



SCOTTISH  
ROWING

Annual Review - AGM  
Financial Year 2014-15



# Our Vision.....

To drive and inspire people to take part and achieve their potential in rowing, making rowing Scotland's water sport of choice..



## President's Report

This year has been one of success and progress for Scottish Rowing. It has been an incredible year for Scottish athletes and clubs at domestic, national and international level. The number of Scottish athletes on GB rowing teams has been unprecedented with 22 athletes representing GB at all levels, 10 podium places and 4 world champions.

Seventeen of our 2014 Scotland Team went on to represent GB this year, however any concerns about being able to maintain the 2014 level of competitiveness at the Home International Regatta were unfounded. The senior men retained the team trophy while every member of the women's team won a gold medal.

Further evidence that there is a strong pipeline of talent was the fantastic performances by Josh Armstrong and Gavin Horsburgh, both coached by Iain Somerside at Glasgow Schools Rowing Club. Following on from a record breaking row at Henley Royal Regatta, they returned from the World Rowing Junior Championships in Rio as well deserved World Champions. To put things into context this is the first Gold Medal that GB Rowing has won in a Quad Scull at a World Championships.

On the development front we have been building our staff team and now have a full complement of Regional Development Managers. As well as working with clubs, they have been focused on increasing engagement with schools across Scotland. Last year saw the inaugural Scottish School Indoor Rowing Championships and we are sure that there will be even more schools

entering it next year. We then followed this up with a successful pilot indoor league for schools.

Delivering growth in Scottish Rowing is not without its challenges. Facility developments take time and clubs and volunteers are still under resourced in terms of coaching capacity and volunteers. As we look forward to 2016 and what we hope will be another successful Olympics for the GB Rowing Team, the challenge will be to get "Ready for Rio".

It has been a busy year for events. In addition to Strathclyde Park Regatta and Scottish Championships, we also hosted a successful Home International Regatta. Thanks go to the organising committee and event volunteers for their hard work in making these events a success. The week before HIR Strathclyde Park also hosted the British Rowing Junior Championships which saw a record entry for the event when held in Scotland with many complimentary remarks made about the venue and the warm welcome everyone received. We look forward to getting more British Championships events to Scotland.





We are delighted that Scottish Rowing will be playing its part in hosting the European Rowing Championships in 2018. This event will form part of the larger European Sports Championships, a virtual multi-sport event being hosted by Glasgow and we look forward to welcoming international competition back to Strathclyde Park.

As well as progressing our sport, we are also making progress in modernising our organisation. Euan Faulds has joined the Board of Scottish Rowing as the new Director of Corporate Governance. This is the first external appointment under the new Articles of Association which were approved at an EGM in February. Graham Butler is stepping down from the Board at the AGM and I thank him for his many years of support and service as a Director.

Thanks are also due to Gary Bain who retired as Chair of the Race Control Commission during the year. Neil MacFarlane has picked up the baton and is continuing the good work done by Gary and his predecessors.

Our success this year is due to the hard work and dedication of everyone involved in our sport – volunteer and coaches in clubs, my Board colleagues and the staff. We are also fortunate to have strong productive partners. We are grateful to sportscotland for their continued funding, advice and support to our sport. Our University partnerships also provide mutual benefits and we hope these will continue to develop and flourish.

We are building strong foundations for the future and we look forward to 2016, an Olympic year – with anticipation and ambition.

**Mike Morrice - President**





## Chief Operating Officer's Report

It seems like only yesterday we were celebrating the success of rowing at the London Olympics and it's hard to believe that it is now less than a year until Rio.

A lot has happened across Scottish Rowing in that time however, with the investment in sport development and performance starting to bear fruit. We launched our first Rio initiative for clubs recently and we look forward to working with clubs to support getting "Ready for Rio".

I am delighted that we now have all three Regional Development Managers in post and I know that they are working hard to help clubs and develop new opportunities for people to get involved with rowing in their region.

Unfortunately we were unsuccessful in recruiting our full time performance pathway manager and have decided to put this recruitment on hold until the next four year strategic plan cycle. Lee Boucher has agreed to continue the good work he has done to develop the Scottish Rowing performance programme as Scottish Rowing's Director of Performance Operations.

Earlier this year, we started the process of reviewing the competition calendar by consulting with clubs to get a clearer understanding of the priorities. We are now working on a number of options to address the issues and concerns that were raised.

In February, we delivered one of our major governance targets when a new Memorandum and Articles was adopted at an Extra-ordinary General Meeting of Scottish Rowing. This was a big step forward towards recognised best practice

in Corporate Governance in sport and has allowed Scottish Rowing to recruit its first external, independent Board Director.

Please take time to read this Annual Review to remind yourself of the many things to celebrate about rowing in Scotland but also to find out about some of the work going on behind the scenes to ensure the future of the sport is even brighter.

**Amanda Cobb**

**Chief Operating Officer**





## Performance Review

The 2014-15 season has been another record breaking year for Scottish rowers.

22 Scottish rowers represented the GB Rowing Team at all levels in 2015 (2014 – 20)

- 18 Scottish rowers competed on the world stage in 2015 (2014 – 13)
- 18 Scottish rowers made world level 'A' finals in 2015 (2014 – 11)
- 10 Scottish rowers stood on the podium at world level in 2015 (2014 – 7)
- 4 Scottish rowers became world champions in 2015 (2014 – 2)

The success of the 2014 Scotland Rowing Team was highlighted by the fact that 17 team members went on to represent the GB Rowing Team in 2015 with many former Scotland Rowing Team members, including Sam Scrimgeour, Imogen Walsh, Karen Bennett and Alan Sinclair, winning world championship medals. The Scotland Rowing Team Senior Men retained their Overall Team Trophy whilst every member of the Senior Women's team won a gold medal. In total the Scotland Rowing Team won 10 events across the regatta.

It was a big year for Scotland men's team captain Scott Meenagh, who also made his GB debut racing in the TA single at the International para-rowing regatta in Gavirate, Italy, winning a gold and a bronze medal.

In domestic competition Scottish crews and athletes performed with distinction. Highlights include course records for The Glasgow Academy (Fawley Challenge Cup) and Edinburgh University BC (Prince Albert Challenge Cup) at Henley Royal Regatta, a top 20 finish at the Women's

Head (Edinburgh University BC – 18) and two crews from the same Scottish club in the top 32 at the Head of the River Race (Edinburgh University – 27 & 31). There were also numerous Scottish successes at Championship level at the National Schools Regatta, British Universities & Colleges Sport (BUCS) Championships and British Rowing Championships to name but a few.

Coaches continue to be the lifeblood of our sport and it is important to recognise those making a real difference at the elite end. Iain Somerside has overseen a remarkable season supporting the development of a performance group of 12 athletes, all of whom achieved international representation in 2015 with Great Britain and / or Scotland. Of his 6 athletes who represented the GB Rowing Team in 2015, 3 were selected in leading boats for the Junior World Championships in Rio de Janeiro and 2 athletes (Josh Armstrong and Gavin Horsburgh) returned to Scotland as world champions.

Edinburgh University Boat Club under the leadership of Head of Rowing Colin Williamson has made significant strides forward during the 2014/15 season and recently became the first ever Scottish programme to achieve GB Rowing Team High Performance Programme (HPP) status. The Edinburgh programme enjoyed a 12 medal haul at the BUCS Championships, including 4 gold medals, finishing 3rd in the BUCS points table, their highest ever finish. Colin and his team have also built a reputation for developing talented beginners, with 2 of the 3 Edinburgh rowers in the GB Under 23 team this year having learnt to row at the University.



Scottish Rowing continues to place a strong emphasis on professional coaching to underpin the excellent work done by our many volunteers and going in to the 2015/16 season, as a result of the confidence placed in Scottish Rowing by our funding partners, there will be a total of 5 new full and part-time coaching positions created, taking the total number of coaches working across our approved Under 23 partner programmes to 9.

During 2014-15, nine athletes received Scottish Rowing core programme support which included support from the sportscotland institute of sport. A further 12 Scottish athletes who were involved in the GB trialling process during the 2014-15 season received financial support from Scottish Rowing.

Scottish Rowing would like to take this opportunity to congratulate all of our athletes, coaches and clubs for another incredible year and we would like to thank our key partners including sportscotland, the sportscotland institute of sport, the GB Rowing Team, the University of Edinburgh, the University of Glasgow, the University of Aberdeen and Robert Gordon University, Winning Students and SportsAid Scotland for their contribution towards these successes.

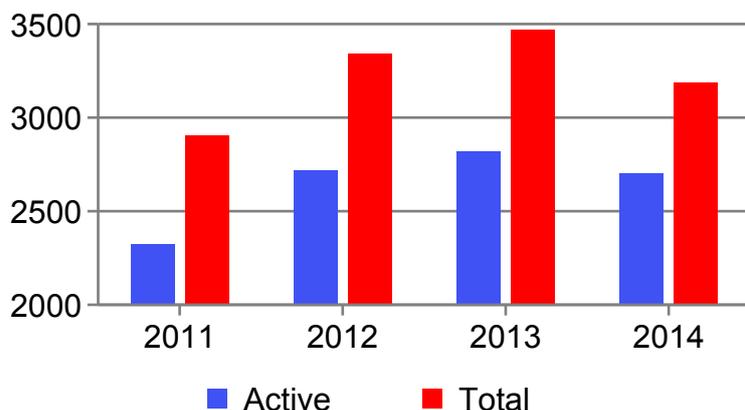
<b>GB REPRESENTATION</b>	<b>Scots in team</b>	<b>Number of medals</b>	
<b>World Rowing Championships</b>	<b>9</b>	<b>5</b>	<b>2 gold 2 silver 1 bronze</b>
<b>World Rowing U23 championships</b>	<b>8</b>	<b>2</b>	<b>2 silver 1 bronze</b>
<b>World Rowing Junior Championships</b>	<b>4</b>	<b>2</b>	<b>2 gold</b>
<b>Coupe de la Jeunesse</b>	<b>2</b>	<b>2</b>	<b>3 silver</b>
<b>GB France Match</b>	<b>2</b>	<b>2</b>	<b>2 gold</b>



## Sport Development

One of Scottish Rowing’s primary objectives is to increase the number of people taking part in rowing. To do this we provide support for clubs through our Regional Development Managers but also identify and develop opportunities to widen access.

Annual Membership



From 2012 to 2014, this membership data represents the total membership reported to Scottish Rowing through club returns plus Scottish Rowing activity. In 2015 we expect to see the Schools Indoor league having a positive impact toward our membership targets.

The number of members registered with Scottish Rowing as individuals is always lower than the total active membership. At the end of June, there were 1447 individual members, up from 1374 in June 2014.

## Grow2Row Club Accreditation Scheme

The Scottish Rowing Club Accreditation Scheme, Grow2Row, is designed to help clubs ensure they are well run and sustainable. We ran a full pilot cycle with two clubs successfully completing the programme and both providing valuable feedback to enable us to refine the programme. The target number of clubs to complete the accreditation in 2015/16 is eight and we are on target to achieve this.

We would like to thank Castle Semple Rowing Club and Glasgow University Boat Club for their contribution to the pilot process.

The Grow2Row Scheme is now live and on the Scottish Rowing website  
[www.scottishrowing.org.uk/index.php/clubs/grow2row](http://www.scottishrowing.org.uk/index.php/clubs/grow2row)



## Scottish Rowing Coaching and Development Conference

The Scottish Rowing Coaching and Development Conference took place in March 2015. The morning was focused on the coaching initiatives being developed by Scottish Rowing including CPD, coach development opportunities and coach licencing. The key note speaker was David Summerville who shared his coaching journey as a successful High Performance Coach in Judo.

The afternoon session turned towards club development which introduced the Grow2Row programme. This was followed by a fascinating and challenging key note address from Michal Palamarczuk from the Royal Chester Rowing Club and a workshop looking at models for sustainable club growth.

Videos of all the sessions can be found on our YouTube channel.

[www.youtube.com/user/ScottishRowing/videos](http://www.youtube.com/user/ScottishRowing/videos)

## Schools Indoor Rowing League

As part of the work to widen access to rowing, Scottish Rowing has developed a Schools Indoor Rowing league aimed at secondary school pupils. We piloted the league in the summer term when 12 schools signed up with on average 360 participants in each round. The league offered 3 rounds followed by a regional indoor rowing competition, run by Scottish Rowing.

Any teacher, staff member, parent, volunteer, Active School Coordinator or student leader can run the League events at their school and submit the results to Scottish Rowing. We encourage the schools to start up an indoor rowing club to allow pupils to train and prepare themselves for the League events. Scottish Rowing supports this by

offering training for staff and leaders through Scottish Rowing's 'Indoor Rowing Coach Training' course. The cost to the schools of taking part is minimal.

The league will go live in September 2015 with schools competing in three rounds culminating in the National Indoor Rowing Schools Competition on 20<sup>th</sup> November at Bellahouston Sports Centre, Glasgow. Details of the league are available on the Scottish Rowing website.

[www.scottish-rowing.org.uk/index.php/takingpart/schools](http://www.scottish-rowing.org.uk/index.php/takingpart/schools)

## Scottish Rowing Indoor Rowing Championships

In 2014, the Scottish Indoor Rowing Championships made a step change in its development. Having outgrown its previous venue, the event was moved to Scotstoun Leisure Centre, National Badminton Centre host to the 2014 Glasgow Commonwealth Games, reflecting the ambition to grow. For the first time the event included a schools competition which was held on the Friday before in the same venue attracting 275 participants from 35 schools.

The Open Championships held on the Saturday of the same weekend attracted nearly 600 participants from all over the UK and Europe. Entries were received from Rowing Clubs, Cross fit Clubs and individuals with an interest in indoor rowing. The event also included the first competitive para – indoor rowing event in Scotland.



## Coaching

Quality coaches are critical to ensuring participants in our sport can progress and reach their potential at whatever level they take part. We set up the Scottish Rowing Workforce advisory group in September 2014 with representation from people with coaching knowledge and coaching processes from within and outside the sport. The group includes community club coaches, performance coaches the Scottish Rowing Director of Coaching, the Coaching and Development Manager, an external advisor from outside Rowing and the sportscotland coaching Partnership Manager for Scottish Rowing.

The group has advised on a number of topics informed by the results of the coaching survey carried out last year and work is now progressing on some key themes.

After a gap of three and a half years, the National Source Group for Rowing has been reconvened. This group has representatives from British Rowing, Scottish Rowing, Welsh Rowing and Sports Coach UK and works to support the development of coaching and coach education. Scottish Rowing are represented on this group by the Coaching and Development Manager and the Scottish Rowing Director of Coaching.

## Qualifications

The National Coaching Survey conducted in 2014 identified a very real need in Scottish Rowing to introduce an accredited and accessible entry level course.

We are pleased that a new qualification is being piloted in the Autumn with a view to being rolled out in early 2016. The current UKCC Level 2 will be split into two courses; the first being an entry

level course for sessional coaches and the second a more advanced course for Clubs coaches.

In 2015 20 coaches have attended UKCC Level 2 courses in Scotland with the most recent course being run in Aberdeen.

## Coach Licensing Pilot

A new licensing scheme for UKCC qualified coaches in Scotland is currently being piloted to 10 coaches from across Scotland. The aim of the scheme is to support coaches to learn and develop. The candidates have been selected to provide feedback from all areas of coaching in Scotland; newly qualified Level 2 coaches, Level 2 Junior Coaches, Level 2 Senior Coaches, Level 3 Junior Coaches and Performance Coaches.

The three year licence also requires the coach to maintain certain minimum standards over the period including first aid and a Safeguarding and Child Protection Course.

## Coach Education Workforce

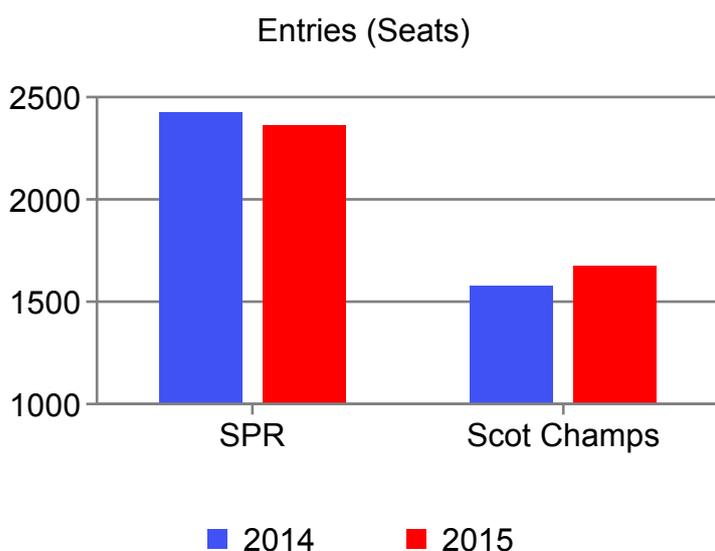
In order to provide the access to training and CPD that our coaches are asking for we need to increase the tutor and assessor workforce in Scotland. This will enable us to be more flexible in terms of the timing and location of courses. We now have 1 tutor and 3 assessors based in Scotland and working with sportscotland our aim is to become fully sustainable in all aspects by 2017.



## Scottish Rowing Events

It was another busy year for the Domestic Regatta Organising Committee (“DROC”) who not only had to run Strathclyde Park Regatta (“SPR”) and the Scottish Rowing Championships (“Scot Champs”), but also had the responsibility for organizing the Home International Regatta.

Entries for both domestic events held up well in spite of some changes made to entry conditions.



At the Scottish Rowing Championships, the feedback from the time trial format racing was positive with some excellent close races in the finals. Two lanes were used for the time trials which were run over 1900m. The top 24 from the time trials had semi-finals and finals to follow, with the remainder going straight to their appropriate finals. The time trial format running in conjunction with 1000m racing blocks created some major challenges for timetabling and the DROC will be consulting with members on possible alternatives.

This year we invited some non-Scottish athletes to take part in Invitation Para-rowing events and these races were a welcome addition to the Championships.

The winners of the pairs and singles events at the Scottish Rowing Championships in 2015 were:

**O2-** Rufus Scholefield, Henry Miller  
Edinburgh University BC

**W2** Maddie Arlett, Robyn Hart-Winks  
Edinburgh University BC

**O1x** Gary Wilson  
Aberdeen Boat Club

**W1x** Emma MacDonald  
Glasgow University BC

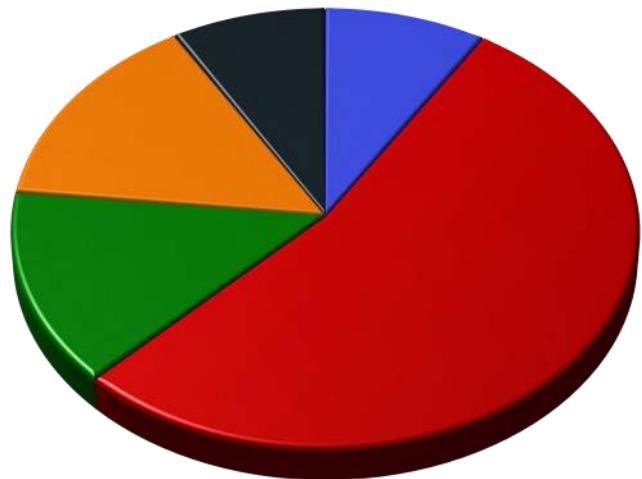


# Financial Overview

## Breakdown of Income

The largest source of income for Scottish Rowing is the grant funding received from sportscotland. This funds the Scottish Rowing Performance programme, the development and administrative staff along with programme funding for development and coaching. Membership income from affiliation fees, individual memberships and regatta fees and levies makes up 9% of Scottish Rowing income. Event income is entry fees from Scottish Rowing regattas, the Indoor Rowing Championships and ticket sales for the Annual Dinner. The majority of other income is the athletes contribution towards the cost of competing at the Home International Regatta and the Commonwealth Rowing Championships.

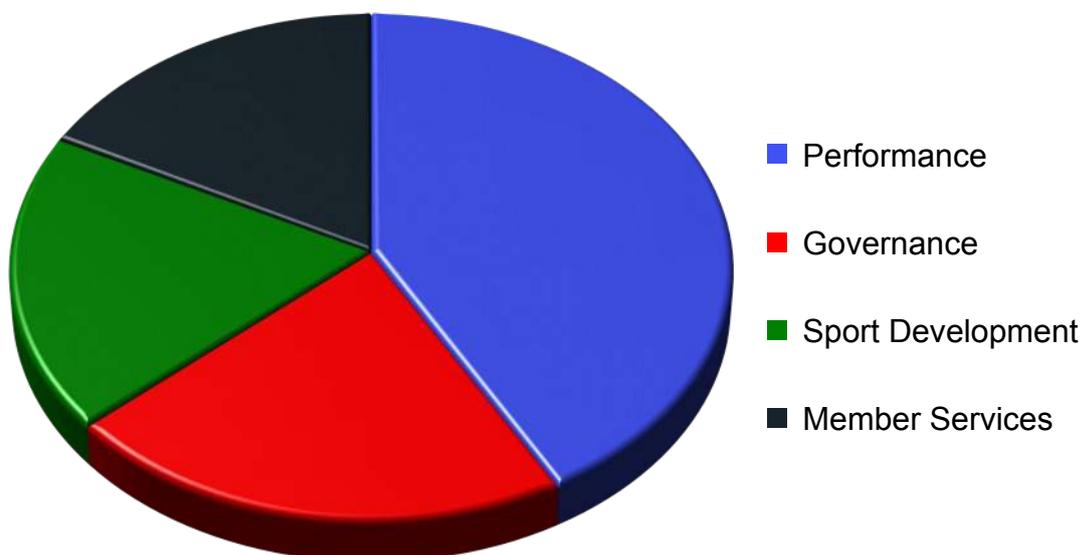
- Members
- Sportscotland Core Funding
- Other grant income
- Events
- Other



Based on 2014-15 Draft Accounts

## Breakdown of Costs

34% of Scottish Rowing's annual expenditure is on staff costs. Looking at expenditure by operational area, the largest area of expenditure in 2014-15 was the performance programme, the costs of which are met by sportscotland investment and contributions from athletes.



Based on 2014-15 Draft Accounts



## Scottish Rowing Award Winners

Congratulations to all the Scottish Rowing Award winners from 2014.

International Rower  
Alan Sinclair

Senior Rower  
Kieran Brown

Junior Rower  
Josh Armstrong

Crew of the year  
Edinburgh University Boat Club Men's Eight

Masters Rower  
Ailie Ord

Volunteer of the year  
John McKinney

Coach of the year  
Colin Williamson

President's Award  
Dr Ron Wallace

Scottish Rowing  
366, Hamilton Road  
Motherwell  
ML1 3ED

01698 250206  
Company Number  
SC357505

[www.scottish-rowing.org.uk](http://www.scottish-rowing.org.uk)

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SCOTLAND



ROWING TEAM  
2015  
HIR STRATHCLYDE