



Scottish
Volleyball

MEMBERS REPORT

1st of April 2022 – 31st of March 2024



#WeAreVolleyball

Our Vision, Mission & Values

Vision - Our vision is to develop an industry leading support network for our players coaches, club, and officials which allows everyone to reach their maximum potential which 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 association 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.

Relentless - We will be relentless 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.



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

Board Directors & Staff

Current Board



Scott Borthwick
Interim President
& Legal Director



Sandy Steel
Technical
Director



Ian Girot
Finance Director



Keith Macleod
Marketing &
Sponsorship
Director



Jean Bruce
HR Director



Leigh Watson
Welfare &
Education
Director



**Margaret
Ann Fleming
MBE**
Chief
Executive
Officer

Staff



**Margaret
Ann Fleming**
MBE
Chief
Executive
Officer



Simon Epps
Office
Manager



**Blair
Pettigrew**
Regional
Development
Officer - West



**Rowan
Johnston**
Competitions
& Events
Officer



Ally Jack
HP Indoor
Coach &
Coaching
Manager



**Daniel
Hughes**
Administrative
Officer



Adam Paton
Performance
Administrator



**Danny
Traylor**
Workforce &
Welfare
Officer



**Sarah
Jankowitz**
HP Beach
Coach &
Programme
Manager



Ailien Pallot
Finance
Manager

CEO Report

These past two years have been a whirlwind of change for us as an organisation and sport. We came to the end of our Strategic Plan “Bigger Better Stronger” on the 31st of March 2023 and implemented our new plan “We Are Volleyball 2023-2027” on 1st of April 2023. This new plan focusses on five key areas for the next four years: workforce, clubs, community, performance and governance, with an overarching delivery on equality, diversity and inclusion.

As we transitioned to the new Strategic Plan, it is encouraging to report that we achieved over 86% of our key performance indicators, which was rewarded with additional financial investment for 2023-2027, from our main stakeholder, **sportscotland**.



Scottish Volleyball successfully completed and delivered an external KPMG audit and strengthened our partnerships with Local Authorities and Government. Our high percentage of deliverables is particularly encouraging when considering the complex staffing issues we have experienced, with change and upskilling required for volunteers, staff, and Board. The addition in 2024 of a Head of Development, with the appointment of Blair Pettigrew, is a clear demonstration of this organisation’s commitment to support clubs and members. Our Head of Development will lead and drive club support, offering more face-to-face contact with members and provide a clear point of contact within the volleyball community.



As the sport emerged from the Covid-19 pandemic, we found ourselves emerged in economic instability and a cost-of-living crisis. Our membership, which had been increasing steadily prior to March 2020, suddenly decreased from 3,800 members to 1,293 when the sport reopened fully in August 2022. Thanks to our committed members,

we held onto our adult league and club base however our junior membership was decimated. Over these two years we have steadily been rebuilding, working in schools and junior clubs, with 500 new juniors registering though 2022-2024 in our school programmes and our junior national leagues. It was important that volleyball found its stride and quickly, as our economy and the sporting environment struggled to find balance. Our members and clubs have been amazing, finding new club

facilities, improvising, discovering innovative partners, connecting to local authorities, and tackling facility insecurities and financial adversity head on.

The staff and Board have embraced these challenging times. We have restructured staffing to support our new plan and the Board has delivered strong leadership and vision. As a sport we have demonstrated clever and diverse ways to generate additional income to support our programmes.



We have seen the popularity of outdoor sports rise for all Governing Bodies in Scotland. The profile of beach volleyball has risen significantly with an increased participation in UK beach competitions, CEV and FIVB world ranking tournaments, Olympic qualification championships and the appointment of our High-Performance Beach Head Coach and Programme Manager, Sarah Jankowitz, in January 2024.

Indoor performance and our national team participation has also significantly increased. We have participated in the European Small Countries, and European Championships, introduced a new and vibrant player development programme “The Tartan Talent Pathway,” increased



training opportunities and we have hugely benefited from having in post our High-Performance Indoor Head Coach and Coaching Manager, Ally Jack, appointed in May 2023.

Our sport is full of dreams, ambitions, and remarkable people. As CEO and an experienced and passionate volleyball professional, I truthfully could not be more proud of our sport, the clubs and people who play, volunteer, officiate and support when we host and organise events, who participate in our competitions, and each and every person

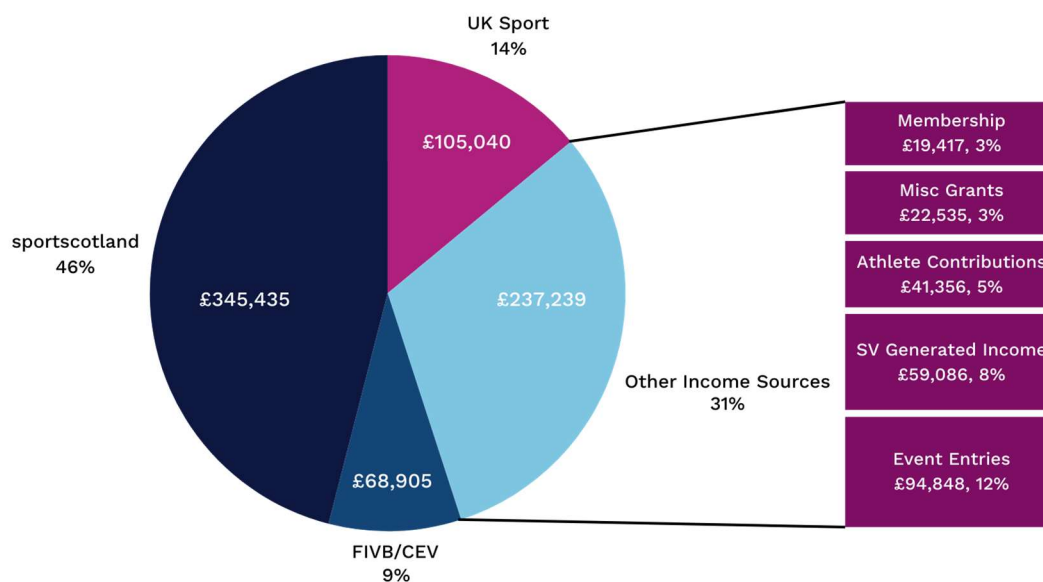
who passionately drives forward the game, so loved by so many – as our new plan states front and foremost – [“We Are Volleyball”](#).

Margaret Ann Fleming

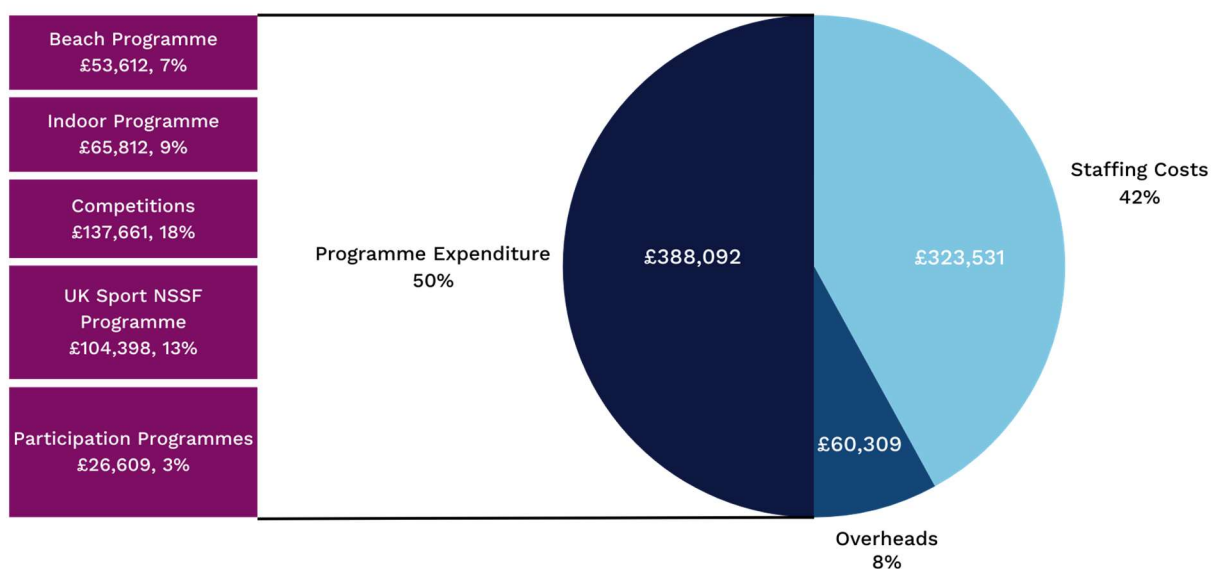
Margaret Ann Fleming MBE

Financial Overview – Ailien Pallot

Scottish Volleyball Income Sources 2023 - 2024



Scottish Volleyball Expenditure 2023 - 2024



**Scottish Volleyball Association
Summary Accounts Statement
Year Ended March 31, 2024**

	Income	Expenditure	Balance
	£	£	£
National Team Programmes			
Senior Men	12,913	(16,502)	(3,589)
Men U20 & U18	18,677	(20,086)	(1,408)
Senior Women	12,007	(13,183)	(1,175)
Women U20 & U18	4,640	(1,589)	3,052
Tartan Talent Pathway	13,723	(7,868)	5,855
Coach Development	12,560	(6,585)	5,975
			0
SV Beach Programmes			0
Beach - SV - High Performance Beach Programme	57,440	(53,612)	3,828
BVF Beach Programmes			0
BVF / UK Sport High-Performance Beach programme	105,040	(104,398)	642
			0
Commissions, Clubs and Development			0
Clubs, Development and Regional	15,657	(5,824)	9,833
Commissions	19,000	(20,784)	(1,784)
			0
Competitions			0
Domestic Competition	10,000	(15,554)	(5,554)
International Events - Beach events (SCA Beach Finals and CEV Beach Nations Cup) & Indoor Men's SCA 2023	109,243	(122,108)	(12,865)
Organisational Costs			0
Organisational - Staffing costs	251,473	(323,531)	(72,058)
Organisational - Overheads	15,000	(60,309)	(45,309)
SV Generated Income	108,244	0	108,244
Surplus/(Deficit)	765,619	(771,931)	(6,313)

Notable Achievements 2022-2024

- 🌀 Gold SCA Senior Women's National Team, 2022
- 🌀 Commonwealth Games 2022 - 5th placing of female beach athletes
- 🌀 SCA Beach Finals host organiser, 2022 and 2023
- 🌀 2 successful applications to the FIVB Empowerment project, 2022 and 2023
- 🌀 CEV Beach Nations Cup host organiser, 2023
- 🌀 SCA Senior Men's Indoor Championship host organiser 2023
- 🌀 Completion of the Erasmus+ project, 2023
- 🌀 Launch of Strategic Plan "We Are Volleyball," 2023
- 🌀 Successful investment secured from **sportscotland**, 2023- 2027
- 🌀 SV partner ZEON agreed a further 2-year sponsorship, 2023
- 🌀 The Tartan Talent Pathway project, 2023 - 2024
- 🌀 Inclusion and delivery of the CEV Schools Project, 2022-2024
- 🌀 4 SV "Life Members" awarded, 2022-2024
- 🌀 U20 men qualified for the CEV European Finals, 2024
- 🌀 SV National finals, 2022 and 2023
- 🌀 SV premier play-offs, 2023
- 🌀 7th place finish at the Youth Commonwealth Games in Trinbago, 2023
- 🌀 Gold at the SCA Women's Beach Finals, 2023



Competitions and Events

Overview – Rowan Johnston

- 🌀 **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), UKBT Grand Slams, 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.**
- 🌀 **Competitions and Events is the current lead officer on the CEV Schools Project, helping to increase the number of volleyball participants between the ages of 6-14, by collaborating with schools, communities and local authorities at the grassroots level.**

Challenges

- 🌀 **Rising cost of hall lets is a major and continuing concern that affects clubs, but also myself in terms of the successful running of the U16 League and any 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. Number of referees courses and tutors needs to increase to support our clubs and events.**



Coaching

Overview – John Scrimgeour

- ⦿ **The main development has been the involvement of 'Hudl' which was proposed by the High Performance Coach, Ally Jack. This project involves supporting club coaches with statistical evidence and action footage of SVL Premier Division games.**
- ⦿ **There is a considerable financial investment from both clubs and Scottish Volleyball.**
- ⦿ **Clubs are enthusiastic about the project as it provides information for both coaches and players. It also allows coaches to scout their opposition and make games more competitive.**
- ⦿ **It has been very worthwhile and has been used extensively by National Teams.**

Challenges

- ⦿ Staff tutors have continued to deliver courses in their current form.
- ⦿ Finding candidates and facilities to run courses continues to be challenging.
- ⦿ Developing tutors will become the next focus to move projects along.
- ⦿ Moving coaches from one level to the next continues to frustrate as this requires more volunteer time and staff resources.



Clubs in Action

To develop a prosperous, vibrant, well organised and thriving club a huge amount of time is needed with a considerable financial investment from Scottish Volleyball, members, parents, players, and supporters.



Required Club Support

- 🌀 Hiring of facilities
- 🌀 Quality venues
- 🌀 Recruiting volunteers
- 🌀 Travelling costs
- 🌀 Officiating and coaching

Development and Community

Overview – Blair Pettigrew

- 🌀 **School delivery remains a huge part of the RDO remit. Originally young leaders and now Ambassador course. Collaborating often with schools directly but often Active School Coordinators.**
- 🌀 **Consulting with clubs and dealing with queries / complaints / feedback is also a big part of the job.**
- 🌀 **Being the point of contact for the public, information on clubs is another part of the role.**
- 🌀 **School involvement is also a primary driver for a development officer role, engaging young people not only as players, and officials but as volunteers too.**

Challenges

- 🌀 The administrative procedure around school delivery is still clunky, we have yet to find a process that works efficiently and effectively. Emphasis on accurate data collection process is key.
- 🌀 Ensuring we have effective means of communication to ensure accurate information is available to all members.
- 🌀 Creating new opportunities for people of all ages to play volleyball in communities outwith schools where there is existing provision is a fundamental challenge for development.



- 🌀 We know people play volleyball in our communities and getting them to become members will be fantastic, but we need to be clear on what the benefit is, including a competitive outlet for those that do not play SVL.
- 🌀 Schools are doing great stuff with many having over one hundred members in their club, but we are losing them as they do not have community club to go to. It is a bit chicken and egg, but all these challenges are linked.
- 🌀 Not every young person wants to be a coach or player – we need to create opportunities that bring in future referees and club volunteers.

Key Development objectives for the We Are Volleyball Plan

- 🌀 Development of a recreational league / community volleyball provision.
- 🌀 Stronger junior competition including new school league.
- 🌀 Creation of new clubs including junior sections.
- 🌀 Development of an Ambassador programme to include volunteer and officiating for young people.

Workforce and Welfare

Overview – Danny Traylor

- 🌀 **Create a volunteer programme to increase our retention of volunteers, not only for events, but including volunteers who work in roles for their clubs.**
- 🌀 **A programme for referees and officials that supports the development of skills and builds opportunities for them to progress through national and international levels.**
- 🌀 **Brightspace programme allowing all coaching and officiating to streamline coaching courses by completing learning online pre technical.**
- 🌀 **Continuous growth of safeguarding practices for all clubs and SGB. Building a supportive and engaging environment to keep all members safe and protected.**

Challenges

- 🌀 Trying to find volunteers who are willing to commit is challenging. To counteract this, we are creating programmes to incentivise people to volunteer.
- 🌀 Small number of experienced referees that could progress quickly through levels.
- 🌀 Creating content for Brightspace can be time consuming.
- 🌀 Involves a significant and large workload for referees and coaching commissions to create content for online portal.
- 🌀 Find volunteers to accept the CWPO role and for these volunteers to engage in all aspects of the role.

“I am excited to lead on welfare and support the workforce develop through this new role at Scottish Volleyball. We have great volunteers who give a large amount of their time to support the growth of the sport. I look forward to supporting them in my role and bringing in new members to increase the numbers doing the tasks.”

Students

Overview – Paul McPate

- 🌀 **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.**
- 🌀 **League competition takes place within the BUCS structure, whilst the SSS Cup is delivered annually over two Sundays in February**
- 🌀 **Widening student engagement with SV events has resulted in 16 student teams participating in SV Cup/Plate competitions.**
- 🌀 **Specific focus over the past two years has been on widening engagement with recreational players at recreational 4v4 tournaments.**
- 🌀 **A focus on engaging college players is starting to have a positive impact, with college representation now on the Student Commission, and volleyball activity taking place in at least six colleges.**
- 🌀 **Workforce development is a key development area. Discussions are ongoing with SV staff to support a jointly delivered development workshop for student committee members.**
- 🌀 **A demand also exists for coaching development for students working within their clubs.**

In 2022-24 there were.

- 🌀 **42 (21M/21F) teams in BUCS league competition and 21 (11M/10F) teams in the SSS Cup.**
- 🌀 **This has been very successful with a participation of 650 athletes across 18 events, involving 16 institutions.**

Challenges

- 🌀 **Growing the sport within the college sector. The appointment of Active Campus Coordinators in colleges nationally, will be significant support in this task.**
- 🌀 **Closer alignment and recognition of student volleyball within the wider SV activity: we can't afford not to fully engage and work with 1k – 1.5k young, motivated and very capable volleyballers.**
- 🌀 **More effective workforce development in partnership with SV, particularly in coaching.**
- 🌀 **Maximising the administrative talent pool from the student sector when these individuals leave HE/FE.**
- 🌀 **Ensuring that the student side of our sport is properly showcased and celebrated within the wider volleyball community**



Key Student objectives for the We Are Volleyball Plan:

- Growth of volleyball within the college sector
- Continued development of the large student volunteer network, numbering over 100 elected committee members.
- Wider social media engagement and reach in celebration of student volleyball activity – to include improved connection with SV’s own social media output.
- Continued growth of the 4v4 game format, to support and develop the large recreational component within the student sector.
- Develop effective links between the SSS National Team Programme and the senior levels of SV’s Tartan Talent Pathway.
- Ensure that student volleyball activity is not seen as separate or different from community club activity.

“With over 1000 players, 42 teams and around 100 volunteer committee members, student volleyball is an integral part of the Scottish Volleyball community. Students have a unique energy and enthusiasm for volleyball and will continue to play a key Scottish Volleyball’s Vision to inspire, promote and develop volleyball.” – Paul McPate



Beach

Overview – Sarah Jankowitz

This job and its objectives are multifaceted, so the delivery will be coordinated across a number of different areas:

- 🌀 **Pathway development**
- 🌀 **Athlete development**
- 🌀 **High Performance training programme**
- 🌀 **Competitive opportunities**
- 🌀 **Coach development**
- 🌀 **Club development and support**
- 🌀 **Provide coaching leadership and coach management within the National Team programmes.**

Challenges

With a comprehensive programme like this there will be many challenges to delivery.

- 🌀 Specifically, uncertainty about the location and format of the 2026 Commonwealth Games creates a number of issues regarding planning and resourcing the programme, as well as uncertainty for athletes themselves.
- 🌀 In the bigger picture, my role as supported by the FIVB Empowerment Fund is to make a positive intervention to the Beach programme, and this means making changes to how things have been done.
- 🌀 A key overall challenge then is bringing along all those stakeholders in the process.



“I am excited to see what the next few years brings for the Scottish Beach Volleyball programme. In the brief time I have been in post, I have been encouraged by the hard work and enthusiasm the athletes have brought to training.”

Celebrating Success

Commonwealth Games – Birmingham 2022



Indoor National Teams

Overview – Ally Jack

- 🌀 **In my role within Scottish Volleyball, I oversee the coordination and delivery of the Tartan Talent Pathway, which includes organizing and managing training sessions, regional camps, and national team preparations.**
- 🌀 **My responsibilities also involve ensuring athletes receive comprehensive support for their physical, technical, and mental development.**
- 🌀 **Tartan Talent Pathway: Comprising four stages— Regional Talent, Developing Talent, National Talent, and Performance Talent.**



Challenges

- 🌀 **Logistics:** Coordinating training across multiple regions.
- 🌀 **Resource Allocation:** Ensuring sufficient support for all program aspects.
- 🌀 **Athlete Management:** Balancing training with athletes' academic commitments.
- 🌀 **Time management and prioritising**
- 🌀 **Recruitment, retention, and upskilling of national team coaches.**
- 🌀 **Ensuring we achieve our KPI's in relation to FIVB's empowerment project, to sustain in future years the continuation of our progress.**



Key Performance objectives for the We Are Volleyball Plan

- 🌀 Develop a strong pathway from regional to national levels.
- 🌀 Improve coaching standards across all regions.
- 🌀 Encourage participation from diverse backgrounds.
- 🌀 Provide coaching leadership and coach management within the National Team programmes.

Celebrating Success

Indoor National Teams



Scotland's U20 Men's team qualified for the U20 European Championship after winning the SCA Qualifier in Ireland in January 2024. The Senior Men finished 3rd in the SCA Championships in 2022 and then 2nd in 2023, while the women secured the win in 2022 finishing 1st, and then finished 2nd in 2023.



“Moving forward, I will focus on expanding the Tartan Talent Pathway, enhancing athlete support systems, and aligning our efforts with the strategic goals of the We Are Volleyball Plan. Key challenges will include maintaining engagement, securing funding, and adapting programs to evolving needs.” – Ally Jack

Officials

Overview – Dave Cormie

- 🌀 **We have run our first Grade 1 referee course since 2013.**
- 🌀 **We have continued to run both Grade 2 and 3 courses each year with several candidates upskilling their refereeing.**
- 🌀 **We have hosted a substantial number of Grade 4 courses over the last two years with approximately 200 SV members starting their referee careers.**



Successes

- 🌀 John Swan joined the ranks of FIVB Supervisor and had various nominations in Summer 2023
- 🌀 Sandy Steel continues to support FIVB with many nominations as referee coach for both volleyball and beach volleyball. He also continues to host many seminars to coach new referees and new referee coaches.
- 🌀 Dave Cormie has progressed up a level within CEV refereeing and is now regularly officiating CEV Cup matches.
- 🌀 Jamie Salvin was selected for and passed with flying colours the FIVB Grading course for beach referees. He is now a FIVB referee and is starting to get higher level appointments accordingly.
- 🌀 Jamie Salvin was selected to referee at the Commonwealth Games 2022.
- 🌀 Jean Bruce was selected as a scorer at the Commonwealth Games 2022.

New Initiatives

- 🌀 The Referees Commission have started to set up a talented referee programme which will kick off in 24/25.
- 🌀 We are driving towards an increase in technologies within our competitions with trials underway for referee headsets and tablets planned for the near future.



Sponsors and Partners



sportscotland
the national agency for sport



**Confédération
Européenne de
Volleyball**

FIVBTM

FÉDÉRATION INTERNATIONALE
DE VOLLEYBALL



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We Are Volleyball 2023-2027