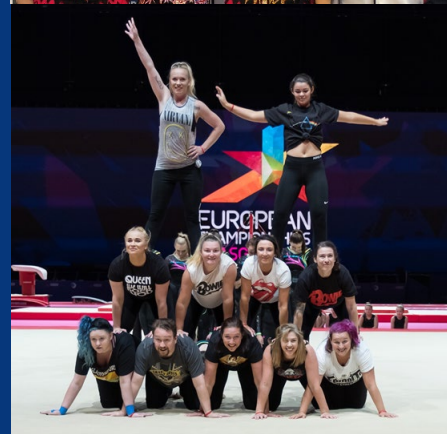




# ANNUAL REPORT

## 2018-19



Principal Funding Partner



Partners

Equipment



Leisurewear



Gymnastics Apparel



UK Governing Body



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Scottish Gymnastics



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Images: Stewart Attwood, Ewan Bootman, Rebecca Lee, PSB Photography, and Scottish Gymnastics members and staff

## Chairperson

*'Accomplishments, not activities, what were our results last year? Why did we spend our time and money the way we did? What differences did we make in our sport?'*



These are the questions which it is appropriate and traditional to be answered in the chairperson's report to the AGM. This year, in my last report as chairperson of Scottish Gymnastics, I seek some indulgence to take a different approach, to take stock of the journey of the last seven years and also to look forward to the bright future gymnastics has in Scotland, under different leadership.

In trying to find an approach which would be engaging for the membership, and low on the word count, I thought of the approach Pixar takes in the structure of its storytelling...

*Once upon a time there was an organisation called Scottish Gymnastics which was responsible for governing the sport. Every day gymnasts all over Scotland loved going to gym class, until one day, the organisation got itself into some difficulties. Because of that some people who loved the sport came together to change things to ensure we could all continue to enjoy gymnastics and because of that partnerships were developed and people worked hard to make sure gymnastics could be even better until finally, Scottish Gymnastics was recognised by everyone to be 'world class'.*

Whilst this story may not be on the way to becoming a blockbuster movie, and we may have some way to go to achieve the 'and finally', the importance of the unity developed over the past seven years and the collective understanding of what our sport means to all of the participants, coaches, administrators, parents and staff cannot be underestimated.

Scottish Gymnastics is working for and on behalf of our members. Our vision is your vision, your challenges are our challenges. We are here to listen and adapt, we exist to support and facilitate our clubs to grow and develop our sport. Any success Scottish Gymnastics achieves, is a success founded on the work taking place every day in all of the clubs across the country.





I leave at the end of October with many incredible memories. During a period where Scotland has been a point of focus for gymnastics, with Commonwealth Games, European and World Championships all hosted in Glasgow since 2014, it has been an honour and a pleasure to lead the association in this unprecedented period in our history.

Evolution is a constant process where we are faced this year with a change in both CEO and Chair roles. Euan Lowe's departure was not forecast and I must thank him for his commitment and dedication to gymnastics over the past five years; we wish him well with his new challenges. Euan's influence will be missed, however, I have no doubt that the stability and experience which has been established within the board and management team and with the appointment of Doc McKelvey to the CEO role, will ensure that Scottish Gymnastics continues to succeed, where our leadership will continue to reflect the values and culture of gymnastics and will endeavour to maximise the tremendous opportunity which exists for our sport.

I would like to conclude by offering my thanks, firstly to the board members past and present, who have given so much of their time to help shape the future of our sport, providing challenge, making insightful, invaluable contributions and making my job a whole lot easier.

Secondly to the staff, who also live and breathe gymnastics on a daily basis, your contribution is significant and valued.

I would also like to reflect on the the strengthening of our relationship with **sportscotland**. As a major stakeholder and funder of our sport, I really appreciate the support which Scottish Gymnastics has enjoyed over the last two funding cycles and hope that this will continue, where the funding environment becomes ever more challenging.

Finally, my thanks must go to the thousands of coaches, parents and volunteers who give up so much of their time to allow our clubs to develop and thrive. As a parent, coach and volunteer myself, I understand the value of your support and commitment, where, without your contributions, the impact which is delivered every day in our sport would not be possible.

Keep up the great work!

**Scott Harper**  
**Chairperson, Scottish Gymnastics**



## Chief Executive Officer



The end of this reporting year marks the end of the first-four year stretch and chapter of this 12-year strategic approach to develop the sport and with plenty ahead of us, I'm pleased to say we have seen a fourth year of successive growth.

As we prepared the request for continued support from one of our key partners in sportscotland, it was only right that we asked you how well we are doing as an organisation in delivering our strategy. We gathered a wide set of views, from drop-in sessions around the country to discussions with independent consultants. Your feedback is always welcome and valued and I am pleased to say the consultant reported a reassuringly positive satisfaction rating of 75% in progressing towards our long-term ambitions. My thanks to all who contributed.

We've taken our first step towards reaching our vision and we really do have a fantastic group of volunteers and helpers across all levels and disciplines of our sport who deserve to be applauded for all they do. As a follow on from last year, we continue to see more people taking part, supported by an increasing number of strengthening clubs, leaders and coaches providing safe, enjoyable spaces for well over 30,000 members of all abilities.

To support this growth as an organisation, we need to continue to develop and improve our levels of support. We are regularly reviewed with a governance audit to test how well as an organisation we run the business and in 2018 we received a 'satisfactory' rating from KPMG which is their top approval level. Financially we have a strong platform and, with support from Plan4Sport, developed an action plan in working towards the advanced level of the Equality Standard for Sport. We are always seeking to improve our support for clubs to provide safe, enjoyable environments and following a review in 2018, have a plan of action to increase the levels of guidance and support in providing and promoting safe and rewarding gymnastics environments.

Over the last four years, each discipline has been developing with the expertise and support of many dedicated volunteers who commit a huge number of hours to developing the pathways and running events for many to enjoy. As we know, the sport is growing quickly with rarely a weekend in the year without at least one competitive event, organised and supported by the technical panels; they deserve a huge thanks for all their hard work. With this growth there is a recognised need to evolve how we support each discipline and we have started to review the support structures and mechanisms with each panel which should be rolled out during 2019.

We are always striving to improve the support we provide from the office and towards the end of this reporting year we introduced a further two members to the team with a focus on improving what we offer and how we support those just getting into gymnastics, with support for coaches being an initial focus with programmes, activities and resources being planned for 2019.

With the continued growth in the sport, we are rejigging our finance department with the appointment of a head of finance and commercial to help us maximise our growth, opportunities and potential. We have had staff who have progressed internally to take on wider roles and responsibilities in response to the needs of the organisation and our desire to provide opportunities for internal progression and development.

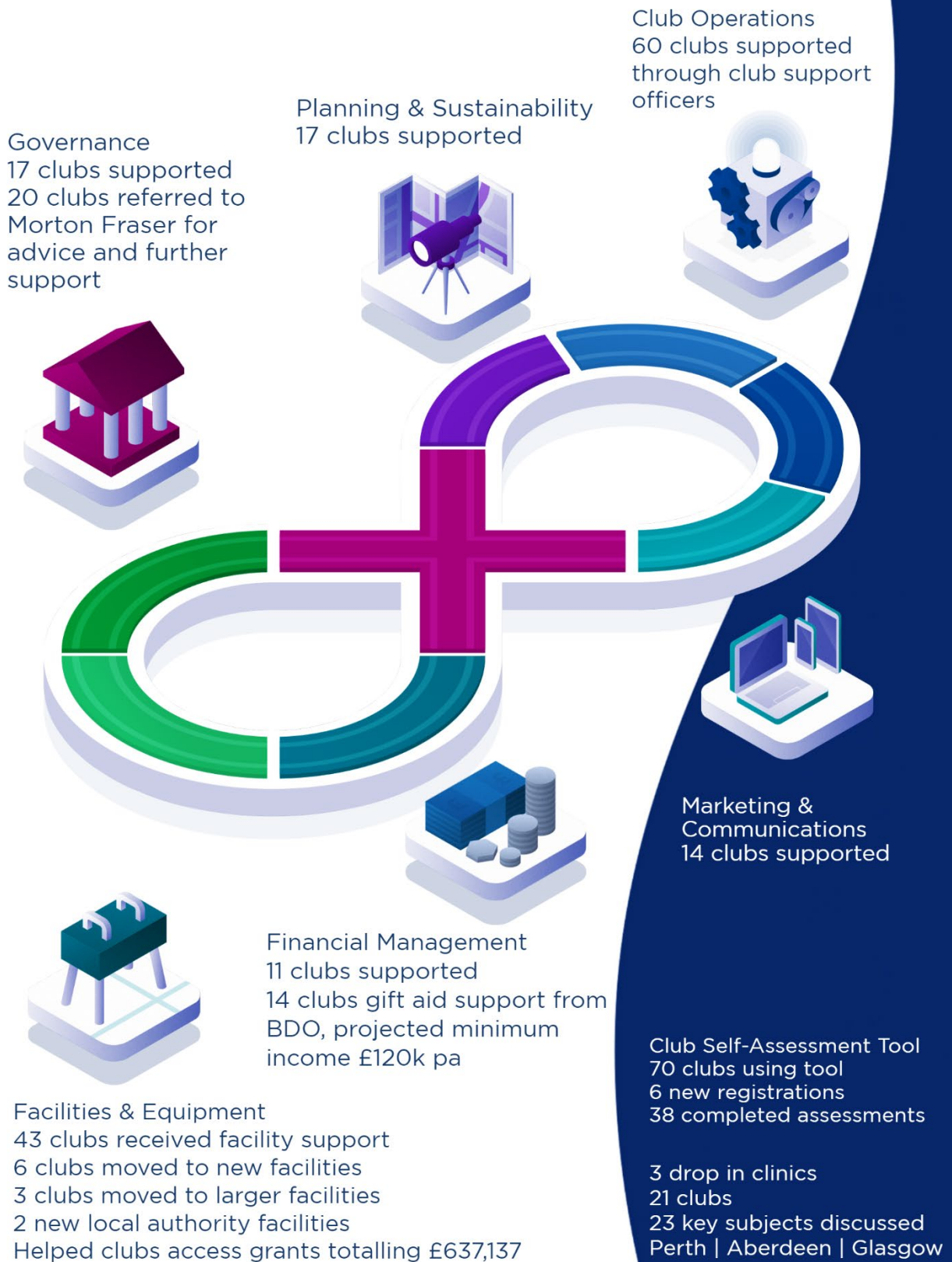
It's been another busy year for sure and I thank you for all your support and for being part of it. Together with our partners the sport continues to grow in popularity. Gymnova offered their continued long-term support last year and we were pleased to introduce new partnerships with Kukri and Quattro in this last year. So, with a thank you to our partners, **sportscotland**, British Gymnastics and most importantly the whole membership, we can look forward to the start of our next chapter during 2019. The work and passion continue!

**Euan Lowe**  
CEO, Scottish Gymnastics



## Clubs

Our club development team has been supporting clubs to achieve their ambitions through the principles of the effective club framework.

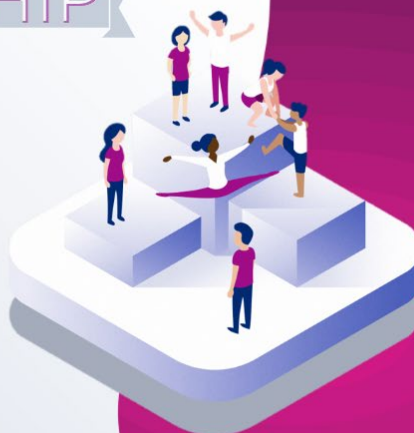




## LEADERSHIP

7 GRADUATED  
FROM LEADERSHIP  
ACADEMY

24 PEOPLE  
ATTENDED  
THE HUDDLE  
LEADERSHIP  
LEARNING EVENT



Scottish  
Gymnastics  
Membership

30,342

Total on 30  
September  
2018 at end  
of membership  
year 2017-18

## People

### PGDip

Now in its second year, the Post Graduate Diploma (PGDip) programme delivered in partnership with Edinburgh Napier University and supported by **sportscotland** provides a high-level taught post graduate degree focusing on developing and enhancing performance coaching practice that can be applied to any gymnastics discipline. In 2018, Amanda Daley, Iona Bruce, Fiona Fyfe and Carolyn Mackenzie all graduated from Edinburgh Napier University successfully completing the programme. Carolyn Mackenzie has since gone on to continue her studies by enrolling in the Masters (MSc) programme that will see her work closely with the Scottish Gymnastics performance department and the associated coaches and gymnasts.

### BSc

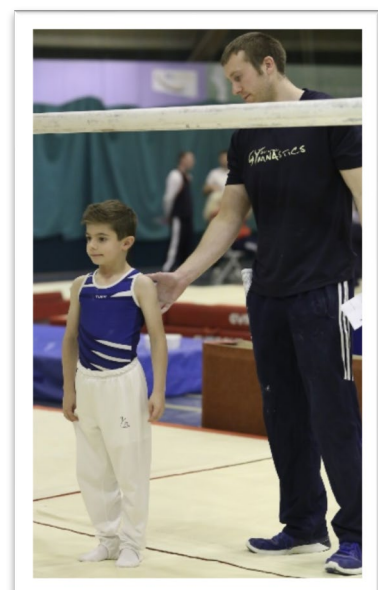
Launched in 2017 in partnership with Edinburgh Napier University, the Bachelor of Science (BSc) 'Developing Athletes through Professional Practice' has been extremely well received by the 15 coaches currently on the programme representing men's and women's artistic, double-mini trampoline and rhythmic gymnastics. Delivered by the University coaching experts through challenging and thought-provoking workshops, each coach has been able to apply the learning directly in a coaching setting therefore matching theory with practice. The underpinning coaching practice theories and new methods learned to developing athletes acts as an excellent CPD opportunity further enhancing coaches who wish to pursue coaching as a career.

All coaches are currently working towards a final assignment submission in August 2019 where they will graduate with a BSc degree. Scottish Gymnastics will engage coaches for the second cohort starting in September 2019.

### Coaching Futures

Coaching Futures is a performance athlete to coach apprenticeship programme fully invested by **sportscotland** with the aim to develop coaches who can operate across all levels of the pathway within their Scottish governing body.

Congratulations to Andrew Mackie who secured successful employment with West Lothian Artistic Gymnastics Club following the completion of the coaching futures programme in October 2018. Andrew will continue to work alongside regional pathway coach John Campbell at West Lothian Artistic Gymnastics Club focusing on developing boys from six years of age towards the British Grade system. Andrew has also played a huge part in developing other aspiring coaches through his work as a Scottish Gymnastics tutor.



## Regional Pathway Coaches – men’s and women’s artistic gymnastics

Throughout 2018, eight regional pathway coaches (WAG) and two regional pathway coaches (MAG) have been working towards the long-term objective to expand the number of gymnasts entering the competitive pathway by providing coach mentoring and coach development sessions through a regional approach. Each of the coaches has developed both their technical skills and approach to developing performance level gymnasts by working in partnership with South Essex Gymnastic Club (SEGC) in particular Scott Hann MBE, Ross Falsetta, Matt Jackson and several other members of the South Essex coaching workforce.

On the men’s side, the regional sessions have been a fantastic success by providing further opportunities for young aspiring gymnasts who have ambitions to develop towards the British grade system. Douglas Ross (West) and John Campbell (East) have driven the programme forward over the last year with Cameron Lynn, Cameron Falconer, Casey Flynn and Aaron Gregor all been involved in the regional pathway training and then gone on to perform extremely well at the Gymnastics British Championships in March.

Over the duration of the programme the coaches involved in the initiative have developed enormously over the last year. Of the ten coaches across MAG and WAG every coach has completed a new qualification, level 2 to 3 or above, whilst further developing their leadership and influencing skills.





## Holiday Education Camps

Over the past year our education team has continued to deliver holiday education camps across the country. In 2018, we held camps at Lasswade High School at Easter, the Dick McTaggart Centre in the summer and Hamilton and Sapphire Gymnastics Clubs in October.

The camp approach allows coaches to attend their chosen course over consecutive days and allows the opportunity to network with coaches from other courses and disciplines. The popularity of the camps has meant that almost all courses have been delivered at capacity, with a total of 37 courses attended by 440 members.



## Preschool CPD

The Preschool continuing professional development (CPD) course, has been officially launched in the past year. The new two-day course offers coaches the ability to qualify and deliver preschool activity much quicker than before with on-course assessment.

The course is now accessible to coaches with a Level 1 qualification in any discipline and replaces the previous Level 1 and 2 preschool courses. If found to be competent on the course, Level 1 coaches can assist in preschool classes and Level 2 coaches will be able to lead classes immediately.

In Scotland, the initial uptake for the course has been high with the first three courses in Edinburgh, Hamilton and Kinross all running at capacity. The team will be aiming to run further courses across the country in the coming year.



## Learn to Coach

Learn to Coach is now a well-established part of our calendar with a further six courses taking place in the past year. A recent change to the course is the booking process through our **absorb** learning platform. In addition, all learner resources for the course are now also available online. The move to **absorb** for both booking and



resources makes it easier for prospective club helpers to book on to the course as well as making the resources easily accessible before, during and after the course.

### Level 3 Technical Module Mop Up

The education team has undertaken an extensive mop up of Level 3 technical modules over the past year. The number of learners approaching their two-year cut off was high and the overall completion rate at Level 3 was low in comparison to the number of those attending the course.

The team has replicated the approach used at Level 1 and Level 2 of committing learners to a specific assessment date or deadline. This has proven successful, reducing the number of outstanding technical modules from 329 to 37. This approach will be carried forward into 2019-2020 for both Level 3 technical modules and theory.

### Education Workforce

The 2017-2018 workforce licence came to an end in December 2018. All workforce had to meet certain criteria with 44 workforce members, across various roles, going forward into the next licence period.

In 2018, four tutors ranging from Learn to Coach to Level 3 as well as six UKCC assessors were signed off on their delivery. A further seven tutors are ready to be signed off on their next delivery in 2019.

### Future Developments

Following the success of our 2018 education camps, our team will look to expand the education camp model further to include other courses and areas such as Aberdeen and the Highlands.

The team will also introduce our extenuating circumstances procedure which is intended to support you if you experience exceptional, unforeseeable, short-term circumstances which affect your ability to attend your course or assessment or submit your logbook/portfolio of evidence within the required timeframe. This procedure extends across all courses and assessments regardless of level.

The upcoming year will also see our current BSc cohort graduate from Edinburgh Napier University in October with the new group starting the course in September.

In line with our performance plan (2019 -2023) we will be launching a bespoke and tailored performance coach development programme to support for both current and aspiring performance level coaches providing formal and informal learning and development opportunities across all disciplines.

# Gymnasts

## Gymnast Ambassadors

The role of our gymnast ambassadors is to inspire, motivate and encourage the next generation of gymnasts and to help the retention of gymnasts within the sport.

In January 2019 we recruited five ambassadors who have represented Scotland at the Commonwealth Games or Great Britain in their discipline.

Kim Beattie, double-mini trampoline

Jordan Dewar and Kendal Smith, TeamGym

Shannon Archer and Izzy Tolometti, women's artistic

The ambassadors have started to lead talent workshops for gymnasts who have been selected onto performance pathway programmes across all disciplines.



## Acrobatic Gymnastics

### Technical Panel

The task of the acro technical panel has been to build on the success of previous years and continue to nurture the discipline, its gymnast and coaches using the financial resources made available through the competition programme. We are grateful for clubs supporting the competition programme which in turn should help every coach and gymnast throughout the discipline. Through these resources the panel was able to support taking gymnasts to Budapest for the 2nd Budapest Acro Cup.

The year started well with the Acrobay trio of Erin Henderson, Sacha Muir, and Chloe Rowlands representing Great Britain in the women's 13 - 19 age category and coming fourth in the World Age Group Competitions in Belgium. A great achievement when it is considered that this was their first appearance at this level. Our congratulations to the trio, to Suzanne Fraser their coach and to all at Acrobay.

### Competitions

The technical panel organises a full programme of competitions, trying to fit events around British level competitions, international events, the performance programme as well as the day job of coaching. We think we have the right balance of events throughout the year with competitions from beginner level to the Invitational which has become a must-attend event in the competition calendar for Scottish clubs and other home nations. The Invitational competition does take a lot of organising so I am very grateful for Nicky Youl organising the event on behalf of the panel and for the fulsome support provided by Scottish Gymnastics events team who ensure the competition is the showcase it needs to be. We do also need to thank all the floor managers, volunteers, and everyone else who helps all our competitions be the success they are.

We took a Scotland team of 30 gymnasts and seven officials to the 2nd Budapest Acro Cup with team managers Fiona Fyfe and Andy Youl, and Ian Said leading the coaches. This was a worthwhile and successful competition for the gymnasts with the following results:

- Anna Tierney and Maia Watt (East Kilbride Gymnastics Club) won the gold medal in the women's pair 11-16 category
- Karla Hillcoat, Sacha Horne and Arianne Lawlor (Dynamic Gymnastics Club) silver in 11-16 women's group
- Emma McConville and Caris Smith (Dynamic) silver in women's pair 12-18
- Mia Costello and Brenna Cruickshank (East Kilbride) bronze in women's pair 12-18
- Erin Henderson, Sacha Muir and Chloe Rowlands silver in senior women's group.

We saw many partnerships compete well at the Pat Wade Classic in November 2018, and Scottish Invitational in January 2019.

Scotland hosted the inaugural Home Nations Tournament; the first time Scotland has hosted an acrobatic and artistic gymnastics event in the same venue. This was a new performance development competition to replace the Celtic Cup and gave the 16 partnerships who were selected to be part of the Scotland team, an opportunity to compete at an International event over two days of competition and compete all routines. Scotland won the team event on the first day and won a total of 15 medals on finals day of competition, winning seven of the age categories. The Scotland coaching team was led by Ian Said, National Technical Lead, with three of our performance programme coaches supporting him, Suzanne Fraser, Michelle Diniz and Eilidh Jardine.

This year also saw the successful implementation of the beginners' competition. This was well attended by gymnasts and clubs and is a good way to start gymnasts on their competition pathways.

## Development

We have an increased number of gymnasts on our performance pathway programmes which continue to be led by our national technical lead, Ian Said. The gymnasts and personal coaches benefit from four camps with Ian throughout the year with club visits between camps. This ensures a consistency in the leadership of Ian with our performance pathway programmes.

The technical panel now pools resource and advice to advance the programme, which continues to focus on developing coaches as well as gymnasts. The coaches are recognised as the constant in a discipline where partnerships can change due to various unrelated reasons. This year a Parent Induction session took place which also included nutrition advice and practical nutrition advice sessions for gymnasts. This type of education will continue going forward into the next financial year, with the introduction of Choreography and Physical Preparation into the sessions with the associated experts delivering in these areas.

We have also continued with the Performance Coach Development Programme for those coaches in the early stages of the FIG pathway alongside their own partnerships. This will help to develop the next generation of coaches through their own individual development and in turn the next generation of partnerships. This programme again is being led by Ian Said.

## Judging

Tracey Findlay led a successful club judge course which gave us 20 new acro judges, many of whom have already judged at our competitions. New regional judges from the previous cycle were introduced to the difficulty judge role, working as DJ2 alongside more experienced judges and helping develop each on their judge career path.

We now have one brevet, two national, eight regional, 49 club judges, although not all club and regional judges are judging on a regular basis, with potentially seven more club judges from the recent course at Ravenscraig Regional Sports Centre.



We are very lucky to have all these judges, especially having Tracey leading the judge programme. She has worked for FIG as a reference judge at the senior world championships in Antwerp as well as judging at all the British national events. Her knowledge and experience need to be recognised in helping drive the programme. Thanks also to Laura Jennings for bringing her experiences from judging at British level.

## Summary

During the year, Laura Jennings changed her role on the panel from performance development co-ordinator to become finance officer. The panel will continue to support programmes and activities for gymnasts, coaches, judges and clubs over the next 12 months. We will not be attending an international event during this financial year having helped support the Home Nations Tournament in April 2019, which will feature in next year's report. We are looking forward to working with everyone in acro throughout the year. Many thanks to Tracey Findlay, Nicky Youl, Laura Jennings and Fiona Fyfe for all the help, support and advice given over the year. I would be lost without it.



## Men's Artistic Gymnastics

### Technical Panel

The men's panel work closely with Scottish Gymnastics staff to support the men's artistic grades, performance pathway programme (PPP) camps and the national pathway programme (NPP) camps. During the camps for grades, we also hold clinics for judges and coaches.

Our thanks to Caitlin Ross and John Campbell who have stepped down for their contribution to the panel over the years and we wish them continued success in their coaching roles.

### Competitions

With the European Championships in Glasgow, it was very much a home championship for Pavel Karnejenko, where he won a team silver in the junior men's competition. On the back of the Commonwealth Games, Frank Baines continued to show his strengths on the British programme winning floor, pommel and high bar medals at the FIG World Challenge Cup in Mersin-Turkey. Baines was also named as reserve for the European and World Championships. Meanwhile, Hamish Carter moved to the University of Illinois to further his studies and gymnastics, with Daniel Purvis calling time on his career as a gymnast that will inspire many of our gymnasts for years to come and we wish him well as a coach.

There was international competition opportunity for three gymnasts at the Austrian Future Cup in November, with Cameron Lynn, Cameron Lister and Aidan Jordaan with coach John Campbell selected to represent Scotland at the event.

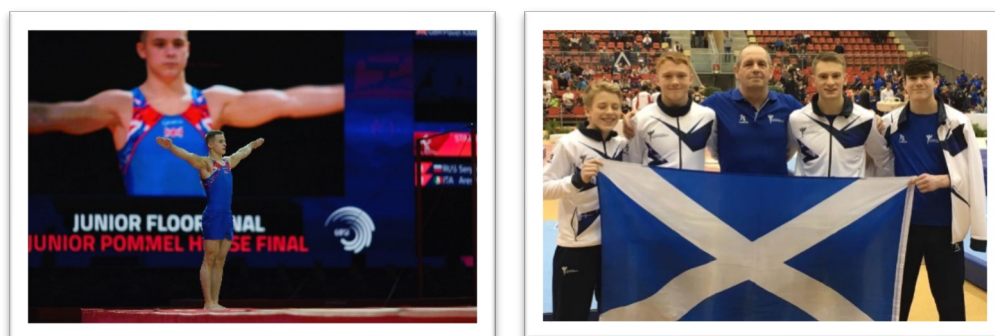
At the British Championships, West Lothian's Cameron Lynn won the under-16 boy's vault title and finished fourth in the floor final and in the same age category, City of Glasgow gymnast Rory Smith finished an impressive sixth in the all-around competition whilst claiming a bronze medal on rings and a fifth place on parallel bars in the apparatus finals. In the under-14 category Rueben Ward (Manchester Academy) claimed the silver medal in the all-around competition with apparatus gold medals in pommel and vault. Now in the senior ranks, Pavel Karnejenko finished an impressive fifth in the all-around competition, winning bronze medals in the men's masters finals in rings and vault.

The Scottish Championships saw an increase in the number of competitors, especially gymnasts aged under 16, with medals being shared across different clubs and apparatus titles being won by different gymnasts. There was a greater number of under 12 gymnasts too and it is encouraging to see the development of the discipline across different clubs in Scotland

The Home Nations tournament was a new development competition to replace the Celtic Cup and the UK school games to give gymnasts the opportunity to experience a multi-discipline event. The gymnasts really enjoyed it, especially the Scots wearing their new kit as they looked well-organised as a team. There was a good team spirit and it was an excellent experience all round for the gymnasts and coaches. Scotland came third overall with Cameron Lynn winning the vault final and Cameron Lister winning the under-18 all-around title and on the podium in three apparatus finals.

The grades qualifier competition in September saw a greater number of entries than in previous years and some solid performances, with 31 Scots qualifying for the British Men's Artistic National Elite and Club Development Grades.

The competitive calendar format changed in 2019, removing the grades competition and creating the Scottish voluntary cup and challenge cup. We are involving more clubs in voluntary competitions giving young gymnasts the opportunity to compete basic routines over six pieces, introducing them into voluntary routines.



## Development

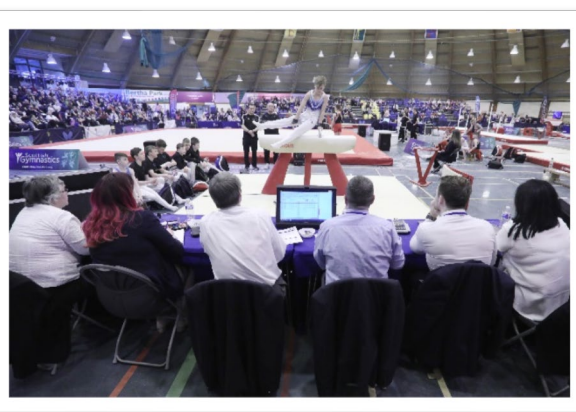
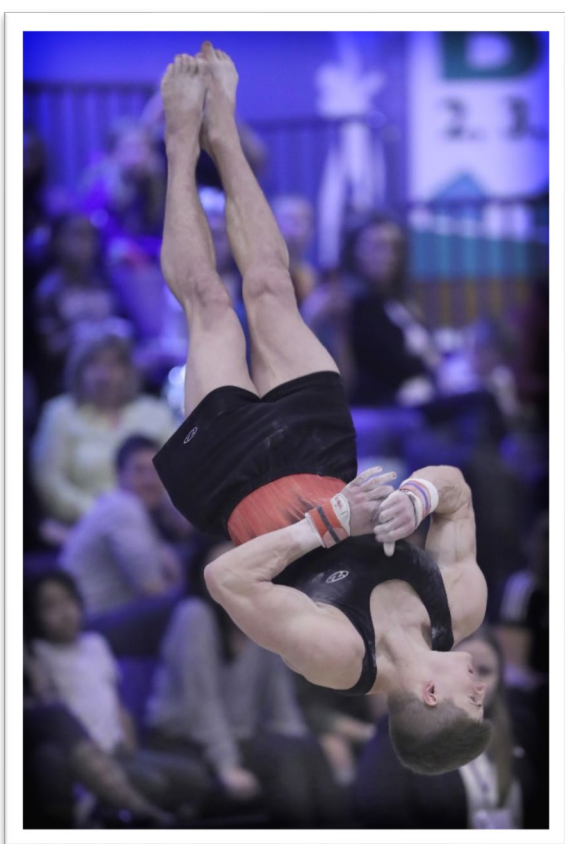
With Paul Hall MBE moving on to his role as national coach for British Gymnastics, Scott Hann MBE stepped into the role as national technical advisor for Scottish Gymnastics' national performance programme, bringing his wealth of experience as an Olympic coach. Having worked with Matt Jackson over a number of years, means there's a real connection having Matt alongside providing the technical leadership for the performance pathway programme. Both programmes have benefited from the opportunity to attend camps hosted at South Essex Gymnastics Club's performance environment.

During camps, Matt has led different clinics for coaches, and more clubs have taken up this opportunity. We have held more training camps in Largs this year with Matt and Scott coming up to hold combined camps to help Scottish gymnasts and coaches train in Scotland. It has been good for the younger boys to see what the older men could do and what they can aspire to. Because they can see all the gymnasts together, it has created a development pathway from PPP to NPP, with Peter Ritch benefitting from this by moving up to the latter and others should follow in his footsteps.

The floor and vault league has grown in strength during its third year, proving a success in giving more young gymnasts the opportunity to compete and develop. Moving into the 2019 series, we are delighted to have more clubs involved from a greater geographical spread, and we look forward to the Floor and Vault Championships in November.

The importance of the league was demonstrated again at this year's Scottish Championships with the under 16 all-around podium places won by gymnasts who had been competing in floor and vault just a couple of years earlier, and Cameron Lynn becoming a British champion, all of which is an outstanding step up.

In addition to learning through PPP camps and clinics, our coaches continue to develop with the invaluable work of our regional pathway coaches, John Campbell and Douglas Ross.





# Rhythmic Gymnastics

## Technical Panel

Our rhythmic community has been very busy over the last year. Throughout 2018, the rhythmic technical panel focused on further development within the sport, in particular coach and club development.

With a number of new clubs emerging, we now have more than 10 clubs across Scotland engaging with rhythmic gymnastics, and we see an increase in the number of gymnasts coming into the sport. This year our focus has continued on increasing the number of qualified coaches and providing coach opportunities for up-skilling by bringing in external technical expertise in specific areas where a need was identified.

### This year's highlights

On our competition calendar, we introduced a new competition, the “Thistle Invitational”, with the goal of providing a friendly competition at a time in the annual calendar which allowed for a first look at the following years competition age group pieces. We also encouraged clubs from outside Scotland to join us, building a good competition environment. This also saw the first of the national Level 3 group league competitions taking place alongside.

On the national competition front, the NDP Finals 2018 saw a good representation of Scottish competitors, with placings in grade 6, grade 9, grade 10, and a silver medal for Louise Christie in grade 10. The British Group Championships saw Pentland compete in the senior section for the first time.

British Gymnastics Zonal Grades qualification for 2019 saw a total of 14 Scottish gymnasts qualifying for NDP Finals across grades 7-10, and Louise Christie of Beacon qualify for British Championships in the senior age group.

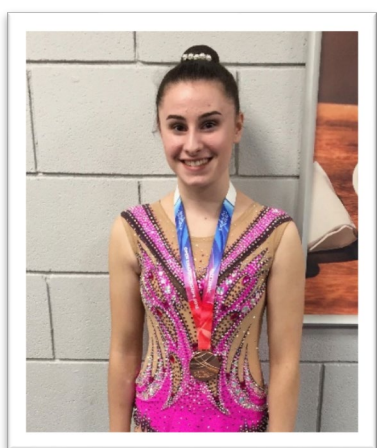
With our focus on development, a number of different coach education events were run across the calendar, starting with a development workshop in April. The symposium in August brought in technical expertise to cover ballet, body preparation, conditioning for injury prevention, and planning, along with a session on group lifts, which was enjoyed by both coaches and gymnasts alike! Continuing the practice from the previous year, a control and routine feedback weekend was held in January, prior to the final preparation phase for zonal qualification. In addition, a number of coach and judge courses run to allow for increase in qualifications to support the growth in the discipline.

These programmes will pave the way for an enhanced coach development programme in 2019 and a pathway programme in 2020 for espoir and pre-espoir gymnasts.

## Looking Ahead

Our goal is to have a sustainable pathway at grassroots that feeds into a development and performance pathway, and we are working with the Scottish Gymnastics' performance team to enable this to happen. For 2019, we have added two performance pathway espoir workshops to the calendar, with an open invitation to all coaches working the level 3+ espoir gymnasts, both individual and group. Combined with a coach development pathway, this is intended to create the structure which will enable an entry into the performance pathway system for rhythmic by 2020.

As a community, we are delighted to be able to support this development as part of the Scottish Gymnastics strategic plan and look forward to the future benefits which will show in the growth of our discipline



## TeamGym

### Technical Panel

The period 2018/2019 has seen quite a change in TeamGym in Scotland. We now have in place our performance programmes, enjoyed an exciting European Championships, strengthened our bonds with world-class coaches and supported new clubs, coaches and gymnasts as the discipline flourishes and continues to grow.

### Competitions

In 2018, eight Scottish gymnasts were selected to represent GB in five out of six teams. We also had a Scottish coach in Tracey Brown, appointed as team coach for the men's teams. Scottish gymnasts made up more than 10% of the entire GB delegation in Portugal for the European Championships. Congratulations to all involved in a fantastic championships. It was inspiring.

The Scottish Championships in February 2019 saw a record number of entries from clubs, with two new clubs competing for the first time. The winners in each category were from a broad spectrum of clubs across Scotland. An open age category was introduced to encourage clubs out of micro teams and into full teams. The result was an exciting and busy competition. The technical panel and Scottish Gymnastics events department have been working hard to increase the provision of competition opportunities across all levels of the discipline and improve the professionalism of our events. Our micro competitions at lower levels are busy and full of new clubs seeking an entry pathway into TeamGym. There are plans to increase this further, introducing a league and including a floor element to micro ensuring this important element of the discipline is not neglected.

At the British Northern Qualifiers, we had success across all age groups with seven teams going forward to British Championships

### Education

There has been a number of Level 1 and Level 2 coaching courses run in this period and these are proving very popular and again, encouraging a variety of different clubs into the discipline. There have been club judging courses, further expanding our workforce

### Development

Scottish Gymnastics, with the support of the technical panel, continues to develop the performance pathway programmes for TeamGym gymnasts in Scotland. In agreement with British Gymnastics and their technical committee, the Scottish performance pathway programmes are being used as the Scottish region zonal training as part of the lead up to selections for the 2020 European Championships.

This year's summer camp was a massive success. Gymnasts from across Scotland and Northern England came together to be coached in all apparatus by Danish National coach Lars Noerregard and his team. We welcomed some new coaches on board who were coming along to find out about TeamGym but left with enthusiasm and drive to push the discipline forward in their clubs.

We ran our primary camp for the second year, led by GB Brevet Nicky Webster and her team. The primary camp is growing in popularity and is now a firm addition to the development calendar.

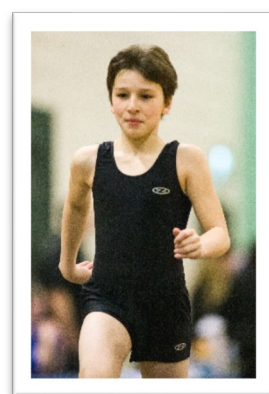
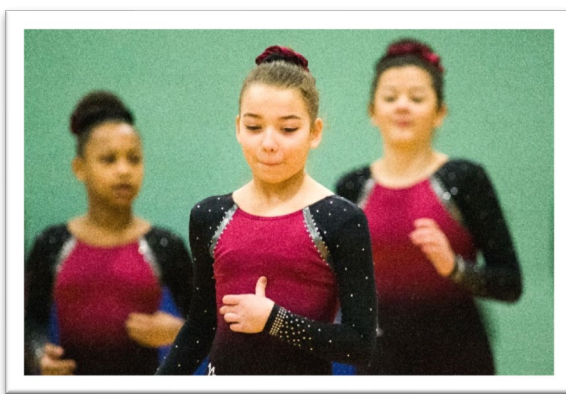
In November, Lars returned to Scotland to spend a week working with clubs and coaches across Scotland, delivering across a variety of levels from beginner to performance. The week ended with the symposium, an overview of Lars' impressions of TeamGym in Scotland as well as a reflection on our GB gymnasts' experiences of European Championships.

We held development workshops with Norwegian coach Brian Carlsson, focussing on double rotations which was well received and well attended.

## The Future

We have spent the majority of 2018/19 focused on developing performance programmes to support gymnasts and coaches to GB selection and national representation. We are now looking at growing the grassroots of the discipline, offering more competition opportunities and supporting coaches and clubs in their quest to drive forward at every level. We continue to have great relations with the GB community as a whole and are well respected and enjoy considerable success.

We are welcomed across Europe and find a host of world class coaches and officials wishing to engage with our programmes and help shape and develop TeamGym in Scotland. This is a fast-growing discipline and the challenge will be keeping up with demand. The greatest challenge to our discipline is the lack of suitable facilities and access to the correct equipment – a fact that has been pointed out by almost all visiting coaches. This has a massive impact on our competition programme and our performance activity. This will be one of the greatest challenges moving forward and the technical panel, along with Scottish Gymnastics staff, will continue to seek out creative solutions to meet the needs of the discipline.





## Trampoline, DMT, Tumbling Technical Panel

It has been a productive 12 months for trampoline, tumbling, and double-mini trampoline (DMT) as we tried to build upon the previous year's successes.

### Competitions

For the second year, all three disciplines came together to hold the Scottish National Trampoline and Tumbling Championships which was again an excellent showcase of the best gymnasts in the country across development and elite levels. Congratulations to all the Scottish champions and award winners.

The level of participation for DMT continues to rise with a record number of gymnasts in Scottish competitions: we have seen an increase of 640% in competition entries at NDP level since 2015, with over 200 DMT gymnasts now competing in events.

Scotland shone again at the 2018 British Regional Team Final with successes at the NDP levels. Our trampoline gymnasts performed well with many winning individual medals and the team finishing in a credible fifth place, but it was clear that the general standard had improved, and we have work to do if we want to top the regional table in future. The double-mini team impressively extended their reign, picking up the regional team trophy for the fourth consecutive year and dominating the field by a significant margin. To round off a brilliant weekend for Scotland, the tumbling team lifted their regional team trophy for the first time, having brilliantly built on their second-place finish in 2017 and seventh place in 2016.

Success at the Regional Team Final was a precursor for some excellent results for Scottish clubs at British NDP finals in Nottingham where gymnasts won more than 40 medals across the three disciplines.

Scottish Gymnasts shone at the British Championships in September 2018 with three crowned British champions. Congratulations to them and their coaches.

In trampoline, Keir Davidson (Tiggers) won gold in the FIG 11-12 years competition, a performance that earned him a place on the British junior squad for trampoline. Kirsten Davie (Edinburgh Spirals) and John Buist (Flyers) earned places on the British development and foundations squads respectively.

In DMT, Fraser McLeod of Two Foot Higher retained his title at elite level men's 15-16. Kim Beattie from Banchory Trampoline and DMT Club won the senior women's event with City of Edinburgh's Caitlin O'Brien earning the bronze medal in this category.

There were further British medals in tumbling with Skye McNicol from Dynamite winning a silver medal, while Demi Adams and Sophie Campbell, both from Sapphire Gymnastics Club, earned a bronze medal in their age categories.

Several gymnasts represented Great Britain on the international stage:

Kim Beattie, senior women's DMT team, FIG World Championships.

Caitlin O'Brien, senior women's DMT team, FIG World Championships.

Ciara Donlevy (Banchory/Edinburgh), team silver medal in the open female DMT competition, Loulé Cup.

Ava Fettes (Banchory) 11-12 girls' DMT category, World Age Group Competition; gold medal in under 14 team competition, Loulé Cup.

Demi Adams, 15-16 girls' tumbling team, World Age Group Competition; silver medal, under 13 tumbling competition, Loulé Cup.

Darci Tierney (Sapphire Gymnastics Club) bronze medal in the U13 tumbling competition, Loulé Cup.

Congratulations also to coach Lauren Jeffrey from City of Edinburgh, and judges Brian Scott (Glasgow) and Bruce Craig (Two Foot Higher) who were also part of Great Britain delegations.

## Development

Away from competitions, there have been exciting developments in the creation of a performance pathway programme (PPP) across all three disciplines, as well as a national performance pathway (NPP) for DMT.

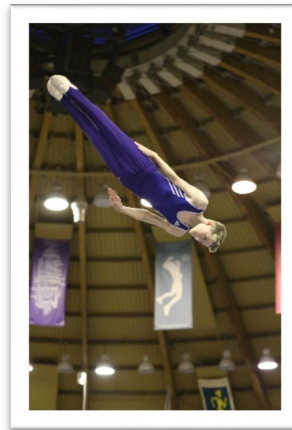
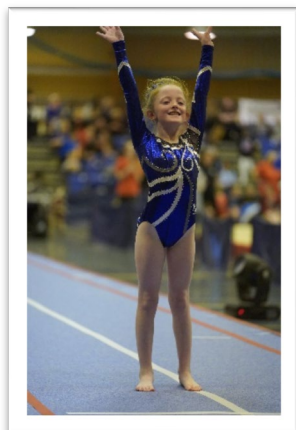
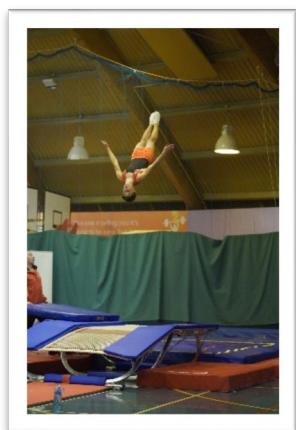
The programmes, which focus on developing coaches and gymnasts with the aim of increasing the number of gymnasts qualifying for British Championships, are intended to foster a culture of hard work, continuous improvement, taking ownership and embracing challenge. The hope is that these pathways will also help bridge the knowledge gap for the majority of clubs who do not have access to the British performance pathways.

The tumbling PPP was introduced in January 2019 led by national technical lead, Dan Lannigan with 17 gymnasts and their personal coaches selected onto the programme.

The DMT programme followed in March with 22 gymnasts and coaches on the NPP with technical lead Tom Holman and 24 selected for the PPP with assistant technical lead Lauren Jeffrey.

With support from the trampoline technical panel and British Gymnastics, a new PPP was launched to support the development of current and future FIG level gymnasts at pathway level. The programme benefits from technical leadership from British Gymnastics performance pathway coach Gary Short as well as integrated support from physical preparation to support the nine selected gymnasts, their coaches and parents.

Scotland continues to be represented on British performance pathways across all three disciplines, with gymnasts selected for: trampoline performance programme and performance pathways; DMT squad; and in tumbling, junior training squad, development squad, and the zonal foundation tumbling squad. Congratulations to all the gymnasts and their personal coaches.



## Recognition and honours

Two of the sport's longest serving members have been recognised this year. John Wills was awarded the British Empire Medal in the New Year UK Honours for services to trampolining in North East Scotland, in recognition of the considerable contributions he has made to the sport over several decades.



John Beeton was awarded the FIG Honorary Diploma in recognition of his distinguished long-term service as an international judge at world level, having been instrumental in the development of Scottish, British and world-level trampolining.

## Looking ahead

The technical panel is continuing to look at how we can keep improving the opportunities and facilities available for our gymnasts, and the next 12 months will hopefully see the purchase of further new equipment, including a tumble track and a time of flight machine.

The establishment of the new performance pathway programmes across all three disciplines has been a significant step forwards and we are excited to see the results of what these programmes can help our gymnasts and coaches achieve.

Following a long moratorium on judging courses due to the entire course range being redeveloped, judging will now be a focus for the next 12 months. We will be working to ensure that sufficient opportunities are provided across disciplines to allow both new judges to gain qualifications and existing judges to improve their skills, all of which will continue to improve the quality and credibility of our competitions.

## Women's Artistic Gymnastics Technical Panel

*Our vision as a technical panel is to use our collective experience and expertise to improve the overall effectiveness, quality and continuity of the women's artistic programme in Scotland.*

The panel has continued to support women's artistic gymnastics activities, programmes and development over the last 12 months, working with Scottish Gymnastics to identify opportunities for funding and resources.

### Competitions

All panel members are volunteers who give a significant amount of time, energy and enthusiasm in order to help the gymnasts, coaches, officials and spectators have the best possible opportunities to fulfil their ambitions and enjoy women's artistic gymnastics. We would like to take this opportunity to thank everyone who has assisted but especially those without whom we could not run the competition programme: panel members Dawn Telford and Katrina Harper, floor managers Scott Harper and Rowan Harper, the volunteers who help setting up and clearing up and our team of scorers led by Gyndata

At Combs-La-Ville in Paris, the team of Ellie Patrick, Crystelle Lake, Kirsty Fowler, Taylor Richardson and Kennedy Foster relished the opportunity to compete against strong competition from across Europe as well as the USA and Canada. In the espoir competition, Kennedy Foster won silver medal on floor. At the Sandra Clarke Invitational the team of Sarah McKenzie, Emily Bremner, Caitlin Lochhead, Brooke Masson, Eilidh Gorrell and Ellie Russell won team silver behind England.

At the British Championships, Ellie Russell and Caitlin Lochhead made finals in the senior competition, with Caitlin (Bristol Hawks) finishing sixth in the beam final and Ellie (West Lothian) finishing fifth in the vault final.

The panel would like to congratulate Sarah McKenzie, Megan Morrison, Crystelle Lake, Taylor Richardson, Mille Redford and Rebecca Quinn from City of Glasgow Gymnastics Club on becoming the 2018 Adrian Stan British team champions (non-GB squad).

The 2019 Scottish Championships was another exceptional competition that showcased the improving level of gymnastics in Scotland. There was high-quality gymnastics at every level and congratulations to all the competitors, especially the all-around champions:

- Senior – Cara Kennedy (City of Glasgow)
- Junior – Crystelle Lake (City of Glasgow)
- Espoir – Kennedy Foster (Dynamic)



Scotland hosted the first Home Nations Tournament, a first for many of us having acrobatic and artistic gymnastics in the same event. Many meetings and a lot of hard work from the panels and Scottish Gymnastics resulted in an excellent two-day competition experience for our gymnasts. Special congratulations to medallists: Scotland Team A: Crystelle Lake, Lauren McCormack, Kennedy Foster, Milli De O'hara and Tilly Bee (silver)

All-around: Crystelle Lake (junior silver) Kennedy Foster (espoir bronze)

Individual apparatus: Crystelle Lake (floor silver) Tilly Bee (vault silver) and Kennedy Foster (vault and bars bronze)

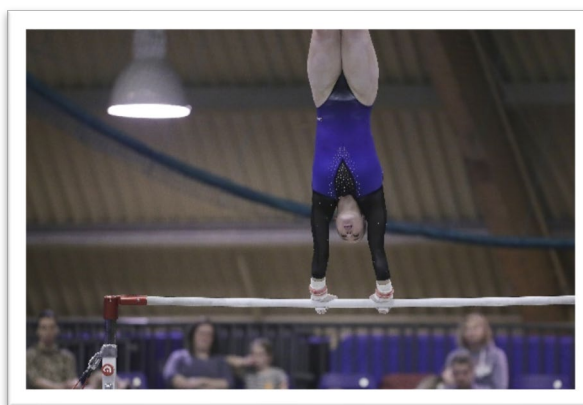
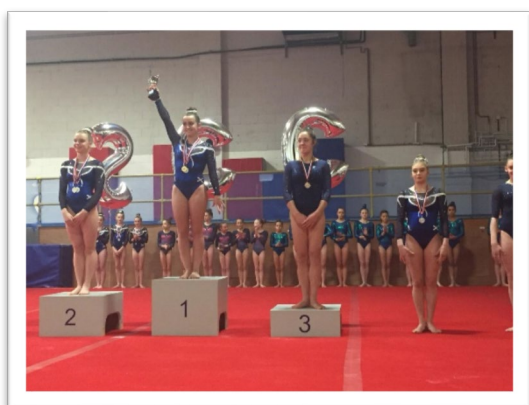
In the national development plan grades finals, Scottish gymnasts achieved the following notable results:

National 2 Beth Fallow (Hamilton) 2<sup>nd</sup> on R&C

National 3: Team 5<sup>th</sup>, Amber Thomson (Balwearie) 4<sup>th</sup> all around and Eve Bremner (DGC2K) 3<sup>rd</sup> on bars

National 4: Maura Ward (Cumbernauld) 2<sup>nd</sup> on R&C

1 gymnast from Scotland passed Compulsory 1 and 4 passed Compulsory 2



## Judging

The past twelve months have, yet again, been very busy for women's artistic judges. The domestic programme continues to grow, which is very encouraging, seeing more entries than ever. This, however, does bring logistical problems regarding the running times of the competitions. We have successfully run several competitions using double panels, and it is likely this system will be used increasingly in the future.

Twelve candidates passed their club judge exam in January 2019. Our brevet and national judges continue to judge at both Scottish and British events. Our brevet judges have also been selected by British Gymnastics and International Gymnastics Federation (FIG) with Pauline Smith selected to judge at the European Championships Glasgow 2018 and Poland 2019. Kirsty Burt was selected to judge at the Youth Olympics held in Argentina in October 2018 and Katrina Harper was selected to attend the Olympic Hopes Cup in the Czech Republic in December 2018. Scottish Brevet judges have also been selected by British Gymnastics to attend a number of trials held for GB gymnasts hoping to qualify to European and world championships.

One challenge is that many judges cannot commit to the number of competitions that will enable them to become confident and experienced enough, to be able to move through the levels from club to national judge. We are hoping to hold practical judging clinics over the coming months to help with judge and coach education. Katrina Harper (our judging convener) would like to convey her thanks to Pauline Smith for her invaluable help and experience with courses, rules and all things judging. Also, to Sinead and Kirsty for their support, knowledge and help with all the competitions, proof reading rules and courses.

In addition, the panel would like to offer sincere thanks to all the judges who give up their time to officiate at the domestic competitions as we wouldn't be able to do it without them. Once again, our brevet judges have generously given their time and expertise as senior judges at our competitions and during the various courses and clinics which is greatly appreciated.

Thanks also to Scottish Gymnastics events team for their help organising competitions and the education team for their help with coaching and judging courses.

## Development

The national performance programme continues to be the corner stone of support for gymnasts and coaches working towards competing at the highest level. Preparing gymnasts for international competition remains an important focus and this year Combs-La-Ville was a FIG sanctioned event selected to give gymnasts vital competition experience and the Sandra Clarke Invitational was a performance development competition opportunity.

Work is underway with Scottish Gymnastics performance team to scope out further programmes in the pathway to support the next generation of gymnasts and their coaches across the whole of Scotland.



## EVENTS 2018-2019



ACROBATIC  
5 COMPETITIONS  
1417 GYMNASTS



GYMFEST  
2 EVENTS  
2338 GYMNASTS



MEN'S ARTISTIC  
6 COMPETITIONS  
404 GYMNASTS



RHYTHMIC  
5 COMPETITIONS  
304 GYMNASTS



TEAMGYM  
2 COMPETITIONS  
313 GYMNASTS



TRAMPOLINE & DMT  
6 COMPETITIONS  
2237 GYMNASTS



TUMBLING  
7 COMPETITIONS  
871 GYMNASTS



WOMEN'S ARTISTIC  
13 COMPETITIONS  
3145 GYMNASTS

SCHOOLS  
4 COMPETITIONS  
603 GYMNASTS





## Ethics, Welfare and Conduct

The annual review gives us a chance not only to reflect on the year's activities but also remind our members that Scottish Gymnastics is unswerving in its ambition to provide a positive and safe environment for all to learn and enjoy gymnastics.

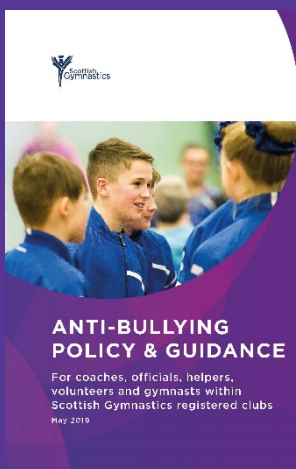
Children's wellbeing is at the forefront of what we do. Raising awareness of children and young people's wellbeing, recognising what needs to be done and the requirement to act on this when a child or young person needs our help and support is crucial.

We launched our anti-bullying policy in April 2019. It is our shared responsibility to make sure that children and young people know they are right to speak up, they will be listened to and taken seriously and it will not affect their place in a team or selection for an event or a competition, regardless of whether representing their club or their country.

In line with the *Standards for Child Wellbeing and Protection in Sport*, under which we operate, we are committed to giving children and young people a voice and taking their views in to account when developing procedures to keep them safe in our sport. The Scottish Gymnastics youth forum will design a poster on how to stay safe and have fun, which will be printed and sent to all member clubs to display in their gyms.

We have a duty of care not only to children and young people but also to coaches, helpers and officials in our clubs. Linked to the procedures, we continue to provide a wide-ranging education package of safeguarding courses developed specifically for our unique, hands-on sport, providing many opportunities through continuous professional development for those working in gymnastics to stay safe.

All safeguarding courses are now purchased through **absorb**, making it much easier by providing a direct link to the course page on the safeguarding course calendar.





The code of practice for coaches and officials was reviewed, updated and launched in March. Although this document sets out the standards of behaviour Scottish Gymnastics expects coaches, officials, volunteers and clubs across all disciplines, to conform to, it also provides guidance, advice and support as well as step by step procedures for reporting any concerns those working with children and young people may have. The new code has been provided to all registered coaches, to those attending UKCC level 1 courses and is available on our website.

In addition to safeguarding, it is essential that clubs continue to keep up the good work in the area of safe recruitment and to ensure all individuals coming in to work in a regulated role with children and young people complete the required PVG check and attend our safeguarding training.

### Children and Young People: their wellbeing is everyone's responsibility

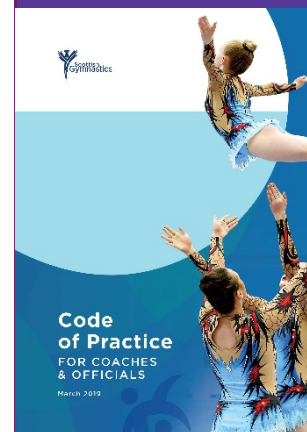
The 2018 Safeguarding Symposium was attended by many Head coaches as well as safeguarding officers and was a huge success, as attendees told us:

*"I was sceptical when I booked but it was so, so, so worth it. Thank you for a fantastic day."*

*"To now know that my questioning could alter whether a gymnast has the courage to speak up and how to comfort them, was key learning for me."*

The 2019 Symposium will cover topics of mental wellbeing and social media as requested by the majority of last year's delegates.

The Scottish Gymnastics ethics, welfare and conduct team was boosted by Eilidh McCall-Lawrie who joined to share the role of manager with Lorna Whyte, both working three days a week.



## SAFEGUARDING Symposium 2018

Stirling Court Hotel  
Sunday 9 September



[scottishgymnastics.org](http://scottishgymnastics.org)

# Safeguarding 2018-19

	courses	attendees	locations
PVG Workshop	13	40	Inverness   Edinburgh   Glasgow Aberdeen   Fort William
Safe in your hands	5	69	Perth   Edinburgh   Ravenscraig Inverness   Larbert
Safeguarding & Protecting	22	301	Edinburgh   Glasgow   Aberdeen Inverness   Fife   Kirkton
Safeguarding 2	21	251	Edinburgh   Glasgow   Aberdeen Inverness   Ayr   Fort William
Safeguarding 3	23	170	Edinburgh   Glasgow   Aberdeen Inverness   Fife   Fort William
Bespoke courses for clubs: social media and governance	2		

PVG	
Forms received	430
VSD	414
Certificates	371



## Communications

Scottish Gymnastics continues to develop its social media presence engaging with a growing number of followers during the year. We share news from our members and clubs across the gymnastics community, celebrating achievement at national and international level.

We also let members know about what Scottish Gymnastics can do for them so they can make the most of their membership, including coach and judge education, safeguarding, club development, personal development, partner offers, and gymnastics performance, development and events. Our Roundoff and Springboard newsletters are still key in this, delivering news straight to our subscribing members.

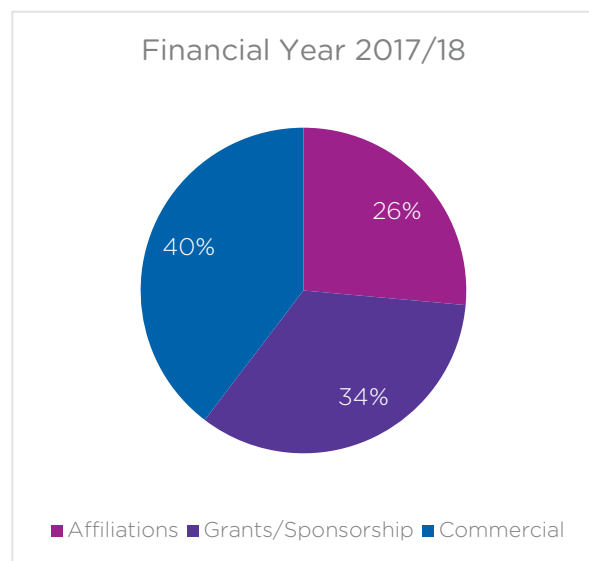
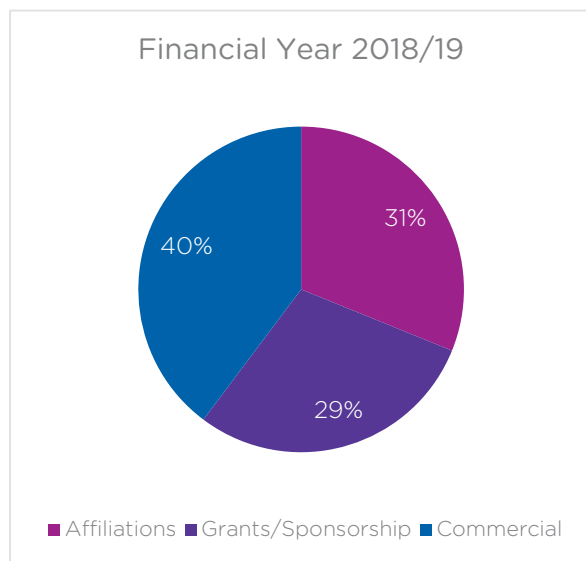
We strive to create and share content on social media to engage all ages, given our sport's young participants many of whom are too young to hold their own accounts. More than half of our YouTube subscribers are under the age of 21 and 82% are female. Our Instagram following also reflects our audience with 44% being young people aged 24 and under, and this year, the number of followers overtook our Twitter audience despite it growing by 27.5%.

We had our first Instagram takeover in February 2019 at the Scottish National Artistic Championships with Commonwealth Games gymnasts Shannon Archer and Izzy Tolometti doing a great job taking questions from younger gymnasts and engaging audiences throughout the weekend.



## Business Review

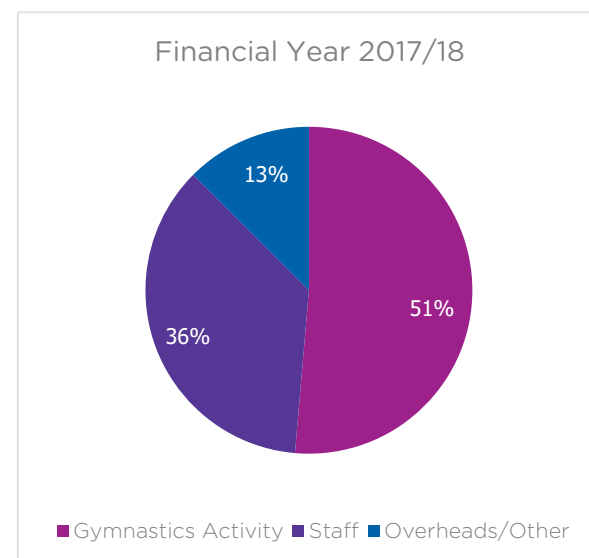
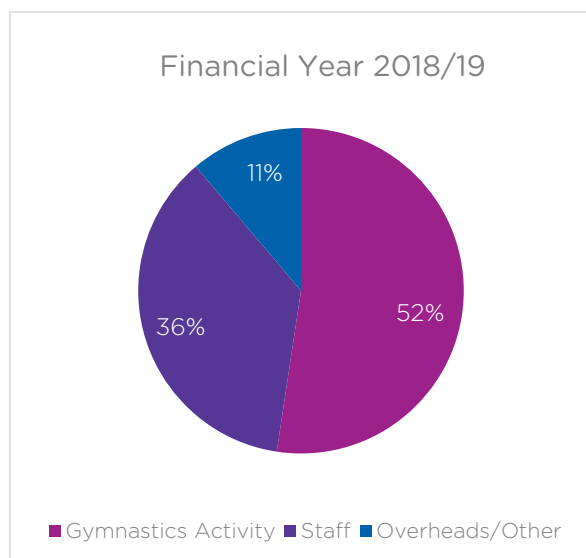
### Where our funding comes from



Affiliations	31%	£718,380
Grants/Sponsorship	29%	£671,740
Commercial	40%	£917,148
Total		£2,307,269

Affiliations	26%	£579,153
Grants/Sponsorship	34%	£743,700
Commercial	40%	£868,455
Total		£2,191,308

### What we spend it on



Gymnastics Activity	52%	£1,222,922
Staff	36%	£850,599
Overheads/Other	11%	£261,034
Total		£2,334,557

Gymnastics Activity	51%	£1,068,173
Staff	36%	£751,027
Overheads/Other	13%	£260,468
Total		£2,079,669

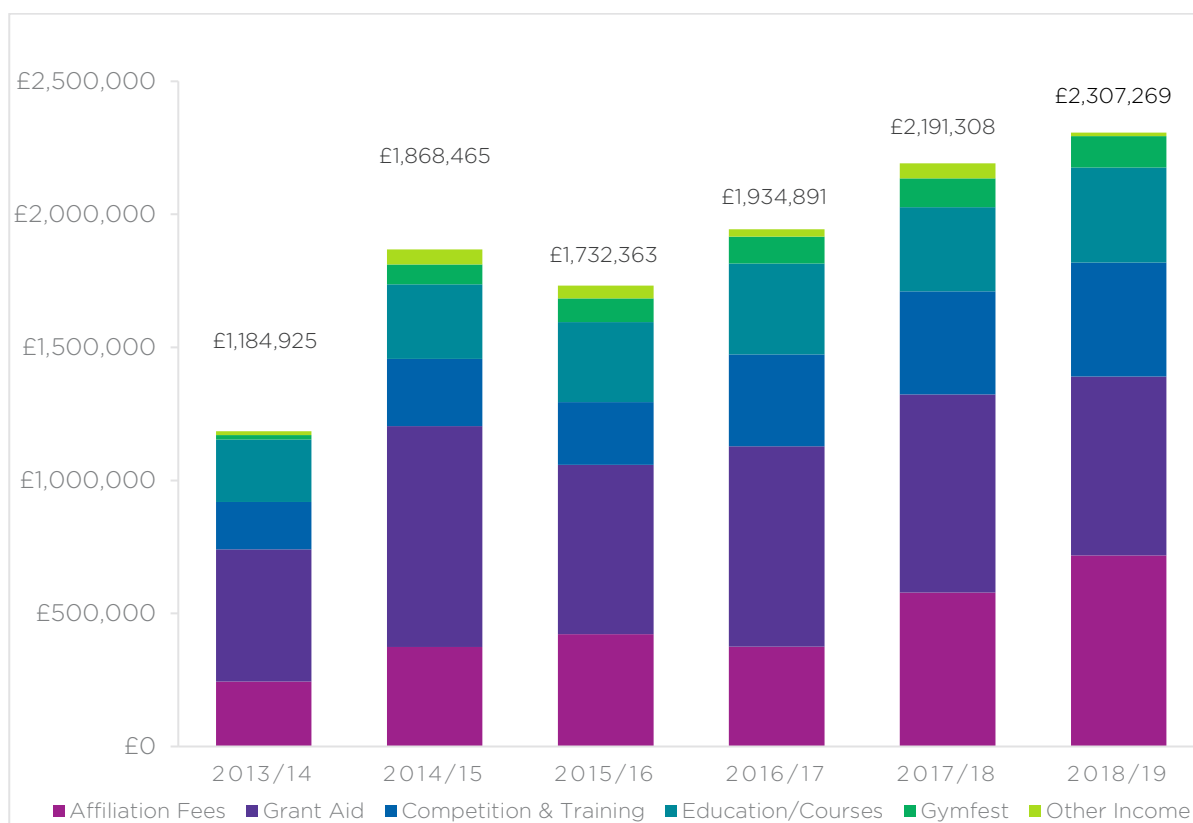


## Detailed Income Profile

	2013/14*	2014/15	2015/16	2016/17	2017/18	2018/19
Affiliation Fees	£244,294	£374,438	£422,536	£375,375**	£579,153	£718,380
Grant Aid	£496,833	£829,097	£635,695	£752,713	£743,700	£671,740
Competition & Training	£178,401	£253,102	£236,520	£344,931	£387,386	£428,948
Education/Courses	£234,635	£280,258	£300,747	£342,069	£316,218	£357,416
Gymfest	£16,086	£74,423	£88,469	£100,923	£109,160	£117,522
Other Income	£14,676	£57,147	£48,396	£27,880	£55,692	£13,263
<b>Total</b>	<b>£1,184,925</b>	<b>£1,868,465</b>	<b>£1,732,363</b>	<b>£1,943,891</b>	<b>£2,191,308</b>	<b>£2,307,269</b>

\* 2013/14 was a nine-month reporting period

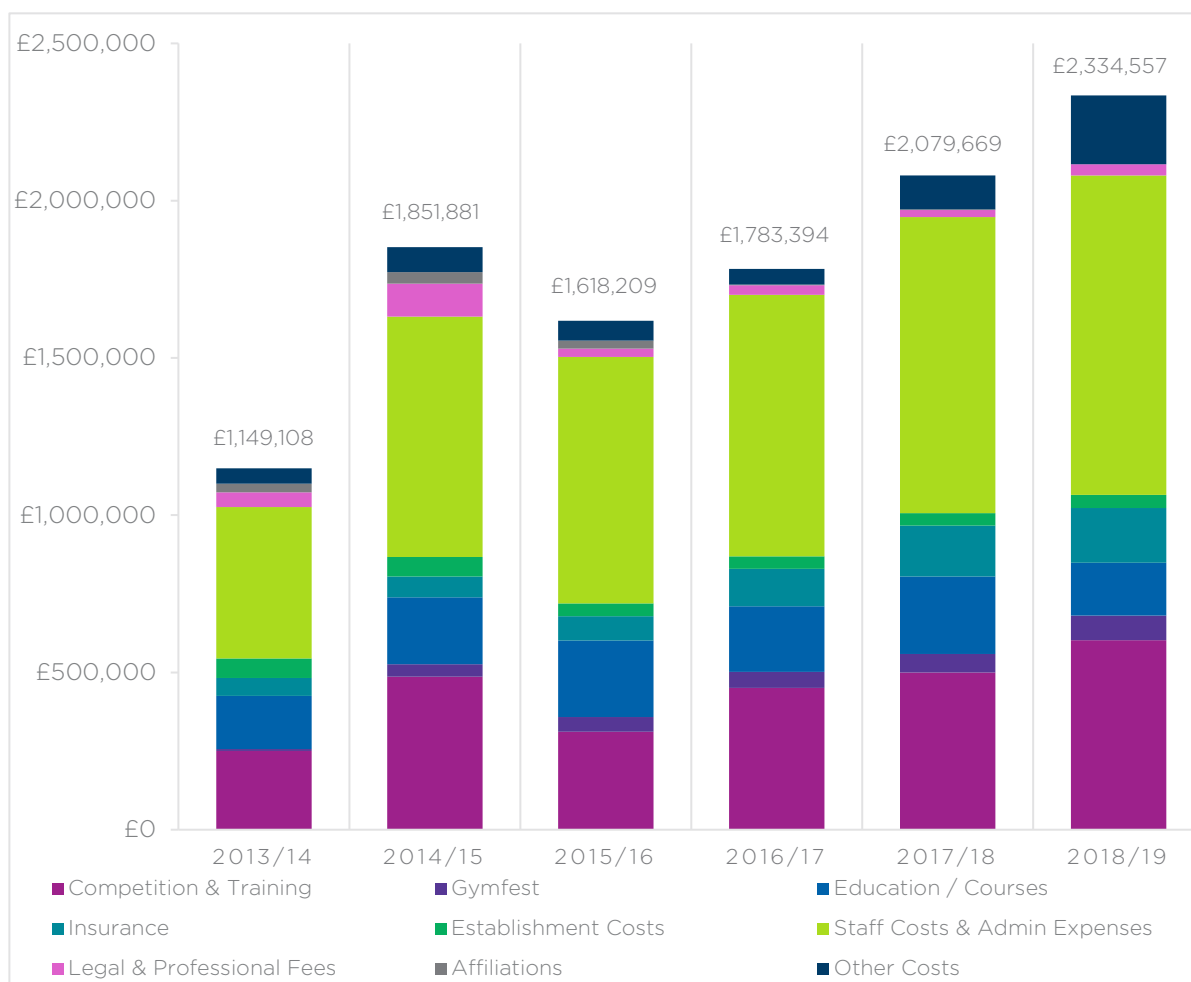
\*\* Net figure after deduction of British Gymnastics service costs



## Detailed Expenditure Profile

	2013/14*	2014/15	2015/16	2016/17	2017/18	2018/19
Competition & Training	£250,495	£486,689	£311,783	£450,473	£499,531	£602,033
Gymfest	£5,778	£39,251	£46,019	£50,838	£59,367	£78,664
Education / Courses	£169,174	£212,617	£243,629	£209,065	£245,868	£168,368
Insurance	£56,567	£66,890	£77,718	£119,488	£162,378	£174,230
Establishment Costs	£62,131	£61,827	£40,310	£39,409	£39,644	£41,245
Staff Costs & Admin Expenses	£482,026	£764,003	£784,078	£831,637	£941,322	£1,015,814
Legal & Professional Fees	£46,611	£105,039	£25,829	£30,598	£22,018	£35,706
Affiliations	£26,875	£36,221	£25,826	£1,466	£2,202	£0
Other Costs	£49,451	£79,345	£63,018	£50,419	£107,340	£218,497
<b>Total</b>	<b>£1,149,108</b>	<b>£1,851,881</b>	<b>£1,618,209</b>	<b>£1,783,394</b>	<b>£2,079,669</b>	<b>£2,334,557</b>

\* 2013/14 was a nine-month reporting period



## Financial Statements

### Income and Expenditure account for the year ended 31 March 2019

	2018/19	2018/19	2017/18	2017/18
	£	£	£	£
Income		2,307,269		2,191,308
Expenditure - Direct Costs	(1,208,300)		(1,069,031)	
Expenditure - Overheads	<u>(1,126,257)</u>		<u>(1,010,638)</u>	
		(2,334,557)		(2,079,669)
Operating (Deficit)/Surplus		(27,288)		111,639
Tax on surplus on ordinary activities		(19)		(1,336)
(Deficit)/Surplus for the period		(27,307)		110,303

### Balance Sheet as at 31 March 2019

	2018/19	2018/19	2017/18	2017/18
	£	£	£	£
Fixed Assets				
Tangible Fixed Assets		112,920		105,208
Investments		<u>1</u>		<u>1</u>
		112,921		105,209
Current Assets				
Stocks	6,890		9,749	
Debtors	239,059		366,387	
Cash at bank and in hand	<u>747,583</u>		<u>821,268</u>	
	993,532		1,197,404	
Creditors				
Amounts falling due within one year	<u>(606,855)</u>		<u>(775,708)</u>	
Net Current Assets		386,677		421,696
Total Assets less current liabilities		499,598		526,905
Capital and Reserves		499,598		526,905



A strong Scottish Gymnastics  
inspiring and nurturing emerging talent