

Trustees' Annual Report for the period from 1 April 2024 to 31 March 2025

Charity name: British Scouting Overseas Area Scout Council (British Scouting Overseas)

Charity registration number: 1151702

United Kingdom Scout Headquarters registration number: 10000205

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p><u>The Purpose of Scouting</u> Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society</p> <p><u>The Values of Scouting</u> 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</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p><u>The Scout Method</u> Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting and:</p> <ul style="list-style-type: none"> - 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

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	British Scouting Overseas meets the Charity Commission's public benefit criteria under both the advancement of education and the advancement of citizenship or community development headings
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Additional information (optional)

You may choose to include further statements where relevant about:

Policy on grant making	Para 1.38	The charity makes limited grants of £100 to assist in opening new Groups and new Sections of existing Groups. The policy is defined in the charity's internal document dealing with Governance and Compliance
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	British Scouting Overseas is entirely volunteer managed and led. It is our policy that no volunteer should be out of pocket as a result of their voluntary work with the charity. However, our volunteers often donate financially as well as giving their time and skills
Other		

Achievements and Performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Please refer to the attached copy of our Annual Review
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	See above
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	The charity does not have sufficient funds to invest in longer term investments. The charity has therefore adopted a risk averse strategy to the investment of its funds. All funds are held in a mainstream bank
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The trustees are of the view that the charity is sufficiently resourced
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The charity's policy on reserves is to hold sufficient resources to continue the activities of the charity should income fall short
Amount of reserves held	Para 1.22	Three months' operating costs minimum
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Membership subscriptions
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	The trustees have identified the major risks to which they believe the charity is exposed and have compiled a risk register, which is reviewed regularly, so that mitigating activities can be evaluated

		<p>The charity has in place systems of internal controls that are designed to provide reasonable assurance against material mismanagement or loss. These include two signatories for all payments and comprehensive insurance policies to ensure that insurable risks are covered</p> <p>The risk register covers risks under the following headings:</p> <ul style="list-style-type: none"> - external risks (including reputational) - regulatory and compliance risks (particularly safeguarding and data protection) - financial risks - operational risks (particularly health and safety and loss/damage to property)
Other		

Structure, Governance and Management

Description of charity's trusts:		British Scouting Overseas is a trust established under its rules which are common to all such units of The Scout Association
Type of governing document	Para 1.25	<p>The governing documents of British Scouting Overseas are those of The Scout Association. They consist of the Royal Charter, which in turn gives authority to the Bye Laws of the Association and The Policy, Organisation and Rules of The Scout Association</p> <p>The charity has also adopted a Governance and Compliance document to supplement the above</p>
How is the charity constituted?	Para 1.25	Unincorporated
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	According to vacancies at the time, the charity's annual meeting appoints up to a total of twelve trustees (three-year terms, with option for up to two further terms of three years) including the Chair and the charity's Treasurer. The Trustee Board has power of co-option, subject to the maximum number of trustees remaining at twelve

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	The charity provides induction and training for trustees by using the materials and facilities of The Scout Association, including an initial programme tailor-made for trustees in The Scout Association
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The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity operates as part of the organisation and structure of The Scout Association
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative Details

Charity name	British Scouting Overseas Area Scout Council
Other names the charity uses	British Scouting Overseas; BSO
Registered charity number	1151702
Charity's principal address	The Secretary British Scouting Overseas 69 Five Ashes Road CHESTER CH4 7QS

Additional Information (Optional)

Names and addresses of advisers (Optional information)

Type of adviser Name Address

Not applicable		
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Name of chief executive or names of senior staff members (Optional information)

None

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Not applicable



Other optional information

Not applicable

Declarations

The trustees declare that they have approved the trustees' report above

Signed on behalf of the charity's trustees

		
Full name	Jane Maria Warne	David Bull
Position	Chair	Secretary
Date	8 September 2025	8 September 2025

British Scouting Overseas Annual Review 2025



Year ending: March 2025
Published: August 2025



BRITISH SCOUTING OVERSEAS

AT KIT WE HAVE 13 SCOUTS FROM 13 COUNTRIES, THEY ARE FROM:

ABU DHABI	BELGIUM	DUBAI
ENGLAND	CZECH REPUBLIC	FRANCE
LUXEMBOURG	OMAN	NEDERLAND
QATAR	SPAIN	SWEDEN
		BAHRAIN

WE CAN SPEAK THESE LANGUAGES

AFRIKAANS	ARABIC	CATALANIAN
CROATIAN	CZECH	ESTONIAN
DUTCH	ENGLISH	FLEMISH
FRENCH	GALIC	GERMAN
GREEK	HINDI	HUNGARIAN
ITALIAN	LATIN	NORWEGIAN
MANDARIN	MONTENEGRAN	PORTUGUESE
RUSSIAN	SINGALESE	SLOVAK
SWEDISH	LUXEMBOURGISH	TURKISH

TOTAL 27 LINGO'S.
SO FORGET GOOGLE TRANSLATE -
COME SEE US AT BSO!

BRITISH SCOUTING OVERSEAS HAS BRITISH GROUPS IN 28 COUNTRIES IN 4 DISTRICTS:
NORTHERN EUROPE SOUTHERN EUROPE
MIDDLE EAST REST OF THE WORLD
REMEMBER THIS IF ANYONE MOVES OVERSEAS



Words from the Area President

"Scouting reminds us that we are stronger when we work together, that every person has something valuable to offer, and that shared experiences build lasting bridges"

Integrity • Respect • Care • Belief • Co-operation

By John May CVO OBE DL

I'm not entirely sure how it's happened, but here we are again. Another year has flown by, and it's time once more to introduce the Annual Report for British Scouting Overseas. It has been a year of genuine progress, one where we've continued to grow while staying true to the values that unite us as a global Scouting family.

At the heart of that progress is Graham and his immediate team: Charlotte, Jan, Chris, Debbie, Steven, Steve, Shelly, Phil, Sue and Kenny. Their energy, commitment and good humour have been extraordinary. What I admire most is their willingness to listen, to adapt, and to lead with a quiet confidence that brings out the best in others. Together, they have set the tone for leadership across BSO, and the results speak for themselves.

I also want to extend my warmest thanks to our Trustee Board, led with care and clarity by Jane. Her steady oversight, alongside the wisdom and dedication of the entire Board, has helped shape our direction and sharpen our focus. Particular thanks go to David, whose meticulous work as Secretary keeps our governance strong and transparent, and to Ben, whose careful stewardship of our finances keeps us on firm footing.

This year has shown, once again, the remarkable reach of BSO. Across 28 countries, we support around 3,000 young people through 59 Scout Groups, 17 Explorer Units and 4 Network Units, thanks to the efforts of more than 800 adult volunteers. It's a scale to be proud of, and a reflection of the time, talent and sheer goodwill that each of you brings to the movement.

It's not just those delivering the programme overseas. We also rely on a brilliant team of volunteers here in the UK who give their time to support, train, mentor and guide. From executive committee members to events teams, from skills assessors to marketing leads, every one of you plays a vital role in keeping BSO moving forward.

All of this takes place against a global backdrop that feels increasingly uncertain. Political, social and environmental tensions are rising, and the challenges facing young people today are real. Yet, in the midst of it all, Scouting continues to offer something steady and hopeful. We stand for kindness, respect, responsibility and cooperation. We give young people a space to grow, to be heard and to feel they belong. And we equip them with the tools to be the change they want to see in their communities.

Scouting reminds us that we are stronger when we work together, that every person has something valuable to offer, and that shared experiences build lasting bridges. That's as true now as it has ever been.

BSO shares the values and policies of The Scout Association. We are proudly inclusive, open to all who share our belief in supporting young people to reach their full potential, and in helping them become active citizens and future leaders. As we look to the year ahead, let's hold onto the truth that Scouting is not just about what happens in our meetings, our camps or our expeditions. It's about shaping character, building confidence, and helping each young person play their part in leaving the world a little better than when they found it. It continues to be a privilege to serve as your President. Thank you for all that you do.

John May
Area President



Words from the Area Chair

"Together, we continue to keep our Promise to serve young people, helping them develop skills for life and the confidence to shape a better world"

Integrity • Respect • Care • Belief • Co-operation

By Jane Warne

This year has been one of growth, energy, and shared purpose across British Scouting Overseas. Week after week, our almost 4,000 members have been able to enjoy safe, challenging, and meaningful adventures thanks to the dedication of our volunteers at every level.

Our Area Lead Volunteer, Graham Eden, has driven forward our strategic development while keeping our focus firmly on delivering quality Scouting. Under his leadership and working with his Area and District Teams, we have seen major events such as the Kent International Jamboree, Northern Europe Camp, and the Middle East District's first skills weekend, alongside representation at HM The King's Birthday Parade. New Groups have been established, programmes strengthened, and progress made towards becoming the sole licence holder in BSO for the Duke of Edinburgh's International Award.

I extend my thanks to Charlotte Thompson, our Area Youth Commissioner, whose commitment to ensuring Scouting remains youth led continues to inspire, and to all our District teams for their creativity and hard work.

This year, we have also seen members of the Trustee Board taking an increasingly active role in supporting Scouting across the Area. David Clark has been instrumental in helping us understand and plan for growth through his analysis of membership trends. Sandro Pace Bonello has supported trustee recruitment, while Benjamin Atkins and Matt Lightfoot have contributed to the review and development of our risk management processes. David Bull has ensured that our governance and compliance processes continue to run smoothly, while also coordinating key projects that underpin our effectiveness. Their willingness to contribute time and expertise beyond the boardroom is making a real difference.

We also mark the departure of several valued colleagues from the Trustee Board. Jan Miller and Tony Dunn step down after serving with dedication and commitment, and we are pleased to welcome Ian Silvester and Drew Sangster to the Board.

Above all, we say a heartfelt thank you to Ben Balaam, our Area Treasurer for over a decade. Ben's wise counsel, meticulous stewardship of our finances, and deep care for BSO and its members have left an enduring legacy. His support has been a constant to so many of us, and we will miss him greatly. We are delighted to welcome Martin Payne to the role and look forward to working with him in the years ahead.

My thanks also go to our President, John May, and Vice President, Peter Dawes, for their steadfast support, and to David Bull, whose work behind the scenes makes my role as Chair possible.

To every volunteer in BSO, whether leading adventures, supporting from behind the scenes, or serving on our leadership teams, thank you. Together, we continue to keep our Promise to serve young people, helping them develop skills for life and the confidence to shape a better world. I look forward to seeing how our Area continues to grow and develop over the coming year.

Jane Warne
Area Chair



Words from the Area Lead Volunteer

"BSO is very much a part of
UK Scouting and it's
important that we remember
that we are a core part of UK
Scouting"

Integrity • Respect • Care • Belief • Co-operation

By Graham Eden

We speak often of how we are a movement in Scouting. Always going forward, updating with changes, striving to remain current and a part of our communities. On reflecting on how we've changed and moved forward over the last 12 months, the word "Transformational: feels the most appropriate.

Transformation & The Volunteer Experience

Our scouting year has been dominated by the transformation journey, as we got to grip with our new digital tools, our new volunteering structures and our new adult learning setup. It is fair to say that the arrival of the new digital tools has been something of a journey, with some bumps along the way. In the long run the new membership system will be of benefit, and has in some areas made some processes easier. It is a journey and we have a bit to go still.



Our change in our volunteering structure, has helped greatly to de-mystify some of our roles and titles to help bring clarity at Area and Districts on streamlined lines for support for members. We are on a journey with this and in developing these teams further to enhance the support for our members across BSO. We are being guided by the feedback from you, our members and we want to support you. The new structure has also been an excellent opportunity for our Districts to develop new teams to bring more localised support to our members, in addition to the Area Team.

Programme

We've had an active year on the programme front, with our Programme Lead, Jan meeting members from Middle East and across BSO, with 1 recurring theme. How to access the activity permit scheme. We are working to build up our team of assessors and access to assessors to aid members in being able to earn permits. This coupled with working closely with our volunteer and staff colleagues at UKHQ to address the long running insurance queries for accessing 3rd party providers.

We're also working to secure a single operating license for the Duke of Edinburgh's International Award, which will create a framework for more young people to access The Award, improve access to adult volunteer training and create a community for sharing good practice. Speaking of community, through our Programme Support Lead, Emma, we've undertaken a programme support survey in the first part of the year and are now working on putting together an event for members in early 2026.

These initiatives within the programme team will take time to bear fruit and bring future benefit to us all.



Volunteer Development & Support

The year has seen an increased focus on compliance and safety, with the launch of the new safety learning. The focus on compliance with our mandatory learning (safety & safeguarding) coupled with local and DBS disclosure checks are key in supporting us to provide a safe environment for scouting across BSO. We continue to perform well on these key metrics at around 98% compliance.

We've now had 8 months of new adult volunteers progress through the new "Growing Roots" learning, which replaced our and also had representation at this year's getting started training, giving a self-service, on demand learning experience. Our learning team will be re-focussing on the delivery of the woodbadge modules, which will help to add additional value to the learning experience for new, and not so new, adult volunteers.

Growth and Development have been a key theme over the year, with census showing strong growth in BSO membership, with an inflation beating 9.3% growth in youth membership at 2997, supported by a 5.8% growth in adult membership at 936 giving us a total BSO membership of 3933 (we'll need to find 67 more for 2026). Our census returns show that demand for British Scouting in our overseas communities remains strong and we're working on a simplified process for progressing enquiries from new countries.

The year has not just been about change, processes and listening, we've had opportunities to contribute and celebrate. BSO was represented at The Scouts Summit25 conference, by 6 of our BSO Leadership Team, coupled with youth representation at the UK Youth Forum in Manchester. Both events gave opportunities for BSO to contribute to our upcoming strategy for UK Scouting. We were honoured to be asked to participate in welcoming our new Chief Scout last autumn in London with members from across the UK and also had representation at this year's Trooping the Colour. BSO is very much a part of UK Scouting and it's important that we remember that we are a core part of UK Scouting, yes a little bit different, but that difference brings diversity to our movement.

It's been a privilege to be able to celebrate 4 King Scout Awards in the last 12 months within BSO. The highest award in Scouting is a challenge to earn and achieving it is the culmination of an Explorer Scout or Scout Network member engaging in a wide range of activities and commitments to earn this awarded, often in tandem with their Gold DofE. My congratulations to Charlotte, Faith, Etienne and Yousef. Congratulations to you all on your achievement.





We've also had a large number of adult volunteers recognised this year with good service awards. All of whom are recognised later in this report and I extend my congratulations to them all.

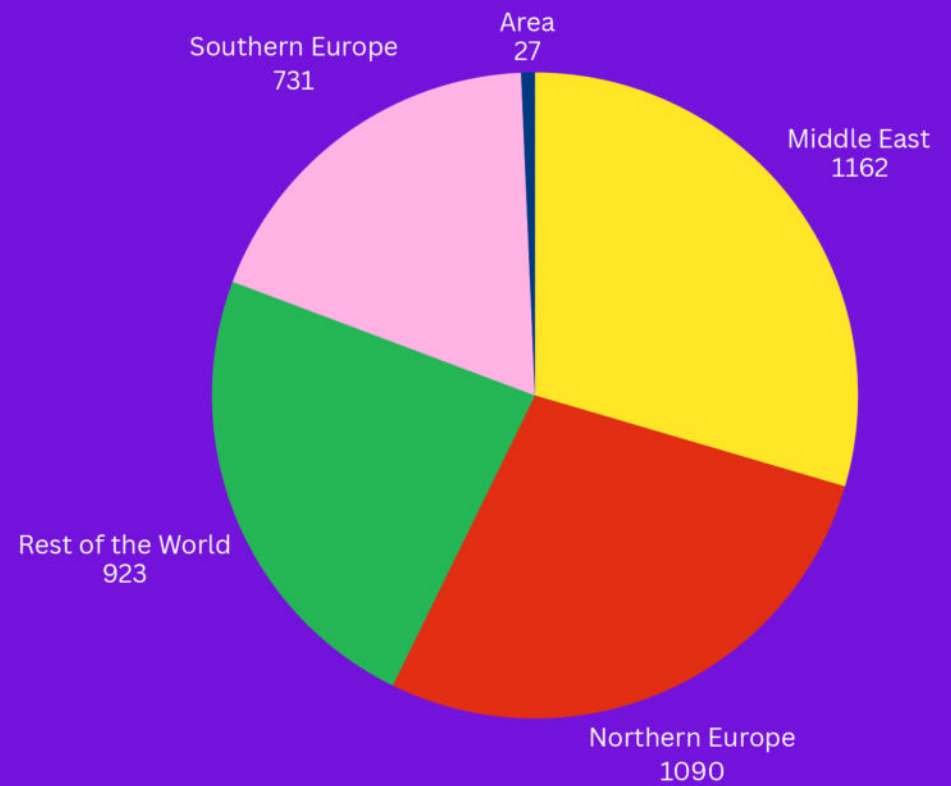
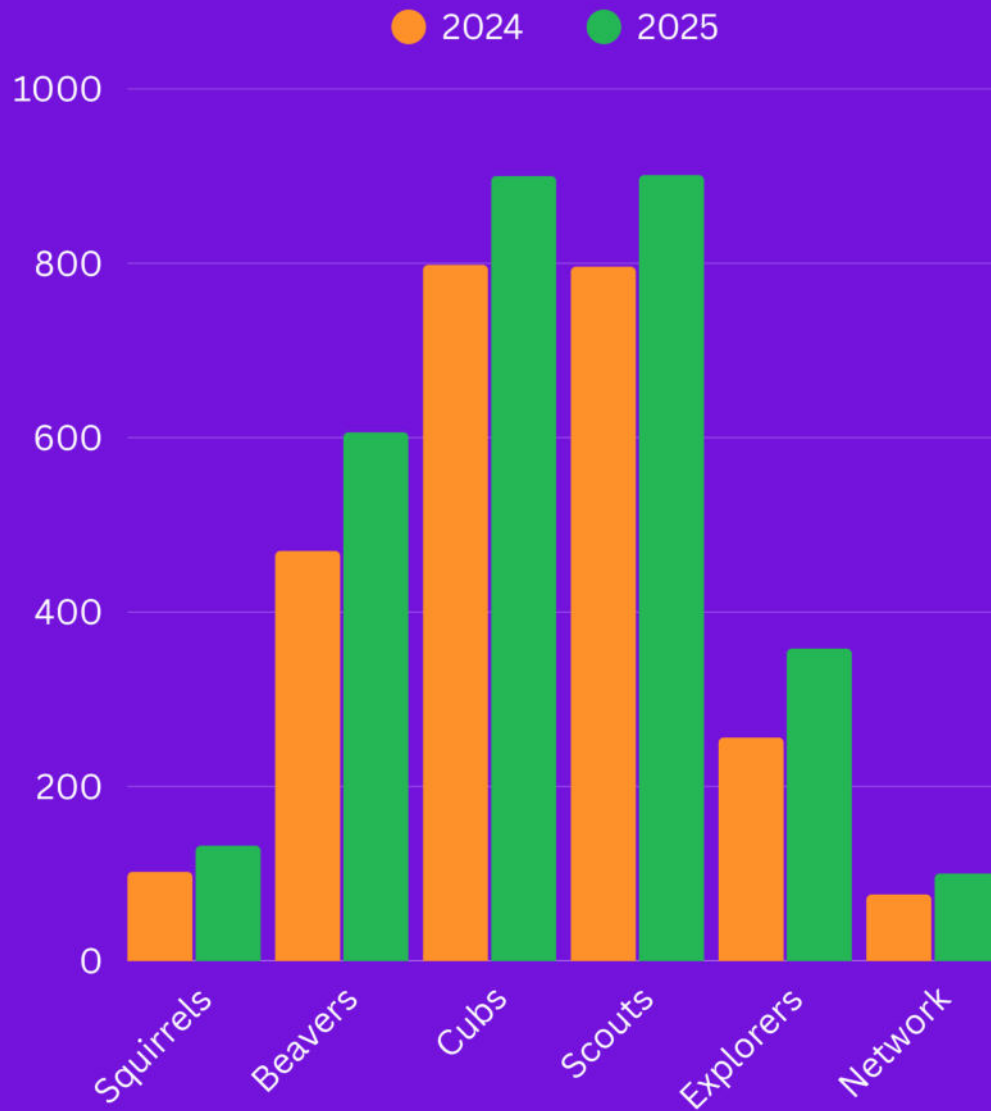


As you read this report and we gather for our AGM, it's an opportunity to reflect on the year past as we look to the year ahead. For myself, I reflect on my first year as your Lead Volunteer. Being fortunate to meet leaders across Southern Europe, Belgium and Middle East, hearing first hand what is needed to help deliver more adventure for our young people. I've greatly valued having the opportunity to get out and about and meeting people and hearing this first hand and better understanding the challenges on the ground. My team and I are focussed and driven to support you in alleviating these challenges as best we can. Not all remedies are within our gift, but we will Do our Best



Let us Be Prepared for the year ahead, keep working collaboratively together, supporting each other and learning from one another, for this is what will allow us to continue to growth and develop scouting across BSO into the future.

Thank You
Graham



- **Youth Membership Up 9.3% to 2997**
- **Adult Membership Up 15.8% to 936**
- **We have 1 leader for every 5 young people across BSO**
- **14% increase in teenagers taking part in BSO Scouting**

Long Service Awards in BSO



50 Years Long Service Award
Andy Shepherd



40 Years Long Service Award
David Mitchell



30 Years Long Service Award
Paul Saunders
John Tranter
Carol Wright



15 Years Long Service Award
Robert Edwards
Nicholas Frank
William Peel
Paula Skinner
Andrew Squire



10 Years Long Service Award
Rachel Gagnon
Martin Haines
Vimala Krishnan
Faisal Munif
Brendan O'Brien
Mark Vickers
Jan Waite
Fatma Zebadia



5 Years Long Service Award
Lara Balls
Emma Barker
David Beech
Jasmeet Bhamra
Tim Cranton
Thomas Danson
Mark Farrell
Rosemary Forrester
Valentina Giornetti
Lauren Gardner
Robert Koval
Toral Laxhman
Jonathan Leadley
Mauro Lovecchio
Sonia Malik
Paolo Magnani
Claire Maynard
Paul Mogensen
Joseph Monk
Jack Morris
Alba Rueda
Kira Stewart
Paul Stopford
Katrin Talwar
Linda Wickenden
Stephen Wines

**Every adult who gives their time to Scouting
supports the development of young people
and without them Scouting and
the adventures it offers simply would not happen.**

Top Awards in BSO



Silver Acorn
Jon Copner
Steve Sutton



King's Scout Award
Etienne Combeleran
Yousef Elziny
Charlotte Thompson
Nathaniel Wittevrongel



Award for Merit
Shelly Burrows
Rebecca Felgate
Irina Krishnan
Rachel O'Rourke
Alfonso Sanchez
Bernie Steadman
Becca Taylor
Jos Wittevrongel



Chief Scout's Commendation for Good Service
Lucia Argos
Caroine Drumm
Martin Haines
Victoria Haines
Hugo Hart
Melissa Pearce
Tim Payne



Commissioner Commendation
Laura Bennett
Brad Clark
Vicky Haines
Bethany Taylor



Every week, we give around 3,000 young people
aged 4-25, Skills For Life

info@britishscoutingoverseas.org.uk
Registered charity number: 1151702

Scouts 
British Scouting
Overseas



Annual Accounts

For year

1st April 2024

to

31st March 2025

AUDITED ACCOUNTS

12th August 2025

British Scouting Overseas

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Registered charity number 1151702

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Appendix A: - Area Treasurer’s closing comments

1. PREFACE COMMENTS BSO ACCOUNT MANAGEMENT

1.1. The BSO Accounts

- 1.1.1. Collated and recorded from income and expenditure which has been notified / received during the last accounting year.

1.2. Area Treasurer

- 1.2.1. Member of the BSO Trustee Board

- 1.2.2. Ben Balaam – Area Treasurer

Accepted and took on role early 2014

Appointed to the role of British Scouting Overseas at AGM on 5th September 2014.

1.3. Transactions

- 1.3.1. Instigated and implemented by the Area Treasurer on the receipt of the appropriate expense claims, being approved by the appropriate authority for expenditure approval, or in accordance with the funds holding in question i.e. TSA Membership Fees, Camps / Activities / Event accounts / Equipment Insurance / Held in BSO Account on behalf of / etc. etc.

2. BSO ACCOUNT FUNDS LOCATION

- 2.1. These are held in the one Bank Account and no cash or cheques are held outside of this.

- 2.1.1. Cheques occasionally received; primarily donations from outside bodies; and paid into account

- 2.2. Active Account is 'British Scouting Overseas – Community Account' with Barclays Bank.

3. FUND HOLDING CATEGORIES

3.1. Unrestricted Funds

- 3.1.1. Open for general operational usage to approved Trustee Board Budget or in exceptional circumstances pending financial need, approved by the Trustee Board.
- 3.1.2. No account funds are currently held in cash, only within Bank Account and fully accounted in the Bank Statements

3.2. Reserved Funds for TSA Membership Fees

- 3.2.1. These are transfer funds; only transferred through the BSO account for ease of The Scout Association's collection process and thus only recorded to agree with BSO bank statements.
- 3.2.2. These are The Scout Association's (TSA) funds and would be referenced accordingly in TSA's Accounts.
- 3.2.3. These cover Headquarters collected fund receipts for Capitation and Jamboree payments and do not contribute to or influence BSO primary accounting records, in accord.
- 3.2.4. **Note:** 2025 Membership Fees received before end of 2024-25 Financial year's closure for transfer during 2025-26 financial year, are recorded collected and held over into 2025-26 accounts, at which time when all collections complete, the portion for HQ Membership Fees will be transferred to TSA and the Member Fees for BSO apportioned in accord.

3.3. Designated Funds

- 3.3.1. There are no accountancy restrictions in the application of these funds and thus pending BSO Trustee Board agreement can be re-accounted, if necessary, as unrestricted.

3.4. Designated / Restricted Event Funds

- 3.4.1. BSO Account includes collection of attendance fees from participants and stage payment of funds at appropriate times for Event Organisers.
- 3.4.2. Funds from Events during the 2024/25 accounting year included

3.5. Restricted Funds Held on behalf of others

- 3.5.1. Where funds are transferred through BSO Account towards others, these are held restricted on their behalf until claimed, pending appropriate funds release approvals, in most cases applicable being restricted expenditure for designated uses only!

3.6. Endowment Funds

- 3.6.1. No funds held by BSO in this type of account.

4. 2024/25 ACCOUNTS - OPENING and CLOSING FIGURES

(all of the account figures are in GBP)

BSO Account opening balance	£ 152,191.57
Total income to expenditure balance =	£ -5817.88
2024/25 BSO Account's closing balance	£ 146,373.69

4.1 NOTES: -

- Opening Balance take from BSO Account Bank Statement issued on 8th April 2024 showing the balance on 31st March 2024; this being the closing balance for British Scouting Overseas prior year's accounts 2023-24.
- Includes transfer funds for Membership Fees payments to The Scout Association (TSA)
- Closing Balance on 31st March 2025 verified against BSO Account Bank statement issued on 7th April 2025.

5. BSO Accounts Budgeted Income and Expenditures for Financial Year 2024 to 2025

BRITISH SCOUTING OVERSEAS			Financial Year - 2024-25 BSO ACCOUNTS INCOME / EXPENDITURE			
BUDGET REFERENCE	TOPIC HEADER	BUDGET FIGURE ENCOMPASSES	BUDGET / START FIGURE	INCOME / ADJUSTMENTS	EXPENDITURE	BALANCE
R & D	RESERVED & DESIGNATED INDIVIDUAL FUNDS HELD					
	<ul style="list-style-type: none"> ➤ These are funds set aside by BSO to cover operational need requirements when called upon; they are not all restricted and can be considered for other use, if appropriately reviewed, deemed and agreed by BSO Trustee Board; note that some of the fund holdings are restricted, because of the holding purpose! ➤ Note that the funds; asides WSJ hardship figure; are reset each year by the BSO Trustee Board 					
SUG	Start-up Grants	Held to support BSO New Groups & Sections	£2,000.00		-£2,100.00	-£100.00
HF-YP	Hardship Fund YPs	Held if YP hardship claim	£1,000.00			£1,000.00
HF-L	Hardship Fund Ldrs	Held if Leader hardship claim	£1,000.00			£1,000.00
HF-WSJ	Hardship Fund WSJ	Donations here for & thus restricted for said use only	£740.00	£1,500.00		£2,240.00
WSJ-L	WSJ Start-up Loan Fund	Start-up loan fund held, if used replaced by the WSJ borrowing	£1,500.00			£1,500.00
WSJ-LS	BSO Contribution for BSO WSJ Leaders	Target sum agreed by Exec some years back from budgeted figure below of £1k/year saved. BSO support to appointed Leaders with 10% of the WSJ cost (Cost unknown until announced thus only anticipated to sufficiently cover!)	£1,500.00			£1,500.00
WSJ-LT	WSJ Leader Travel Support Fund	Fund to support any internal BSO WSJ travel needs for meeting Contingent before WSJ; separate to WSJ travel costs for attending WSJ Leader meetings & WSJ itself these being within its budget	£1,500.00			£1,500.00
ERF	Emergency Reserved Fund	Designated and held to cover any BSO agreed emergency requiring immediate finance	£10,000.00			£10,000.00
BSO-C	BSO Area Conference	Funds set aside each year between conferences	£1,500.00			£1,500.00
EBH	Events Balance Holding	Surplus or Deficit from end of Events being unrestricted	£10,469.63	£5,940.62	-£3,363.50	£13,046.75
	Total Reserved or Restricted =		£31,209.63	£7,440.62	-£5,463.50	£33,186.75

BUDGET REFERENCE	TOPIC HEADER	BUDGET FIGURE ENCOMPASSES	BUDGET / START FIGURE	INCOME / ADJUSTMENTS	EXPENDITURE	BALANCE
	MEMBERSHIP FEES AND BSO LEVY					
	<div>➤ Membership Fees are collected on behalf of The Scout Association and is finally recorded in their accounts; balance of collected funds is for BSO operational funding.</div> <div>➤ It is therefore only shown as a transfer fund within BSO Accounts and therefore is not included as part of BSO’s financial figures for Charity Commission Reporting.</div> <div>➤ Membership Fees received this year 2024-25 in advance of following year’s payment to TSA & BSO thus, are carried over to 2025-26 Financial Year for said purpose.</div> <div>➤ TSA Membership fees collected are restricted funds and transferred to The Scout Association and account settled in due accord.</div> <div>➤ BSO Area Fees collected, are the unrestricted balance being available for budgeted expenditure planning.</div>					
	2024 TSA FEES & BSO Levy	TSA Membership fees & BSO Levy total income		£113,035.50		£0.00
TSA Fees paid				-£99,912.50		
BSO Levy into BSO Funds				-£13,123.00		
	2025 TSA FEES & BSO Levy received in 2023 Accounts	Funds received before end of 2023-24 financial year and carried over to 2024-25		£45,117.73		£45,117.73
MF25						
	Total Reserved or Restricted =		£0.00	£158,153.23	-£113,035.50	£45,117.73
BUDGET REFERENCE	TOPIC HEADER	BUDGET FIGURE ENCOMPASSES	BUDGET / START FIGURE	INCOME / ADJUSTMENTS	EXPENDITURE	BALANCE
	ADMINISTRATION					
	<div>➤ Are funds budgeted for administrative potential costs</div>					
AD	Stationery, Postage, etc.		£100.00			£877.50
	Bank Charges		£100.00		-£22.50	
	SOWA		£200.00			
	International collation		£350.00			
	Youth Shape Award		£150.00			
	Total Reserved or Restricted =		£900.00	£0.00	-£22.50	£877.50

MA	MAINTENANCE					
	➤ Funds budgeted to cover the standard costs in maintaining BSO's structure, systems and process operational needs in an effective manner					
	Equipment	Maintenance & Purchase	£1,500.00	£1,592.58	£54.00	£3,808.18
	Insurance	Equipment	£650.00		£500.40	
	Power BI	Licence	£170.00			
	BSO Profile Promotion	BSO image & recruitment needs	£200.00			
	Comms Team	Web site maintenance & IT needs	£250.00			
	Total Reserved or Restricted =		£2,770.00	£1,592.58	£554.40	£3,808.18
ME	MERCHANDISE					
	➤ Funds budgeted to cover the cost of procuring BSO clothing, badges, etc. which are later in most cases sold on to BSO Adults with returns back into BSO Account.					
	Clothing & Badges	Clothing review, purchases & Start-up free issue badges	£250.00	£619.70	£618.35	£701.35
	Necker	Necker required	£350.00			
	YP	Training facilities	£100.00			
	Total Reserved or Restricted =		£700.00	£619.70	£618.35	£701.35
T&G	TRAVEL & GENERAL EXPENSES					
	➤ Budgeted funds and claimed expenses covering travel and other expenses incurred by the Leadership Team of BSO					
		Secretarial	£75.00			£75.00
		Ex -Area Commissioner	£1,850.00	£1,023.81		£2,117.43
		New - Area Commissioner		£2,943.62		
		Activities management	£900.00	£735.55		£164.45
		Events management	£400.00	£63.58		£336.42
		Youth Commissioner	£150.00			£150.00
		Diversity & Inclusion	£200.00			£200.00
		Development	£1,000.00			£1,000.00
		Transformation	£350.00			£350.00
		Adult Learning & Development	£1,000.00			£1,000.00
		Youth Lead training	£400.00	£47.44		£352.56
		Perception	£800.00			£800.00
		Youth Forum	£0.00	£1151.44		£1151.44
		BSO Refund	£0.00	£456.25		£456.25
		New Chief Scout Gathering	£0.00	£83.00		£83.00
		SE District DC Expense	£0.00	£92.75		£92.75
		Area Chair Expense	£0.00	£153.40		£153.40
	Total Reserved or Restricted =		£7,125.00	£0.00	£6,750.84	£374.16

ALD	ADULT LEARNING & DEVELOPMENT					
	➤ Budgeted funds to cover any cost incurred to ensure our Leaders have the facilities available to be appropriately trained					
	DoE Leader Training	Training costs for DoE International course	£300.00			£300.00
	Area Team	Development	£1,000.00			£1,000.00
	Training Tools	Adult learning & development	£560.00		-£51.27	£508.73
	Total Reserved or Restricted =		£1,860.00	£0.00	-£51.27	£1,808.73
EV	BSO EVENTS					
	➤ Budgeted funds to cover costs at events attended and representing BSO at national events					
	AC Strategy update weekend		£750.00		-£270.80	£479.20
	International award expedition		£500.00			£500.00
	NRSA Course support		£400.00			£400.00
	Gilwell Reunion		£500.00		-£100.00	£400.00
	YC Weekend		£200.00			£200.00
	Gilwell Reunion Promotion Stand and Graphics		£250.00			£250.00
	TSA - Summit 25				-£1,750.00	-£1,750.00
	Total Reserved or Restricted =		£2,600.00	£0.00	-£2,120.80	£479.20
SN	SECTIONS					
	➤ Budgeted funds to support any Section event needs i.e. Squirrels start-up in BSO.					
	Section Support	Wear my Neckers Scheme	£100.00			£100.00
		OSM	£125.00			£125.00
	Total Reserved or Restricted =		£225.00	£0.00	£0.00	£225.00
Total unreserved or unrestricted =			£16,180.00	£2,212.28	-£10,118.16	£8,274.12
BUDGET REFERENCE	TOPIC HEADER	BUDGET FIGURE ENCOMPASSES	BUDGET / START FIGURE	INCOME / ADJUSTMENTS	EXPENDITURE	BALANCE
HELD IN BSO ACCOUNT FOR OTHERS						
➤ These fund are held to reduce the incurrence of transfer bank charges, some below are donations for specific use, others surplus received from a transfer or fee paid or similar.						
ASC	Ascension Held Funds	Balance of donation made to 1st Ascension for sole purpose to purchase equipment		£1,300.63	£0.00	£1,300.63
A-WSJ	Ascension Held WSJ Donation	Donation for next WSJ attendee from 1st Ascension		£500.00	£0.00	£500.00

BSO - 2024/25 Audited Accounts

SH-WSJ	St Helena Held WSJ Donation	Donation for next WSJ attendee from 1st Jamestown St Helena		£500.00	£0.00	£500.00
SKF	1st Salmiya, Kuwait Held Funds	Winnings from TSA competition		£40.00	£0.00	£40.00
2SF	1st & 2nd Selangor Held Funds	Start-up Grant for new Group held in BSO Account for them at present		£246.35	£230.40	£15.95
2 KLS	2nd Kuala Lumpur Squirrels	Start-up Grant for new Group held in BSO Account for them at present		£100.00	£0.00	£100.00
1 PS	1st Prague Squirrels	Start-up Grant for new Group held in BSO Account for them at present		£200.00	£0.00	£200.00
SED	Southern Europe funds held in BSO	Advanced holdings for S. Europe District to call on		£19.00	£0.00	£19.00
RoW	Rest of the World funds held in BSO	Advanced holdings for S. Europe District to call on		£121.50	£0.00	£121.50
			£0.00	£3,027.48	£230.40	£2797.08
LONE SCOUT GROUP						
LSG	➤ Lone Scout Group's funds, held in BSO Account for their management					
		Held from 2023-24	£147.00			£147.00
		Subscriptions		£210.00		£210.00
		LSG Expenses			£36.00	£36.00
		Total Reserved or Restricted =	£147.00	£210.00	£36.00	£321.00
		Balance in BSO Account =	£147.00	£3,237.48	£266.40	£3,118.08
BUDGET REFERENCE	TOPIC HEADER	BUDGET FIGURE ENCOMPASSES	BUDGET / START FIGURE	INCOME / ADJUSTMENTS	EXPENDITURE	BALANCE
FUNDS FOR AND FROM EVENTS BSO ATTENDED OR ATTENDING						
	<ol style="list-style-type: none"> From the balance of WSJ-23 funds remaining after the event, payees were written to and informed if they wished to claim their appointed proportional split of the balance or if wished to decline and donate their balance to support future attendees in hardship. <ol style="list-style-type: none"> A number claimed refund which was all enacted. Many donated their portions, which was added in accord to the WSJ Attendee Hardship Funds collated and held. The WSJ-23 sub-account was Closed in May 2024; thus as such at time of this report. Roverway and E.I.J.-24 both where fully completed and now Closed; at time of this report. <ol style="list-style-type: none"> A small balance remained in each at the end of each event which was transferred to the Events fund; this supports use of BSO equipment, its maintenance and upkeep for our operational needs. K.I.J.-25 – This is currently a live event leading into the next financial year 2025-26 and is thus very much still an Open Sub-Account 					
WSJ23	WSJ-23 Funds (Closed at end of May 2024)	Start of year balance	£22.50			£0.00
		Income		£5,349.71		
		Expenditure			£5,327.21	
RW-24	Roverway Event	Income	£12,589.50			£0.00
				£3,001.50		

BS0 - 2024/25 Audited Accounts

			Expenditure			-£15,591.00		
	E.I.J.-24	Essex International Jamboree	Income	£27,037.72			£0.00	
					£15,538.63			
				Expenditure				-£42,576.35
	K.I.J.-25	Kent International Jamboree 2025	Income		£44,574.91		£23,949.70	
				Expenditure				-£20,625.21
Total of Restricted Accounts held for other Parties =				£39,604.72	£68,464.75	-£84,119.77	£23,949.70	

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*The following does not form part of the statutory accounts,
and only for information on plans for coming year's
Financial Controls*

6. 2025-26 Financial Year – BSO Trustee Board Agreed Budget Sheet

BSO SUB-SECTIONS	TOPIC HEADERS	BUDGET FIGURE
TRUSTEE BOARD MANAGEMENT	CHAIR, SECRETARIAL & TREASURY	£500.00
	START-UP GRANTS	£1,500.00
	HARDSHIP FUNDING	£4,240.00
	BSO/WSJ FUNDING	£5,000.00
	BSO AREA PROCESS FUNDING	£13,800.00
BSO AREA	AREA LEAD MANAGEMENT	£6,250.00
PROGRAMME	PROGRAMME MANAGEMENT	£5,750.00
EVENTS	EVENTS MANAGEMENT	£750.00
DEVELOPMENT	VOLUNTEER DEVELOPMENT MANAGEMENT	£1,350.00
SUPPORT	SUPPORT MANAGEMENT	£250.00
	COMMUNICATIONS	£825.00
	BADGES & MERCHANISE	£250.00
YOUTH	YOUTH MANAGEMENT	£1,150.00

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The 2024/25 Annual Accounts, together with this Financial Report, are prepared and collated for presentation to the Independent Examiner: -

Mr J. Fozzard F.C.C.A. of Mansell & Co. – Chartered Certified Accountants

Ben Balaam

-----signature

Ben Balaam CEng. MSc. BSc. DMS CGLI MIET MCMI

British Scouting Overseas - Area Treasurer

For and on behalf of British Scouting Overseas

APPENDIX A

Area Treasurer 2014 to 2025 – Signing Off

At our last BSO Annual General Meeting in 2024, after much consideration and reflection, following family home challenges of the prior year, I announced that I thought it was time to stand down as BSO Area Treasurer, within my 12th year; Baker's dozen maybe unlucky; and thus for another to take on the role hereon.

Whether in Business or Scouting, my own values and beliefs are that one should NOT stagnate in the same position, for excessive time lengths, restricting new blood, fresh ideas, motivational choices, development and blocking succession!

My resignation intent, subsequently being accepted by our Area Trustee Board Chair; Jane; after a little debate, the wheels of recruitment were put into motion.

I thank our Chairperson Jane for her understanding in this and all the support she has given me during our Trustee time together.

I do ask and remind myself occasionally, how and why I got this and other roles; along with how they initiated themselves?

Thus, to conclude my actions in this role, maybe it's time to reveal a little of myself, thoughts and my Scouting life!

Four quotes; amidst others; primarily have always stuck in my mind throughout my Scouting / Business Leadership paths as below!

I shall leave you to determine who originally may have quoted which?

Quote 1 - *"Any fool can know; the point is to understand."* (Reflection in reality and The' Five Whys' of choice)

Taking this role on, was initially suggested to me by Greg Stewart, who at that time; if I recall correctly; was a TSA-HQ Lead, we having known to each other from past Scout involvements. At that time plans were set for moving home residence within UK; also my having just completed years of business travel overseas being back and forth from UK. Thus the occurrence of this BSO Treasurer role at the same time presented a serious contender as a proposed role choice option!

Having boldly applied, in April / May 2014, I was invited and met with Peter Dawes our then – BSO's Area Commissioner and Ray Lee being BSO's Exec Chair at that time, in Central London and following some chin-wagging, was signed up.

From, shall I say, small accounting figures of the job stated at this meeting, I received a set of that years live accounts from Peter. Subsequently I met with TSA Accountant in HQ Accounts Dept. whom enacting of the BSO Accounts up to then; BSO not long established; transferred all over to myself to evolved therefrom, my being formally engaged at the 2014 September AGM and here we are today 12-ish years later!

I thank and appreciate Peter & Ray, in having the confidence in me, to take the role on and accepting my control style; which I'm sure you all have encountered from me over the years, at some time or another; but such is as I'm 100% honest in all roles held!

Quote 2 - *"Everything that is really great and inspiring, is created by the individual who can labour in freedom."* (It's how proposals are generated for Teams to build upon)

I appreciate for some, my self-management style means that I get on with matters my own way; attributes of being 3x Director I guess, with strategic focus; however, I do listen and respect opinions to assess; being happy to give advice for guidance or for process consideration when called upon or not sometimes if I considered an individual's capability can deal with, after prompting! It is always for those aimed at, to appreciate or interpreted as intended, being only given when I've seen a need or proposal to be given from portrayed thoughts on my own experiences, encountered over my past 50+ years of Scouting Leadership.

I recognise and respect that every Leader has the freedom of choice; within the bounds of POR and being BSO, compliant with local regulations or controls; to grow in themselves from self-observation, listening and team-working with others, in the spirit of their Scouting actions; including the strength to listen from all the age ranges encountered; youth members and Adults; in performance and growth achieved, from within their role undertakings!

Quote 3 - *“A good Leader best stands at the back, rather than to be view from the front!*

More can be seen to enact upon, having trust in your team, delegation and motivation in their participation; but is not abdication!!
(Looks at the bigger picture, delegate to others, grow and motivate one's Team)

I entered Scouting, joining as a Wolf Cub at end of 1960 in North London, living and Scouting within the sounds of cheers from Tottenham Hotspur's ground; was only aged 7 at time with Lord Charles Maclean being Chief Scout and met latter in Scout life. However, shush don't tell anyone or HQ, but was invited to join by my Akela; Frank R.; for attending the Cubs Christmas party, how could a young lad of 7 refuse? This “one small step” has led me here today!

Thus my Scouting path was initiated and continued therefrom!

Throughout my Scouting life, delegation has been a key factor of my practice and strategy, in all my Leadership roles held, from my early Leadership days though to being DC, CTM & RTA and beyond, my values and beliefs being that one is not expected to take on everything one's self, tasks and issues should always be sorted at the lowest level possible, so others in roles above, can be called upon when needed for advice or to arbitrate; also means that individuals delegated to grow in their learning, motivation and succession can evolve and be built upon therefrom for teamwork and tasking!

Quote 4 - *A Great Strategy shall encompass the Flexibility and Changeability to achieve continuous Growth & Improvement* *(Strategic choices are Transformational)*

Whatever position we are in within our Scouting roles; mine to date as Area Treasurer; we achieve through our / your Leadership and Management, as we all adopt a Strategic approach either sub-consciously, consciously or collectively in Area, District, Groups, Sections or together in our Leadership Chain!

From our strategic choices, we set objectives to achieve for our own personal, adult and young member's growth, challenge and enjoyment in so doing; being paramount from which as your Area Treasurer to date, I trust having achieved my personal goals in role and that expected from / by others in our globally wide BSO Team and Area!

To you Each and All my “Thanks and Appreciation”

To all past and present, during my time in this Area Treasurer Role: -

- Area Commissioners / Lead Volunteers
- Area Team Members
 - Exec/Trustee Chairs
 - Area Secretary
 - Exec/Trustee Board Members
 - Merchandise Manager
 - District Commissioners / Lead Volunteers
 - District Treasurers
 - Claimants and Payees
 - Event Managers and Event Treasurers
 - Equipment Quartermaster
 - As well as all others across BSO



To all who have engaged with and supported me, over the many years whilst I've been your Area Treasurer: -

I convey my sincere thanks and appreciation; **no names, you know who's who**; to you each and all, for your support, understanding, accepting; well in most cases; my instilled formalities applied and putting up with me!

Also to my Business's Accounting Company Mansell & Co, for freely auditing; in gratis; the BSO Accounts these past few years for me!

I shall miss the role, my working and challenges of holding such a role, its objective intents and interface with other roles across BSO; though the role has evolved and now somewhat different to when met with Peter at the start!

At present with TSA Transformation changes, I continue as “**Rest of the World**” District’s Lead Volunteer for Support; thus not totally got rid of me yet and who knows what’s around the next corner, in my Scouting direction!

And here we are at our BSO-2025 AGM: -

To my successor Martin, ready to step in and take over as your BSO Area Treasury Lead, to whom I shall provide support in handover and sincerely wish him well in taking on the role and working with the Teams, in maintaining the progress steps achieved since I started in 2014; a smooth handover shall be endeavoured and wish him every success and continued support for his settling into this role.

Yours in Scouting

Ben Balaam - Signing off!

British Scouting Overseas: Area Treasurer 2014 to 2025

I blinked and where have all the years gone??

Independent Examiner's Report to the Trustees of the

BRITISH SCOUTING OVERSEAS AREA SCOUT COUNCIL

I report on the accounts of the Area for the year ended on 31st March 2025, which comprise the Statement of Financial Activities, the Balance Sheet and related notes set out on pages 2 to 10 of the BSO Accounts Report.

This report is made solely to the trustees in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees for my examination work.

Respective responsibilities of Trustees and Examiner

The Group's/District's trustees are responsible for the preparation of the accounts. They consider that an audit is not required for this year (under Section 144 of the Charities Act 2011 (the Charities Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under Section 145 of the Charities Act);
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5)(b) of the Charities Act); and
- To state whether particular matters have come to my attention.

Basis of Independent Examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Group/District and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention (other than that disclosed below *):

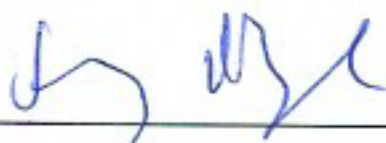
1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with Section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply

Name: **Mr Jeremy Fozzard - FCCA**

Qualification: **Fellow Member of Association of Chartered Certified Accountants**

Address: **5 Ducketts Wharf, Bishop's Stortford, Hertfordshire, CM23 3AR**



signature

Date: 12th August 2025

Independent Examiner's Report to the Trustees of the

BRITISH SCOUTING OVERSEAS AREA SCOUT COUNCIL

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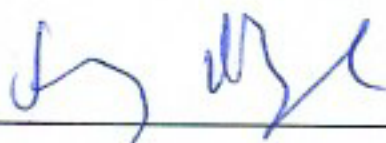
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2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply

Name: **Mr Jeremy Fozzard - FCCA**

Qualification: **Fellow Member of Association of Chartered Certified Accountants**

Address: **5 Ducketts Wharf, Bishop's Stortford, Hertfordshire, CM23 3AR**


signature

Date: 12th August 2025