensed swim meets on an annual basis. A handful of these venues carry a high competition load and are absolutely critical to what we can deliver for our members.

There are some imbalances in the content delivery of meets and the audience they are targeted at. Some initial analysis of the data suggests that we may not be providing enough low level meets for 11/unders or short length team-based meets. We are constantly looking further into the type and spread of club run meets and we would certainly encourage more clubs to come forward to run/host their own competitions.

We also want to bring the competition provision made by the Districts more closely aligned across the year, although it is recognised that things such as varying school term dates, hire costs, pool access, and local geographic factors all influence the system and perfect alignment is probably unrealistic.

At the national or performance end, we continue to offer a series of excellently organised and delivered meets that fit the needs of the population and attract attendance from teams throughout the UK and Europe.

International Selections/Events

Olympic Games – the 5 Scottish swimmers on the GB Team achieved some fantastic results at the Games, including Duncan Scott winning a repeat silver in the 200m I.M. and placing an agonising 4th in the 200m Freestyle where only 0.15 separated the top 4 swimmers. His best result though was undoubtedly anchoring the men's 4x200 freestyle relay to retain the gold medal, setting the fastest split (1:43.95) in the race across all teams. Stirling based Jack McMillan also received a gold medal for his excellent swim in the heats that helped the team qualify for the final. In her debut Games, Katie Shanahan performed with distinction to reach the A finals in both 200m Backstroke and 400m I.M., finishing 5th and 7th respectively (the only British female swimmer to make 2 individual finals). Keanna MacInnes set a new Scottish record in the heats of the 100m Butterfly (57.90), enough to reach the semi-finals, as she also did in her favoured 200m distance where she just missed out on the final touching in 9th place overall. Lucy Hope was part of the 4x100 and 4x200 Freestyle relay teams that made it through to the finals, while Kathleen Dawson was part of the relay finals team in the Mixed Medley and the 10th placed Women's Medley relay. Finally, Stirling based Angharad Evans was unnerved at her debut Games placing 6th in the 100m Breaststroke, only a few tenths short of the medal positions and set the fastest ever breaststroke relay split by a British female in the Women's Medley relay event.

Paralympic Games – 4 Scottish swimmers are in the team which at the time of writing is due to compete in just a couple of week's time in Paris. Scotland is also represented by 2 coaches (Martyn Walton, Danielle Brayson) and 1 support staff member (Paul Wilson). Good luck to all those taking part!

European Championships – All 3 Scots who attended gained valuable experience by qualifying for individual finals at the meet, of which Holly McGill had the best outcome, placing 4th in the 200m Backstroke. Lucy Grieve and Matthew Ward were the other two representatives. Brad Hay was in attendance as one of the GB coaching staff.

European Junior Championships – Five Scottish swimmers qualified for the GB team for this meet and it was pleasing that two of the group returned with two medals each, all from respective performances in relay events. Dean Fearn collected 1 gold and 1 bronze, with Stefan Krawiec earning 2 bronze medals. Other swimmers on the team were Evan Davidson, Luke Hornsey and Suzie McNair. Coaches Chris Jones and Laura Bowie were selected as team staff.

Sette Colli Meet - A group of 12 swimmers competed collectively under the Scottish Swimming name at the famed Sette Colli Meet in Rome from 21-23 June. The meet was of a very high standard again but the group responded well with some strong swims of which the best performance was Charlie Hutchison taking bronze in the 400 IM.

BestFest Open Water Event – for the first time in several years we were able to take a group of 7 promising young swimmers to this multi-day competition in Mallorca. The swimmers responded extremely well to the challenge of three races in 5 days, along with sea and pool-based training sessions in between. Much learning took place, along with a number of medal winning swims and it is hoped that this type of trip can be repeated in future.

Domestic Competitions

Aquatics GB British Championships (April, London) – this was the first domestic event to use the new logo, branding and marketing of Aquatics GB. It was a memorable week in London with emotions and tensions as well as celebrations and commiserations running high and low every day. Scottish swimmers accounted for 15% representation in the meet, in line with our target and overall performed extremely well.

Scottish National Age Group Championships (April, Aberdeen) – Over 1000 athletes descended on Aberdeen for this annual 5-day swimming extravaganza. The balcony was full of spectators in almost every session and there was a positive and expectant vibe around pool side. The event ran very smoothly, with the changes to qualifying times working well and preventing many rejected swims. City of Glasgow Swim Team ran out winners of the Top Club Trophy for the third year in a row. Parent specific workshops on how to maximise swimmer nutrition and dealing with periods were organised – with both very well received by parents.

Scottish National League – with Tollcross not available, the 2023 final was held in Glenrothes. There was a great atmosphere throughout the day, with swimmers, spectators and volunteers enjoying the excitement and vibe (and noise!). In a tightly contested A Final, it was Warrender Baths Club who took the top honors this year, with the City of Glasgow team claiming the B & C league finals.

Scottish Short Course (December, Edinburgh) – this meet again attracted a strong field with some quality performers from across Britain and Europe in attendance, adding to a strong contingent of Scots.

Scottish National Open Championships (June, Edinburgh) – we were delighted to welcome circa 750 athletes, including numerous clubs from England and further afield to the RCP for another successful national championships. The best of Scottish talent was on display with the Olympic athletes using it as their final preparation meet ahead of Paris.

Scottish Summer Meet (July, Aberdeen) - the Summer Meet again ran extremely well, with the revised entry processing enabling a full entry and packed spectator stands. Performances at the meet were excellent with results in many events looking a little more promising.

National Records

2024 has started off well with some long course records, including:

Scottish Senior	Keanna MacInnes (50/100/200 Butterfly), Matthew Ward (100 Backstroke), Lucy Grieve (50 Butterfly).
Scottish Junior	Dean Fearn (50/100 Butterfly, 50/100/200 Backstroke)
Scottish Para	Ollie Carter (S10 100m Butterfly), Abby Kane (S13 50m Freestyle), Merryn Binnie (SB6 50/100m Breaststroke), Genevieve Hunter (S8 100m Backstroke, 400m Freestyle), Stephen Clegg (S12 100m Backstroke).

A number of age group records have been broken too but they are not listed here in order to keep the report within the required length.

Future Planning - With Tollcross out of action for all of 2024 and likely most of 2025 too, future planning for national events has been reconsidered across all sports which places additional expectation on the other main competition venues – especially ASV and the RCP. Partners have so far helped to accommodate the additional requests.

Commonwealth Games – at the time of writing, expectations are high that an announcement about Glasgow being the host of the 2026 Commonwealth Games is due imminently. If this comes to fruition it will obviously bring a timely boost to sport in the nation, in particular swimming which can once again be showcased at a refurbished Tollcross Centre. It will no doubt also become a valuable target for our leading swimmers to aim for.

Continued thanks - Sincere thanks once again to all of the members of National Swimming Committee for their continued efforts in the various roles and giving up their time to help the sport move forward. The committee also receives tremendous support from staff in the office and volunteers alike, all hugely significant in the running of the sport. Thank you for everything you do!

Nigel Scott, Swimming Chair

SWIMMING TECHNICAL OFFICIALS REPORT

I've just watched the Olympic final of the men's 200m relay as I finalise this report – an outstanding performance from the GB team including our own Duncan Scott. Well done to all the Scottish and GB aquatic athletes, I'm sure there is more excitement to come. The quality and commitment of all our volunteers has hopefully contributed in some way to their success.

Nominations will be under way shortly for World Aquatics list 23 and I hope to update the AGM on the day. Durno Jessiman and Matt Huntington come to the end of their term on list 21 and are eligible to be reappointed for a second term. This means we would continue to have 4 Scots out of 10 GBR officials on the World Aquatics lists, a great credit to all those involved.

Numbers of new officials continue to increase, and overall numbers are healthy. It has become clear however, that there are many officials "flagged" on the Scottish Swimming database who are either erroneous or no longer active, and a review of the database will give more accurate numbers in future.

Certificates Awarded	2020	2021	2022	2023	2024*
Judge 1	94	18	75	126	89
Judge 2	24	14	40	50	29
Judge 2S	1	7	9	22	13
Referee	3	0	5	8	8
Recorder	2	1	11	6	5
AOE	1	0	1	2	2
Open Water	0	0	7	8	3

(* to 31 July)

The Young Officials programme has been variable again – some districts making it work well, others having some difficulty. North District has done very well, and it was a great pleasure to be able to offer three young STOs, 2 starters and a referee, some experience of officiating at National events at the Summer Meet. Hopefully this is a pattern which will continue.

The changes to the Open Water training programme and the focus on training are now resulting in a marked increase in new qualifications, and we have three new officials undertaking Open water Referee training this year, the first for many years. We all wish them success.

We held our first post Covid traditional seminar last year when many changes and updates were discussed. The programme included World Aquatics and Scottish rules updates, the revised recorder training programme and exam, changes to Open Water training, and a detailed presentation of the implications of the Scottish Swimming transgender policy – a vital and very contemporaneous subject. However, the regulation change which generated most excitement was the change to black uniform! This was passed unanimously. Congratulations to Bill Brash (East), Bob Cumming (Midland), Phil Cartwright (North) and Fiona Sinnett (West) on their 2023 STO awards presented at the seminar.

I'll finish on some personal notes. Firstly, to acknowledge the great contribution of Alistair Shields who passed away a few months ago. Alistair was a great help to me when I first came on the STO committee and his wise advice and support was much appreciated when I was appointed Chair. We all miss him.

Finally, this is my last annual report as I now step down as Chair of the STO committee after 7 years. It has been challenging at times in ways which could never have been foreseen, and I am grateful for the support I have received from everyone – committee members, the STO community generally, Scottish Swimming, and many others. Thank you one and all. Please extend the same welcome and support to the new Chair, Matt Huntington who brings his extensive British and World aquatics experience to the role.

Neil Valentine, Swimming Technical Officials Chair

WATER POLO REPORT

This year, Scottish Water Polo has focused not only on membership growth and development but also on strong governance throughout our sport. As a growing sport, it's important we maintain high professional standards as well as performance. This has involved a concerted focus on membership, creating easier ways for our athletes to log their accreditations and a tight control on finance. The committee suffered from a high number of key vacancies for the first six months of the year, which provided an additional challenge to the pace of us achieving our goals.

Following the successful appointment of our Technical Officials role, which we welcomed the opportunity to fill on a job share basis, Ben Parsons and Sam Muir have made strides towards the development of our referee and table officials. This included finalising our new development pathways and offering quarterly courses to develop more

new referees and table officials. We've been trialing the use of microphone headsets for referees, which has been a great success, received great feedback from players and officials and has enabled smoother running games.

Scottish National Leagues - Due to our resource gap, the leagues started slightly later than preferred this year. However, with the support of our water polo community, we took a slightly different approach to previous years. Our club representatives led the organisation and scheduling of our U15, U17, U19 and Senior Female and Male & Open leagues. Aside from the delay to the first games, the season ran smoothly and only one game was unable to be played at the end of the season and was forfeited.

There has been a huge focus on pool time utilisation. We released some of the additional pool time acquired in Strathclyde Pool in 22/23 which was the right decision despite placing a challenge on the leagues to find alternatives for games.

The winners of the 2023/2024 leagues are listed below and our congratulations to all our athletes and the clubs that support them this year:

League	Winning Team
U15 Female	Dunfermline ASC
U15 Male & Open	Menzieshill & Whitehall Swim & Water Polo
U17 Female	Dunfermline ASC
U17 Male & Open	Stirling Swimming
U19 Female	Kirkintilloch & Kilsyth ASC
U19 Male & Open	Portobello ASC
Senior Female	Dunfermline ASC
Senior Male & Open	Portobello ASC

The National Scottish Cup - Without the events coordinator committee role, like the leagues, we had a slow start to planning the National Scottish Cup. However, yet again, our clubs got fully behind the preparations, and we held a successful Scottish Cup with semi-finals hosted by Stirling University pool and the final hosted by Olympia pool in Dundee. All of our athletes gave 100% in the games, especially the Senior Males & open game which had a nail-biting close finish and a long-awaited win for Dunfermline WPC. We can't wait to see everyone back at next year's cup.

The winners of each trophy are outlined below:

League/Trophy	Winning Team
U17 Female Dave Balbirnie	Dunfermline WPC
U17 Male & Open Willie Mellors	Stirling Swimming
U19 Female Annette Mooney	Dunfermline WPC
U19 Male & Open Malta	Stirling Swimming
Senior Female Graz	Dunfermline WPC
Senior Male & Open Scottish Cup	Dunfermline WPC

National Squads - This year has been busy for all our National Squads, across various competitions and training camps in the UK and overseas. We have seen our squads develop and progress with the support of our team managers and coaches. Following the establishment of our U14 National Squads for both males & open and females, we have seen these squads grow this year with 9 new members. The success in this age group is a great addition to our national squad development and the future pipeline to our U16, U18 and eventually Senior squads.

Our female squads have performed brilliantly with the U16 female squad winning the inter-regionals U17 Girls Division 2 in Walsall in June and our U18 females finished fourth in the EU Nations in Nov 2023, beating hosts Czechia for the first time. Both our U16 and U18 male & open and female are hoping for success at the upcoming BWMF tournament in Spain and finally, a huge congratulations goes out to our athletes that have been selected this year for the GB squads.

SWP Chair Role - This has been my first year as Chair of Scottish Water Polo and my first year deeply involved in water polo as a sport. Following a steep learning curve, I look forward to next year, delighted that we have a clear strategy, development plan and a strong committee who are committed and work hard to ensure we deliver it.

I'd like to thank all our clubs and athletes for the huge welcome and all the support they have given me and for the patience and support from everyone at Scottish Swimming in my first year.

Wendy Tubi, Water Polo Chair

The enclosed financial statements are extracts taken from the certified accounts of Scottish Amateur Swimming Association Limited (SASA Ltd). A copy of the statutory accounts can be obtained from our website (www.scottishswimming.com).

Our revenue for the year totalled £3,762k which is the highest to date. We produced a small surplus, which was better than we had anticipated due to carefully monitoring income and spend during the year. In addition, we were able to capitalise on our cash flow position and generated interest in the region of £43k (gross). The balance sheet continues to be healthy with assets of £2.1M (bank £2M). Our liabilities for the period were £1.7M leaving a net asset position totalling £399k after all our liabilities have been settled. Our working capital for the year ending 31st March is £392k which is consistent with the previous two financial years. Overall, the balance sheet is robust, our cash position remains healthy, and it is our opinion that with careful monitoring and evaluation we will continue to have the ability to support our financial obligations and operate as a going concern for the next 12 months.

The table below presents the current 12 months figures compared to the previous year. The figures are as follows:

	April 23 – March 24	April 22 – March 23
Income	£3,762,831	£3,527,373
Expenditure	£3,758,540	£3,523,626
Surplus	£4,291	£3,745
Assets Represented by	April 23 – March 24	April 22 – March 23
Reserves b/f	£395,437	£391,691
Surplus for the year	£4,291	£3,745
Retained Reserves	<u>£399,728</u>	<u>£395,437</u>

Summary points are as follows:

Services

- Staffing costs are higher compared to the last financial year, during which we were operating without a full staff complement. This figure now includes a full 12 month salary costs (with the exception to the Pathway Coach appointed August 2023 (2023-24 Financial year)) in relation to the new posts that was appointed during 2022-23 (Safeguarding Manager, 2 x Participation Posts (July – March), National Aquatic Sport Manager (August to March), & Coaching Futures (6 months). Additionally, we opted to make a pay award in support of the cost of living increases.
- Marketing and communications budget includes the sponsorship activation budget (£175k). Regarding the marketing budget lines, there has been an increase this year. This is due to an increase in the Scottish Water spend during 2023-2024 and livestream spend of c£30k. The livestream figures for 2022-2023 were understated due to no livestreaming of the Scottish National Open Championships. The spend for Save Our Pools increased as a result of attending all three main political party conferences promoting the Save our Pools campaign within parliament. Photography and video production continue to be significant spends to create high impact content and highlight work around Save Our Pools, the Young Volunteer Programme and Active Communities. Our media monitoring service continues to deliver better reporting for partners and our continued spend on branding and the website has stepped up our events activation and coverage.
- Sponsorship Activation this year enabled the development of the National Primary School Swimming Framework and its associated branding, which will enable the launch of the School Swimming Framework. Also included are some research costs for the development of Digital Awards for learn to swim badges and certificates. Whilst research has indicated that there is demand in place, the project has been scaled back due to technology barriers as a result of intervention from an external supplier.
- Office & Other Overheads includes rent, insurance, AGM and Awards Dinner, Board and staff teambuilding. With regards to insurance, our insurers have informed us that the cost of insurance has grown by 14% and that this trend is expected to continue. The costs of hosting our Awards dinner was less this year compared to last year, which was held at the National Museum in Edinburgh and provided a fitting backdrop to welcome our members back together to celebrate the achievements of our athletes and volunteers.

Performance

- Staffing costs has increased however this line is understated as our Director of Performance left in September 2023 and we appointed Kerry Wood to the brand new role of Swimming Pathway Coach in August 2023 and although this role will continue to evolve over time, it is already having an observable positive impact around the capacity and quality of support for coaches, education and programme development.
- Performance & Performance Development has seen some additional investment across the performance centres/hubs in order to ensure they could maintain their environments and coaching staff. Glasgow and Aberdeen have continued to face significant financial challenges with some of the partner organisations withdrawing or adjusting funding streams leading to changes in operating methods. Funding from AGB for performance swimming, para-swimming and diving is expected to remain stable in the next agreement, although there are some initial discussions around potential additional investment into diving.

Development

- Staffing costs has increased significantly as a result of changes to our staffing structure, the addition of a National Aquatic Sport Manager, two new Participation posts to support the Learn to Swim National Framework and the development of a School Swimming Programme.
- This year saw a decrease in the number of candidates undertaking the SSTQ & SSCQ qualifications with numbers declining to 831 (previous year was 846). This is reflected in the accounts with £224.8k generated during 2023-24 compared to £248k during 2022-23. This line also includes Course organisers fees (£101.5k) which we collect on their behalf and CPDs income (£40.5k). In addition, costs are up, the reason for this is due to the review and development of the STTQ and the ongoing work developing and implementation of the SSCQ, while also transitioning to a new digital learning platform.
- Aquatic Sport – we invested the sum of £55.2k this year compared to £47.4k last year. The National Committees have been working hard towards meeting their development plan outcomes and objectives. Common themes have merged across all sports with an improvement in governance, people development, increased membership and marketing. We also identified additional funding held in another budget line, ring-fenced to support specifically Education and Development across a number of areas including CPD and SSCQ Development. Each Sport has made significant progress against their development plan objectives, and it is envisioned that with the improved governance and education plans taking shape it will allow the committees to focus on developing and growing the sports over the next five years. The Sports will be reviewed in line with the aquatics plan in 2024-25 with the view to developing a plan for the next four years through to 2029.

I would like to take this opportunity to thank the Board, Council, committees, budget holders, commercial partners and all our supporters for their cooperation and support during 2023/24. I wish clubs, members and all connected with Scottish Swimming a very successful 2024.

Deborah McGinniss, Finance Manager

INCOME & EXPENDITURE STATEMENT

ITEM 7

	2023-24 (12 mths)		2022-23 (12 mths)	
	April 2023 - March 2024		April 2022 - March 2023	
Summary	Income	Expenditure	Income	Expenditure
Services	£ 1,407,864	£ 1,134,934	£ 1,305,477	£ 1,042,469
Performance	£ 1,314,949	£ 1,511,810	£ 1,317,246	£ 1,567,263
Development	£ 1,040,018	£ 1,111,796	£ 904,650	£ 913,894
Release of Reserves				
Total Income/Expenditure	£ 3,762,831	£ 3,758,540	£ 3,527,373	£ 3,523,626
Surplus for the Year	£ 4,291		£ 3,745	
<i>sportscotland Grants</i>	£ 1,589,590		£ 1,477,907	
	2023-24		2022-23	
Services	Income	Expenditure	Income	Expenditure
Membership & Accreditation	£ 760,826		£ 718,186	
Grants & External Funding				
- sportscotland	£ 261,225		£ 255,700	
Sponsorship	£ 311,080		£ 291,300	
Bank Interest	£ 43,246		£ 9,185	
VAT Recovered	£ 191		£ 19,552	
Staffing	£ 18,086			£ 540,839
Office & Other Overheads		£ 597,638	£ 11,553	£ 165,204
Committee Expenses	£ 13,209	£ 151,730		£ 37,238
Marketing & Communications		£ 37,288		£ 282,781
Corporation Tax		£ 317,670		£ 8,341
General Overheads		£ 22,712		£ 8,066
Services Income & Expenditure		£ 7,896	£ 1,305,477	£ 1,042,469
Surplus/Deficit	£ 272,930		£ 263,008	
	2023-24		2022-23	
Performance	Income	Expenditure	Income	Expenditure
Grants & External Funding				
- sportscotland	£ 796,548		£ 798,665	
- Aquatics GB	£ 307,486	£ 98,934	£ 316,307	£ 98,934
Staffing	£ -	£ 355,376		£ 312,105
Athlete & Coach Support	£ 210,914	£ 479,783	£ 202,274	£ 587,231
Performance & Performance Dev		£ 577,717		£ 568,992
Perf Income & Expenditure	£ 1,314,949	£ 1,511,810	£ 1,317,246	£ 1,567,263
Surplus/Deficit		-£ 196,861		-£ 250,017

	2023-24		2022-23	
Development	Income	Expenditure	Income	Expenditure
Grants & External Funding				
- sportscotland	£ 531,817		£ 423,542	
Education (SSTQ & CPD)	£ 377,316	£ 301,341	£ 366,424	£ 273,644
External Income: YVP & Edin Council	£ 15,996	£ 29,146	£ 11,060	£ 23,215
Staffing	£ -	£ 517,651		£ 451,165
Club Development	£ 5,285	£ 98,354	£ 10,105	£ 24,853
Aquatic Support	£ 109,605	£ 165,304	£ 93,519	£ 141,016
Dev Income & Expenditure	£ 1,040,018	£ 1,111,796	£ 904,650	£ 913,894
Surplus/Deficit		-£ 71,778		-£ 9,244
Total Income	£ 3,762,831		£ 3,527,372	
Total Expenditure	£ 3,758,540		£ 3,523,627	
Surplus for the Year	£ 4,291		£ 3,745	
Balance Sheet for Year Ending 31 March 2024				
		2023-24		2022-23
		£		£
Fixed Assets		£ 7,104		£ 13,799
Current Assets				
Debtors		£ 50,589		£ 31,605
Prepayment		£ 111,793		£ 81,111
Bank		£ 2,011,196		£ 2,191,204
		£ 2,173,579		£ 2,303,921
Current Liabilities				
Creditors & Accruals		£ 694,480		£ 801,824
Grants c/f & Deferred Income		£ 1,086,474		£ 1,120,458
		£ 1,780,954		£ 1,922,282
Current Assets Less Current Liabilities		£ 392,624		£ 381,638
Total Assets less Current Liabilities		£ 399,728		£ 395,437
Represented by:-				
Reserves b/f		£ 395,437		£ 391,691
Surplus for the year		£ 4,291		£ 3,745
Retained Reserves		£ 399,728		£ 395,437

1. The surplus for the year amounted to £4.2k.
2. These accounts are prepared under the historical cost convention.
3. Fixed assets are depreciated over three years. The charge for the year amounted to £7.8k compared to £8k during 2023.
4. At 31 March 2024 the Company had a financial commitment of £27k p.a. plus VAT for a period of seven years for the rental of premises at Stirling.

Report of the Accountants to the members of Scottish Amateur Swimming Association Limited

We have examined the financial statements for the year end 31st March 2024 and are satisfied to the best of our knowledge and belief, that in accordance with the information and explanations supplied to us, the financial statements have been properly prepared from the accounting records of the company.

The procedures undertaken do not provide all of the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Drummond Laurie, Chartered Accountants, Algo Business Centre, Glenearn Road, Perth, PH2 0NJ

The projections for the 2024-25 financial year were presented to Board in January with final sign-off taking place in March. For this financial year we are reporting a deficit totaling -£93k which will be funded through the release of contingency funds should this deficit materialise. At the time the projections were approved we had not as yet received confirmation from **sportscotland** on what our investment for 2024-25 would be, this has now been confirmed as being the same that was awarded during 2023-24 (£1,359k Core Investment). For 2024-25 we have budgeted £203k being supplementary investment to support School Swimming, Education Subsidies, Coaching Future Posts and one off projections. Our sport has changed considerably over the last few years with a number of emerging governance and compliance needs that require additional resources and investment which is captured in the figures for 2024-25. The senior management team will continue to monitor and control budgets to ensure that the deficit does not exceed the -£93k sum projected for the year ending 31st March 2025.

Services	Budgets 2024-25	
	Income	Expenditure
Membership	£833,453	
Grants		
- sportscotland	£306,158	
Sponsorship	£295,000	
External Income/Bank Interest/VAT	£42,000	
Staffing		£624,142
Office & Other Overheads		£155,357
Committee Expenses		£39,360
Marketing & Communications		£308,000
General Overheads		£26,900
Services Income & Expenditure	£1,476,611	£1,153,759
Surplus/Deficit*	£322,852	

Performance	Budgets 2024-25	
	Income	Expenditure
Grants		
- sportscotland	£772,552	
- Aquatics GB	£348,407	£98,934
Staffing/Coaches		£351,830
Athlete & Coach Support	£25,500	£404,000
Performance & Perf Development		£536,067
Committee Expenses		£7,500
Perf Income & Expenditure	£1,146,459	£1,398,331
Surplus/Deficit*		-£251,872

Development	Budgets 2024-25	
	Income	Expenditure
Grants		
- sportscotland	£479,883	£0
Education (SSTQ & CPD)	£299,480	£164,718
External Income	£30,000	£40,000
Staffing		£597,288
Club Development	£3,500	£31,500
Discipline Support	£0	£140,490
National committee / Swimmer Pathway		£3,000
Dev Income & Expenditure	£812,863	£976,996
Surplus/Deficit*		-£164,133

Total Income	£3,435,933
Total Expenditure	£3,529,087
Total Surplus (loss) as at 31/03/2025	<u>-£93,154</u>
Release Contingency Funds	<u>£93,154</u>

Category	Fee
Athlete	£55.00
Non-Athlete	£13.00
Temporary Membership	£13.00
Club Affiliation Fee	
Non-Accredited	£75.00
AquaMark Level 1 clubs	£60.00
AquaMark Level 2 clubs	£50.00
AquaMark Level 3 clubs	£40.00
Swim School Affiliation	£315.00

COMPANY FEES FOR 2025/26

ITEM 8

Protests	£25.00
Complaints	£50.00
Appeals	£100.00
Special District Meeting	£100.00
Composite Teams	£150.00
Combined Teams	No fee
Meet Licence Applications	£20.00

PROPOSED ALTERATIONS TO SCOTTISH SWIMMING GOVERNANCE DOCUMENTATION

ITEM 9

Proposed Alterations to Scottish Swimming Governance Documentation

Proposals are categorised depending on the Governance Document being changed.

1. Prefixed by “CP” - proposals to change more than one area - **two thirds majority of those voting.**
These proposals are combined into one entity and require a two thirds majority to be adopted **in full.**
2. Prefixed by “PC” - proposals to change the SASA Constitution - **two thirds majority of those voting.**
3. Prefixed by “RA” - resolutions to change the Company Articles - **two thirds majority of those voting.**
4. Prefixed by “PR” - proposals to change the Company Rules - **simple majority of those voting.**

The voting rules for each set of proposals are set out in the SASA Constitution C4.1.1, C4.1.2 and C4.1.3.

Amendments to Proposals and Resolutions at the AGM.

Amendments may be made to proposals to change the SASA Constitution or the Company Rules provided that they comply with Company Rule R16.2.13 - "An amendment must not directly negate the original motion nor shall it have the effect of introducing a new proposal, for which notice of motion would be required".

Amendments cannot be made to resolutions to change the Company Articles (Company Rule R16.2.15).

Alterations to the Governance Documents shall take immediate effect unless otherwise decided.

Summary of Proposals

- CP1 Term of Office for SASA President and Vice President and change to District Council Reps.
- CP2 To give SASA Council more flexibility in their Scottish Schools Representative.
- PC1 To align the voting rights for SASA Life Members with ordinary members at General Meetings.
- PC2 To make one of the two District representatives on SASA Council to be SASA District President.
- PC3 To add a Young Ambassador Representative to SASA Council.
- PC4 To give SASA Council more flexibility in their representatives on Scottish Swimming Selection Panels.
- PC5 To strengthen the Safeguarding and WPO rules for Clubs.
- PC6 To amend the age criteria for the Girls W G Todd Prizes and Cups
- RA1 To add new members to the Open Water National Committee.
- PR1 To introduce “Grandparent” ruling for Scottish eligibility
- PR2 To remove the restriction on Water Polo Players representing Scottish Districts.

PR3 To clarify who can determine if a Complaint should go before a Panel.

PR4 To improve the Safeguarding governance in the Company Rules.

* * * * *

Proposal CP1 (two thirds majority required)

**** Please Note that if Proposal CP1 is adopted then Proposals CP2 and PC4 will be withdrawn ****

Proposed by Susan Liddle, Scorpion Swim Team (SASA Council)

Seconded by Jeremy Chittleburgh, Warrender Baths Club (SASA Council)

Briefing Note - This proposal follows a review of by SASA Council into making it more effective both in its own role in representing the best interest of the membership of SASA on SASA Council and in its representation on the Scottish Swimming Company Board.

The main changes are:-

To revert to having a President and one Vice President both of whom would be in that post for 2 years making it a combined four years on SASA Council and the Company Board. The removal of the second Vice President role is to prevent the combination of the three roles resulting in a combined six year term which was felt to be too onerous. This affects the allocation of duties to either Vice President(s) throughout the governance.

To have more flexibility in the selection of their representative to the Scottish Schools Swimming Association and SASA appointment panels.

Proposal CP1 (continued) - SASA Constitution Changes

Amend Index C7.3

Amend C5.12b, C5.17p, C5.18b, Delete C5.18c and renumber C5.18d to C5.18c

Amend C7.1.1a & b, Add C7.1.4.7

Amend C7.1.5.5b, Delete C7.1.5.5c and renumber C7.1.5.5d to C7.1.5.5c

Amend C7.2.1, C7.3, C7.3.1, Delete C7.3.2, Amend C7.3.3 and renumber to C7.3.2.

Amend C7.4.1.1a & b, C7.4.2.1a & b, C7.4.3.1a & b, Add C7.4.4.

Amend C9.2.2.1, C11.1.5, C11.2.3, C11.5.1.4

Index

C7.3 SASA Vice President

C5.0 SCOTTISH SWIMMING ANNUAL GENERAL MEETING (AGM)

C5.12 *The following Office Bearers, who must be Delegates or SASA Life Members, shall be elected/appointed at the AGM:*

b) Vice President.

C5.17 *The business for the AGM shall include (but not necessarily in this order)*

p) Installation of President (in appropriate years)

C5.18 *The Chair shall be taken in the following order of preference depending on attendance.*

b) The Vice President.

~~e) The newer Vice President.~~

c) The most immediate Past President in attendance.

C7.0 SASA MANAGEMENT

C7.1 SASA Council

C7.1.1 *The following shall be members of the SASA Council*

a) SASA President

b) SASA Vice President

C7.1.4 Additional responsibilities of the SASA Council are:

C7.1.4.7 To nominate a SASA Council Member to be the Scottish Swimming representative to the Scottish Schools Swimming Association as per Company Rules Section R1.3.1(e).

C7.1.5.5 *The Chair shall be taken in the following order of preference depending on attendance.*

b) The Vice President.

~~e) The newer Vice President.~~

c) One of the District representatives as decided by the meeting.

C7.2 SASA President

C7.2.1 The SASA President shall normally be elected for a term of two years, subject to re-appointment at the Scottish Swimming AGM.

C7.3 SASA Vice President

C7.3.1 The SASA Vice President shall normally be elected for a term of two years, subject to re-appointment at the Scottish Swimming AGM, and will normally be elected as the SASA President after the two year term.

~~C7.3.2 One SASA Vice President shall be the Scottish Swimming representative to the Scottish Schools Swimming Association as per Company Rules Section R1.3.1(e).~~

C7.3.2 The SASA Vice President will be nominated from a SASA District in the following order North, Midland, West, and East. If a District is unable to make a suitable nomination in their appointed year the nomination will be offered to the next District in the order and the rotation will then continue on from that point.

C7.4 SASA Appointments Panels

C7.4.1 The Company Chair Appointments Panel

C7.4.1.1 The Appointments Panel has the following membership

- a) One of the SASA President or the SASA Vice President.
- b) One other member of SASA Council, excluding the Company Chair.

C7.4.2 Company Board Members Appointments Panel

C7.4.2.1 The Appointments Panel has the following membership

- a) One of the SASA President or the SASA Vice President.
- b) One other member of SASA Council, excluding the Company Chair.

C7.4.3 Chief Executive Officer Appointments Panel

C7.4.3.1 The Appointments Panel has the following membership

- a) One of the SASA President or the SASA Vice President.
- b) One other member of SASA Council, excluding the Company Chair.

C7.4.4 The Panels in C7.4.1, C7.4.2 and C7.4.3 may appoint an external adviser as an additional panel member who shall be entitled to take part in the proceedings and shall have a vote.

C9.0 DISTRICTS

C9.2 Duties and Responsibilities of the Districts

C9.2.2.1 To appoint a SASA Vice President as per sections C7.3.2 and C9.8.4.

C11.0 AWARDS and HALL of FAME

C11.1 General

C11.1.5 An Awards Panel consisting of the Company Chair, the SASA President, the SASA Vice President and one other from the Company Board, SASA Council or Scottish Swimming Management Team will review the nominations for the recipients of the National and District Awards (C11.3) and the Sport Awards (C11.4). The Awards Panel will make recommendations to the Company Board and SASA Council, as detailed in C11.3 and C11.4. The Company Board and SASA Council, as appropriate, will have the final decision.

C11.2 SASA Life Membership

C11.2.3 SASA Life Membership shall be awarded to each retiring SASA President and to persons who have given outstanding service, over many years, in support of the Association.

C11.5 General Scottish Swimming Awards

C11.5.1 Scottish Swimming Club of the Year Award

C11.5.1.4 The final decision will be made by a selection panel consisting of the SASA President, the SASA Vice President and at least two others.

Proposal CP1 (Continued) – Company Article Changes

Amend A2.1.1(i)d, A3.1.3.4.1c

PART A2 COMPANY BOARD

A2.1 Appointments

A2.1.1 The Company Board shall consist of:

- i) Non-Executive Board Directors
- d) SASA Vice President

PART A3 BOARD DIRECTORS

A3.1.3 Committees

A3.1.3.4 Appointments

A3.1.3.4.1 The appointment process for members of National Sport/Technical Committees shall be as follows:

- c) Any person holding office, as any of the following, shall not be eligible to be appointed as a Chair of a National Committee:
 - the SASA President
 - the SASA Vice President

Proposal CP1 (continued) – Company Rules Changes

Amend R1.3.1e, R3.7.4a

R1.0 COMPANY BOARD

R1.3.1 Predefined Appointments

- e) Scottish Schools Swimming Association (SSA) Representative.
- A SASA Council Member as per SASA Constitution C7.1.4.7.

R3.0 FINANCE

R3.7 Expenses

R3.7.4 All reasonable expenses of the following shall be met.

- a) SASA President, SASA Vice President, SASA Council, Company Board and members of administration staff incurred in attending convened meetings of National and Ad Hoc Committees, Scottish Swimming Championships meets or trials, international meets held in Scotland and such other meets or meetings as they are authorised to attend.

* * * * *

Proposal CP2 (two thirds majority required)

**** Please Note that if Proposal CP1 is adopted then Proposal CP2 will be withdrawn ****

Proposed by Derek McGown, East Kilbride ASC (SASA Council)

Seconded by Stan Finlayson, Dundee City Aquatics SC (SASA Council)

Briefing Note - This proposal is to allow SASA Council to have more flexibility in the selection of their representative to the Scottish Schools Swimming Association.

Proposal CP2 (continued) - SASA Constitution Changes

Add C7.1.4.7.

Delete C7.3.2 and renumber C7.3.3 to C7.3.2.

Amend C9.2.2.1

C7.0 SASA MANAGEMENT

C7.1 SASA Council

C7.1.4.7 To nominate a SASA Council Member to be the Scottish Swimming representative to the Scottish Schools Swimming Association as per Company Rules Section R1.3.1(e).

C7.3 SASA Vice Presidents

~~C7.3.2 One SASA Vice President shall be the Scottish Swimming representative to the Scottish Schools Swimming Association as per Company Rules Section R1.3.1(e).~~

C7.3.2 The SASA Vice Presidents will be nominated from a SASA District annually in the following order North, Midland, West, and East. If a District is unable to make a suitable nomination in their appointed year the nomination will be offered to the next District in the order and the rotation will then continue on from that point.

C9.0 DISTRICTS

C9.2 Duties and Responsibilities of the Districts

C9.2.2.1 To appoint SASA Vice Presidents as per sections C7.3.2 and C9.8.4.

Proposal CP2 (Continued) –Company Article Changes

None

Proposal CP2 (continued) – Company Rules Changes

Amend R1.3.1e as detailed

R1.0 COMPANY BOARD

R1.3.1 Predefined Appointments

e) *Scottish Schools Swimming Association (SSA) Representative.*

- A SASA Council Member as per SASA Constitution C7.1.4.7.

* * * * *

Proposal PC1 (two thirds majority required)

**** Please note that if adopted this proposal will not take effect until after the AGM.****

Proposed by Susan Liddle, Scorpion Swim Team (SASA Council)

Seconded by Derek McGown, East Kilbride ASC (SASA Council)

Briefing Note - This proposal is to align the voting rights of SASA Life Members at Scottish Swimming AGMs and EGMs with ordinary members so that Member Clubs have more control of their Association. This proposal allows SASA Life Members to attend and provide valuable input into discussions (where they have insight and experience) but will amend the right to vote to those who are able to vote under the following categories.

- A delegate for an affiliated Club.
- A delegate for an affiliated Swim School.
- A SASA Council Member, Company Board Member or Chair of a National Committee (as per Company Articles A3.1.3.7 and A3.1.3.8).

This will also prevent clubs who have several SASA Life Members from gaining more votes than their three delegates.

Similarly, proposed alterations to Governance Documents and notices of motion can be submitted by the SASA Council, an Affiliated Club, an Affiliated Swim School, Company Board Members or Chairs of National Committees.

Delete C3.1.1a and renumber C3.1.1b & c to C3.1.1a & b,
Add a new section C3.1.2 and renumber C3.1.2 & C3.1.3 to C3.1.3 & C3.1.4.
Amend C5.3, C5.8, C5.9, C5.15

C3.0 MEMBERSHIP and ANNUAL RETURNS

C3.1 Membership Groups

C3.1.1 SASA Membership Groups with voting rights.

- a) ~~SASA Life Members (C3.2)~~
- a) Affiliated Clubs (C3.3)
- b) Affiliated Swim Schools (C3.4)

C3.1.2 SASA Membership Groups with limited voting rights (refer to Section C5).

- a) SASA Life Members (C3.2)

C3.1.3 SASA Membership Groups with no voting rights.

- a) Athletes not Members of Scottish Clubs (C3.5)
- b) Associate Members (C3.6)
- c) Honorary Members (C3.7)
- d) Temporary Competitor Members (C3.8)

C3.1.4 Members will be given a unique registration number.

C5.0 SCOTTISH SWIMMING ANNUAL GENERAL MEETING (AGM)

C5.3 Individuals in Membership Groups with voting rights, in accordance with Sections C3.1.1 and C3.1.2, are permitted to vote for one group only, on any proposal/motion.

C5.8 SASA Council Members, Company Board Members and Chairs of National Committees of the Company shall be entitled to attend and take part in the proceedings. They are also entitled to vote if they are members of SASA.

C5.9 SASA Life Members shall be entitled to attend and take part in the proceedings. They are entitled to vote if eligible as per sections C5.4, C5.7 or C5.8.

C5.15 a) *Proposed alterations to Governance Documentation and notices of motion must be received by the Company not later than 1 June prior to the AGM.*
b) Proposed alterations to Governance Documentation and notices of motion may be submitted by the SASA Council, ~~SASA Life Members~~, an Affiliated Club or an Affiliated Swim School. Proposed alterations may also be submitted by Company Board Members or Chairs of National Committees of the Company provided they are members of SASA.

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Proposal PC2 (two thirds majority required)

Proposed by Susan Liddle, Scorpion Swim Team (SASA Council)

Seconded by Tony Dane, Livingston SC (SASA Council)

Briefing Note - This proposal to make one of the two District representatives to be SASA District President in order to improve accountability. The other District representative will remain as a decision by each District to select.

Amend C7.1.1c

C7.0 SASA MANAGEMENT

C7.1 SASA Council

C7.1.1 *The following shall be members of the SASA Council*

- c) Two representatives of each SASA District elected in accordance with Section C9.8.3, one of which will be the District President. If an elected representative(s) is unable to attend then a deputy from the appropriate District should attend, participate and vote.

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Proposal PC3 (two thirds majority required)

Proposed by Derek McGown, East Kilbride ASC (SASA Council)

Seconded by Graeme Marchbank, Perth City Swim Club (Company Chair & SASA Council)

Briefing Note - This proposal is to add a Young Ambassador Representative to SASA Council. This will give our younger members a direct voice and an insight into how the SASA Council operates within Scottish Swimming. There will be no fixed term for the position which allows flexibility in the selection of the member and an opportunity for rotation.

Add C7.1.1e

C7.0 SASA MANAGEMENT

C7.1 SASA Council

C7.1.1 The following shall be members of the SASA Council

e) Young Ambassador Representative.

* * * * *

Proposal PC4 (two thirds majority required)

**** Please Note that if Proposal CP1 is adopted then Proposal PC4 will be withdrawn ****

Proposed by Phil Cartwright, Thurso ASC (SASA Council)

Seconded by Jeremy Chittleburgh, Warrender Baths Club (SASA Council)

Briefing Note - This proposal is to allow SASA Council to have more flexibility in the selection of the SASA Appointment Panels for the Company Chair, Company Board Members and the Chief Executive Officer whilst ensuring that at least one of the SASA Council panel members is also on the Company Board. It also gives each of the panels the option of appointing an external adviser, with full participation rights, to their panel should they feel it is necessary.

Amend C7.4.1.1a & b, C7.4.2.1a & b and C7.4.3.1a & b. Add C7.4.4.

C7.4 SASA Appointments Panels

C7.4.1 The Company Chair Appointments Panel

C7.4.1.1 The Appointments Panel has the following membership

- a) One of the SASA President or the SASA Vice President who is on the Company Board.
- b) One other member of SASA Council, excluding the Company Chair.

C7.4.2 Company Board Members Appointments Panel

C7.4.2.1 The Appointments Panel has the following membership

- a) One of the SASA President or the SASA Vice President who is on the Company Board.
- b) One other member of SASA Council, excluding the Company Chair.

C7.4.3 Chief Executive Officer Appointments Panel

C7.4.3.1 The Appointments Panel has the following membership

- a) One of the SASA President or the SASA Vice President who is on the Company Board.
- b) One other member of SASA Council, excluding the Company Chair.

C7.4.4 The Panels in C7.4.1, C7.4.2 and C7.4.3 may appoint an external adviser as an additional panel member who shall be entitled to take part in the proceedings and shall have a vote.

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Proposal PC5 (two thirds majority required)

Proposed by Bruce Renfrew, Perth City Swim Club (SASA Council)

Seconded by Gillian Strathearn, University of Stirling (Company Board Director)

Briefing Note - Following a review of the current regulations for Clubs in the SASA Constitution, this proposal is to strengthen the rules governing Safeguarding, Wellbeing and Protection. Please note that the Case Management Review Group (C10.6.4 below) is defined in proposal PR4 which is linked to this proposal but they are not dependent on each other.

Amend C10.6.3c and C10.6.4

C10 CLUBS

C10.6 Safeguarding and Wellbeing and Protection Officer (WPO)

C10.6.3 The following Club personnel or employees must comply with the Company's Wellbeing and Protection code of practice or they will be subject to the sanctions detailed therein.

- c) All regulated and non-regulated roles, as detailed in the Company's Wellbeing and Protection code of practice and the safer recruitment policy.

C10.6.4 Clubs who do not comply with C10.6.1, C10.6.2 and C10.6.3 are subject to disciplinary action by the CEO on the recommendation of the Company utilising the Case Management Review Group where appropriate.

**** If Proposal PR4 is adopted C10.6.4 will be amended to refer Company Rules Section R13.2.3 ****

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Proposal PC6 (two thirds majority required)

Proposed by Joanne Sayer, Larkhall Avondale ASC

Seconded by Margaret Riach, Life Member (National Championships/Events Convenor)

Briefing Note - The eligible ages for the W G Todd Prizes and Cups were amended to be based on the age groups of the European Junior Swimming Championships. These ages groups have been amended, by European Aquatics, to both be up to the age of 18 (age at 31 December). This proposal is to amend the WG Todd and Prizes ages to keep them in line with the amended European Junior ages. The gender definitions (Girl and Boy) are also being amended in line with the Scottish Swimming Transgender Policy.

Amend C11.4.10.1a & b.

C11.0 AWARDS and HALL of FAME

C11.4 Sport Awards

C11.4.10 W G Todd Prizes and Cups

C11.4.10.1 Two W G Todd Prizes and Cups shall be awarded as follows:

- a) Female Swimmer of the Year aged 18 years or under at 31 December.
- b) Male & Open Swimmer of the Year aged 18 years or under at 31 December.

* * * * *

Resolution RA1 (two thirds majority required)

Proposed by Les Rodger, Livingston SC (Open Water Committee Chair)

Seconded by Jim Gallacher, Life Member (Open Water Committee)

Briefing Note - This Open Water Committee has co-opted a Volunteer Coordinator onto their committee for several years and are now co-opting a Lead Coach. They now want to make these posts permanent positions on their committee and increase the quorum to 5.

Add A3.1.3.7.4g & A3.1.3.7.4h.

Renumber A3.1.3.7g & h to A3.1.3.7i & j and Amend A3.1.3.7j.

A3.1.3.7.4 Open Water Committee

g) Volunteer Co-ordinator.

h) Lead Coach.

i) Co-opted Members, if necessary, subject to approval of the Company Board.

ii) The quorum for Open Water Committee meetings shall be five, excluding co-opted members, provided at least 2 Districts are represented.

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Proposal PR1 (simple majority required)

Proposed by Kieran Watt, University of Stirling (Company Board Director)

Seconded by Colin Kennedy, Life Member (Editorial Board)

Briefing Note - This proposal is to introduce a "Grandparent" eligibility criteria for representing Scotland. The recommendation of the Coaches Technical Panel (CTP) is that a grandparent rule should be included/added on the grounds that it will potentially help Scotland draw down on a wider group of future international athletes and it will align with some other countries (e.g. Swim Wales) and other sports. It will also align with the current Commonwealth Games Federation and Commonwealth Games Scotland ruling for Scottish eligibility at the Commonwealth Games

Amend R4.5.3a(ii)

Add R4.5.3a(iii) and renumber R4.5.3a(iii) to R4.5.3a(iv)

R4.5 Eligibility

R4.5.3 A competitor selected to represent Scotland must be a registered member of SASA as per SASA Constitution Sections C3.3 or C3.5 and must be either:

a) for all meets, other than the Commonwealth Games, either

i) a native of Scotland or

ii) a person with a Scottish parent or

iii) a person with a Scottish grandparent or

iv) a person who has been resident in Scotland for a minimum of 12 months prior to the first day of competition.

* * * * *

Proposal PR2 (simple majority required)

Proposed by Wendy Tubi, West Edinburgh Stingrays WP (Water Polo Chair)

Seconded by Blair Prentice, Life Member (Editorial Board Chair)

Briefing Note - With the changes to Water Polo Competitions and the increase in 2nd Claim Clubs by Water Polo players over recent years the "District" representation restriction in the Company Rules is outdated. This proposal will remove the restriction and any required restrictions will be included in the relevant meet information

Delete R5.1.5a and renumber R5.1.5b & c to R5.1.5a & b

R5.0 CLUB / TEAM (Membership)

R5.1 Club Membership

R5.1.5 In Water Polo the following shall apply:

- ~~a) A Water Polo player may only represent one District during the period 1 January to 31 December in any one year.~~
- a) Subject to Rule R5.1.5(c) a Water Polo player may play for their first or second claim club in any Scottish competition. Once committed to a team for a particular age group in that competition, they cannot play for another team in the same age group within that competition for the duration of that competition.
- b) A Water Polo player may play for their second claim club in any Scottish competition with the written permission of their first claim club.

* * * * *

Proposal PR3 (simple majority required)

Proposed by Derek McGown, East Kilbride ASC (SASA Council)

Seconded by Margaret Somerville, Life Member (Editorial Board)

Briefing Note - To clarify, that the Complaints Officer can consult other Scottish Swimming Staff or Legal Advisers before deciding whether a complaint should go before a Complaints Panel

Amend R12.4.1b

R12.0 COMPLAINTS AND APPEALS GENERAL

R12.4 Complaints Officer

R12.4.1 The Company Board shall also appoint a Complaints Officer whose responsibility includes (without limitation):-

- b) Deciding whether a Complaint should go before the Panel. That decision may, but is not obliged to, be taken in conjunction with one or more of the CEO, Director of Aquatics Development, Safeguarding Manager, Services Manager or the Scottish Swimming Legal Adviser.

* * * * *

Proposal PR4 (simple majority required)

Proposed by Gillian Strathearn, University of Stirling (Company Board Director)

Seconded by Bruce Renfrew, Perth City Swim Club (SASA Council)

Briefing Note - To improve and bring up to date the Safeguarding governance in Company Rules Section 13 (Complaints). Section 14 (Appeals) and Section 15 (Complaints and Appeals Hearing Protocols). This includes adding in details of the Case Management Review Group, Lead Case Officers and clarification of suspension and removal of membership processes.

Amend Index R13.2

Amend Index R15.2

Amend R13.2, R13.2.1, R13.2.2, R13.2.2b,

Add R13.2.2c and renumber R13.2.2c to R13.2.2d and Amend R13.2.2d.

Add R13.2.3 and renumber R13.2.3 & R13.2.4 to R13.2.4 & R13.2.5 and Amend R13.2.4, R13.2.4d, &

Amend R13.2.5 and Add R13.2.5b and renumber R13.2.5b to R13.2.5c and Amend R13.2.5c.

Add R13.2.6 & R13.2.7 and renumber (existing) R13.2.5 to R13.2.8

Amend R13.3.4, R13.4.2, R13.8.5

Amend R14.2.3, R14.2.7

Amend R15.1.3, R15.1.4

Amend R15.2, R15.2.4, R15.2.5, R15.2.6

Index

R13.2 Complaints Involving Wellbeing & Protection Concerns or Criminal Offences

R15.2 Attendance of Witnesses and Questioning of Attendees

R13.0 COMPLAINTS

R13.2 Complaints Involving Wellbeing & Protection Concerns or Criminal Offences

R13.2.1 If the complaint involves wellbeing or protection, vulnerable group protection or other criminal offences the complaint shall be referred to the Company within 48 hours. Failure to do so may result in disciplinary action. The appropriate case management processes shall be followed by the Lead Case Officer who shall be one of the following, the CEO, Scottish Swimming Legal Adviser, Director of Services, Safeguarding Manager, Director of Aquatics Development or the Company Chair. For such cases no fee is required and the initial contact need not be in writing. Where considered necessary as part of managing cases appropriately the Children 1st Case Management Support Service or other relevant agency may be utilised.

R13.2.2 Upon receipt by the Company of:

- b) notification that an individual is the subject of an investigation by a statutory agency such as the police, a local authority social/child services department or any other authority relating to an offence; or
- c) notification from Disclosure Scotland that an individual is being considered for listing/barring from regulated work or
- d) other evidence which causes the designated Lead Case Officer to reasonably conclude that an individual may have committed an Offence

in any such case, with the support of the Case Management Review Group, the CEO may impose upon the individual an interim suspension, as a precautionary measure, from any event or activity promoted or authorised by the Company or anybody directly or indirectly affiliated to Scottish Swimming wherever held.

R13.2.3 Case Management Review Group. This group is designed to allow more support to the Lead Case Officer and the CEO when making decisions regarding wellbeing & Protection case outcomes.

R13.2.3.1 The group shall have a Term of Reference which will be approved by the company Board and will include:

- a) the remit and scope of the group,
- b) the recruitment and selection process of members,

The allocation of a case to the group will be managed by the Lead Case Officer

R13.2.3.2 The group can provide the following support to the Lead Case Officer as appropriate:

- a) Produce recommendations on the outcome of a case investigation being handled by Scottish Swimming to inform decision making processes
- b) Reviewing a case and its outcomes that has been handled by Scottish Swimming in line with the Case Management Review Policy
- c) Where necessary carrying out a review of a case and its outcomes that has been handled by a Club in line with the Case Management Review Policy
- d) Liaise with the Lead Case Officer and CEO to review any information or recommendations provided by the Case Management Support Service (or other required agency) when utilised
- e) Support the Complaints or Appeals Committee with specific wellbeing & protection case information/interpretation as considered appropriate

R13.2.4 In reaching their determination, while an investigation progresses, as to whether an interim suspension should be imposed the CEO in conjunction with the Case Management Review Group shall consider, amongst other things, the following factors:

- d) whether a suspension is necessary or proportionate to allow conduct of any investigation (by the Company or any other authority or body) to proceed unimpeded. This would include the utilisation of the Case Management Support Service where appropriate.

R13.2.5 Where an individual shall have been convicted or have been the subject of a caution in respect of an Offence the CEO with recommendation from the Case Management Review Group shall have power to impose summarily the following penalties:

- b) the suspension from any or all event(s) or activity promoted or authorised by the Company, or any other body directly or indirectly affiliated to the SASA wherever held:
 - i) for a set period of time as a consequence of the outcome(s) of the case investigation
 - ii) until a required condition has been met on the outcome(s) of the case investigation
- c) the removal of membership of the individual from any event or activity promoted or authorised by the Company or any other body directly or indirectly affiliated to Scottish Swimming wherever held.

There shall be a right of appeal under this Section R13.2.5.

R13.2.6 When a member is issued with a suspension, whether it is an interim or fixed period suspension, an independent staff point of contact will be appointed to the member. This individual will be appointed at time of communication of the suspension to the member by the Lead Case Officer.

R13.2.7 Where a member has been suspended, had their membership removed or where disciplinary action been taken a review of the case shall be carried out as detailed in the Case Management Review Policy.

R13.2.8 Without prejudice to the generality of Section R13.2.5 the Company may from time to time issue guidance or directions with regard to compliance with Section R13.2.5.

R13.3 Making a Complaint and Complaints Procedure

R13.3.4 On receipt of a Complaint it shall be at the sole and unfettered discretion of the Complaints Officer, subject to R12.4.1(b) will decide whether a Complaint is:-

R13.4 If Investigation

R13.4.2 The Complaints Officer shall thereafter be entitled at any time to decide to refer a Complaint to the Complaints Panel, take no further action or order that alternative dispute resolution be pursued. In making this decision the Complaints Officer may, but is not obliged to, take advice from the Case Management Support Service.

R13.8 Complaints Hearings - Preliminary Matters, Investigations and Procedures

R13.8.5 A Committee may be assisted by a secretary, other clerk, legal adviser and/or technical expert. The secretary, clerk, legal adviser and/or technical expert shall be entitled to take part in the proceedings, except that they shall not have a vote. Any advice given by any technical expert shall be disclosed to parties in advance of any determination being made by a Committee and parties shall be afforded a reasonable opportunity to make representations on such advice before any determination is made. A technical expert for the purposes of this clause shall include the Case Management Support Service.

R14.0 APPEALS

R14.2 Appeals Committee

R14.2.3 If a personal hearing takes place then the appealing party is entitled to be present and to have a companion present. They are also entitled to have their legal representative, if any, present at the hearing along with the Complaints Officer (and any legal representative they may choose to bring).

R14.2.7 The Appeals Committee may, but is not obligated to, take advice as per R13.8.5 and shall have the following powers upon hearing an appeal:

R15.0 COMPLAINTS AND APPEALS HEARINGS PROTOCOLS

R15.1 Rules of Evidence

R15.1.3 Such evidence may include:

a) Evidence whether in writing, audio/visual, photographic or any other media:

R15.1.4 The Committee Chair shall obtain from Scottish Swimming the record of previous offences/wellbeing and protection concerns, if any, of the alleged offender. If the Complaints Officer, CEO or Safeguarding Manager is not in attendance at the hearing. It shall be supplied in a sealed envelope which shall only be opened once sanction is to be considered.

R15.2 Attendance of Witnesses and Questioning of Attendees

R15.2.4 All attendees, including Complainants, Respondents, Appellants and Witnesses, will not be questioned or cross-examined by any persons present at a hearing, except by appointed members of the Complaints/Appeals Committee.

R15.2.5 Other persons present at any such hearing are permitted to ask questions addressed to an attendee (as per R15.2.4) through the Chair and with the permission of the Chair of either Committee.

R15.2.6 At any hearing the Committees shall be entitled to ask such questions of any attendee (as per R15.2.4) as they consider necessary for deciding the matter.

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MATTERS THE SASA NEEDS TO CONSIDER AS SOLE MEMBER OF THE COMPANY

ITEM 10

None

NOTICES OF MOTION

ITEM 11

None

President	Derek McGown	All Districts
Vice President	Tony Dane	All Districts
Vice President	Phil Cartright	All Districts (<i>dependant on CP1</i>)
District Reps	Jeremy Chittleburgh	East District Member
	Susan Liddle	East District President
	Bruce Renfrew	Midland District Member
	Chris Simpson	Midland District President
	Kerry Christie	North District President
	Phil Cartwright	North District Member
	Hazel Hastings	West District President
	Joanne Sayer	West District Member
Company Chair	Graeme Marchbank	Chair

NOMINATIONS FOR MEMBERS OF NATIONAL COMMITTEES

All National Chairs and Staff Nominees are listed for information only.

ARTISTIC SWIMMING COMMITTEE		
Chair:		Phyllis McLean
A representative from each Club:	Clydebank ASC	Susan Anderson
	Edinburgh Artistic SC	Margo Wimberley
	Fife Artistic SC	Lesley Bloomer
	Grangemouth ASC	Lindsay Makin
	Kirkintilloch & Kilsyth ASC	Vacant
	Nairn SSC	Steve MacGregor
	North Ayrshire ASC	Katy Keldridge
Events Co-ordinator:		Elizabeth Bowman
Technical Officials Co-ordinator(s):		Margo Wimberley/ Elizabeth Bowman
Strategic Support:		Stephen Milne

COACHES TECHNICAL PANEL	
Chair/sportscotland Partnership Manager:	Aileen McGillivray
Coach(s):	Andrew Addison
	Laurel Bailey
	Laura Bowie
	Brad Hay
	Ross McCafferty
	Patrick Miley
	Director of Aquatics:
National Coach:	Ian Wright
Swimming Pathway Coach:	Kerry Wood

DIVING COMMITTEE		
Chair:		Robert Heatly
Clubs:	Aberdeen Diving Club	Kim Young
	Ayr Diving Club	Peter Smith
	Dundee City Aquatics	Lindsay McNally
	Edinburgh Diving Club	Becky Gallantree
Events Co-ordinator		Kimberly Young
Technical Officials Co-ordinator		Vicki Tomlinson
Strategic Support:		Jordan Young

MASTERS SWIMMING COMMITTEE		
Chair:		Eddie Riach
Committee:	East	Mark Jones
	Midland	Iain Ford
	North	Andy Wheeler
	West	Graeme Schreiber
Events Co-ordinator:		Margaret Riach
Technical Officials Co-ordinator:		Vacancy
Strategic Support:		Andy Maguire

OPEN WATER COMMITTEE		
Chair:		Les Rodger
Committee:	East	TBC
	Midland	Stewart Halliday
	North	Iain Chirnside
	West	Robert Taylor
Squad/Team Manager:		Richard Collins
Events Co-ordinator:		Kirsty Ewen
Technical Officials Co-ordinator:		Ralph Payne
Health & Safety Co-ordinator:		Jim Gallacher
Strategic Support:		Colleen Blair
Volunteer Co-ordinator: should proposal RA1 be approved		Nicole Simpson
Lead Coach: should proposal RA1 be approved		Richard Collins

SWIMMING COMMITTEE		
Chair:		Nigel Scott
Committee:	East	Lynne Rafferty
	Midland	Lorna White
	North	Gregor McMillian
	West	John Deans
National Championships/Events Convenor:		Margaret Riach
Technical Officials Rep:		Neil Valentine
BSCA Rep:		Gordon Glasgow
Disability Performance Development Manager:		Paul Wilson
Director of Aquatics:		Vacancy

STO COMMITTEE		
Chair:		Matt Huntington
Committee:	East	Ian Peebles
	Midland	Fiona Crawford
	North	Durno Jessiman
	West	Sheena McCall
Open Water Rep:		Les Rodger
Elected Member(s):		Susan Liddle
		Vacancy
Strategic Support:		Sean Dawson

WATER POLO COMMITTEE		
Chair:		Wendy Tubi
A representative from each Club:	Aberdeen WPC	Ailsa Gordon
	Dunfermline WPC	Richie Metcalfe
	Forth Valley WPC	Andrew Miller
	Glasgow University WPC	Harrison Collie-Duguid
	Kirkintilloch & Kilsyth ASC	Alan Scobie
	Menzieshill WPC	Jillian Livie
	Portobello ASC	Sally Williamson
	Stirling WPC	David Dalziel
	Strathclyde University WPC	Isla McDonald
	Warrender WPC	Christine Braban
	West Edinburgh Stingrays	Julia Kerr
	Western Baths WPC	Euan Mitchell
Events Co-ordinator:		Vacancy
Technical Officials Co-ordinator(S):		Ben Parsons/ Sam Muir
Finance Co-ordinator:		David Dickson
Strategic Support:		Anthony Manfredi

CONFIRMATION OF APPOINTMENTS

ITEM 14

FOR INFORMATION

Honorary Legal Adviser:	Harper Macleod
Honorary Medical Adviser:	Dr Carrie McCrea
Independent Examiners:	Drummond Lawrie

AQUATICS GREAT BRITAIN JUDICIAL PANEL MEMBERS

Judicial Panel:-	Allan Fletcher
	Elizabeth Stewart
	Moraig Macdonald
Appeal Panel:	Doris Mair
Appointments Panel:	Margaret Somerville