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President's Report

This report relates to the period covering 1 April 2015 to 31 March 2016 – an exciting period, how would our athletes perform the year after a very successful Glasgow Commonwealth Games? We need not have worried, athletes raised the bar to Perform When It Counts. Major Championships were held in every corner of the world and Scottish athletes were present in high numbers winning medals - Commonwealth Youth Games in Samoa, World Youth Championships in Cali, Colombia and the World Championships in Beijing.

Nearer to home, entries to championships across the disciplines - Track and Field, Road Running, Cross Country, Ultra were on the increase, the Club Together programme expanded once again to 29 clubs and 32 roles, and was developed in parallel with the new modernisation project -Club 20:20, club development and coach education were again on the rise, and Edinburgh AC represented British clubs at the European Club Championships in Turkey having won the UKWAL in 2014.

Scottish records continued to be broken, none more so than Chris Black's 32 year old Scottish Hammer record. Mark Dry was the man in form who threw a massive 76.93m at the Loughborough International. Not to be out done Laura Muir broke the 1500m record becoming the first Scottish woman to break the four-minute barrier. These were just two highlights from a year of many record breakers.

scottishathletics extended its key development programme, the 'National Academy', to include older athletes with the aim of improving the retention rate of our best age group athletes into senior ranks and to increase representation on GB U18, U20 and U23 teams en route to Commonwealth Games Gold Coast 2018.

Scottish athletes represented GB&NI in a number of different disciplines:

Seven Scots were selected for the World Championships in Beijing – Laura Muir (1500m), Lynsey Sharp (800m), Eilidh Child (400mH and 4x400m), Steph Twell (5000m), Mark Dry (Hammer), Chris O'Hare (1500m), Kirsten McAslan (4x400m).

Six Scots were selected for the European U23 Championships – Neil Gourley (1500m),

Cameron Boyek (1500m), Rhona Aukland (10000m), Kirsten McAslan (400m and 4x400m), Rachel Hunter (Hammer), Zoey Clark (4x400m).

Four athletes were selected for the World Youth Championships – Cameron Tindle (100m), Ben Greenwood (800m), George Evans (Shot Put and Discus) and Carys McAulay (800m) with George winning a fantastic bronze in Discus.

Six track and field athletes travelled half way around the globe performing when it counts to come back from the Commonwealth Youth Games in Samoa with an unprecedented seven medals – George Evans (Discus silver), Ben Greenwood (800m silver), Cameron Tindle (100m bronze), Rachel Alexander (Long Jump bronze), Carys McAulay (800m silver) and Alisha Rees (100m bronze, 200m silver).

Josh Kerr led the way for the Scots at the European U20 Championships in Sweden with a superb run to land 1500m gold. The other four athletes in the team were – Jack Lawrie (400mH), Mhairi Hendrie (800m), Kathryn Gillespie (1500m), Kelsey Stewart (4x400m).

Not to be outdone our Masters athletes kept up with the youngsters with three athletes winning medals at the World Masters Championships – Kerry-Liam Wilson (Marathon bronze), Fiona Davidson (Long Jump gold) Susan Young (400m bronze)

At the IPC World Championships Scotland's GB representatives won a remarkable six medals – shared by three athletes - Jo Butterfield (Club



Throw bronze, Discus bronze), Maria Lyle (T35 100m silver, T35 200m silver, T53 200m 4x100m relay) and Sammi Kinghorn T53 200m bronze bronze). Libby Clegg unfortunately had to pull out of the final through injury. Meanwhile at the IPC World Marathon Championships which were incorporated into the 2015 London Marathon, Derek Rae produced the race of his life to take fifth place clocking 2.40.40.

Scotland's strength at hill running was brought into focus with 25 percent of the 16-strong European Hill Running Championship team hailing from north of the border – Andrew Douglas, Robbie Simpson, Catriona Graves and Jacob Adkin. Three of these athletes were then selected for the World Mountain Running Champs – Robbie Simpson, Andy Douglas and Jacob Adkin where Robbie won individual bronze and team bronze along with Andy Douglas and Jacob Adkin took home Junior team bronze.

Meanwhile, in cross country, three athletes were selected for the European Cross Country Championships – Steph Twell, Laura Muir and Maddie Murray with Steph Twell mixing it up during the winter and joining Jo Moultrie, Chris O'Hare and Lynsey Sharp at the World Indoor Championships. This quartet giving Scotland its largest representation at these Championships.

Not to be outdone Tom Owens (Shettleston Harriers) had a superb run in Annecy, France leading the GB&NI team to team bronze at the IAU World Ultra Trail Championships.

My thanks to all members of staff, members of the Board, commissions and committees within **scottishathletics** who have worked hard to develop and improve the delivery and performance of our sport throughout the year.

Our partnerships with UK Athletics, **sportscotland** and Scottish local authorities / leisure trusts continue to grow with each playing a major role in the development of athletics in Scotland, and we are grateful for their support.

Not only did athletes win medals but it was announced that Honours List medals were to be awarded to Janice Eaglesham, Ian Mirfin and Jim Callander (MBE) with a BEM medal for Sandy Gunn.

Well done to all athletes, clubs, officials, coaches and administrators who have made 2015/16 very successful.

Leslie Roy
President





Annual Review

The sport of athletics in Scotland has a rich and successful history and everyone within it - volunteers, officials, coaches, athletes, staff, partners and supporters - has a hugely significant part to play in its continued growth and success.

We are one year into our four-year strategy 'Perform When It Counts' and it's clear from the pages that follow that we are on target to deliver on all aspects of the strategy.

This report covers the financial year April 2015 to March 2016 and reflects the significant accomplishments of the past year: from the continued growth in event entries and general participation; to the competitive successes of our talented athletes and coaches; and the innovative and industry-leading club development and coaching initiatives.

Unfortunately, it's almost impossible to detail every success. But it does try to highlight key matters of importance.

It reports very clearly on the state of the business and provides confidence to our members and partners that we are delivering effectively.

Club Support and Development

Clubs are pivotal to our work at **scottishathletics** and once again we placed a strong emphasis around club development.

Key projects continue to evolve with a focus on:

- Club Together Project
- Club 20:20 Modernisation Project
- Club Leaders Academy
- Coach Development
- Officials' Development

The clubs involved continued to make a significant impact around growth and modernisation and are leading the way across Scottish (and UK) sport in many areas. New developments include the launch of our ILM accredited National Club Leaders Academy; the delivery of the modernisation project (Club 20:20) to 26 clubs; progress around the software developments with the online training modules for club leaders and business planning; and bookkeeping software recently, the new Club Healthchecker also completed and is being utilised by many clubs.

We also continue to evolve the Club Together Project which has 29 clubs and 32 staff employed within their clubs with roles crossing into coaching, club administration and business development now.

In the last year, we have seen clubs impacting positively in development areas such as;

- Clubs' governance, legal structures and management structures
- New financial systems, including monthly membership fees online and utilisation of Gift Aid
- Paid staffing roles – management, development and coaching roles particularly
- Coach development – great examples around CPD in clubs
- Athlete development – particularly structured talent development projects
- Communication – modern websites and effective social media
- Planning – clubs expanding in all areas and utilising 'business' plans

The Club Leaders' Conference is growing and gives a great platform for clubs to share best practice and discuss various issues and themes.

Membership

Once again, we continue to see positive growth in both individual membership and club membership. There were 11,974 individual members registered with **scottishathletics** at the end of the reporting year, a rise and continuing upward trend that has now been evidenced for five years and equating to a 5.9% increase from the previous report. We are also evidencing a steady growth in club membership through the annual affiliation returns information.

Athletes

A year on from the Glasgow Commonwealth Games and our athletes and coaches continue to improve and deliver on the world wide stage. Our elite athletes only represent a small section of the sport, but the role modelling and profile that they bring is crucial to the wider development of athletics.

Based on population percentages, Scotland has arguably, and quickly become the strongest athletics nation in the UK. Every one of us has a role to play to ensure that we stay there and continue to develop the next generation of medal winners.

It is worth noting that numerous indoor and outdoor records were ratified by the Track and Field Commission across all age groups.

(Refer to Roll of Honour for individual performances)



Coaches

Coaches remain vital to our sport and a priority focus for **scottishathletics**. Without the commitment of those who choose to guide and train athletes of all ages, abilities and disciplines 365 days per year, athletics simply would not exist.

Whilst we often celebrate the successes of our coaches working with performance athletes, we must also remind ourselves about the importance of coaches working at each stage of the athlete pathway.

In terms of delivery support, the formal part of the coach's journey is formed by the UKA qualifications.

Through the year, numerous courses were delivered and attended by 1,164 teachers, leaders and coaches. Course numbers were:

Event Group (level 3)	27
Athletics Coach and Coach in Running Fitness	143
Coaching Assistants	251
Jog Leaders	312
Athletics Leaders	224
Teachers / Future Teachers	207

In addition, the ongoing tweaks to courses, in particular, the Level 2 courses (Athletics Coach and Coach in Running Fitness) are now starting to see much higher completion rates (90%+) which is extremely positive.

Whilst qualifications are important, ongoing coach development is equally (if not more) important. We are confident that **scottishathletics** is recognised as leading the way in coach development across the UK, with the widely recognised National Coaching Conference complemented by the introduction of the new National Coaching Syllabus, along with the 4-level approach to the coach development programme for Athlete Development and Physical Preparation, Technical Development, and Planning.

This is supported with the new Apprentice Coach Programme with 12 coaches being mentored and the coach impacts also occurring within the National Academy (performance foundations).

We continue to develop new online platforms for technical development along with the established partnerships with Movement Dynamics (Kelvin Giles) for physical preparation development.



Last year saw more than 400 individual coaches attending CPD through the National Coach Development (CPD) Programme - extremely positive signs.

The Performance Team continue to provide bespoke support to coaches (and athletes) working within our Performance Foundations programmes along with the Scottish Institute of Sport that link directly to the UK Athletics programmes.

Officials

Officials are an integral part of the athletics workforce and key to the events programme.

The importance of developing officiating was recognised by **scottishathletics** in 2015-16 with the creation of a two-day a week post focused solely on officials' development.

There were some other significant advancements:

- Creation of the online Officials' Toolkit
- Simplifying of the Officials' Qualifications Pathway
- Expansion of CPD opportunities for officials

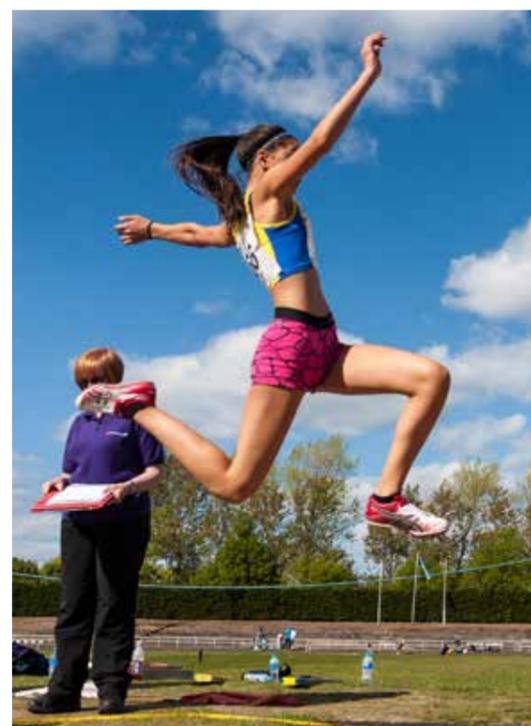
In relation to qualifications in officiating, they are a mix of workshops and practical experience at events, run throughout the country. Support is provided by the senior technical officials and tutors delivering the training. Last year, 285 officials were trained through formal courses - up 57% on the previous year.

Events

Once again, the popularity of national events across all disciplines continues to grow and grow. The sport is seeing an unprecedented increase in entrants, particularly in cross country and track and field events.

Cross country's growing popularity in Scotland was emphatically under-lined once again by a quite remarkable response for the 2016 National Cross Country Championships at Falkirk. The overall figure of 2295 athletes entered for races from U13 to Seniors/Masters has been bettered only once at this event in more than 40 years, stretching back to the early 1970s.

Track & Field entries are also continuing to grow steadily, with the number of teenagers entered for the Age Groups having more than doubled in the four years since 2011, with 1289 athletes committed to the event at Grangemouth last summer – a rise of 114%.



However, it is imperative that we look at ways of developing and growing entries for some of the senior events where there are clear challenges. To that end, we are keen to push the message: 'Competition – it's what you train for' as we seek an even greater percentage of our members actually taking part in championship athletics.

It is testament to the work of the clubs that numbers continue to grow. Our thanks also go to our four Commissions.

Media/Communication

Once again, improving our communication effectiveness across all levels of the sport has proven a priority for the business.

This has been improving steadily over the past four years and we have developed a strategy that has seen improvements for the general membership of athletics, as well as the general media.

PB Magazine continues to improve the quality of its stories and information, reflecting more the ongoing activities of our athletics community.

Social Media growth was substantial with more than 11,000 Facebook and 8,500 Twitter followers, an increase of over 30%. Building a large online audience allows us to promote the likes of event entries and fosters a togetherness which helps the sport.

Video footage is always popular and we've had 'live stream' now for two years at the Scottish Senior Track and Field Championships. Highlights packages from the National Cross Country Relays and the National Cross Country are well-received – the latter reaching around 15,000 views inside a few weeks of the event in Falkirk.

And our relationship with the Scottish (and UK) media continues to grow given the successes of Scottish athletes.

Facilities

The National Facilities Strategy for Athletics was launched in November 2015.

The aim was to provide the sport with a hierarchy of facilities throughout the country that will continue to maximise participation and increase standards of performance in all disciplines.

We must thank all clubs who contributed to the consultation and preparation phase, this has created an indicative 12-year framework for facility development. A timescale of 12 years was agreed as it allows for a reasonable time-frame in which to plan, consult, develop and finance the wide range of recommendations being provided within the strategy, albeit that a number of projects have been identified as short-medium term.

There are ongoing challenges with facilities, particularly around access, cost and maintenance. The introduction of 3G synthetic pitches within track infields is also an ongoing concern.



“ We must thank all clubs who contributed to the consultation and preparation phase, this has created an indicative 12-year framework for facility development. ”

Some positive results have occurred though, particularly the local authority and **sportscotland** commitment to develop new indoor regional centres at Inverness (Queens Park) and Dundee (Caird Park). There is also a commitment to redevelop Meadowbank.

Jogscotland

jogscotland growth is at a record level, with 5,119 new members joining throughout the year, compared with 3,491 new members in the previous year

A rationalisation saw fewer courses delivered, but with larger cohorts so the growth and impact was comparable to the previous year. A record number of entrants took part in **jogscotland** Challenge events – 5,232 participants across 10 events throughout Scotland.

The Mums on the Run (MOTR) programme, for pregnant women and new mums, was refreshed and a new resource and training course developed.

jogscotland has worked with parkrun to develop an android App for recording participation in jog groups, which will be further progressed and piloted in 2016, with widespread roll-out planned. This will provide reliable and robust data on participation and progression across all **jogscotland** activities.



Governance

The Board continues to work closely with the commissions and partners to provide the leadership and strategic direction of the organisation via 'Perform When It Counts' (2015-2019), support the development of the sport, and ensure sufficient resources are in place to meet the needs of the sport.

Since the last Annual Report, we have formally welcomed representatives from the Track & Field Commission, Hill Running Commission, the Road Running & Cross Country Commission, and the Officials' Commission to the Board.

Para athlete Joanna (Jo) Butterfield has also been added to the Board.

We have also sadly mourned a number of key contributors across all levels of the sport; including our Board member and former international athlete, Stewart McCallum. Our thoughts continue to be with all their families and friends.

Chairman Ian Beattie has been working closely with the Board to ensure our governance structures continue to be representative of the sport and embed the Commissions within our constitution and articles.

Our recent KPMG development audit proved to be rated as 'satisfactory' which ensured the business met its target and we welcomed the constructive comments provided by the auditors to ensure we continue to develop our business policies, procedures and practices effectively over the coming years.

The organisation also went through a fairly significant staff restructure to reflect the new strategy. This resulting reduction in staff head count impacted directly on jogscotland and the development team. However, this has allowed for a greater financial investment back into clubs directly as well as club projects.

While there have been some funding challenges, **scottishathletics** continues to be in a strong position to drive active adult participation through jogscotland without detracting from our core club activities and we are pleased that both **sportscotland** and the Scottish Government share our confidence.

As we move into 2016-17, we will continue to review and evaluate our governance processes and modernise our practices within the organisation, for the betterment of the sport.



Partners

It would be remiss of us not to mention and thank the significant contribution of our core partnerships. Our work does not sit in isolation and our partnerships enable us as a sport to deliver against a key number of our strategic goals. In particular, during the 2015-16 financial year the following organisations have been pivotal to our work;

- **sportscotland**
- Scottish Government
- UK Athletics
- Local Authorities and Leisure Trusts across Scotland
- Lindsays

Finally, as we reflect positively on the past year, we must also look forwards. Continuing growth in participation numbers provides a difficult challenge to our clubs, the cornerstone of our sport. We must continue to work with and support clubs as best we can, along with ensuring we have enough, and suitably skilled coaches and technical officials to support the growing numbers.

I am incredibly proud to be working in an organisation that includes so many enthusiastic and dedicated individuals. I would like to thank you all for your support and for helping to ensure that, each year, tens of thousands of people are able to enjoy the many benefits that our exceptional sports brings.

Mark Munro
Chief Executive Officer (interim)

Track & Field Commission Report

It is always a challenge to match the excitement of a Commonwealth Games year and Glasgow 2014 was a hard act to follow. However, 2015 provided further evidence of continued growth in our sport and many Scottish athletes "performing when it counted" on the international stage.

From our four World Youth representatives, our five athletes at the U20 European Championships, our six athletes selected for the U23 European Championships, the six athletes embarking on their international careers in Scottish vests at the Youth Commonwealth Games in Samoa and the "significant seven" in the World Championships at Beijing there many were medals and world class performances. A glance at the Roll of Honour makes very impressive reading.

Three Outdoor Senior National records were broken during the 2015 season and the 3.58.66 of Laura Muir and the 1.57.71 of Lynsey Sharp mark an era of sensational progress in these events and Mark Dry finally erased Chris Black's long standing Hammer record with a throw of 76.93m.

The competition pathway these athletes have followed from the beginnings of their career as developing athletes in Scotland was trodden by the "stars of the future" in 2015 and the domestic calendar in Scotland continued to see big increases in entries.

The District Championships were hosted in Kilmarnock, Inverness and Grangemouth with a full programme of events for each age group. A huge thanks again to the clubs and officials, who along with **scottishathletics** staff ensured that athletes in the North, East and West had such a positive experience of Championship athletics at district level.

The SUPERteams catering for U12s continued to grow in popularity and both outdoor and indoor events saw full complements of clubs from the length and breadth of the country; a testament to the huge success of the Club Together and 20:20 project, which recognise the important role that strong club structures play in the pathway from playground to podium.

Mid July saw officials stretched to the limits at Grangemouth on an action packed weekend of Masters, Combined Events and National Relay Championships.

Reflection on past seasons is what gives the impetus for new innovations and huge entries at the Age Group Championships in August at Grangemouth prompted the decision to incorporate the U17 events into the Senior Championships for the 2016 indoor season. Judged to be a success, it was a popular solution to deal with rising numbers in the age groups and will add to what was a lacklustre first day of the Senior National and Parallel Success Championships in Aberdeen, which suffered from low entries in some events. The Inter Club Championship proved once again that titles are no longer the preserve of the "big" clubs and the spoils were shared this year by an ever increasing number



of clubs. One of the highlights of the Championship season was the introduction of live results, and huge thanks go to **scottishathletics** and the officials, who have been to the fore in making this happen in Scotland. Event specific events continued to push up numbers and standards with the Glasgow Athletics Association Meets incorporating the longer Scottish championship events into their programme and the Scottish Throws Grand Prix consistently attracted large entries. Open graded meetings and club trials and championships again provided important competitive opportunities with online entries and photo finish making them more and more attractive to athletes. The profile of SUCA continued to rise with well attended championships. Leagues will always play a very important part in the competition pathway of young athletes and Edinburgh Athletic Club pulled off a stunning victory in Birmingham at the YDL finals and their senior women's team once again represented GB in the European Club Championships in Turkey.

Our para athletes shone on the international stage and the three para athletes, who competed in the IPC World Championships in Doha brought home a total of two gold, two silver and two bronze medals while in the CPISRA World Games in Nottingham. Scottish athletes returned with 20 gold, three silver and four bronze medals alongside three world records and one European record. With five disability specific clubs, five clubs with disability sections and 28 inclusive clubs the numbers taking part in inclusive events continued to rise.

Without the huge support of club volunteers, athletes, parents, officials and the events team at **scottishathletics** none of the above would have been possible and the Track and Field Commission are hugely grateful for the continued support.

If any evidence was needed that 2015 was a year to be proud of the indoor season resulted in 29 records being broken across all age groups, following on from the 24 of the outdoor season!

Moira Maguire
Convenor

Road Running and Cross Country Commission Report

The strategic role of the Road Running and Cross Country Commission is to increase participation, improve the quality of performance, increase our representation in Great Britain international teams and improve our international results. This has to be done within the framework of the **scottishathletics** Strategic Plan (2015-2019) and the 'Perform when it Counts' philosophy.

Last year, participation levels increased across the board but was particularly evident at the National Cross Country Championships where 2295 athletes entered for races from U13 to senior. It was the second highest entry in over 40 years. Particularly pleasing was the number of participants in both the U17 and U20 age categories. Andrew Butchart retained his Senior Men's trophy, continuing his fine form of last year, and Beth Potter won the Women's event, a race she last won in 2013. Laura Muir stepped out from the comfort of the track to win the National 4K Short Course Championship and lead a group of four Scots at the European Cross Country in Hyeres, France where Laura, Maddie Murray, and Steph Twell won team gold.



Our thanks must go to Scottish law firm Lindsay's for their continued sponsorship of the cross country season. This helped us stage the following events promoted by the Commission: 4K Short Course; National Cross Country; Districts (East, North, and West); Inter-District; Masters; District Relays (East, North, West) and National Relays.

In addition there is a Grand Prix series based on a selection of these events.

In road running the Commission promotes championships at: 5K; 10K; 10 miles; Half-Marathon; Marathon; 50K and 100K with a Grand Prix Series based on the first five of these events. Last year the response to the Grand Prix was disappointing and the Commission has introduced a new format for 2016-17. Standings in the Series can be found on the Commission website.

Continuing his fine form of last year, star of the 2015-16 season was Callum Hawkins. His win, second overall, in the Scottish Half Marathon Championships was the third fastest of all time (62:42) and his 2:12:17 in the Frankfurt marathon three weeks later was well inside the Olympic qualifying time. Another performance of note was Ross Houston winning the Anglo Celtic Plate (100K) in a time of 6.43.45. This makes him the sixth fastest GB athlete and third fastest Scottish athlete on the all-time lists.

The Commission extends their thanks to the following for hosting our road race championships: Self Transcendence 5K Road Race; Stirling 10K; Tom Scott Memorial Race (10 Mile); Great Scottish Run (Half Marathon).

The Commission stages two Championships in Trail Running: the Ultra Trail Race in conjunction with the Highland Fling (Milngavie to Tyndrum) and the Mid Trail Championship – 15K (men) and 10K (women) hosted by Fife AC.

Again we are indebted to our sponsors: Falkirk District Council (National Cross Country); Glasgow City Council (National 4K Cross Country); West Lothian Council (National Road Relays); North Lanarkshire Council (National Cross Country Relays) and Inverclyde District Council (National Young Athlete Road Races) for their continued support in these difficult economic times.

Over the years, the statistics for participation, particularly in cross country events, have been collected and published on the Commission's website at <http://www.salroadrunningandcrosscountry medalists.co.uk/index.html>.

Finally, as with every year, many people contribute to the successful running of the road and cross country season – thank you all.

John Rodger
Convenor

Hill Running Commission Report

The GB teams to the World and European Hill Running Championships maintained excellent Scottish representation in 2015: one third of the men's World Championship team and half of the men's European Championship team were Scottish athletes – Scottish hill running continues to be a fantastic success story!

The European Championships were held on the Portuguese islands of Madeira in July, where Robbie Simpson and Andrew Douglas were the two leading GB finishers in the Senior Men's race with the four-member team winning silver medals. In the Junior Men's race Jacob Adkin was the second GB finisher, with the team also gaining silver medals, and Catriona Graves contributing well to the Junior Women's team. Wales hosted the 2015 World Championships in September with courses around Betws y Coed in Snowdonia and the same group of Scottish male athletes again pulled on GB vests. The results were outstanding, with Simpson claiming a bronze individual World Championship medal as the leading GB finisher, and Douglas in 6th place as the second GB finisher – the six-person GB team finished with team bronze. In the junior race, Adkin was 8th playing a key role in that team also claiming team bronze.

The Senior Home International had been held four weeks earlier over the same courses at Betws y Coed. The Scottish men's strength had been amply demonstrated with Simpson winning individual gold, repeating his victory from 2014, and again followed closely by Andrew Douglas in 2nd. With that 1-2 it was little surprise that the team also took gold, with the other runners being Tom Martyn (9th), Andrew Lawler and Sam Hesling. In the women's race, the team finished closely packed with Georgia Tindley, Louise Mercer, Sophie Horrocks, Megan Crawford, Charlotte Morgan and Moira Davie gaining team silver.

The 2015 Junior Home Internationals were also in Wales, held alongside the World Championships, and contested between U17 and U20 teams of boys and girls. In a great set of results, all of our athletes brought home team medals: gold for U17 girls, silver for U20 and U17 boys and bronze for U20 girls. Athletes bringing home individual medals were Ross Gollan (U20 boys) and Laura Stark (U17 girls) with golds and Emily Nicholson (U17 girls) a silver. Unfortunately, despite those many fine performances, the overall City of Edinburgh Trophy remained in England's hands.

The World Youth Cup was held in Smolyan in Bulgaria in June. This race for 16 and 17 year olds



is a first taste of international competition for the best in their age group, and our teams this year maintained Scotland's fine record in the event.

The Snowdon International Race is an annual feature for Scottish teams, and combines top level competition with a mass-participation event. Scotland was proudly represented this year among the men by Sam Hesling, Kyle Greig and Tom Martyn and among the women by Sophie Horrocks and Georgia Tindley.

In domestic competition, the Scottish Senior Championships were held at Durisdeer in Dumfriesshire, with Tom Owens and Jasmin Paris the individual champions. Finlay Wild and Jasmin Paris each won the league-based British Championships, which is the first time that both title have gone to Scottish athletes in a single year.

One of the challenges for us is to continue to support athlete development to ensure that Scottish women's hill runners achieve the same level of success in gaining places in GB representative teams as their male counterparts, in the future.

Hugh Buchanan
Convenor



Roll of Honour 2015/16

Cross Country

Euro Cross in France in December 2015

Steph Twell	Senior Women Team Gold
Maddie Murray & Laura Muir	U23 Team Gold
Luke Traynor	U23 Men

Great Edinburgh Cross Country in Scotland in January 2016

Callum Hawkins & Andrew Butchart	Senior Men
Euan Gillham	Junior Men
Beth Potter & Josephine Moultrie	Senior Women

Road

IPC World Marathon Championships in April 2015

Derek Rae

World Half Marathon Championships in Cardiff in March 2016

Callum Hawkins

Hill Running

World Championships, Betws y Coed, Wales, 19 September 2015

Robbie Simpson	Senior Men Bronze
Robbie Simpson & Andrew Douglas	Senior Men team Bronze
Jacob Adkin	Junior Men Team Bronze
Catriona Graves	Junior Women

Ultras

World 24-Hour in Italy in April 2015

Marco Consani	Team Gold
Debbie Consani	Team Bronze
Sharon Law	
Fionna Ross	

Anglo-Celtic Plate 100K Scotland representation:

Ross Houston
Grant MacDonald
Andrew Murray
Charlotte Black
Rosie Bell
Keziah Higgins

IAU World Ultra Trail Championships in May 2015

Tom Owens	Team Bronze
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World 100K in Holland in September

Joasia Zakrzewski
Paul Giblin

European Championships, Madeira, Portugal, 4 July 2015

Jacob Adkin	Junior Men Team Bronze
Robbie Simpson	
Andrew Douglas	Senior Men Team Silver

British Championships

Finlay Wild	Senior Men Gold
Jasmin Paris	Senior Women Gold

2015

10 April:

Anna Gordon (Pitreavie AAC) U20W Indoor Pole Vault: 3.90m (equals record), Pitreavie.

17 May:

Mark Dry (Woodford Green with Essex Ladies), Senior National record, Hammer: 76.93m, Loughborough.

July 1:

Jax Thoirs (VP-Glasgow), Senior National and Native Indoor record, Pole Vault: 5.65m, Grangemouth.

July 17:

Laura Muir (Dundee Hawkhill Harriers) National Record, 1500m: 3:58.66, Monaco

September 6:

Lynsey Sharp (Edinburgh AC) National Record, 800 Metres: 1:57.71, Berlin

2016

30 January -

Anna Gordon (Pitreavie AAC) U20 Pole Vault: 3.92m, Emirates Arena, Glasgow

12 February -

Lynsey Sharp (Edinburgh AC); Senior National Indoor Record 800m 2:00.30, Boston, USA.

13 February -

(VP-Glasgow AC (Mhairi Patience, Sharon Jakisa, Diane Ramsay, Chloe Lambert) Senior National and Native Record 4 x 200m: 1:41.28, Emirates Arena, Glasgow.

14 February -

Cameron Tindle (Edinburgh AC) U20 200m Record 21.46, Sheffield.

20 February -

Andrew Butchart (Central AC) Native Record Men's 3000m: 7:53.15, Emirates Arena, Glasgow.
 Laura Muir (Dundee Hawkhill) Native Record Women's 800m: 2:00.70, Emirates Arena, Glasgow
 Steph Twell (Aldershot, Farnham and District) Native Record Women's 3000m*: 50:24, Emirates Arena, Glasgow
 Chris O'Hare (Edinburgh AC) Senior National One Mile Indoors: 3:52.91, New York.

27 February -

Anna Gordon (Pitreavie AAC) U20 Pole Vault: 4.00m, Sheffield.

28 February -

Cameron Tindle (Edinburgh AC) Senior National & U20 200m Indoors: 21.14, Sheffield.

6 March -

Jenna Wrisberg (Giffnock North AAC) U20 Women's 60m: 7.50, Emirates Arena, Glasgow

Track and Field

Loughborough International in May 2015

Jack Lawrie	(400m H)
Mhairi Hendry	(800m)
Kelsey Stewart	(4x400m)

European 10,000m Cup in Italy in June 2015

Andrew Butchart

Euro Team Championships in Russia in June 2015

Eilidh Child	(400mH) 4x400m Relay
Kirsty Law	(Discus)
Lennie Waite	(3000m s/c)
Andrew Butchart	(3000m)
Guy Learmonth	(800m)
Jax Thoirs	(Pole Vault)

European U23 Championships in Estonia in July 2015

Neil Gourley	(1500m) Bronze
Cameron Boyek	(1500m)
Rhona Aukland	(10,000m) Silver
Kirsten McAslan	(400m/4x400m),
Zoey Clark	(4x400m) Relay Gold
Rachel Hunter	(Hammer)

World Youths in Colombia in July 2015

Cameron Tindle	(100m)
Ben Greenwood	(800m)
George Evans	(Shot Put & Discus) Bronze (Discus)
Carys McAulay	(800m)

European U20 Championships in Sweden in July 2015

Jack Lawrie	(400mH)
Mhairi Hendry	(800m)
Kathryn Gillespie	(1500m)
Kelsey Stewart	(4x400m)
Josh Kerr	(1500m) Gold

World Championships in Beijing in August 2015

Laura Muir	(1500m)
Lynsey Sharp	(800m)
Eilidh Child	(400mH & 4x400m) Bronze (Relay)
Steph Twell	(5000m)
Mark Dry	(Hammer)
Chris O'Hare	(1500m)
Chris O'Hare	(1500m)
Kirsten McAslan	(4x400m) Bronze (Relay)

Commonwealth Youth Games in Samoa in September 2015

George Evans	(Discus) Silver
Ben Greenwood	(800m) Silver
Cameron Tindle	(100m) Bronze
Rachel Alexander	(Long Jump) Bronze
Carys McAulay	(800m) Silver
Alisha Rees	(100m) Bronze (200m) Silver

Combined Events Match in Spain in February 2016

Tom Chandler
Emma Canning

World Indoor Championships in Portland in March 2016

Jo Moultrie	(3000m)
Steph Twell	(3000m)
Lynsey Sharp	(800m)
Chris O'Hare	(1500m)

IPC World Championships in Doha in October 2015

Maria Lyle	two silver T38 100m, 200m and T35-38 4 x 400m Gold
Sammi Kinghorn	bronze T53 200m
Jo Butterfield	club throw Gold, F52 Bronze



Officials Commission Report

Thanks must go to the team of experienced individuals who make up the Officials' Commission for their continued commitment, enthusiasm, support and advice.

While it has been a less busy year than some in recent times it still requires the same dedication and level of excellence we have come to recognise previously.

I can certainly say our officials' don't let us down, they commit and perform when asked and sometimes, against all odds, make it happen!! In addition little is asked for in return.

The Commission continues to meet regularly, to monitor, discuss, identify solutions to problems and make improvements for all officials. In addition the Commission Convenor and Peer Group Heads meet twice a year to allocate Chief roles for the forthcoming season. This is then followed by Peer Group meetings to select and allocate all other roles for Championship events. It's a well-oiled machine which works very well.

For the 2015-16 athletics season officials were introduced to a new way of thinking when completing availability returns. While, as always, there were some teething problems generally the new system has worked extremely well. The support which this has provided to the allocation meetings has been excellent.

UKA home countries allocation meetings continue to take place in November and January each year to select and allocate officials for the indoor and outdoor seasons. In addition, a new Home Countries Forum is being developed to meet twice yearly in order that Scotland can share ideas and best practice with England, Northern Ireland and Wales.

The outdoor season 2015 saw, amongst other things, the new events team tackling such issues as accommodation, championship support, de-briefing and forward planning.

The indoor season 2016 saw the trialling of a different mixture of Age Groups Championships, with the purpose of keeping the officiating day within an eight hour period, which worked extremely well.

The Recruitment, Retention & Rewards Sub-Group was re-constituted and re-invigorated in order to try to encourage new officials into athletics. This group continues to meet and identify new ways of enticing others to join.

A new Officials' site has been developed within the **scottishathletics** website, holding a range of information relevant to all officials at all levels,



including a Tool Kit, education & training updates, new rule book content incorporating new officials' pathway and UKA Officials' Strategy document.

Whilst not within the reporting timeframe of this report, the significance cannot be ignored. At the Commission AGM, held in April 2016, approval was confirmed for the integration into Scottish Athletics of the Officials' Commission to join the other Commissions (Track & Field, Road Running & Cross Country, Hill Running). The benefits of this move were identified as:

- Involvement with future planning of **scottishathletics**
- Opportunity to be more involved and make a contribution at Board meetings
- Direct access to numerous supporting mechanisms within **scottishathletics** (eg, technology, finance, development)
- To be an effective voice for Officials within **scottishathletics**

Margaret Brown
Convenor

Accounts



Directors' Report

The directors present their report and financial statements for the year ended 31 March 2016.

Principal Activities

The company's principal activity is to act as the governing body for athletics in Scotland and as such to foster, develop and control the sport of athletics in Scotland. The year ahead offers the opportunity to build on the successes of 2015-16 and capitalise on the performances of Scottish athletes at the Rio Olympics and Paralympics in August 2016. Undoubtedly this inspiration will create an impact that will be felt way beyond the elite end of the sport and will provide a positive impact across the sport and business as a whole. Our role (and challenge) is to continue to provide a clear strategic lead for the sport whilst maintaining and improving support to athletes, clubs, members, coaches, and officials. The new financial year is the second year of our strategy, Perform When It Counts and the signs at present are encouraging. Our business strategy and direction relies upon clear and transparent partnerships both, within the sport (i.e. member clubs), and with key stakeholders - at Local, National and UK level. Those partnerships are strong, and represent a positive framework for future success.

Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial Review

The company has recorded a surplus for the year of £56,240 (2015 - £1,322) with reserves at 31 March 2015 of £296,624 (2015 - £243,037).

The results are consistent with the budgetary expectations stated at the last annual general meeting.

As with recent years, the financial strategy of the company has been to maintain the normal operating budget for ongoing activities on a break-even basis, seeking to increase the Reserves by a minimum of 10% year on year - seeking to achieve a reserve of 6 months operating costs ultimately. Investment funding from sportscotland is allocated primarily to staff costs, administration and to international performance and competition, with the balance of funding required to be generated from commercial income and sponsorship, membership or generated through activity.

Scottish Athletics is a company limited by guarantee incorporated on 28/03/2001. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed by the Articles of Association.

The total income of the company was £2,134,214 (2015 - £2,143,450) with grant funding providing 57%, membership and event income 35%, marketing and sponsorship 1% and other sources 7%. The financial performance gives Scottish Athletics a solid platform to advance the sport in the coming years.

As ever, Scottish Athletics would like to thank its partners and sponsors: Scottish Government, sportscotland, UK Athletics, Lindsays and Run 4 It for their support as well as the contributions made to events and essential development programmes by City of Edinburgh Council and Glasgow City Council, and the many local authorities/leisure trusts who invest in the sport. Such support remains vital to the sport's success.

Directors

With the exception of the Chair, the President, the Chief Executive and those Board members representing the Commissions and other parties with representation rights on the Board, all Board Members appointed shall be subject to retirement by rotation after they have been in office for four or more years since they were appointed or reappointed. Such Board members may serve a maximum of two terms. Any Board Member retiring in accordance with these provisions shall be eligible for re-appointment after the end of their first tenure, but shall not be eligible for re-election thereafter.

Membership

At 31 March 2016, 166 Clubs and Associates were in membership of the company (2015 - 156) and there were 11,974 members of Athletics Scotland, the membership scheme of Scottish Athletics (2015 - 11,303).

Auditors

Henderson Loggie have completed the contract term. A resolution proposing their continued appointment will be submitted at the Annual General Meeting.

Statement as to Disclosure of Information to Auditors

The Board Members who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Board Members have confirmed that they have taken all the steps that they ought to have taken as Board Members in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

Small Company Rules

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

By order of the Board

Ian Beattie, Chair

11 July 2016

Directors

Leslie Roy (President)

Ian Beattie (Chair)

Nigel Holl (Chief Executive Officer)

James Stewart

Ronald Morrison

Sandra Frame

Stewart McCallum

Resigned 23/08/15

Alison Johnstone

John Rodger

Appointed 26/09/15

Margaret Brown

Appointed 26/09/15

Moira Maguire

Appointed 26/09/15

Hugh Buchanan

Appointed 26/09/15

Joanna Butterfield

Appointed 18/01/16

David Lindgren (Secretary)



Independent Auditors' Report

We have audited the financial statements of Scottish Athletics Limited for the year ended 31 March 2016 which comprise the profit and loss account, the balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective January 2015) (United Kingdom Generally Accepted Accounting Practice Applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditor

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the directors' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2016 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities;
- and have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you, if in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small company regime and takes advantage of the small companies' exemption in preparing the directors' report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

For and on behalf of Henderson Loggie Statutory Auditors

James Davidson (Senior Statutory Auditor)

34 Melville Street, Edinburgh, EH3 7HA

18 July 2016

Profit and Loss Account

For the year ended 31 March 2016

	Notes	2016 £	2015 £
Income			
Income from grant funding		1,223,207	1,245,675
Income from marketing and sponsorship		14,844	33,616
Income from the membership and from events		741,105	707,614
Other income		155,058	156,545
		2,134,214	2,143,450
Total operating income			
Expenditure			
Administrative costs		572,462	589,476
Events and programme costs		1,442,562	1,479,260
Membership scheme costs		38,506	37,868
Marketing and fundraising costs		31,331	41,362
		2,084,861	2,147,966
Total operating expenditure			
Operating surplus	2	49,353	(4,516)
Interest receivable		6,887	12,895
		56,240	8,379
Surplus for the year before taxation			
Taxation		2,653	7,057
		53,587	1,322
Surplus for the year			

Balance Sheet

As at 31 March 2016

	Notes	2016 £	2015 £
Fixed assets			
Investments	5	22,914	22,914
Tangible assets	6	28,568	52,699
		51,482	75,613
Current assets			
Stocks		-	500
Debtors	7	117,754	70,678
Cash at bank and in hand		951,355	891,238
		1,069,109	962,416
Creditors: amounts falling due within one year	8	(823,967)	(794,992)
		245,142	167,424
Net current assets			
		296,624	243,037
Total assets less current liabilities			
		296,624	243,037
Net assets			
		296,624	243,037
Reserves	9	296,624	243,037

The financial statements have been prepared in accordance with the provision applicable to companies subject to the small companies regime and with the Financial Reporting Standard for Smaller Entities (effective January 2015), and were approved and authorised for issue by the board on 11 July 2016 and signed on its behalf by:

Ian Beattie, Chair

11 July 2016

Notes to the financial statements

For the year ended 31 March 2016

1. ACCOUNTING POLICIES

Basis of preparation

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015).

Going concern

At 31 March 2016 the company had net current assets of £245,142 (2015 - £167,424). Having reviewed the financial projections for the year to 31 March 2017 and having regard to both confirmed and indicative funding for the period to 2017, the Directors are satisfied that the going concern basis is appropriate.

Recognition of income

Income is credited in the accounts on the date of receipt, except for subscriptions, fees and grants received in advance that are credited in the year in which they fall due.

Should grant income received during the financial period be unspent during that period, the position is discussed with the funders and subject to the agreement of the organisation providing that income, the sums concerned will be deferred and utilised to meet appropriate business needs in subsequent financial periods.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is calculated to write off evenly the cost of fixed assets over their expected useful life, as follows:-

Computer equipment	- 4 years
Other office equipment	- 4 years
Furniture and Fittings	- 10 years

Website design and content development costs are capitalised to the extent that they lead to the creation of an enduring asset delivering benefits at least as great as the amount capitalised. The website costs are depreciated on a straight line basis over 3 years following completion of the development work. Grant income in respect of the development is released to the Profit and Loss account over the same 3 year period.

Investments

Fixed asset investments are stated at cost less provision for impairment in value.

Stocks

Stocks are stated at the lower of cost and net realisable value.

Pensions

The company operates a group pension scheme, contributing a fixed percentage of each employee's salary to an individual pension plan. Costs in respect of this are charged to the Profit and Loss account in the period they are incurred.

Leased assets

The annual rentals on operating leases on equipment and vehicles, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

2. OPERATING SURPLUS

	2016 £	2015 £
Operating surplus is stated after charging:		
Depreciation of tangible fixed assets	24,131	29,005
Auditors' remuneration	6,400	6,790
Pension costs	43,610	35,983
	<u>74,141</u>	<u>71,778</u>

3. TAXATION

	2016 £	2015 £
Corporation tax charge	2,653	7,057
	<u>2,653</u>	<u>7,057</u>

4. DIRECTOR'S EMOLUMENTS

The directors' aggregate emoluments in respect of qualifying services were:

	2016 £	2015 £
Emoluments receivable	96,789	79,573
Remuneration Pension	5,468	4,774
	<u>102,257</u>	<u>84,347</u>

Remuneration in 2016 includes £30,000 which was recharged to UK Athletics Limited in respect of the secondment of Nigel Holl to UK Athletics Limited, to act as their Head of Strategy.

As at 31 March 2016 retirement benefits were accruing to one director in respect of money purchase pension schemes.

During the year, 3 (2015 - 3) directors received reimbursement of travel expenses of £1,824 (2015 - £1,670).

5. INVESTMENTS

	2016 £	2015 £
At 1 April 2015 and 31 March 2016	22,914	22,914
	<u>22,914</u>	<u>22,914</u>

Investments at the year ended 31 March 2016 relate to Trophies and McLanaghan Trust. All investments are held at cost.

6. TANGIBLE FIXED ASSETS

	Office Equipment £	Furniture & Fittings £	Website £	Total £
Cost				
At 1 April 2015	116,884	11,315	77,590	205,789
At 31 March 2016	116,884	11,315	77,590	205,789
Depreciation				
At 1 April 2015	(94,762)	(10,978)	(47,350)	(153,090)
Charge for year	(8,448)	(200)	(15,483)	(24,131)
At 31 March 2016	(103,210)	(11,178)	(62,833)	(177,221)
Net book value				
At 31 March 2016	13,674	137	14,757	28,568
At 31 March 2015	22,122	337	30,240	52,699

7. DEBTORS

	2016 £	2015 £
Trade debtors	50,134	62,733
Other debtors	51,309	-
Prepayments	16,311	7,945
	<u>117,754</u>	<u>70,678</u>



8. CREDITORS - Amounts falling due within one year

	2016 £	2015 £
Trade creditors	92,463	99,061
V.A.T. payable	(2,308)	(432)
Corporation Tax	2,653	7,055
Trust fund creditors	12,177	12,177
Other creditors	90,251	72,016
Deferred income	428,879	508,382
Accrued charges	199,787	96,733
	823,967	794,992

9. RESERVES

	2016 £	2015 £
Prior year balance carried forward	243,037	241,715
Surplus for the current year	53,587	1,322
	296,624	243,037

10. COMMITMENTS UNDER OPERATING LEASES

At 31 March 2016 the company had annual commitments under non-cancellable operating leases as follows:

	2016 £	2015 £
Land and Buildings		
Expiring in less than one year	34,230	34,230
Other		
Expiring in less than one year	2,178	8,187
Expiring in, between two and five years	11,171	2,632

11. ULTIMATE CONTROLLING PARTY

The organisation is controlled by its Club and Associate members who are entitled to mandate one delegate each to attend any General Meeting, speak and vote on their behalf.





scottishathletics 

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