

ANNUAL REPORT 2022



DEAR MEMBERS,

Welcome to the Netball Scotland Annual Report 2021/22.

It's been yet another challenging year for us due to the continuing impact of COVID-19 but yet again, you, our fantastic members, have risen to the challenges and recreated existing, or created new, netball opportunities across Scotland.

Thank you to everyone who **coaches, umpires, and administers the game**, and to our inspiring **CEO, Claire Nelson, and the staff team**, without whom we wouldn't be where we are. We appreciate all the time and effort you all give to the sport we love. During the year our Chair, Ed Crozier, stepped down. We would like to thank Ed for the contributions he made to the Board during his tenure.

Despite the challenges we faced there have been some **wonderful highlights** during the year such as the first competitive match in 985 days for the Thistles when we hosted Barbados and won the two test matches; the VNSL Super Saturday Arena event with a massive home match for Sirens in front of **4,000 fans** following a full day of Scottish Cup competition finals, both showcasing brilliantly the talent we have in the country.



The work led by NS President, Freda Hutchison, to safeguard our netball heritage and archives which included tracking down and meeting some of the first Thistle players from the 1950's; and the first steps towards men and boys being more involved as netball players.

Partnerships are critical to Netball Scotland,

and we would like to thank **sportscotland** for their continuing support and guidance, as well as the other organisations we have built successful relationships with across Scotland. Going forward we want to enhance and develop those relationships further; ensure financial stability to lessen the continuing impact of COVID-19; strengthen and diversify the Board; and ensure that we deliver the highest standards of governance.

Every one of our **members** is important to us and we hope that you continue the journey with us as we strive to positively **transform netball in Scotland**. We are always seeking ways to improve and hope that you take opportunities to give us feedback during the year.

Finally, we hope that you can come to one of the **European World Cup Qualifiers** that we are hosting in October at the Emirates to cheer on the Thistles and support them on their campaign to get to Cape Town in 2023.

LUCY FAULKNER, CHAIR

DEAR MEMBERS,

If we thought the 2020/21 Season was a massively challenging time for us all, the 2021/22 Season didn't hold back in packing its punches too! Whilst we were able to finally return to **playing, developing and watching** our sport, it was not without disruption, uncertainty and at times disappointment. But once again, our netball family met those challenges head on and through **collaboration, creativity, resilience and innovation** and we have now emerged out of what we all hope is something we can put firmly behind us.

The lifeblood of our sport - our staff and volunteers

– have gone above and beyond to return netball to our courts at both a community and an elite level, and I know how much it has meant to all of our members and athletes to get back to the sport they love after such a difficult time. **For this effort and dedication I am truly grateful.**

Our focus this last season has been wholly on the return of our sport, and despite some false starts at the beginning of the year, we are delighted to say that all but one of our local Leagues managed to get back up and running in some capacity. On top of that, we managed to run our **National Cup competitions** resulting in our biggest and most professional Finals day ever where all of our finalists got to experience the thrill of an Arena event by playing on the show court here at the Emirates before a **Sirens home game.**




The teams, from U13 right through to Open age group, were all treated to our full professional sports presentation experience whilst their supporters proudly watched on from the stands. I'm so delighted with what we were able to put on for our **Clubs and Members**, and am proud to say that we have delivered the **best National Finals day in UK netball.** A huge well done to our **Head of Netball, Rebecca Hope**, for bringing the vision for this event to life and best of luck to her as she returns home to Northern Ireland after 7 fantastic years with the business.

We finally got to enjoy the return of **International netball** and **live spectators** in December last year when we hosted **Barbados** in a test series in the Emirates. The BBC covered our games, and we launched a new partnership with **Carbon Jacked** to offset the carbon footprint of Barbados' air travel through tree planting. We were pleased to get three strong wins from three and handed out some new caps for the first time as well. This Test Series was part of our **Scottish Thistles** preparation for the **Commonwealth Games** and under the leadership of **Tamsin Greenway and Sara Francis-Bayman** we were incredibly proud and inspired watching our new look team take to court in Birmingham over the summer. We have a bright future ahead of us and will now really accelerate our **Thistles training and competition programme** in order to ensure qualification for the **Netball World Cup** in South Africa next summer where we will **strive to finish in the top 8.**

It was fantastic to have the Strathclyde Sirens back at home again

and to welcome the awesome Sirens Tribe back into the Arena to deliver one of the VNSL's best game day experiences. Our team never failed to inspire us on and off the court, and with the introduction of new digital expertise and resource into the business, we were able to reach and engage with more people than ever before helping keep Sirens positioned as one of the most engaged with brands in world netball.

Off the court, we have strengthened our organizational structure with the appointment of a COO, the creation of new specialist Heads of Growth and Netball roles, and through the introduction of Netball Development Officers on the ground. As we head into the final year of our strategic investment cycle and emerge out of the most challenging two years our sport has ever experienced, it is critical that we have the structure and expertise within the business to not only recover, but to more importantly build the sporting infrastructure and pathway that will enable our sport to grow and thrive. We are still as ambitious as ever, but the financial challenges that we face have never been greater, so the need for innovation, partnerships and collaboration is critical to how we move forward.

A woman in a Strathclyde Sirens netball uniform is dribbling a netball. She is wearing a black jersey with 'Strathclyde Sirens' and 'VNSL' logos, and black shorts. She is also wearing white socks and white sneakers. The background is a blurred indoor netball court.

This next year is going to be tough again as we consistently push ourselves to improve, strengthen, enhance, evolve and develop our sport in order to achieve our ambitions. We want to be the number one team sport for women and girls, using our platform to improve the health and wellbeing of our fans, members and participants, and driving towards a better, fairer future for all in Scotland. We need to move to a more professional model at elite level to capitalize on the opportunities in the growth of women's sport and in our own game, and to become more consistently competitive with the top domestic and International teams on the court. We are aiming to do all of this off of a fragile financial position due to the significant income losses of the past two years, but we cannot deter from our mission, instead we must be smarter in how we go about achieving it.

I must take this time to thank our Board for your unwavering support this past season. Under the leadership of the hugely respected Lucy Faulkner, they are committed to steering this organization through choppy and uncertain waters with courage and ambition. They believe in the potential of this sport and its people and will take the necessary steps to ensure we realise it fully.

To my staff, you are the most agile and innovative team who always step up to deliver what's asked of you, and always do so with positivity and a clear focus on the greater good of the sport and our people. This has been a difficult period for all with lots of change, but with the support and guidance of our incredible COO, Stephanie Karvelis, you have always risen to the challenge and never fail to surprise me with your thinking and ideas.

Finally to our Members and Volunteers

Yet again you have fought for our sport. You have shown up. You have been resilient and creative. You have shared your feedback and sought solutions. You have been flexible. You have trusted in us. And for all of that I am grateful. Everything we do is for the betterment of netball here in Scotland; to increase and improve opportunities to learn, play, grow, develop, watch and enjoy our sport. And when we see you on the courts, or hear you in the stands, or read your support online we are inspired and motivated to keep doing what we do with passion and purpose.

I sincerely hope that this next season is a much easier and more enjoyable one for us all, but one thing I am certain of is that Netball Scotland will always flourish because of our people.

CLAIRE NELSON, CEO

A STRATEGIC APPROACH

“
The introduction of Netball Development Officers is the next big step in achieving our ambitions of strengthening the netball infrastructure to sustainably grow and create more opportunities for people to access our sport. Having people on the ground locally will accelerate netball achieving this goal
”

NATALIE CASSELLS, HEAD OF GROWTH

CLUB DEVELOPMENT LAUNCHED



NATIONAL DEVELOPMENT OFFICERS (NDO'S)



Whether you're already active in our sport or looking to connect with us for the first time, get in touch with our NDO's for support and guidance to enhance or begin your netball journey.



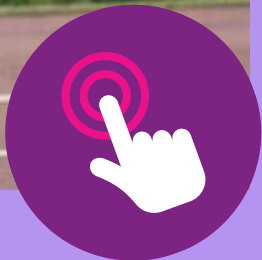
Launch of first co-funded Netball Development Officer posts



ADNA, CENA & PKNA investment into part-time Netball Development Officers growing & developing the sport at a local level

LOCAL ASSOCIATIONS

DEVELOPMENT



ST GEORGE'S
EDINBURGH



Engaging the Independent School Sector to support the netball community through priority facility access

FACILITIES



Engaging partners to secure netball as a priority sport in new developments



Negotiating priority access for National & Local Association competitions



Influencing netball inclusion in upgrading & maintenance of existing facilities



Supporting partners to access sportscotland Facility Fund

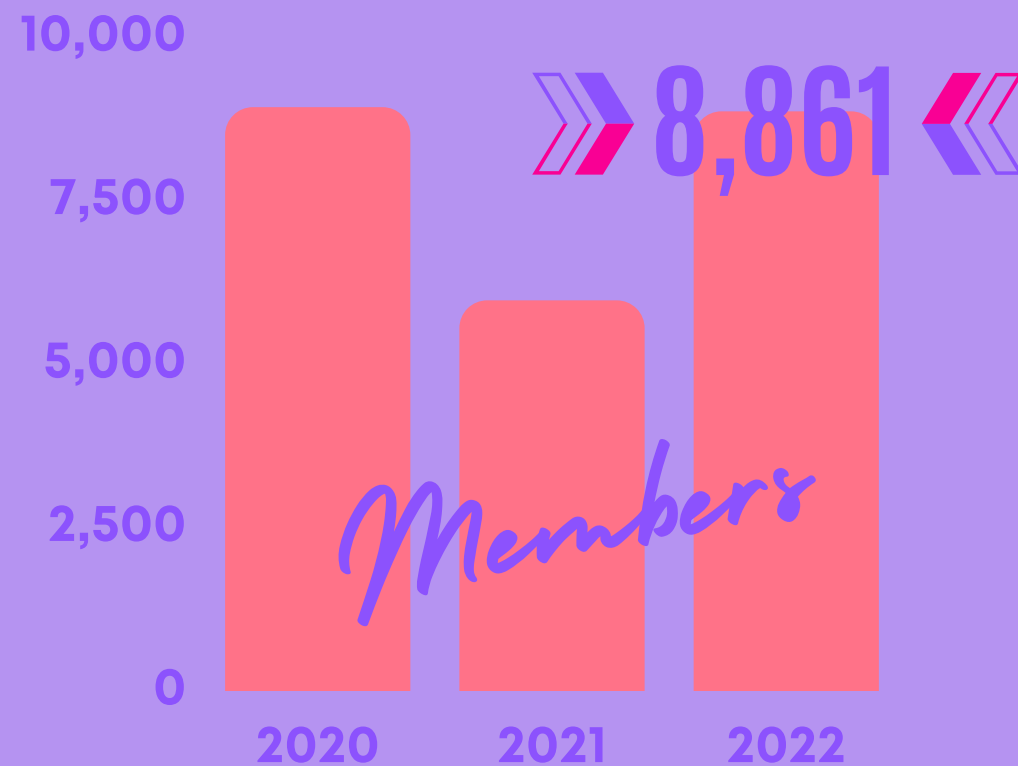


Partner Gerflor as the recommended sports flooring specialist

THE RETURN

8,861

March 2022 saw a return to pre-pandemic membership numbers



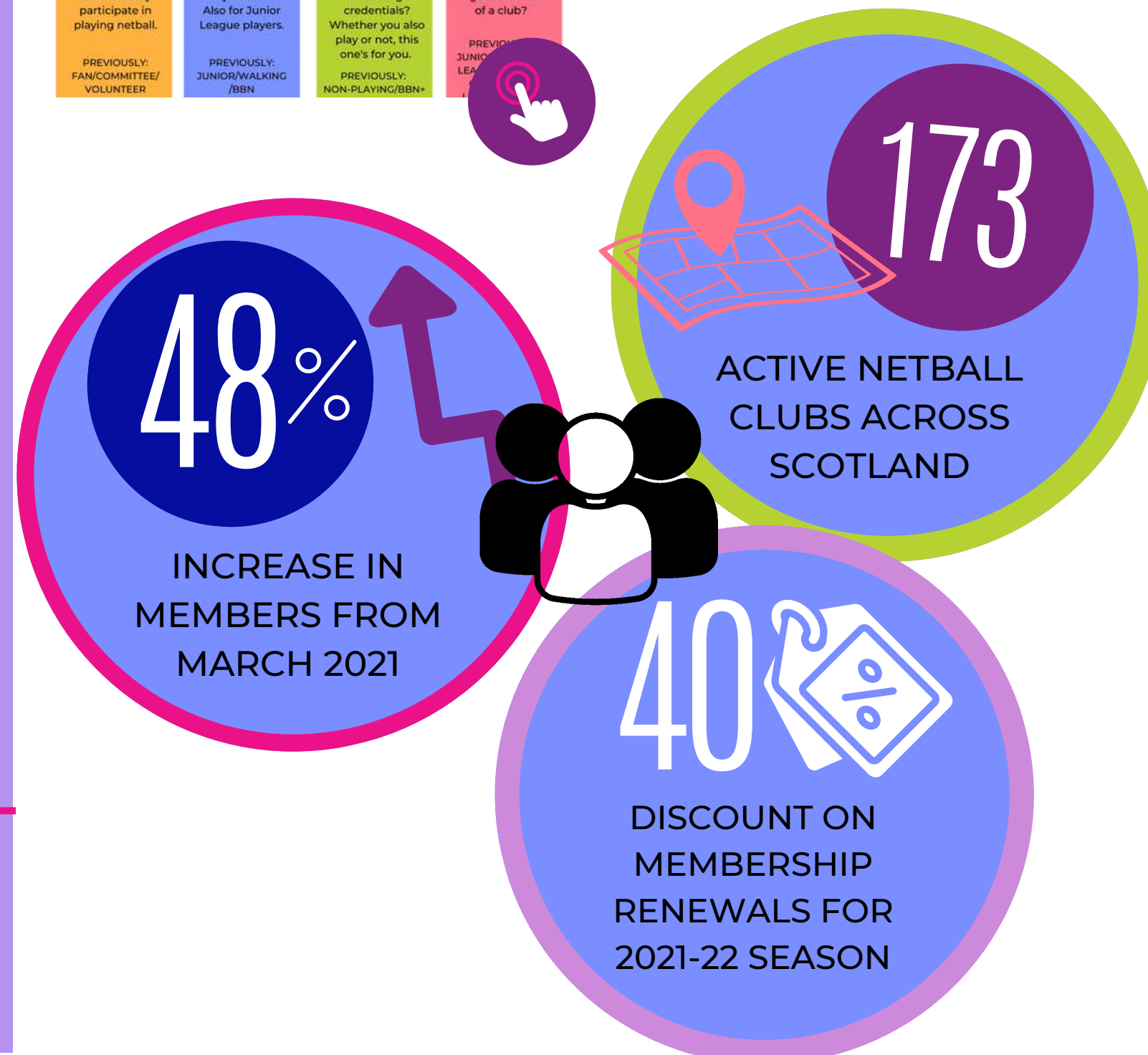
MEMBERSHIP

MEMBERSHIP *New Categories*



Membership restructure proposal was passed at 2021 Netball Scotland AGM

4 new membership categories Simplifying access to netball for all!



ENHANCED MEMBER COMMUNICATIONS



STRENGTH TO STRENGTH



Netball Scotland
Umpires Lyndsay King,
Gillian Leslie & Katie
Howell appointed to
VNSL games for the first
time during 2021-22
season



Katie Howell
appointed to Netball
Europe Open
Challenge in Gibraltar,
October 2021

EDUCATION



2

A AWARD PASSES

REBECCA MCLENNAN &
RITA VENERMO



A AWARD ASSESSOR PASS

LESLEY SHAW

1



COACHING COURSES

level 1 - 73 participants
level 2 - 15 participants
More than 300 active qualified
coaches operating in Scotland



UMPIRING COURSES

Online intro to umpiring - 79
On My Whistle - 222
C course completed - 159 - qualified - 14
B course completed - 13
A Award passes - 2



COMPETITIONS



Pitchero



Long-awaited return of Netball Scotland's domestic competitions



Grassroots digital partnership with Pitchero to manage fixtures, results & league tables

NO. OF TEAMS
ENTERED

SCOTTISH
SCHOOLS CUP

256

SCOTTISH
YOUTH CUP

219

SCOTTISH
CUP

49

RECORD NUMBER OF DISTRICT
PLAYERS REGISTERED

473



EDINBURGH



GLASGOW



EAST
RENFREWSHIRE



GLASGOW
WILDCATS



SUPER Saturday

Majority of National Competitions Finalists in 2022 were given the unique opportunity to perform before a Sirens VNSL match at Emirates Arena

2022 RESULTS



EDINBURGH
ACCIES



EDINBURGH
UNIVERSITY



FETTES
COLLEGE



ST PETERS
THE APOSTLE



U13



ST ANDREWS
NC



ALLSTAR
METEORS



VENUS
ALLSTARS



CLYDE NC

U17



WEST
EDINBURGH NC



SYCAMORES



STRATHALLAN
SCHOOL



ST NINIANS
HS



ST NINIANS
HS



FETTES
COLLEGE



PEEBLES
HS



DOUGLAS-
EWART HS



OUR PINNACLE EVENTS

THE RETURN

SIRENS SUMMER LEAGUES

ABERDEEN / PERTH / EDINBURGH / GLASGOW

1600+ PLAYERS
PARTICIPATED

*IN SUMMER LEAGUES & FESTIVALS IN
ABERDEEN, GLASGOW, EDINBURGH &
PERTH*

PARTICIPATION



**JUNIOR
PLAYERS** **450+**

JOINED SIRENS SUMMER CAMPS



GET INTO SUMMER
Joint funding bid with SAMH, Scottish Athletics
& Scottish Basketball



supporting netball clubs & young people
engage in fun, person-centred netball session



Improving both physical and mental wellbeing

CRIEFF HYDRO FAMILY OF HOTELS



Summer 2021 saw the launch of the
inaugural Summer Leagues



Part of Netball Scotland's
#ReturnToSport campaign



Supported by Crieff Hydro Family of
Hotels

**GET
INTO
SUMMER**

SAMH
for Scotland's mental health

THE GROWTH



Men's & Mixed Netball



Partnerships launched with All Nations and Power Play



Providing access to social and mixed netball leagues across Scotland



Part of Netball Scotland's Men & Boys Strategy

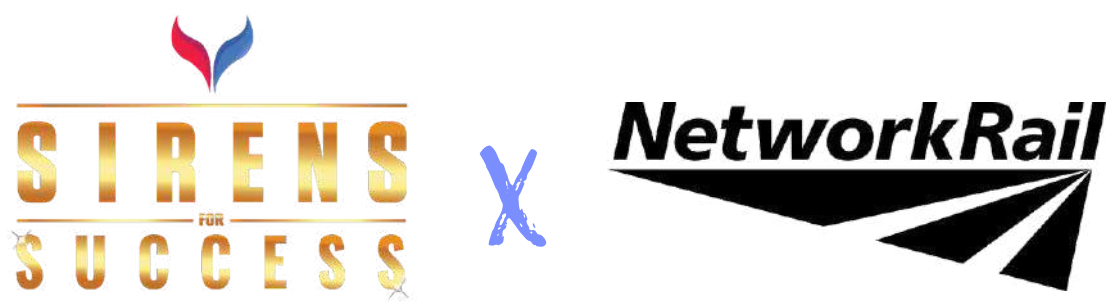


Men's & Mixed Netball launched March 2022



PARTICIPATION

CHILDREN & YOUNG PEOPLE



- In January 2022 Netball Scotland announced partnership with Network Rail
- 15 schools in geographical areas of identified hot spots where there are railway stations or lines that have a high volume of incidents involving young people (mis-adventure, anti social behaviour, and other more serious incidents)
- 28 Primary schools in Greater Glasgow have received an in-person assembly talk from Strathclyde Sirens Athlete, Taylor McKevitt and a netball session for an identified class with the Network Rail digital safety poster.

“
This investment into our Sirens For Success Programme, which has already positively impacted the lives of thousands of young people across Scotland since its launch in 2017, will enable us to reach even more people and make a difference to so many more lives.
”


CLAIRE NELSON, CEO

“
Several of the girls have joined the school netball team. They have increased confidence and self-esteem throughout the group, they seem happier and more inclined to speak out which is a huge improvement
”
TEACHER

PUPILS ENGAGED 460+

SCHOOL PROGRAMMES



SCHOOLS INVESTED 268

CHILDREN & YOUNG PEOPLE

15

YOUNG
AMBASSADORS
SELECTED

YOUNG
MENTORS

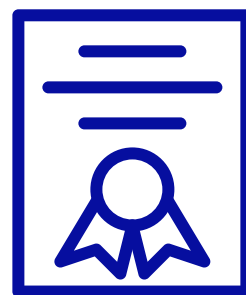
15

YOUNG AMBASSADORS



95

QUALIFICATIONS GAINED BY
YOUNG AMBASSADORS
THROUGH THE PROGRAMME



Mental Health and Wellbeing Awareness e-learning module (SAMH)



Suicide Awareness training (Zero Suicide Alliance)



Level 1 coaching award (through their clubs//local associations)



C umpire course

“

I have gained so much during my time as a Netball Scotland Ambassador. When I started, I didn't have much confidence in my own ability. Now I feel like I can talk in front of any group about absolutely anything! My favourite part was learning about how to develop Human Connection and understanding why this is so important in coaching as well as in life in general. I definitely feel that I have added value to my club due to being an Ambassador.

”

PERFORMANCE



Introduction of brand new performance competition - SUPERCUP



Combination of Strathclyde Sirens, Scottish Thistles players and National Pathway athletes



Played behind closed doors in 2021



Inaugural Sirens U19's Academy launched August 2021

PATHWAYS



SCOTLAND U17'S & U21'S

EUROPE NETBALL U17 CHAMPIONSHIPS, FEB 2022



Competed against England U17, England Invitational, UAE U17

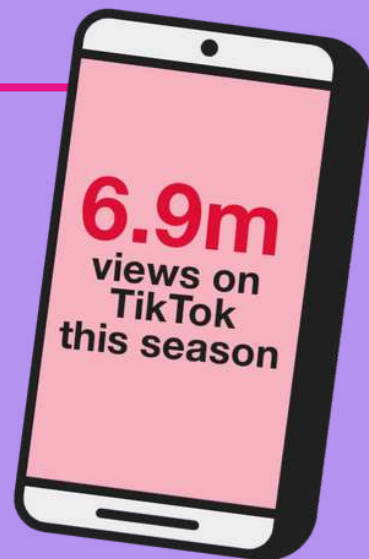
SCOTLAND U21 V ISLE OF MAN, DECEMBER 2021



STRATHCLYDE SIRENS

sky sports

1.4M Linear TV
Views & 1M
YouTube Views



132%
Average Social
Media Follower
Growth



5.3
Million Total Reach
across Facebook,
Twitter & Instagram



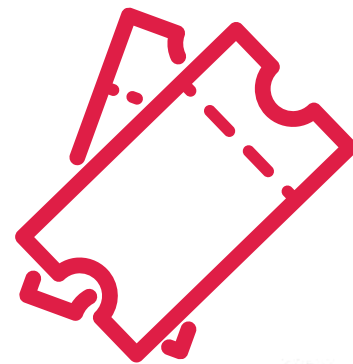
Top VNSL team TikTok
Account for Followers &
Likes
13.6K followers
941.3K likes

**Vitality
NETBALL
SUPERLEAGUE**

8th in the League



**RECORD NUMBER
OF SEASON
TICKET HOLDERS**



**RECORD HIGH
NPS SCORE
FAN FEEDBACK
SURVEY**



**WHAT DID YOU ENJOY THE MOST
ABOUT ATTENDING A SIRENS MATCH?**

'ATMOSPHERE'

MOST COMMON RESPONSE

University of
Strathclyde
SIRENS



SIRENS IN THE COMMUNITY



SCOTTISH THISTLES



Sara Francis-Bayman appointed Assistant Coach in August 2021



Supporting Head Coach Tamsin Greenway in preparing Thistles for Birmingham Commonwealth Games 2022



Home-nations friendly test in August 2021



Hosted by Netball Scotland at Glasgow Emirates Arena



Held behind closed doors due to ongoing COVID-19 restrictions



Scotland V Barbados Test Series hosted by Netball Scotland in October 2021



First live, in-person event in more than two years Broadcast on BBC



2 wins from 2 for Scottish Thistles



PARTNERSHIPS

Thank You



UNIVERSITY PARTNERSHIPS

Thank You

**STRENGTHENED
PARTNERSHIPS ACROSS
THE UNIVERSITY SECTOR**

We would like to take the opportunity to acknowledge and thank the following Universities for their support of our sport over the last year;



University of Strathclyde – our principal sponsor of Strathclyde Sirens



Aberdeen University & Aberdeen Sports Village - co-investment in a Netball Development Officer post for Aberdeen



Edinburgh University –co-investment in a Netball Development Officer post for the City of Edinburgh and investment into a full-time Head of Netball for the University



Oriam – Heriot-Watt University – Supporting NS & CENA with priority access and rates for national & local netball activity



Perth UHI's - a planned new outdoor facility, co-investment in a Netball Development Officer post for the local community, priority access & rates for national & local netball activity



St Andrew's University –Funded full-time Director of Netball post

GOVERNANCE



Stephanie Karvelis appointed as Chief Operating Officer in June 2021



Karen Atkinson MBE promoted to newly created role of Performance Director in August 2021



Netball Scotland accredited as a Living Wage Employer in June 2021

“

We have role models across the organisation and we can use Sirens as the catalyst to continue to grow netball as a sport across the country from grassroots right through to the national game.

STEPHANIE KARVELIS, COO

”



“

There is so much untapped potential in this country that simply needs the right environment, support and programme to thrive.

KAREN ATKINSON MBE,
PERFORMANCE DIRECTOR

”



ANTI-DOPING



Netball Scotland AD Strategy for the next 3 – 4 years has been completed and accepted by UK Anti-doping (UKAD). Work has begun on first section of strategy where AD Team is creating on-line education sessions for players to allow blended learning.



AD Team have been working to complete the UK Anti-Doping (UKAD) new Assurance Framework for NGBs adopted to ensure NS is WAD code compliant.



Thistles players who attended the Commonwealth Games completed UKADs Major Games Education Clean Games



Annual AD education sessions continue for National Squad and Pathway players.



Information and Awareness Session will be held during WC qualifiers.

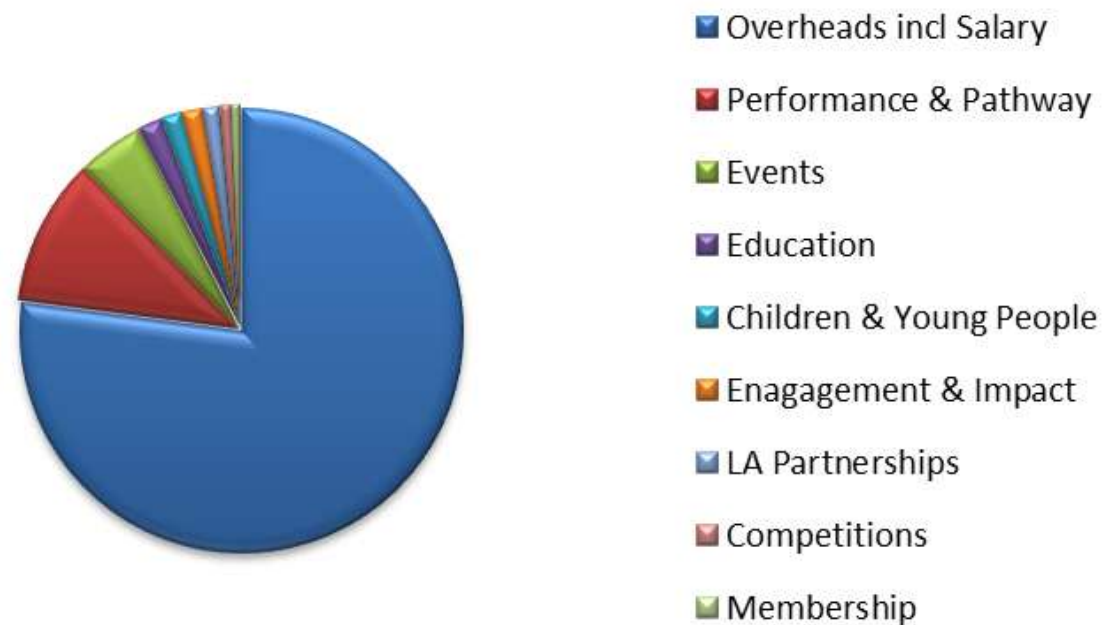


FINANCE

KEY INCOME BY VALUE 2021-22



KEY EXPENDITURE BY VALUE 2021-22



Our focus is still on recovery, and we must prepare ourselves for continued financial pressure as the country hits its own financial pressures around us. I believe we have the skills and expertise to navigate the organisation currently and into the next 4 year cycle.



Investment from **sportscotland** slightly increased to £610,350 with additional investment of £30k for the Coaching Futures Fund



Membership income rose to almost pre COVID-19 levels at £113k



Commercial income across sports development rose by 40% but still sits below the pre COVID-19 levels



Investment was made into people over the year including strengthening the **Effective Organisation** team with the introduction of a COO, Digital team and Partnerships & Sponsorship



Operated at a loss, finishing -£154k, with reserves of £125k and cash in bank of £471k



Full accounts can be viewed [here](#)

