



Members Report

April 1st 2024 - March 31st 2026



Scottish
Volleyball

Our Vision, Mission & Values

Vision – Our vision is to develop an industry-leading support network for our players, coaches, clubs, and officials which allows everyone to reach their maximum potential. This creates national teams across all forms of the sport which are competing on the world stage.

Mission – Our mission is to promote and develop the sport of volleyball in Scotland, inspire, and engage with the wider sports community, whilst making an impact on the world stage.

Values – Everything the organisation and its members do will be underpinned by these principles: **Fairness, Equality and Respect.**



Professionalism – The staff, volunteers and all involved in our sport will always conduct themselves in a professional manner, protecting the image of the sport and always acting in its best interest.

Resilience – We will be resilient in our pursuit of excellence and success.

Innovation – We will explore and utilise new methods and technologies that will allow us to develop our sport and support our membership.

Communication – As an organisation we will communicate effectively with, and listen to, our membership.

Excellence – We will strive for excellence in everything we do, constantly pushing the boundaries of what is believed to be possible.

Contents

Page 4	Board Directors and Staff
Page 6	CEO Report
Page 10	Financial Overview
Page 12	Competitions and Events
Page 13	Coaching
Page 15	Development and Community
Page 17	Workforce and Welfare
Page 18	Students
Page 19	Beach Performance
Page 21	Indoor National Teams
Page 23	Officials
Page 25	Sponsors and Partners



With special thanks to Lynne Marshall and Michael McConville (VolleyballPhotos) for the use of their amazing photos throughout this report.

Board Directors and Staff

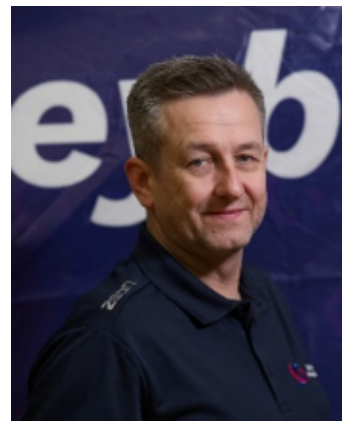
Current Board



Leigh Watson
Chair of the SV Board



Jean Bruce
Vice Chair & HR Director



Andrew Fleming
President



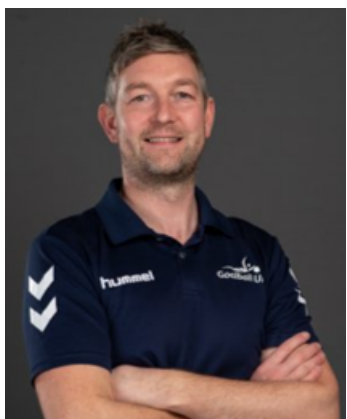
Grant Guthrie
Finance Director (Interim)



Georgia Shirreffs
Corporate Governance



Bill Stobie
Technical Director



Gary Fraser
Performance Director



Keith Macleod
Marketing & Sponsorship
Director



Margaret Ann Fleming MBE
Chief Executive Officer

Board Directors and Staff

Staff



Margaret Ann Fleming MBE
Chief Executive Officer



Blair Pettigrew
Head of Development



Ally Jack
Head of Performance
& Coaching



Hannah Clark
Administrative &
Membership Officer



Lewis Sinclair
Logistics and
Operations Lead



Rachael Gunn
HP Beach Coach



Tyler Hurdle
Competitions &
Events Officer



Danny Traylor
Workforce &
Welfare Officer



David Thomson
Community
Development Officer



Harry Orr
Foundation
Development Officer



Maddy Weber
Foundation
Development Officer
(Maternity Leave)

CEO Report

Margaret Ann Fleming MBE

Our “We are Volleyball” Strategic Plan became operational on 1st April 2023, with its conclusion due on 31st March 2027. This 2024–2026 bi-annual report covers a pivotal two years of delivery for us as an organisation.

The plan “We are Volleyball” was based around the three principles of Recover, Rejuvenate and Refocus, as like many across the sporting landscape we were still feeling the effects of the impact of the Covid pandemic.

The plan has five focus areas: workforce, clubs, community, performance and governance, with an overarching delivery on equality, diversity and inclusion.

The Board, staff, members, officials, coaches and volunteers of our sport have all had a crucial and successful role in the delivery of the targets set out in the plan.



Achieved Outcomes and Work in Progress



- We moved away from the traditional regional development remits to national roles; the creation of a dedicated workforce officer has enabled more opportunities for volunteering, upskilling, and the recruitment and retention of key voluntary roles such as officials, coaches and commissions.
- The appointment of our Head of Development has been hugely successful, not only in providing support to Board and the CEO, but within operational management and in key decision-making, and the day-to-day delivery of volleyball.



- Live stream and social media growth, across all platforms and the new website.
- New coaching structure introduced – move to modular, aligned with the new Scottish Coaching Certificate framework.
- Three new FIVB internationally qualified coaches and one new FIVB internationally trained tutor.
- Success in the request for further funding from **sportscotland** for the coaching subsidy.



- New Summer Sets and Local Leagues.
- Increase in School Festivals and Ambassador Courses.
- Record numbers of Schools participating in the reintroduced Schools Cup.
- Increased junior membership, 2,000 reached.



Performance

Performance is a key strand of our strategic plan, working closely with CEV and the FIVB empowerment project in the creation of new opportunities for our indoor and beach programmes, under the leadership of two high performance leads.



Outcomes: Opportunities - delivering for our members



- Record number of teams competing in international beach tournaments, earning over 3,000 world ranking points – a record for the Scottish programme.
- Most successful member in European Zonal Association over 2024–26 indoor seasons, with two gold, one silver and three bronze medals from eight competitions.
- Won 5 out of 6 medals at Senior SCA Zonal Beach Championships.
- U20 Men's National Team qualified for 2024 European Championships Finals.
- Four junior beach pairs qualified for U20/U22 European Championships Main Draws in 2025, alongside two junior beach pairs already qualifying for the U18/U20 European Championship Main Draws in 2026.
- Tartan Talent Pathway has expanded, and now includes U22, U20, U18 teams for both genders, working in a 2-year cycle with pre-performance supporting player and club development.



Governance

Governance is the integral part of our new plan and complements everything we do over the other four strands. As founding members of the European good governance project Erasmus+ we aim to be industry leaders in all aspects of governance.



Outcomes: Transparent and positive governance - delivering for our members

- Organisational restructuring
 - Child protection and welfare
 - External auditors compliance
 - Financial sustainability
 - New website design
 - UKAD Anti-doping
 - FIVB project platform
 - Equality, Diversity and Inclusion
- WORK IN PROGRESS
- WORK IN PROGRESS

#WeAreVolleyball



- Scottish Volleyball successfully completed and delivered an external KPMG audit in 2025, with a rating of satisfactory with comment. One of the actions received was the need for us as an organisation to update and revise our Articles and Bylaws.
- This project has evolved over 2025–2026, with the appointment of a new Board Governance and Compliance Officer, Georgia Shirreffs, with both now being presented to our members for approval in 2026.
- Member and stakeholder consultation completed to inform next strategic plan.
- Moving to Inclusion self-assessment completed in partnership with **sportscotland** and the Scottish government.
- Financially stable with an increase in external funding.
- Blair Pettigrew elected SCA President.
- Re-election of CEO to FIVB and CEV Boards

Overview of membership increase through the “We Are Volleyball” Strategic Plan 2023–2027

	2023–2024	2024–2025	2025–2026	2026–2027 (Target)	% increase over plan
Players	1322	1434	1550	1650	25%
Coaches	119	170	220	270	126%
Officials	155	203	230	265	30%
Clubs	14	17	21	26	85%
Teams	66	64	73	82	25%
School Festivals	420	650	720	850	102%
Schools Cups	186	294	350	400	115%

I wrote this several years ago and the sentiments remain today, “our sport is full of dreams, ambitions, and remarkable people”. As CEO and a passionate volleyball professional, I could not be prouder of our sport — of the clubs, players, volunteers, officials and supporters who make it what it is. Every person who gives their time and passion helps drive our game forward. As our plan states: We Are Volleyball — and together, we are one.

My sincere thanks to everyone who has contributed to this full report.

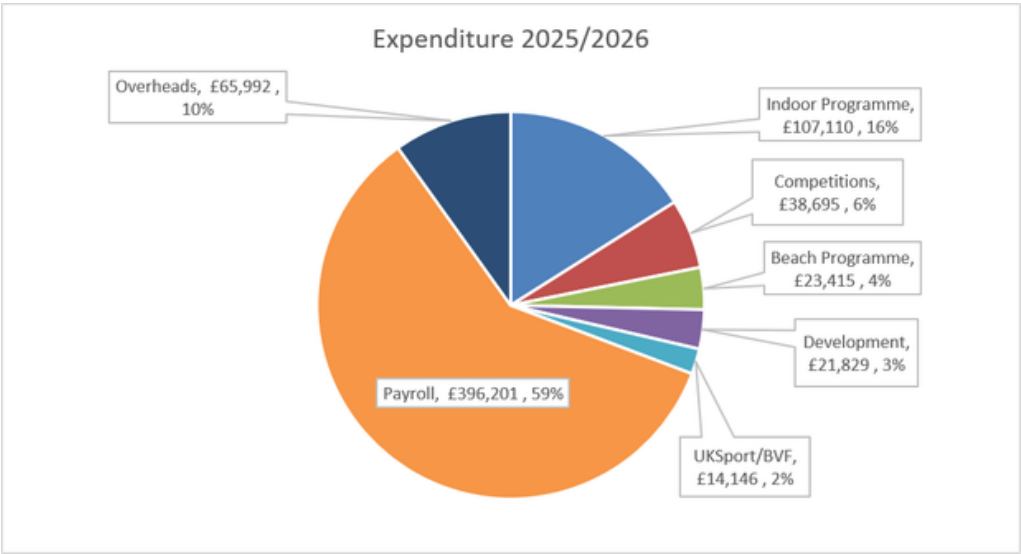
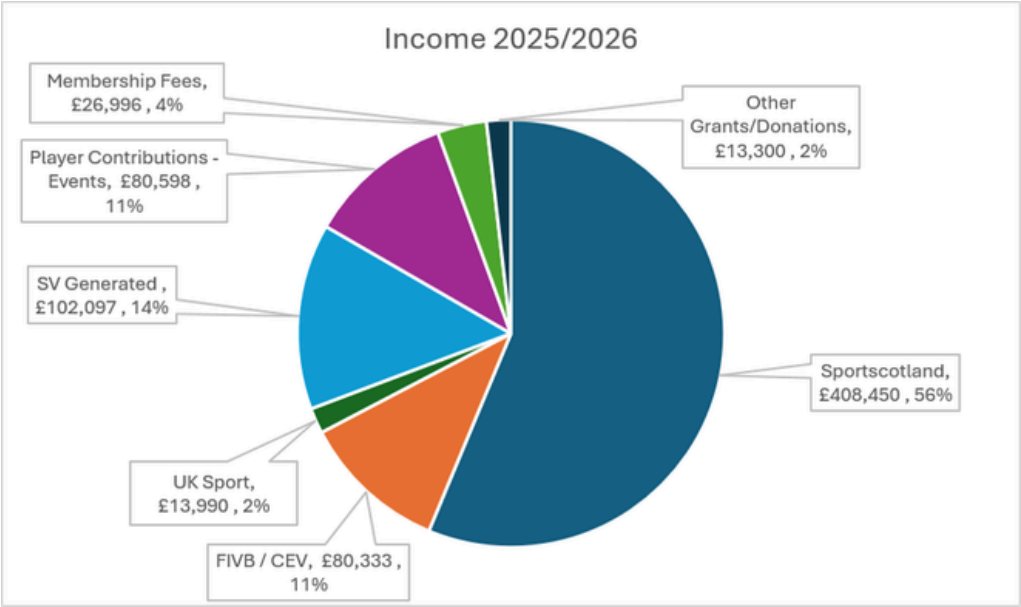
Margaret Ann Fleming

Margaret Ann Fleming MBE
Chief Executive Officer



Financial Overview

Ailien Pallot



Scottish Volleyball – Summary Accounts Statement
Year Ended March 31, 2026

	25/26		24/25	
	£	£	£	£
INCOME - Restricted funds				
Sportscotland	408,450		396,951	
FIVB	77,383		46,402	
CEV	2,950		3,392	
UK Sport	13,990		75,188	
Other Grants	7,500		2,691	
Sponsorship / Donation	5,800		27,250	
Player Contributions - Events	63,581		59,805	
Player Contributions - Subscriptions	17,017		36,200	
	596,670		647,879	
INCOME - Unrestricted funds				
Membership Fees	26,996		23,767	
League/Cup - Player Registrations	52,824		34,683	
League/Cup, Team/ Club/ School/ Uni/ College Registrations	14,572		11,371	
Course Income	14,755		7,731	
Miscellaneous other income	19,946		22,019	
	129,093		99,571	
TOTAL INCOME	725,763		747,449	
EXPENDITURE - Payroll				
Performance	96,983		83,632	
Development	140,198		122,415	
Organisation	159,019		178,772	
Sub Total - Expenditure - Payroll	396,201		384,819	
Performance - National Teams				
Performance - Beach - Senior	8,130		30,714	
Performance - Beach - Junior	15,285		10,980	
Performance - Indoor - Senior	6,718		14,519	
Performance - Indoor - Senior - Events	24,079		24,513	
Performance - Indoor - U20M			80,862	
Performance - Indoor - Junior	12,112		1,693	
Performance - Indoor - Junior - Events	57,609		14,418	
Athlete Support	6,592		6,592	
	130,524		184,290	
Development - programmes				
Coaching	10,705		7,013	
Workforce, District, Schools, Clubs	3,654		9,164	
Commissions	7,470		6,849	
	21,829		23,027	
Competitions				
Competitions - Domestic	24,449		23,682	
Competitions - International	14,246		18,150	
	38,695		41,832	
UKSport/BVF programmes	14,146		71,493	
	14,146		71,493	
Organisational - overheads	65,992		68,933	
	65,992		68,933	
Sub Total - Expenditure - Programmes	271,186		389,576	
TOTAL EXPENDITURE	667,387		774,395	
Surplus/(Deficit) position	58,375		- 26,945	
FUNDS held in reserve	202,075		144,216	

Competitions and Events

Tyler Hurdle

Overview

- Competitions and Events is mainly an office-based role, working directly with clubs, coaches and officials to organise the Scottish Volleyball Leagues and Scottish Cups/Plates. This role involves creating the yearly competition calendar, general league management, and working with members to ensure the successful completion of the competitions on offer each season.
- Events we hosted: International Competitions (SCA Indoor and Beach Championships, CEV Beach Nations Cup), Cup Finals Weekend, Semi Finals, and Premier Play-Offs.
- Key people we work with: Members and clubs, CEV Development and Beach teams, SV Performance staff, SV administration staff, clubs and their administrators, Competition Disputes Panel, coaches, and referees and the referees' commission.



Challenges

- Rising cost of hall lets is a major and continuing concern that affects clubs and our organisation in terms of the successful running of the events we host.
- The cost of living is having an impact on the ability of clubs and their players to participate fully, and we need to make sure that volleyball does not become a sport in Scotland that prices people out.
- Currently facing a shortage of volleyball referees to help facilitate the increase in teams in the volleyball leagues. The Competitions Officer and Workforce Officer are working together with the referees' commission to combat this.

Coaching

Ally Jack

Overview

- Further coach subsidy achieved from 1st April 2026.
- Use of FIVB coaches to support delivery of future events, including SV Coaching Conference, professional development opportunities and development of the new Head Coach Award.
- More accessible courses due to decreased cost and more flexibility in delivery method.

Key Achievements 2024–2026

- New Development Coach Award established, with 3 units moved to online automated delivery, supporting the Moving to Inclusion framework by providing more accessible courses.
- 1 Coach achieved FIVB III and 3 coaches received FIVB II qualifications.
- 75% reduction in cost of Development Coach Award for women & U25's, and 50% for others achieved through **sportscotland** coach subsidy.
- Outline of Coach Licensing Scheme and operation of credits approved by the Coaches Commission, and planned using the membership system.
- SV Annual Coaching Conference established.

Future Challenges

- Skillset and time of moving courses to Brightspace.
- Head Coach Award has 4 times the number of units of the Development Coach Award, which requires a higher level of expertise and increased time to write and deliver the course.
- The growth of the Scottish Volleyball Coaching Conference requires a bigger venue, with more than one speaker at a time. This will provide options for coaches who attend, and cater for coaches at all levels.



Future Deliverables

- Professional development activities cover all areas of the effective coaching map outlined by **sportscotland**.
- Coaching budget to support professional development opportunities led by experts from outside Scotland and outside of volleyball.
- Performance blueprint established for coaches working within the National Team pathway to support their delivery, and shared with coaches working with potential National Team athletes.
- Soft launch of Coach Licensing Scheme.
- Annual Professional Development Calendar published.
- Scottish Volleyball Head Coach Award established.
- Courses moved to the Brightspace platform.

Coaches Commission - John Scrimgeour

Overview

- The Commission meets two or three times a year.
- This small group of experienced volunteers are trying to enhance the coaching workforce with better knowledge, information and skills to progress the game in Scotland.
- All members are heavily involved in club development, giving up their time as often as they can.
- The development of coaching courses currently sits within the remit of the Scottish Volleyball Coaching Manager.
- The Development Coach award has been developed, and the three module format appears to be well received by club coaches.

Challenges

- It has been difficult to attract new members to the Commission. There are 4 male members and 1 female. Alison Platts is a vital member, often giving a different perspective to the other coaches.
- As Commission President, my preference is to hold meetings in person, however meeting online is more accessible and less time consuming.
- Coach Developers, Tutors and Mentors have to be trained, and this is a time consuming process, with currently low numbers and a significant amount of time required from volunteers to be involved.
- The function of the Commission has changed, with greater input from members of staff employed to deliver and improve coaching.
- Better communication is required if this Commission is to continue, specifically with clearer terms of reference for the roles and responsibilities of staff and commission members.



Key Achievements 2024-2026

- We have delivered a Coach of the Year award each year, recognising those who work hard to develop the game and their skills. As a commission we are currently reviewing the criteria for this award.
- The Commission have been striving to introduce a Coach Licence Scheme to improve the standard of coaching. Progress has been made, however there is recognition that the roll out of this scheme requires greater momentum.
- The Scottish Volleyball Coaching Manager has started to revive the coaching courses with reduced time and online modules for members. The work to upload this material on Brightspace is continuing.
- We have contributed to funding the digital analysis projects for Premier League teams over the past two years.

Future Deliverables

- It is the desire of the Commission to implement the Coach Licence Scheme, with every SVL coach to be qualified and engaged in the Scheme by January 2027.
- Expand the membership of the Coaches Commission to include all disciplines and levels of the game.
- The delivery of the Development Course to be available in each area of the country at the start or end of each season.
- The Head Coach award to be written, and the first part delivered before the start of season 2027/28.
- Offer qualifications to clubs in all regional areas to help improve the quality of recreational play. This should be part of the pathway for player development.
- Develop criteria for a meaningful and inspirational Coach of the Year award.

Development and Community

Blair Pettigrew

Overview

The past two years have been a highly successful period for the development team, with an increase in participation numbers through growth in festivals, Schools Cup entries, Ambassador and Young Officials' courses complimenting strong sector growth in the student game. Transferring these young players into our club network continues to be a stumbling block with many young school aged players being lost to the sport due to lack of community-based opportunities. This is an area that Scottish Volleyball can not rectify on our own and need buy-in from clubs and local authorities. Our role is to make sure we are providing support to the potential providers of these community-based opportunities.



Challenges

- Ever-rising hall hire costs are a challenge, as many of our festivals are getting to capacity. This requires larger venues, with an increase in cost.
- The remit of the Foundation Development Officer is the whole of Scotland, making it challenging and costly to deliver in more rural or far-out regions of the country.
- Administration around pupil memberships is improving, but still a rather onerous task due to the systems we have in place.
- We have found that when we send out our event or delivery information to Active Schools Coordinators, it doesn't always reach the PE department.

Key Community Development in 2024-2026

- Strengthened partnerships with Scottish Student Sport, Active Campus Coordinators, colleges and universities.
- Produced new student resources and introduced the Glasgow Student Local League pilot.
- Developed and launched Summer Sets, securing external funding to support national expansion and the future Winter Jumpers programme.
- Continued to support clubs and volunteers through partnership working, development advice and community engagement.
- Increased focus on creating stronger connections between education, community participation and club volleyball to support long-term participation.



Key Foundation Development in 2024–2026

- We delivered over 41 Ambassador Courses over the past two years to over 700 school pupils, many of which went on to do delivery within their cluster primary schools.
- We saw the introduction of the Young Officials Course in the 2025/26 school year, with 3 schools participating and using what they have learned in school competition settings.
- Our festival participation has seen a significant increase. We reintroduced junior and senior festivals in the North of Scotland which have been greatly received. This past school year, over the 6 festivals hosted we had a total of 156 teams competing.
- The Schools Cup has seen the largest amount of participation with a total of 52 teams playing across the boys and girls competitions last year.
- Foundation Development oversees the CEV Schools Project, helping to increase the number of volleyball participants between the ages of 6 to 14, by collaborating with schools, communities and local authorities at the grassroots level.
- We have sent 12 participants over the past 2 years to the CEV Coaches Convention, where they have brought back what they have learned to various schools and club settings.



The introduction of dedicated Foundation and Community Development roles has allowed both areas of Scottish Volleyball to develop their own identity over the past two seasons, while continuing to work closely together to support the wider strategic aims of the organisation.

Workforce and Welfare

Danny Traylor



Overview

- Expand flexible learning and development through SVLearn and officiating seminars, giving coaches and referees accessible expertise, guidance on new rules and stronger match-management skills.
- Build the digital capability of officials and volunteers by using Tiebreak Tech for live electronic scoring, and developing transferable event-delivery skills.
- Strengthen partnerships with clubs to create meaningful event roles for young people and maintain a dependable volunteer workforce across Scottish Volleyball events.
- Maintain safe, inclusive junior environments by ensuring coaches hold current PVG and Child Wellbeing and Protection in Sport certification, while incorporating children's views.

Challenges

- Improving engagement with live learning sessions, while retaining opportunities for members to ask questions and interact directly with presenters.
- Meeting growing demand for qualified officials through more high-level courses and year-round development, rather than relying on one-off assessments.
- Extending Tiebreak Tech across league competitions despite the cost and club resources required for wider implementation.
- Building consistent relationships and volunteer capacity across the wider club network, while communicating the strategic plan to young participants clearly and accessibly.

Key Achievements 2024–2026

The past two years have brought some fantastic developments, including the launch of SVLearn, which gives our members access to leading expertise from across the volleyball community without having to leave their homes. I am excited to continue supporting our workforce, exploring new ways to engage our members and helping to grow the game.

- We increased learning opportunities for our members by expanding our range of courses and continuing professional development. This included coaching and officiating seminars, alongside more informal learning opportunities through SVLearn.
- We supported our events by strengthening relationships with clubs, fostering a connected community capable of delivering successful events.
- Child wellbeing has remained a strong focus for clubs, which continue to work towards creating safe and inclusive environments for all members.



Students

Paul McPate

Overview

- The Student Commission works to an annual Action Plan which is aligned to the SV strategic priorities. The Plan focuses on three strategic areas: Competition, Workforce and Communication.
- The main competitive focus for students is the British Universities and Colleges (BUCS) leagues, involving a total of 39 teams. There were 29 student team entries in SV League, Cup and Plate competition in 25/26.
- 20 student recreational tournaments have been delivered in the past 2 years, with nearly 600 participants.
- Student social media engagement has grown considerably over the past two years, with an 82% increase in Instagram reach.
- Volleyball has the widest international reach of any sport within the student sector and this annual influx of new players is a real boost to the sport in Scotland.



Challenges

- Ensuring the large student volleyball community is aware of the wider Scottish Volleyball offer and activity.
- Supporting members of student clubs in transitioning to community clubs once they have graduated.
- Engaging with the large body of student recreational players, to support their progression to more organised tournament play.
- Maximising the administrative talent pool from the student sector when these individuals leave Higher and Further Education.

Key Achievements 2024-2026

- Continued growth of volleyball activity within the college sector.
- Support for and development of the extensive student volunteer network.
- Improved pathways for retaining student players and volunteers, following their graduation.
- Development of the 4v4 game format, to support the large recreational component of the student sector.

Future Student Developments

- Continued development work by Active Campus Coordinators will support the growth of volleyball within colleges.
- Development of student volunteers and officials will continue to be supported through the annual programme of referee development, in collaboration with the Referees Commission, and through the well-established Committee Induction Workshop.
- Further liaison and collaboration with the SV Workforce and Welfare Officer is required to support the transition of talented student volunteers into community clubs once they graduate.
- Effective signposting of student volunteers and players to community clubs, to ensure that they remain within the sport once they graduate.

Beach Performance

Rachael Gunn

Overview

- Over the past two years, Scottish Beach Volleyball has continued to build momentum both in participation and performance.
- We have worked closely with Scottish Volleyball staff, clubs, athletes, and coaches to strengthen the national programme and give meaningful opportunities to athletes at every stage of the pathway.
- Key individuals across the beach volleyball community have contributed significantly to the delivery of training camps, talent development initiatives, coach education, and competitive opportunities.
- We have seen increased athlete engagement and a stronger connection between indoor and beach volleyball environments.
- The programme continues to provide opportunities for athletes to compete nationally and internationally while fostering a positive, athlete-centred culture.



Challenges

- External factors such as weather conditions can have a significant impact on participation, consistency and overall commitment to training and competitions.
- Coach development is another key area for improvement. Over the next few years, there is an opportunity to further strengthen the coaching pathway and increase the number of appropriately developed coaches supporting the programme.
- A key priority will be to create stronger connections between athletes, coaches, clubs, and volunteers, fostering a more collaborative and connected beach volleyball community.

Key Achievements 2024-2026

- Expansion of the National Beach Volleyball Performance Pathway – established a more structured athlete development pathway, providing clearer progression opportunities from junior participation through to international representation.
- Increased International Representation – supported Scottish athletes competing at UK, European and international events, raising the profile of Scottish Beach Volleyball and providing valuable performance experiences.
- Coach and Workforce Development – delivered beach volleyball-specific coach education and mentoring opportunities, helping to build coaching capacity and expertise across Scotland.
- Growth of Junior Beach Volleyball – Increased engagement in youth beach volleyball through camps, development programmes and partnering with clubs, creating stronger foundations for future success.

Key Objectives for 2027–2031

- Develop a Sustainable National Beach Volleyball Pathway – create a clearly defined athlete journey from grassroots participation through to international performance.
- Increase Participation and Accessibility – expand opportunities for players of all ages and abilities by strengthening regional programmes and improving access to facilities across all of Scotland.
- Enhance Performance Outcomes – achieve consistent representation and competitive success at UK, European and international events. Increase our world ranking placing.
- Strengthen the Workforce – invest in the education, recruitment and retention of coaches, officials, and volunteers to ensure sustainable programme delivery across Scotland.



Future Development

Overview

- Over the next four years, our focus will be on creating a sustainable, high-quality beach volleyball environment that supports both participation growth and performance excellence.
- We aim to strengthen partnerships with clubs, local authorities, schools, and facility providers while expanding development opportunities for athletes and coaches. Greater integration between indoor and beach volleyball pathways will allow athletes to maximise their potential while increasing overall engagement in the sport.
- Through targeted investment and strategic planning, we will continue building a programme capable of producing athletes who can compete successfully on the international stage, with an aim of competing in the Commonwealth Games being held in 2030 in India and increasing our world rankings for both men and women.

Challenges

- Over the next four years, the programme will face many challenges in achieving these ambitions. Some factors, such as weather conditions, facility availability, and participation levels from all stakeholders.
- Balancing participation growth with high-performance development will also require careful planning, resources, and investment.
- As the programme continues to develop internationally, maintaining regular competition opportunities, supporting athlete and coach progression, and ensuring funding and facilities will remain ongoing challenges that we will work towards getting better.

Beach Volleyball in Scotland continues to move forward because of the passion, commitment and belief shown by our athletes, coaches, and clubs. Together we are building a pathway that not only creates opportunities for international success but also inspires more people to enjoy and stay involved in our sport. The future of Scottish Beach Volleyball is bright, and we look forward to continuing that journey together and getting our nation out there on the international level.

Indoor National Teams

Ally Jack

Overview

- Tartan Talent Pathway established with age groups aligned to CEV. Progression through from Regional, Development to Performance groups.
- 8 national team groups established across both genders.
- Volunteer recruitment process placing Head Coaches, Assistant Coaches and Team Managers across all groups.
- Physical profiling completed for the majority of athletes.
- Pilot monthly payment programme established with U20 training group which included training, performance camp at Inverclyde, training kit and strength and a conditioning programme.
- Blueprint for the hosting of events at Inverclyde established in October 2026.
- Recruitment of more National Team staff with professional development provided. Dedicated staff operating at each age group aligned to an overall pathway strategy.
- Staff recruited and developed for Tartan Talent Pathway regional events.
- Financial model established, including regional sessions that cover costs such as coach delivery, and an affordable monthly payment scheme for age group athletes in line with the Moving to Inclusion framework.



Challenges

- Budget being stretched across 8 performance groups and 6 tournaments per year.
- Increased number of support staff adding to the cost of each trip, with already increasing flight costs and a 100% increase in event per diem since 2019.
- Athletes operating across multiple age group has created financial pressures.
- Communication with such a high number of athletes and volunteer staff continues to need improvement.
- Ensuring that the Performance & Coaching Hub continues to be funded by FIVB to grow and improve the long-term pathway of Scottish Volleyball.
- Financial support for dual programme athletes or those competing across more than one age group, requires further development.

Key Performance Objectives for the “We Are Volleyball” Strategic Plan

- Participation in zonal events at all age groups (U18, U20, Senior), and preparation for participation in U22 European Championship qualification
- Host one international event per year.
- Tartan Talent Pathway Regional Programmes established throughout the indoor season.
- National Team coaches participating in regular professional development as part of a coach licensing scheme, and involved in the delivery of professional development for other coaches.

Key Achievements 2024–2026

- July 2024 – Girls Empowerment Camp delivered at Oriam.
- September 2024 – U20 Men participated in European Championships Finals, for the first time ever.
- October 2025 – Tartan Talent Performance Camp at Inverclyde.
- Senior women were gold medal winners in SCA in both 2024 and 2025.



During the last strategic plan we have grown from participating in two international tournaments per year and are now at the verge of entering 8 in a 12 month period, including hosting one – a huge accomplishment for Scottish Volleyball. Work has continued to raise the performance level, ensuring that the financial investment in these programmes from both Scottish Volleyball and the athletes continues to enhance the level of performance in a long term and sustainable manner.



Officials

Referees Commission

Overview

- Our Commission supports the facilitation of a variety of refereeing courses across Scotland.
- Our Commission meets on a monthly basis. Our discussions focus on practical challenges, change within rules, development of courses, disciplinary matters, and mentoring/support of referees.
- Our Commission is comprised of a total of 8 members who are actively involved in task management/completion and refereeing development.



Successes

- During 2025–2026 the Scottish Volleyball Referees Commission has successfully arranged a total of eleven courses (Grade 4, 3 and 2), introducing the art of refereeing to our communities and clubs across Scotland. We have facilitated face-to-face and online support for all referees who are willing to pursue further development, in our attempt to increase the level of competency and professionalism in volleyball refereeing.
- We have successfully implemented the use of headsets and E-Scoring in the Cup Finals, with both of these tools increasing the quality of refereeing.



New Initiatives

- We are aiming to further develop our Grade 4 courses, enhancing the level of both competency and confidence from the initial stages of refereeing development.
- We are currently developing a mentoring system, which will support CPD, based on provision of feedback and advice to younger officials.
- We are hoping to attract individuals outwith clubs and volleyball to become referees, by expanding our course advertisements, in an attempt to move away from the tradition of clubs assigning refereeing responsibilities solely to club members.

Summary

Over the past two years, the Scottish Volleyball Referees Commission has made significant progress in developing refereeing standards, increasing opportunities for officials, and supporting the growth of volleyball across Scotland.

A major achievement has been the successful delivery of multiple referee education courses, allowing referees from across the country to develop their knowledge, confidence and practical skills. The introduction and successful use of technology, including referee headsets and the implementation of E-Scoring procedures at Cup Finals, has enhanced communication, professionalism and the overall quality of officiating at major events.

Another key achievement for the Referees Commission has been the continued development and progression of our referees and supervisors onto the international stage. Over the past two years, the majority of Commission members have had opportunities to officiate in international competitions. Our co-president, Dominik Sirant, successfully completed his international referee development course, mentored by another key member of our Commission, Sandy Steel. These experiences have not only enhanced our own knowledge and skills but have also brought valuable learning, expertise and improved standards back into the Scottish refereeing community.



The Commission is proud that our referees and supervisors continue to be recognised internationally and that we are contributing to the development of officials who can represent Scottish Volleyball at the highest levels. This international engagement has provided positive role models and mentors for emerging referees within Scotland.

The Commission is aiming to strengthen its support network by providing mentoring, guidance and development opportunities for referees, helping to build a more confident and capable officiating community. We shall continue to share transferable knowledge, strengthen mentoring opportunities, encourage more volunteers into officiating, and work collaboratively with clubs and Scottish Volleyball to ensure refereeing remains a valued and supported part of the sport.

Sponsors and Partners



THE UNIVERSITY
of EDINBURGH

