



# ***Annual Report***

## ***2024/25***

## **Aims and Objectives**

Royal Greenwich District Scout Council is an unincorporated association (operating as Royal Greenwich Scouts and with a registered charity name of New Greenwich District Scouts number 1141023.) constituted in accordance with the rules of The Scout Association (registered no.13919). It exists to provide leadership, advice and support for Scout Groups (autonomous charities within the provisions of the same rules), in an area covered by The Royal Borough of Greenwich. And is supported under those rules by the Scout County of Greater London South, (Registered Charity no. 303883), covering the London Boroughs of Bexley, Bromley, Wandsworth, Lambeth, Southwark, Lewisham and Royal Greenwich.

The Scout Association (Registered Charity No. 306101) incorporated by Royal Charter to promote the development of young people in achieving their full physical, intellectual, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities.

The Charter of the Association provides for the making of bye-laws approved by Her Majesty in Council which, in turn, authorise the making of the rules referred to above (known as "Policy, Organization and Rules"). The District's Trustees are the District Trustee Board, who cannot act outside the Royal Charter, Bye-Laws and Rules of the Scout Association.

## **Our Purpose**

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

## **Our Values**

As Scouts we are guided by these values:

Integrity - We act with integrity; we are honest, trustworthy and loyal.

Respect - We have self-respect and respect for others.

Care - We support others and take care of the world in which we live.

Belief - We explore our faiths, beliefs and attitudes.

Co-operation - We make a positive difference; we co-operate with others and make friends.

## **Our Method**

Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting and:

- enjoy what they are doing and have fun
- take part in activities indoors and outdoors
- learn by doing
- share in spiritual reflection
- take responsibility and make choices
- undertake new and challenging activities
- make and live by their Promise.

## **Our Vision**

We are committed to the Aim and Method of the Scout Movement. Our long term vision is to continue to develop our Scout Groups so they...

- operate a programme that is relevant enjoyable, attractive and locally achievable,
- are equally available and accessible to all young people within the 6 to 25 age range in our area
- are effectively and appropriately supported by adult volunteers,
- have a positive image and identity,
- are growing,
- communicate effectively within Scouting and to the community.

Looking to the future, we can work together as a team, with a common purpose and with a clear direction. This will need a concerted effort from all our Lead Volunteers, Section Team Members, Team Members, Helpers, Groups and Units.

If we all play our part in delivering the best results for the future of Scouting in our District we can achieve a Scout District that:

- encourages the development of Scouting in our District so that all young people in The Royal Greenwich Borough have the opportunity to experience fun, friendship, everyday adventure, challenge and new experiences,
- supports all our adult volunteers so they feel recognised and valued and take pride in their Scouting,
- has an active and focused structure that will develop and maintain adult volunteer motivation through shared experiences; supported learning; strategic forward planning, clear governance and specific tailored support,
- provides a high quality, exciting programmes of activity at Group and District level delivered by reliable, experienced sectional teams who have abilities and skills appropriate for the role,
- provides learning for all adult volunteers whether leading, supporting or managing our Scout Groups which is appropriate, effective and innovative,
- Has a relevant, inspirational and supportive management structure with effective systems for communication.

Our District support structure delivers practical services that are accessible to all whatever their role.

These include:

- support for the youth programme, including camping and adventurous activities,
- growth and development of the Movement in our District,
- coordination of our Scout Groups, Explorer Scout Units and our Local Scout Networks,
- ensuring that all our adult volunteers are vetted before they are authorised to undertake a role in the Movement,
- the formal appointment of adults,
- induction, learning, motivation, review and development of adults in the District, including delivery of the Associations adult learning programme in partnership with the County Learning Team,
- the implementation of the policies and rules of the Association,
- relationships with other organisations and bodies,
- helping young people take part in decision making within our Groups and the District,
- support for our Scout Active Support Units,
- recommendations for awards,
- advice on financial and administrative matters, particularly relating to charity trusteeship,
- provide an effective chain of communication between our Scout Groups, Districts, County, Region and National Headquarters.

**Registered Office:**

Royal Greenwich District Scout Centre, 19 Waverly Crescent, London, SE18 7QT

**President:****Trustees**

The following served as Trustees of the Charity during the year 14<sup>th</sup> Jul 2024 to 24<sup>th</sup> September 2025

**Ex-Officio**

**District Lead Volunteer** - Terry Wiggins

**District Youth Lead**— Joseph Shippam (Until 22.02.25)

**District Youth Lead**— Kellie Passanha (From 22.02.25)

**Chairman** – Barry Matthews (From 16.09.24)

**Book keeper** – John Sweeney

**District Explorer Lead** – Andrew Barber

**District Scout Network Lead**— Josh Sharrad

**Appointed**

Chris Bishop (Until 10.03.25)

Barry Matthews (Until 16.09.24)

James Vallely

Jenny Grant

Jo Graham

Stephen Ellis

Conway Tearle

**Co-Opted**

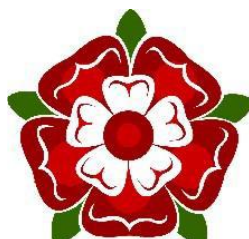
Joseph Shippam (From 10.03.25)

**Principal Bankers**

LloydsTSB Bank Plc, Blackheath Village Branch

**Custodian Trustee**

The land and buildings vested in the District are held on its behalf by the Scout Association Trust Corporation Limited.



# ***Our Reports***

## **Trustee Talk**

The Trustee Board has spent the year working to strengthen its governance approach, ensuring the District operates with transparency, accountability, and effectiveness. This involved a decisive move away from day-to-day operational delivery, allowing the Board to focus more firmly on its strategic oversight responsibilities. This transition, though complex, was carefully planned and implemented to align with best practice guidance from both the Charity Commission and The Scout Association.

A major focus was the creation and refinement of a clearer governance structure, which included implementing governance structured meeting agendas, and clear records of decisions taken. Trustee meetings adopted a forward-planning approach, ensuring time was allocated to strategic priorities, including safety, safeguarding, growth, and succession planning.

Trustees undertook learning throughout the year in areas such as safeguarding, charity law, and trustee responsibilities, reinforcing the Board's competence in leading the charity safely and effectively. The Board also reflected on lessons learned from the wider voluntary sector, incorporating them into its own processes, particularly around volunteer wellbeing, and digital governance.

Succession planning was another key priority. The Board recognised the need for future leadership and proactively sought to develop potential new trustees through mentoring and shadowing opportunities. The board will be reviewing this this upcoming year to ensure consistency whilst also getting new talent on the board.

This shift towards a governance-focused model is a vital step in the District's journey of transformation to becoming more resilient, responsive, and future-ready. The Trustee Board remains committed to improving its own performance and supporting others across the District to deliver safe, high-quality Scouting for all young people in Royal Greenwich.

## **Network News & Explorer Echoes**

The 14–24 age range continued to thrive throughout the year with the ongoing development of Explorer Scouting, Young Leader opportunities, and the exciting relaunch of Scout Network. The District maintained a strong commitment to ensuring young people in this age group could access a programme that was both adventurous and empowering.

Explorer Units across the District delivered dynamic and diverse programmes. Highlights included climbing sessions, escape rooms, pioneering skills, and survival weekends. Expeditions for the Duke of Edinburgh Awards and Chief Scouts Platinum, Diamond and King's Scout Award have been taking place over the year and has involved venturing to Wales and Scotland. These expeditions not only demonstrated resilience and teamwork but also showcased the impact of outdoor learning on personal growth.

Scout Network has seen our members begin working toward the King's Scout and Explorer Belt Awards, which a few were lucky to receive and be recognised at both Windsor Castle and Buckingham Palace this year.

## **Programme Power**

This year, the District Programme Team delivered an ambitious and varied programme of events, offering young people new challenges, fun experiences, and the chance to try something different. From section badge days to large-scale camps, the team ensured there was something for everyone.

For Beavers, the focus was on curiosity, creativity, and adventure. Events included a Drive-In Movie Night where young people built their own cardboard cars, a Sports Day with team challenges, a

Trampolining experience, and a Builders Badge Day. These activities promoted teamwork, confidence, and imagination.

Cubs engaged in a wide range of events focused on practical skills and fun challenges. Badge days such as Home Help and Chef allowed Cubs to gain real-life knowledge in a fun setting. A cake decorating competition and laser tag day added variety, while a Pioneering Day introduced young people to traditional Scouting techniques with a hands-on approach.

Scouts enjoyed a range of innovative activities throughout the year. One of the highlights was the district night hike - encouraging teamwork, strategy, and resilience across multiple challenges. Scouts also participated in geocaching days, pioneering workshops, and volleyball tournaments, which strengthened friendships and built confidence.

Explorers, alongside their own programme, provided vital support for District events. Many took on leadership roles, helping to run stations, lead games, and deliver portions of badge sessions. This peer-led support enhanced the impact of the events and gave Explorers meaningful leadership experience.

### **Volunteer Vibes**

The Volunteer Development Team has made significant strides this year in strengthening the support provided to adult volunteers across the District. From simplifying learning processes to improving induction experiences and recognising contributions, the team has laid important foundations for sustainable and rewarding adult involvement in Scouting.

A major focus of the year was the delivery and promotion of the Adult Learning Scheme. The team delivered multiple Growing Roots are now delivered as digital training modules, resulting in a significant rise in module completions across all roles.

The volunteer induction process was also streamlined, making it easier and quicker for new volunteers to get started. New welcome materials were created, including a District Welcome meeting which replaces the old appointment panel.

### **Youth Yomp**

It's been another busy year of youth-shaped Scouting in Royal Greenwich, with young people continuing to take the lead, shape their programmes, and make their voices heard.

In March, we were proud to send a contingent of four young people to the UK Youth Forum in Oxford. They represented Royal Greenwich with confidence and passion, joining other Scouts from across the country to explore key national topics like sustainability and youth empowerment.

This was followed by the South London Ideas Exchange Day, where Joseph (County Youth Lead and outgoing District Youth Lead for Royal Greenwich) led a panel discussion with Kellie (Royal Greenwich Youth Lead) and Song (Wandsworth Youth Lead) about their journeys through Scouting and how youth leadership has shaped their experiences. The day also featured workshops and discussions on programme development, with input from across the county.

In May, Royal Greenwich hosted the Youth-Shaped Zone at The Big Takeover 2, Royal Greenwich's district camp. The zone featured our YouShape Tree and Cool Wall, where young people shared ideas and feedback on their experiences. These contributions are already feeding into our district programme planning and ongoing conversations about how we support youth voice at every level.

At the end of the district camp, we formally handed over the role of District Youth Lead to Kellie, who brings fresh energy and passion to the role. This marked the close of Joseph's six-year journey leading youth voice in Royal Greenwich. Over that time, Joseph has championed YouShape Scouting, embedded youth leadership in everything from district planning to awards evenings, and supported countless young people to take the lead. On behalf of the district, we offer a huge thank you for his

dedication, creativity, and commitment to youth-shaped Scouting. His impact will continue to be felt for years to come.

Finally, it's been fantastic to see a growing number of YouShape Awards proudly worn by young people around the district — a visible sign that youth voice is thriving in Royal Greenwich. Thank you to every leader and volunteer who's helped make that possible. We look forward to seeing where Kellie and the new district youth team take things next!

### **Support Squad**

Behind the scenes, the Support Team has been instrumental in keeping the day-to-day functions of the District running smoothly. From managing sites and overseeing safety compliance to handling logistics and retail, this team ensured the essential infrastructure was in place to support high-quality Scouting across Royal Greenwich.

The estates team, working in conjunction with the Trustee Board, undertook safety reviews and maintenance work across District sites. Fire safety compliance was reviewed in detail, with updated risk assessments, extinguisher servicing, and fire exit checks carried out. Regular inspections ensured that buildings remained safe, clean, and fit for purpose.

Capital improvement works were commissioned to improve access and usability of key spaces, including upgrades to lighting, kitchen facilities, and accessibility features. Volunteer maintenance days were introduced to allow section leaders and supporters to contribute to site upkeep, promoting shared responsibility and pride in the spaces used.

The Scout Shop continued to provide uniform and equipment to members across the District, operating out of a dedicated space at Waverly Crescent. The shop team ensured that Scouts had what they needed to participate fully, while also generating valuable income to reinvest into programme delivery.

### **Lead Lines**

The role of the District Lead Volunteer (DLV) has been pivotal in shaping the strategic direction and supporting the operational success of Scouting across Royal Greenwich. This year, Terry and the returning John, focused on fostering collaboration, driving growth, and building a culture of inclusivity and innovation. A key priority was strengthening relationships across the District. J & T (far better than any G&T) regularly met with Group Lead Volunteers, section teams, and trustees, ensuring strong lines of communication and consistent alignment with the District's vision. Volunteer care remained high on the agenda. John & Terry worked closely with the Volunteer Development Team to address challenges around retention, succession, and recognition. Leaders were supported through role changes, and new initiatives were piloted to reduce volunteer burden, including shared administration support and digital planning tools.

In terms of programme quality, J & T supported the Programme Team in refining event approval processes, encouraging innovation in delivery, and ensuring a clear framework for safe and inclusive activities. Special emphasis was placed on accessibility, with targeted outreach to ensure all young people – regardless of background – could access opportunities.

J & T also worked closely with the Trustee Board to embed a governance-focused model, drawing a clearer line between delivery and strategic oversight. This collaborative approach ensured that volunteers at every level were empowered to do their best work, with clarity about roles, accountability, and support.

Looking ahead, J & T are focused on supporting a new generation of leaders, enhancing youth involvement at every level, and ensuring Royal Greenwich remains a beacon of high-quality, inclusive, and youth-led Scouting.

## Our numbers for 24/25

	Squirrels	Beavers	Cubs	Scouts
1st RE		12	44	29
1st RG		2	3	3
2nd RE		5	6	4
3rd RE	14	27	34	30
3rd RG		10	13	18
4th RE		0	17	14
4th RG		9	8	14
6th RG		2	2	0
7th RG		14	22	23
8th RE		26	29	17
8/15th W		5	4	0
9th RE		17	13	9
10th RE	12	19	22	23
13th W		18	15	16
27th W		22	25	17
36th W		12	12	12
38th W		5	16	11
40th G		54	71	76
46th G		2	8	11
49th G		18	26	23
51st G		14	18	19
54th G	6	18	25	20

<b>Explorers</b>	
Arrowhead	38
Astronomers	10
Badgers	7
Crescent Rising	8
GESS	10
Severndroog	36
Snow Leopards	3
Typhoon	22
Young Leaders	30



**OUR FINANCES...**

**Royal Greenwich District Scouts**  
**INCOME AND EXPENDITURE ACCOUNT SUMMARY**  
**April 2024 - March 2025**

<b>Total Funds 2024 £</b>		<b>General Funds 2025 £</b>	<b>Restricted Funds 2025 £</b>	<b>Total Funds 2025 £</b>
169,925	Total receipts for the year	119,091		119,091
170,538	Total payments for the year	148,117		148,117
- 613	Net receipts/payments for the year	- 29,026		- 29,026
<u>250,179</u>	Cash, bank and similar funds carried forward	<u>221,155</u>		<u>221,155</u>
REPRESENTED BY				
Monetary assets				
		<u>151,484</u>	<u>69,671</u>	<u>221,155</u>

These accounts are prepared on the receipts and payments basis in accordance with the provisions of s130 of The Charities Act 2011 and comply with the SORP: Accounting by Charities

The above accounts and accompanying statement of assets and liabilities were approved by the District Trustee Board on 15 September 2025 and signed on their behalf by Barry Matthews

Scout Registration No  
13919

Charity Registration No  
1141023

# Royal Greenwich District Scouts

## INCOME FOR THE YEAR ENDED 31st March 2025

Total Funds 2024 £		General Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £
104,838	<b>Membership Subscriptions</b>	81,242		81,242
104,838		81,242	-	81,242
	<b>District Premises Hires</b>			
6,638	11 Acres Camp Site Hires	2,724		2,724
7,914	Avery Hill Premises Hires	6,692		6,692
3,960	Briset Road Premises Hires	6,000		6,000
3,175	Farjeon Road Premises Hires	3,590		3,590
1,586	Waverley Crescent Premises Hires	1,343		1,343
23,273		20,349		20,349
	<b>Donations and Grants</b>			
-	Donations			-
20,000	Grants			
20,000		-	-	-
	<b>Scout Shop Income</b>			
6,838	The Crescent Shop & Badges	11,228		11,228
6,838		11,228		11,228
	<b>Other Income</b>			
890	General Income	4,263		4,263
2,766	Special Activities	2,010		2,010
11,320	International			-
14,976		6,273		6,273
	<b>Investment Income</b>			
-	Bank interest received		-	-
0				0
<b>169,925</b>	<b>Total Income</b>	<b>119,092</b>	<b>-</b>	<b>119,092</b>

# Royal Greenwich District Scouts

## EXPENDITURE FOR THE YEAR ENDED 31st March 2025

Total Funds 2024 £		General Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £
	<b>Membership fees paid to GLS County</b>			
63,024	Membership Fee Paid to GLS County	61,988	-	61,988
5,310	Refunds to Groups after GLS overcharge	1,032	-	1,032
68,334		63,020		63,020
	<b>District Premises Expenditure</b>			
8,655	Running Costs - General	8,619	-	8,619
6,128	11 Acres	20,949	-	20,949
17,450	Avery Hill	9,716	-	9,716
15,264	The Hub	11,142	-	11,142
7,761	ExNet	2,039		2,039
7,634	The Crescent	3,089	-	3,089
62,892		55,554	-	55,554
	<b>Donations and Grants Payable</b>			
19,856	Grant Expenditure		-	-
	<b>Scout Shop Expenditure</b>			
-	Waverley Crescent Shop Expenditure	12,603	-	12,603
-		12,603		12,603
	<b>Other Expenditure</b>			
3,346	General Expenditures	15,452	-	15,452
5,260	Activities	1,488	-	1,488
10,850	International trip		-	-
19,456		16,940		16,940
<b>170,538</b>	<b>TOTAL PAYMENTS</b>	<b>148,117</b>	<b>-</b>	<b>148,117</b>

# Royal Greenwich District Scouts

## Balance Sheet

As of March 31, 2025

Total Funds 2024		General Funds 2025	Restricted Funds 2025	Total Funds 2025
£		£	£	£
	<b>Monetary Assets</b>			
250,179	Funds at bank	151,484	69,671	221,155
-	Fund holders in hand balances			-
0	Accured payments not cleared through bank	0	0	0
250,179		151,484	69,671	221,155
	<b>Non Monetary Assets (held for use by the Charity)</b>			
	Land and Buildings			
65,469	11 Acres Camp Site	65,469	0	65,469
267,233	Avery Hill Premises	267,233	0	267,233
29,468	Farjeon Road Premises	29,468	0	29,468
192,672	Waverley Crescent Premises	192,672	0	192,672
41,255	Equipment furniture and fittings (insurance value)	41,255	0	41,255
596,097		596,097	0	596,097
	<b>Creditors</b>			
-	Liabilities (due within one year)	-	0	-
0	Liabilities (due after one year)	0	0	0
0	Contigent liabilities and future obligations	0	0	0
-		-	0	-
846,276	Total assets less current liabilities			817,252
<b>846,276</b>	<b>Total net assets (liabilities)</b>			<b>817,252</b>
	<b>Charity funds</b>			
846,889	Opening Balance Equity			846,276
- 613	Surplus/(Deficit)			- 29,026
<b>846,276</b>	<b>Total Charity funds</b>			<b>817,250</b>

