



**Scottish
Fencing**



**ANNUAL REPORT
2019**

Strategy - Gail Prince

Governance - Hugh Kernohan

Safeguarding & Wellbeing - R

Development - Adam Szymos

Events - Martyn Foley

Finance - David Carson

Commercial - Morven Shaw

Performance - Paul Vaughan



Having been Chair since the 2017 AGM you an update on the organisations a sport and also our corporate position established, strategic plan in the delivery team now embedded together for overall a word I am glad to use in relation to

Since our last AGM we have implemented around sport and club development, involvement of volunteers around the passionate about the development of our staff as are my board colleagues and our sports initiatives such as the Refereeing Advisory Group helping us work towards decongesting a congested calendar are continually evolving the sport with our membership and volunteer base. We have committed female members sitting on the Girls Advisory Group which is a powerful offering to female fencers.

For all the above, I extend my deepest

In terms of our staff team and their contribution Bryson and I delivered our 6-year plan in September 2018 – with an initial task list in 2 years of this plan effectively taking effect on March 31st 2021. I was delighted with the support received from our majority funder but the pudding and it was humbling to be confirmed for the 2 years at a 27% increase we received in 2017-18 when we were in our first year.

In terms of how we are viewed by our members a real endorsement of our organisation to mention our approach to building a healthy sportsScotland which is a very healthy environment. Managers playing an active part in our clubs and forming strong working relationships





of the staff team's efforts w
Squad key examples and c
portfolio another.

As we move into the next y
ever-improving the volunt
improving our commercial
Scottish Open, Schools Cha
Championship in conjunct
performance plan in the ne
remains ever exciting and v
ideas and support.

George D Liston



Directors. Its roles are to provide support to Scotland, to oversee the activities of its volunteers, to maintain its ethical standards and to safeguard the mental and physical well-being of its members.

In November the Board approved a By-Laws which set out the procedures for the election of Directors and the appointment of the two Executive Directors, David Carson (Finance Director) and Gail Prince (Operations Director). The Board had not previously been fixed. The Board should be re-appointed for a four-year period, and that Gail Prince's appointment should be for a four-year period, and the date of her original appointment should be the date of the original appointment of the Board.

The Board had appointed Morven Shaw as Finance Director, a vacancy which had existed since Mike Anderson's resignation in October 2017, and the four-year terms of the Executive Directors (Billy Steele and Sheila Anderson) were due to expire in December 2019. Therefore in December the Board elected three new Executive Directors. Four nominations were received, and the election was duly held, with electronic voting being used. As a result of the election on 15 February, Paul Vaughan was elected to the Board and Gail Prince was re-elected to serve a second term.

There were 580 Qualified Voting Members and 100 empty votes were received. This was a 100% turnout.

This election produced a Board which was 50% female and 50% male. This ratio was neither required by the Articles of Association nor in line with the provisions of the Companies Act 2006 for all governing bodies of at least 300 members. The Board therefore exercised the provisions of the Companies Act 2006 (Section 18.13) to appoint an Additional Director to ensure that the Board maintained its representative balance.

Hugh Kernohan

Communications and scarily II, in addition to the staff team, and particularly Vinny, the media activities, while Blair has led on the health and women in sport through case studies and video to attract viewers and shates. who retweet and share posts and would to help broaden our reach.

We expect to be re-accredited at Foundation Equalities Standard for Sport in December and our previous plan are achieved. Including

- Increased the reach of our advertising, of staff and coaches
- Board is now 30% female
- We have run two disability awareness & mental health
- Increased the representation of women
- Set up a woman and girls' group

We expect to publish our 2020 – 2023 plan and will be on ensuring fencing is an inclusive sport in line with government policy and funding

Retention of our staff team has given stability. We have developed the team, changing their roles to deliver the strategy. They are the sector enabling us to collaborate with other governing bodies.

You will be delighted to hear I am sensible about involvement in IT.

If anyone would like to get involved in a Board portfolio, please get in touch, voluntarily welcome.

Sheila Anderson



professional but as a sports v
about sport and physical acti
on peoples lives and in comm

With experience in project ma
development I have applied r
leading the sub-group tasked
Forging strategic plan Forging
months. This has been a chall
work to lead on for the Board
received well by sportscotland

I believe my background outs
Governing Body environment
and capacity of the Board, I ha
encouraged others to consider
landscape.

Into the future I look forward
staff of Scottish Fencing to de
Forging the Future strategic p
the sub-committee to deliver
application to sportscotland i

Gail Prince





Coming from a day job in sports development, the challenges some days bring but I have seen successes and its clear Scottish Fencing has had successes over the last year.

Membership number is an ever-moving target with categories and freemium options so membership fluctuates in unpredictable fashions but last year at 928 we are on track to achieve our target. There remains the possibility we may exceed it.

However whilst growth is important, retention is key. We retained over 70% of 2017-18 members and recruited new clubs in West Lothian and Royal Hibernian. These clubs wouldn't happen without their time in alongside support from British Fencing HQ. Putting a new club together is a challenge but to see so many strong clubs throughout the year is a great achievement.

Orkney are our latest Swordmark club and Sancroft Blades in achieving their first club. It's done to everyone involved at the club and the Scottish Fencing community.

One of our most significant and ambitious projects has been Project Forte. This is a new project which the genesis of it came through a partnership with the Scottish Government and Ossia to deliver fencing as a form of therapy to young people. I'm delighted to be present at the launch of Project Forte at the level of interest inside and outside the Scottish Fencing community. It's also testament to our reputation that the Scottish Government Girls & Veterans Fund has agreed to fund the project from its first round of grants. A fantastic "Sport for Change" project.

Looking to the future, I am pleased to be part of a sub-group which is beginning to form a new organisation from April 2021 onwards. It's a privilege to have been part of a team that has made me feel too long ago we went through a similar period! It's been a privilege to have been part of a team that has made me excited to be part of a team that continues to grow.

applications for the roles of Team Manager based on the relevant British Fencing rankings events. Michelle Johnston and Andy Alderman selected. Both teams performed creditably

No Senior Five-Nations event was held in 2019 event in June.

Performance awards

In 2018, Scottish Fencing was once again invited to be considered by SportsAid Scotland for a Robertson Trust worth up to £1000 for a year

We chose to concentrate on the Junior category is where fencers really discover for themselves that they have the potential to succeed on the awards are not paid until March we consider Juniors in the 2019/20 season, plus a number demonstrated that they are likely to be contracted in 2019/20.

In order to select the six nominees, we invited us and selected the top six from those we received by SportsAid Scotland. This was the same process We were delighted awards were made to all Board championed:

- Jaimie Cook
- Sam Freeman
- Rachael Lever
- Elsie Llewellyn
- Mhairi McLaughlin
- Dylan Morrison

It was a coincidence and not a decision of power each weapon.

We used a similar process for PHM Awards managed by Commonwealth Games Youth Trust. These were





Bathgate Academy. For the first time in a number of years we have managed to deliver the Open at a financial "break-even" of Edinburgh.

As ever, nothing was achieved without significant support from our sponsors. We owe a debt of gratitude to our floor managers and aid teams along with the set up crew who made the event possible. We will be returning to Pleasance. This year, we will be returning to the Training Centre in Inverclyde for the first time since we held the Scottish Youth Championships in 2014 with the venue having been refitted in the 5 years since we were last there.

It's safe to say we are looking forward to it!

The Scottish Youth Championships saw over 100 teams from across Scotland battle it out for the title of Scottish Champions. It was a fantastic opportunity to see the effort and dedication these young players put into their sport. It was inspiring. I hope to see many of them enter the Scottish Youth Championships in the long!

In 2019 and beyond, we will run 3 main events: the Scottish Youth Championships and School Championships. We are looking forward to the 2019-20 Scottish Schools Championships taking place at Bathgate Academy.

Commercially, we are in the infancy of our publishing. We are looking to generate appropriate income from our publishing of our sport over the next few years.

The majority of our commercial income comes from our publishing, which are mainly then reinvested in the club. We are currently developing a suite of hopefully exciting commercial opportunities including significant CPD opportunities for our members.

This area continues to develop and if anyone has any ideas or suggestions, please do get in touch.

Martyn Foley & Morven Shaw

For me a key achievement of the organa strong, professional relationships it has stakeholders in the sport. No board or anything without these relationships.

Personally, I have been delighted to see engagement with and by the members half years.

The partnership with the Foundation of achieving Swordmark status, the competing group, the women and girls group and consultations that have taken place, are this increased level of engagement.

As our Chair is always keen to tell us. "So membership."

I had the opportunity to be part of the 2019-2025 strategy. This was a very valuable building on the members' consultation 27% increase in funding award from Sport endorsement of that work. The challenge deliver it.

Initially I was both Development and Sa Director. In April 2019 as the size was handed over the Development portfolio

My time as Development Director had for each these lies with the staff that the hours in building the relationships r

* First clubs embracing the Swordmark could be a valuable tool to help run a the process over the actual award.

Swordmark had existed for a couple of board and overall it would be fair to say had not been positive. Successive Development Managers have worked hard to build the

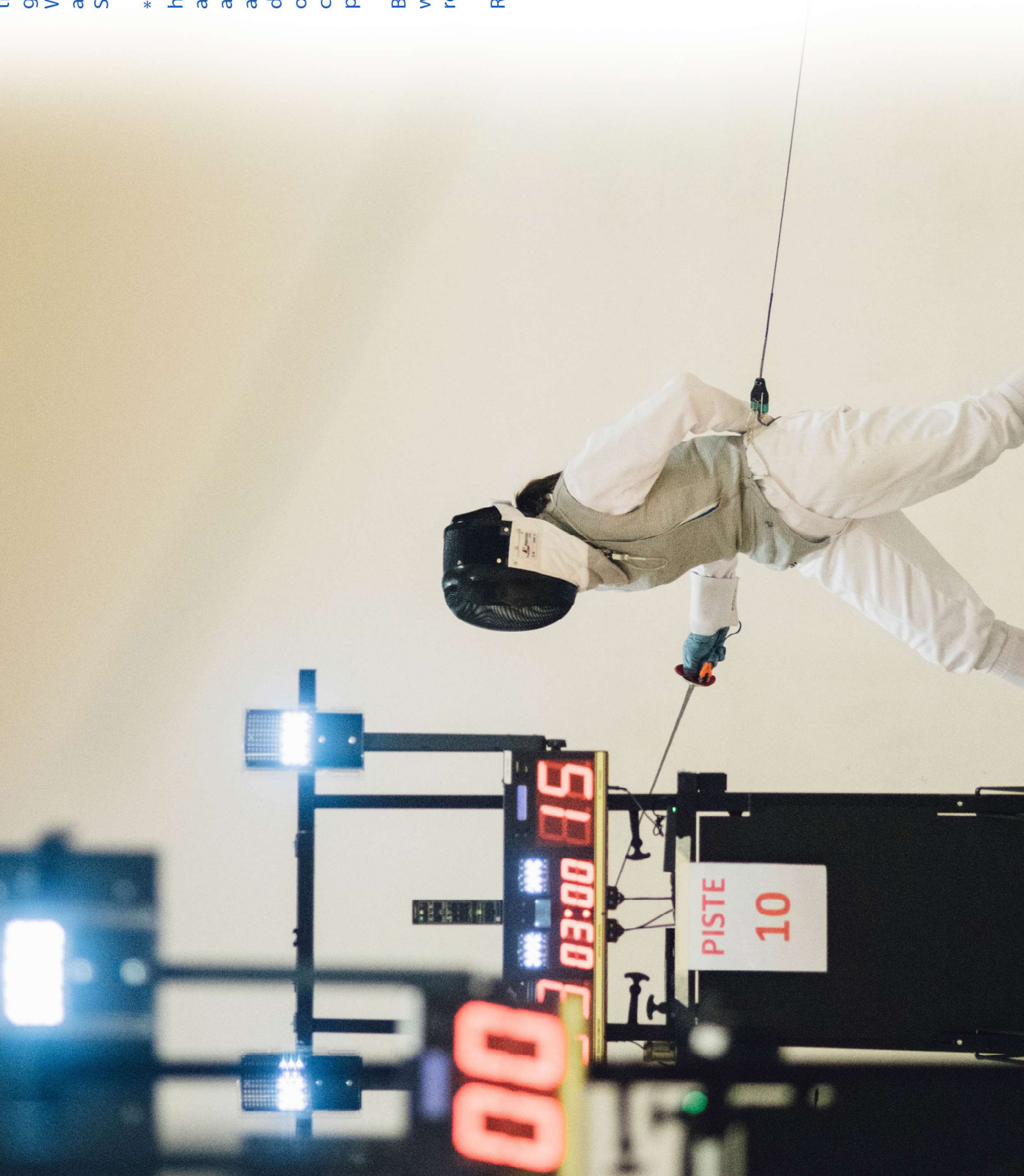


grassroots fencing. If it didn't exist, we would have to start from scratch. We are proud to help fund the Foundation and members of the Foundation and Scottish Fencing groups.

* Finally the evolution of the Championship having a competitive squad qualification programme for athletes/team development programmes about through consultations with athletes and staff. The uptake for the programme demonstrates that when members of the public embrace the opportunity they will embrace the opportunity. confident Blair, Adam and the coaching programme that is envied.

Being Safeguarding and Welfare within any sporting organisation report is a good thing.

Ross Morrison





#ForgingTheFuture