



# 2025 ANNUAL REPORT



# CONTENTS

1

**CHAIR & CEO REPORT**

2

**DEVELOPMENT & MEMBERSHIP**

3

**CLUBS & PARTICIPATION**

4

**YOUNG PEOPLE**

5

**EDUCATION & COMPETITIONS**

6

**PERFORMANCE & PATHWAYS**

7

**SCOTTISH THISTLES**

8

**PARTNERS**

9

**GOVERNANCE & FINANCE**

# CHAIR'S WELCOME



**It is with immense purpose and appreciation that I present the Netball Scotland Annual Report for 2024-2025. This has been a year of strategic partnerships, bold transitions, and steadfast commitment to the future of netball in Scotland.**

In April 2024, we launched a three-year partnership with Network Rail, marking a transformative collaboration to strengthen community engagement and visibility for netball across the nation.

In the 2024-25 season, the continuation of the Junior Club Development Fund, supported by Johnston Carmichael, provided crucial funds to grassroots clubs, reaffirming our promise to nurture netball development from the ground up.

On the archival front, our Heritage & Archives Team continued its vital work in preserving our legacy. This year alone, they recorded 87 digitized videos, cine films, and CD-ROMs, safeguarding invaluable high-performance and historical footage.

As part of preserving player heritage, Thistle player-number allocation progressed significantly—number #226 was assigned to Leanne Freeman (Kerr) after extensive research, and emerging talent Evie Watts received number #227 at the 2024 Celtic Cup.

At the heart of all this progress lies the extraordinary contribution of our volunteers—the lifeblood of our organisation. From coaches and umpires to administrators and event helpers, their dedication ensures that our sport continues to thrive in communities across Scotland. Their tireless commitment not only sustains weekly league and club activity but also inspires the next generation of players, officials, and fans. We are deeply grateful for the energy, expertise, and passion they bring to every corner of our game.



At the elite level, a number of our Thistles and emerging talented athlete players have gained experience at the highest level in both domestic and overseas competition including the Netball Superleague, NXT Gen, PacAus series and in our hosting of the successful inaugural Celtic Cup. Their experience of competing in high-performance environments will be invaluable as Scotland looks ahead to the Glasgow 2026 Commonwealth Games, where in October 2024 it was confirmed that netball will be one of just ten sports included in the programme. This landmark decision secures our sport's continued presence on one of the world's most significant multi-sport stages and offers a once-in-a-lifetime opportunity for our athletes to perform in front of a home crowd.

At the youth pathway level, our Scotland U21 squad delivered a superb performance in the European Qualifiers in September 2024—finishing top of the table with an unbeaten five-match run—to secure their place in the 2025 Netball World Youth Cup in Gibraltar. This remarkable achievement underscores the strength of our emerging talent and the effectiveness of our development systems.



A particular highlight of this year has been the appointment of Ken Hay as our Chief Executive Officer on a permanent basis, following his period as interim CEO. Ken has brought a steady hand, a clear vision, and deep commitment to ensuring Netball Scotland not only adapts to change but thrives in it. His leadership has been central to driving forward our governance, strengthening relationships across the sporting landscape, and laying the foundations for sustainable growth. We are delighted to have him leading our organisation into its next chapter.

In summary, this year we have not only celebrated our heritage and preserved our legacy but also embraced change—fostering development from youth through to international representation and navigating the shifting landscape of professional netball. As Chair, I extend my heartfelt thanks to our staff, volunteers, supporters, and above all, our athletes, whose resilience, and dedication drive our vision forward.

Together, we continue toward a future where every girl, woman, and community in Scotland can find their place in our sport. Looking ahead, we remain committed to strengthening our governance and exploring new ways to secure the long-term sustainability of our organisation, ensuring Netball Scotland is well placed to thrive for years to come.

*Lucy Faulkner*

**NETBALL SCOTLAND CHAIR**

# CEO'S WELCOME



## A VERY WARM WELCOME TO NETBALL SCOTLAND'S ANNUAL REPORT FOR 2025

It's a real honour and privilege to be leading the organisation at such an exciting time for the sport in Scotland. As we look back over the last twelve months you can see the distance of the journey we've travelled, with hugely rewarding and significant developments on and off the court.

Netball is unique – it's a sport that is predominantly for women and girls, it's a sport that is primarily about participation, and, despite being hugely popular, it's a sport that falls below radar of politicians, decision makers, and funders.

Our collective job is focusing on and celebrating what makes the sport special, and addressing the challenges and opportunities head on.

So whilst this report celebrates the amazing successes and achievements of the last 12 months, we remain absolutely focused on addressing those challenges and opportunities head on. Hence seeking charitable status, hence advocating directly to politicians, decision makers and funders, and hence continuing to drive our inclusive and ambitious growth strategy and introducing an exciting and game changing performance strategy.

And that future includes the World Youth Cup in Gibraltar, the Silver Ferns and Celtic Cup coming to Glasgow in November, the 2026 Commonwealth Games coming back to Glasgow, and what is to become a biannual World Cup in 2027 in Sydney.

Netball is driven by passion, and that is evident to me every day working with an amazing staff team and board – but also speaking to everyone involved in the game – members, volunteers, officials, umpires, clubs, local associations, athletes, and all of our partners. Thank you to each and every one of you.

*Ken Hay*

**NETBALL SCOTLAND CEO**

## BOARD OF DIRECTORS

Claire Drummond



**DIRECTOR**

Zoe Lee



**DIRECTOR**

Gemma Sole



**DIRECTOR**

Upneet Thandi



**DIRECTOR**

Stuart Martin



**DIRECTOR**

Sara Matthews



**DIRECTOR**

Karen Atkinson



**PERFORMANCE  
DIRECTOR**

Paul Adams



**FINANCE  
DIRECTOR**

Wendy Kenyon



**DIRECTOR**

Pam Radage



**HR DIRECTOR**

# DEVELOPMENT

## NETBALL DEVELOPMENT MANAGERS



Katelyn Williamson

**JUNIOR CLUBS &  
YOUNG PEOPLE**



Correen Davies

**SENIOR CLUBS &  
PARTICIPATION**

Karen Thompson

**COMPETITIONS &  
COMMUNITIES**



David Bordes

**EDUCATION &  
WORKFORCE**



## NETBALL DEVELOPMENT OFFICERS

As of March 2025, the areas designated for Netball Development Officers represented a significant portion of the total membership of Netball Scotland.

[READ MORE](#)

**41%**



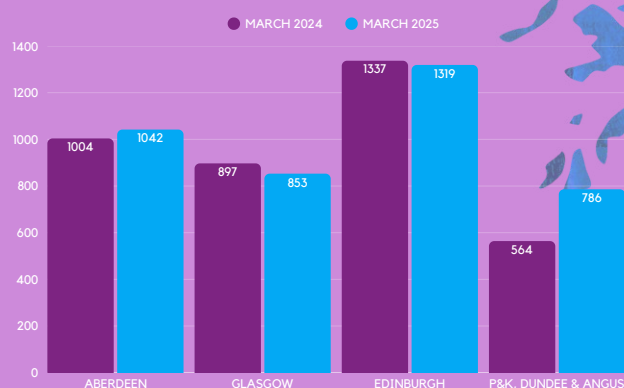
Grace Carson  
**NDO NORTH EAST**



Norma Maynard  
**EDINBURGH**



Mhairi Love  
**NDO GLASGOW**

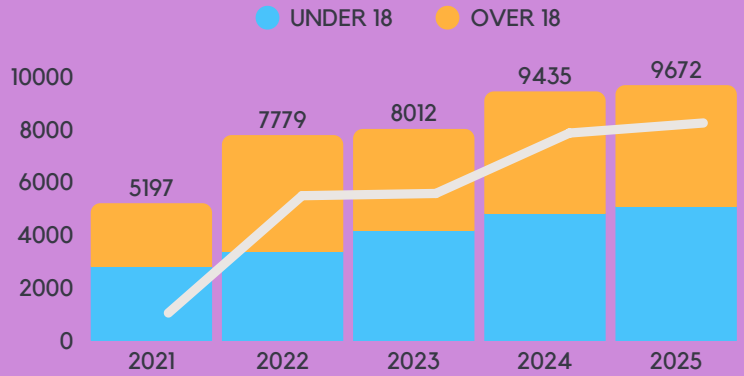


# MEMBERSHIP

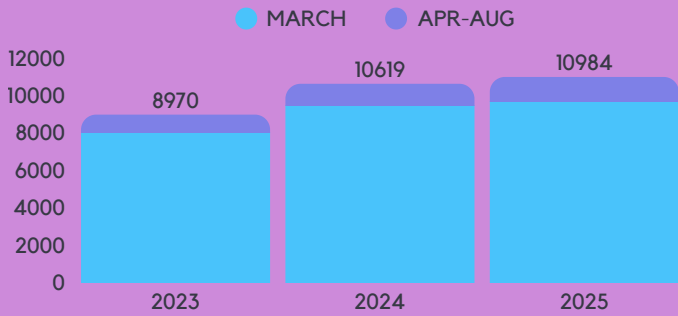
## MEMBERSHIP DATA 2024-25



### JUNIOR & SENIOR MEMBERSHIP DATA



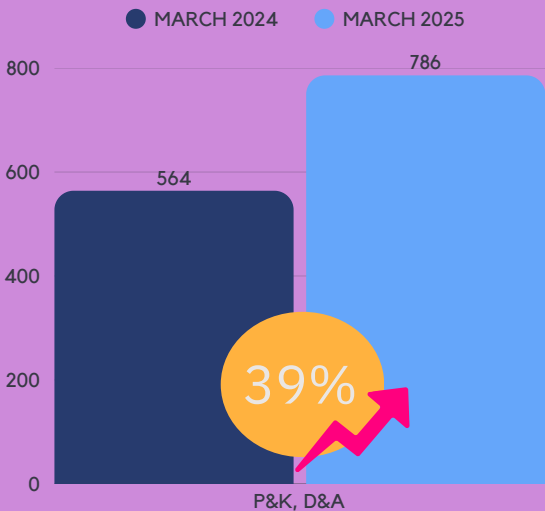
### PEAK MEMBERSHIP DATA



- The reporting period for this Annual Report aligns with the financial year, spanning from April 2024 to March 2025.
- The Netball Scotland membership period is from September 1st to August 31st each year.
- Peak membership data for each year is gathered as of August 31st, just before memberships reset on September 1st.

## NDO AREA DATA

### PERTH & KINROSS, DUNDEE & ANGUS



**84**

NEW JUNIOR MEMBERS AT  
TAYSIDE JETS - DUNDEE'S  
FIRST JUNIOR CLUB



**60+**

SCHOOLS ENGAGED

"From the incredible success of the new Tayside Jets Junior Club, to record levels of schools engagement and a new junior league in Perth & Kinross, we are seeing netball become a sport of choice for more young people than ever before. It's also been inspiring to watch new coaches, umpires and young ambassadors step into leadership roles that will secure the sport's future across our communities."



Grace Carson  
NDO NORTH EAST



# CLUBS



MARCH 2025

182

ACTIVE CLUBS  
IN SCOTLAND

697

PRIMARY &  
SECONDARY  
SCHOOLS ACROSS  
SCOTLAND

MEMBERSHIP GROWTH AND  
NETBALL ACTIVITY INCREASE  
REPORTED IN

41%  
OF THE

LOCAL AUTHORITY AREAS IN  
SCOTLAND BETWEEN  
APRIL 24 - MARCH 25

40%

THISTLE  
MARK ✓



**Thistle Mark** is the  
official Netball  
Scotland club minimum  
standards.

Currently 73 clubs have  
achieved TMS to date with  
a target of 100% by 2027

# SENIOR CLUBS & PARTICIPATION

## WHEELCHAIR NETBALL COURSE UNDER DEVELOPMENT AND TRIALED BY PETERHEAD NC IN ABERDEENSHIRE

A pilot education course was attended by **six** participants in collaboration with **Scottish Disability Sport**, where their feedback helped shape the rules and regulations of the proposed game.

Additionally, a Seated Netball Resource is being developed in consultation with Aberdeenshire Council and Care Homes. This resource will be distributed throughout the Aberdeenshire network as a pick-up and deliver option.



# YOUNG PEOPLE

## JUNIOR CLUB DEVELOPMENT FUND

Johnston Carmichael has graciously funded our clubs for the second consecutive year, contributing to their sustainability and development. Thanks to this generous support, we successfully assisted 12 clubs in enrolling members in educational programs, obtaining equipment, and much more!



**JUNIOR CLUB DEVELOPMENT FUND**  
In partnership with  
JOHNSTON CARMICHAEL

**ELEMENTS NETBALL CLUB**

Launched U13 team, 7 members completed their C Umpiring course and club entered local Lanarkshire league for more competitive match play.

"The funding has meant that we were able to enter a team into the Lanarkshire Junior Cup, fostering a love for the sport among its players."

@netballscotland Apply Today! www.netballscotland.com

**JUNIOR CLUB DEVELOPMENT FUND**  
In partnership with  
JOHNSTON CARMICHAEL

**DUMFRIES & GALLOWAY DISTRICT**

Reduced financial strain on parents and coaches incurred from travel to central belt for matches and training.

"Having the grant meant we could ring-fence that money and we knew we could cover a lot of our travel."

@netballscotland Apply Today! www.netballscotland.com

## NETBALL FOR SUCCESS

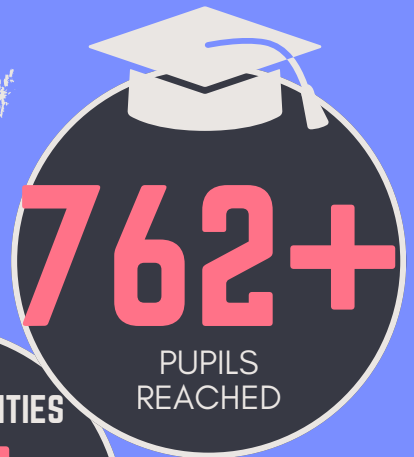
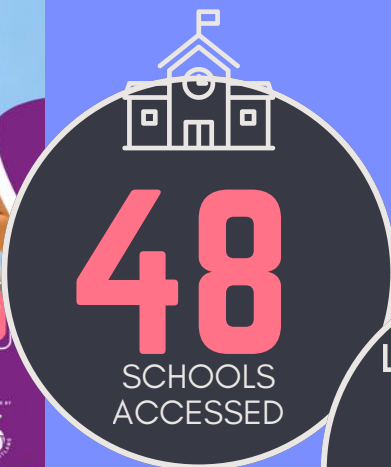
Learned about the dangers of the railway lines. Didn't know electricity can jump and that the tracks are electrified.

**NETBALL FOR SUCCESS**

"I learned how to be more 'body positive'"

- In partnership with Network Rail to deliver the all important railway message
- For Secondary Schools
- 8 Key educational online active learning modules
- Free 18 week netball resource pack
- National netball engagement festivals

Network Rail SCOTLAND'S RAILWAY



**READ MORE**

# EDUCATION



## OFFICIATING



### Success Stories

#### A-AWARD UMPIRES

Two NEW A-Award Umpires in Scotland  
Laura Jamieson  
Lynn Donnelly

#### BELLA BROADHURST

Congratulations to Bella Broadhurst who was awarded B-Award Umpire at 17 years old.

#### INTERNATIONAL EVENTS

##### Europe Netball U17 Event - March 2025

Rebecca James  
Rita Venermo  
Lindsay King

##### World Youth Cup Qualifiers - Cardiff

Gillian Leslie

#### THISTLES & UMPIRES IN COLLABORATION

Over 20 Scottish Umpires have been invited into Performance Pathways camps, events and activities

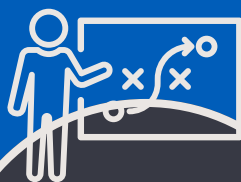
Eight umpires have been part of the Thistles training environment.



# EDUCATION



## COACHING



**154**

NETBALL LEADERS  
AWARD

INTRODUCTION TO  
COACHING

**154**

COURSE  
ATTENDEES

COMMUNITY COACH  
AWARD

**99**

COURSE  
ATTENDEES

SENIOR COACH  
AWARD

**11**

COURSE  
ATTENDEES

### Success Stories

We have successfully trained and accredited four new course tutors and two new assessors for our SQA program.

Out of 264 coaches, 103 were young individuals, which means that 40% of our learners were under the age of 25.

We have been recognized by sportscotland as an example for our commitment to prioritising young people in our coaches' development.



# COMPETITIONS

## SCOTTISH CUP & SCHOOLS CUP



## WINNERS

	WINNER	RUNNER UP
OPEN	Edinburgh University	Strathclyde University
UNDER 17	Sycamores NC	Glasgow Fury
UNDER 15	Inverleith Swifts	Bass Rocketeers
UNDER 13	Inverleith Swifts	Peebles Faclons



[READ MORE](#)

	CUP WINNER	RUNNER UP	PLATE WINNER	RUNNER UP
OPEN	Peebles HS	Linlithgow Academy	Balwearie HS	Williamwood High School
S3	Kirkwall Grammar	Strathallan School	Peebles HS	Perth HS
S2	Fettes College	St Andrews Academy	Perth Academy	Woodmill HS
S1	Fettes Prep	Royal High School	Queensferry HS	Woodmill HS

38

TEAMS

536

REGISTERED  
ATHLETES

EMPOWERED BY



DISTRICT



DISTRICT



UNDER 15

Perth & Kinross

Aberdeen

UNDER 17

Edinburgh

Glasgow

UNDER 19

Ayrshire

Edinburgh



# NATIONAL LEAGUE

WINNER



NETBALL CLUB

RUNNER UP



2024-2025



8

SCOTTISH CLUBS



32

MATCHES



12,700

YOUTUBE VIEWS



980+

FANS

WATCH NOW



# CELTIC CUP



## NOVEMBER 2024: A MILESTONE FOR INTERNATIONAL NETBALL IN GLASGOW

The **inaugural Celtic Cup** brought international netball to Glasgow, taking place at the Emirates Arena. From **November 7th to 10th**, teams from **Northern Ireland, Scotland, Wales, and the invitational Zimbabwe Gems** battled it out for the prestigious Celtic Cup in an exciting display of elite-level competitive netball.

2,900  
FANS



[READ MORE](#)

WALES



1ST

SCOTLAND



2ND

ZIMBABWE



3RD

NORTHERN IRELAND



4TH



BBC iPlayer

BBC  
SPORT

44,119  
TOTAL VIEWS (LIVE & ON-DEMAND)

Glasgow

# PATHWAYS



## APRIL - MAY 2024

The 2nd Annual Development Supercup was held in April and May 2025. This competition was established in 2021 as a part of our initiative to enhance programming for Senior National athletes, offering them additional opportunities for competitive match play throughout the season. It also aims to provide valuable learning and development experiences for our management teams, umpires, and officials.

Following its initial success, we launched the Development Supercup in 2023, which has since become a vital event in our calendar for the U15 Long Squad, Scottish-based U17/U19 National athletes, as well as invitational District athletes.



## AUGUST 2024

### U15 SCHOOL GAMES - LOUGHBOROUGH

A squad of 12 athletes travelled to Loughborough to compete as part of the School games competition. Access to this level of competition provides critical exposure for our athletes and management teams. The squad competed against, Mavericks, Manchester Thunder, Leeds Rhinos, Team Bath, North East Pheonix.













READ MORE

# PATHWAYS



## SEPTEMBER 2024

A squad of 12 athletes travelled to Cardiff to compete within the World Youth Cup Qualifying competition in the hopes of securing their place within the 2025 World Youth Cup competition in Gibraltar. With a gruelling schedule of 5 international fixtures across 6 days, the squad had an incredibly successful campaign completing the competition undefeated and securing a 1<sup>st</sup> place finish and their spot in the WYC.

	55 - 38	
	72 - 47	
	93 - 15	
	60 - 51	
	78 - 47	















WATCH NOW



## DECEMBER 2024

In December, Edinburgh hosted the second U19 Europe Netball Pilot event. A team of 12 athletes went head-to-head with France, the Republic of Ireland, the Isle of Man, Gibraltar, Wales, and Northern Ireland. Over the course of two days of fierce competition, the squad remained undefeated and secured 1st place in the tournament.

	48 - 9			44 - 13	
	45 - 33			46 - 30	
	60 - 20			40 - 27	



# PATHWAYS



## MARCH 2025

A team of 12 athletes journeyed to Belfast to participate in the U17 Europe Netball Competition. The squad competed in five international matches over five days. With impressive performances during the first four days, they secured a spot in the 1st/2nd playoff, where they successfully earned and retained their Silver medal for yet another year.



**WATCH NOW**



42 - 31



59 - 40



59 - 28



60 - 33



25 - 60



Within the National pathway our incredible volunteers of 8 Coaches and 3 Team Managers deliver these programmes to;

**95**  
ATHLETES

**25**  
UNDER 15

**26**  
UNDER 17

**19**  
UNDER 19

**25**  
UNDER 21





















# THISTLES



In six months (from September 2024 to February 2025), the Scottish Thistles have achieved the following:

- Competed in 10 Test Matches against teams from Asia, Oceania, the Caribbean, and Europe.
- Had 16 Thistles athletes don the iconic purple dress for Scotland.
- Faced off against 11 different nations on the court.
- Celebrated the international debut of four Thistles players.
- Experienced a total of 835 minutes of international match play.



 56 - 58		 67 - 47		 57 - 50	
 55 - 45		 47 - 67		 48 - 45	
 53 - 40		 52 - 40	BLACK SWANS		
 47 - 59				<b>FINAL</b> 52 - 54 EXTRA TIME	



# THISTLES



50 Caps milestone;  
Emily Nicholl #204

25 Caps Milestones;  
Iona Christian #220  
Hannah Leighton #221  
Rachel Conway #213

Athlete debuts;  
Evie Watts #227  
Lexy Gillies #228  
Jaz Moore #229  
Anna Fairclough #230

## Scottish Thistles Athletes, selected in Test Series;

Emily Nicholl  
Iona Christian  
Emma Barrie  
Kelly Boyle  
Charlotte Dunkley  
Cerys Cairns  
Rachel Conway  
Anna Fairclough

Cerys Finn  
Lexy Gillies  
Hannah Grant  
Hannah Leighton  
Emma Love  
Niamh McCall  
Jaz Moore  
Evie Watts

# THANK YOU

We are fortunate to work alongside outstanding partners who support our mission to enhance the visibility of netball in Scotland and broaden opportunities for participation in the sport.

We extend our heartfelt gratitude to all our partners and sponsors.

**sportscotland**  
the national agency for sport



# GOVERNANCE

## Q ANTI-DOPING - CLEAN SPORT

- NS has retained their UKAD Assurance Framework compliance this year. The UKAD Assurance Framework is used to ensure that NGBs are World Anti-Doping Code compliant.
- Anti-doping has a new NS Board Champion Gemma Sole.
- The Anti-Doping Team are in the 4<sup>th</sup> year of delivering NS Education Strategy. This has been the first full year of running the NS Clean Sport E-Learning module. This module includes a UKAD education module Clean Sport. All U17 and U19 players have completed this module followed by a face-to-face session with squad to check and challenge their understanding and application of E-Learning. Thistles and U21 squad will complete Module later this year. With U21 squad also completing a face-to-face session before they attend the Netball World Youth Cup 2025 in Gibraltar
- Anti-doping team carried out an education session with parents of U17 squad players, including supplying them with information available for parents and guardians from UKAD
- Education strategy was reviewed and updated. Later in 2025 the next 4-year Education Strategy and Plan will be proposed.

**The 2025 Prohibited List  
comes into effect  
1 January 2025**



**UKAD**  
Protecting Sport

**Check your medication**

Re-check any medication you  
take on Global DRO from 1  
January 2025



**UKAD**  
Protecting Sport

# GOVERNANCE



## FINANCIAL REPORT

- Core investment from sportscotland remained stable at **£635,075** for this cycle and alongside supplementary investment this makes up 51% of total income for the year
- Membership income rose to **£188k, up 10%**, a direct impact of the ongoing implementation of our Destination 27 Growth strategy, a priority for our Development team
- Competitions shows a **73% increase** in income due to improved spectator access, partnership working and final events
- Education qualification reviews and adjustments to subsidy investment processes lead to a 12% reduction in income
- Partnerships with Network Rail and Johnston Carmichael, and our Local Associations of **£83,000** contributed directly to our development staffing and programs
- The year with an operating profit of **£155k**, cash reserves of **£469k**, and member funds at **£257k**
- Full accounts can be viewed here [> READ MORE](#)

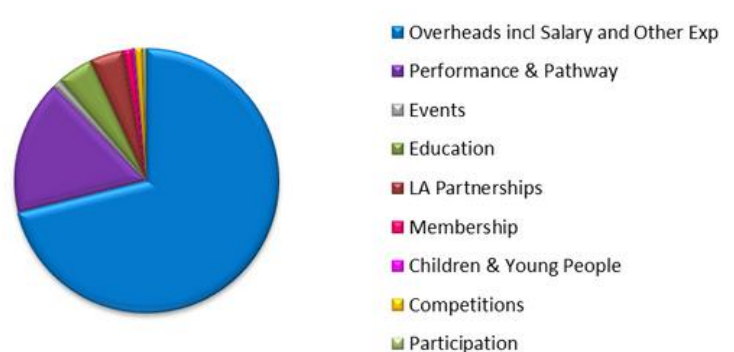
## KEY INCOME 2024-25

### KEY INCOME BY VALUE 2024-25



## KEY EXPENDITURE 2024-25

### KEY EXPENDITURE BY VALUE 2024-25



# THANK YOU



Emirates Arena, Glasgow

