



**Do more.  
Share more.  
Be more.**

**Harrow District Scouts**

**Annual Report 2025**

**Scouts**   
Harrow

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# Charity Details

## Aim of the organisation

The education, training and development of young people using the Scout Association principles and programme. Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

## Charity Details

Scout HQ Ref: 13807

Charity Number: 1195556

Charity Name: Harrow District Scout Council

Charity Contact: Mr Tyler Skerton

1A Walton Road, HARROW, Middlesex, HA1 4UX

Tel: 02084273733

**President:** Councillor Janet Mote

**Vice Presidents:** Brian R. Jones, David C. Payne, Tom Johnson

## Trustees

Ex Officio	Tyler Skerton	District Lead Volunteer/Trustee
	Jennifer Grogan	District Chair/Trustee
	Ian McLuckie	District Secretary/Trustee
	Alkesh Shah	District Treasurer/Trustee
Elected	Jonathan Jones	Trustee
	Alison Jacobs	Trustee
	Christopher Read	Trustee
	Robert Jenkins	Buildings Officer/Trustee
Nominated	Charlotte Clark	District Administrator/Trustee

**District Auditor:** Roy McKerracher

## Statement of Purpose

The Harrow District Scout Council exists to assist with the running of Scouting within the London Borough of Harrow in Greater London. The Council governance is to ensure the correct and safe running of Scouting activities within this area as per the rules and regulations set out by the Scout Association of the United Kingdom. We endeavour to promote Scouting and to grow the movement reaching out to all young people between the ages of 4 and 25 in the area.

## Future Plans

We would like to see all our existing Groups operating to their full potential within the area they are based and would like to see new Groups created where there is a gap in the Scouting provision.





## Foreword from our District President

I have continued in the last year to support all Harrow Scouts wherever you have been. It has been a delight to see how you interact with the young people at various events, bringing particularly important Skills for Life to the community in Harrow.

Our volunteers make such an impact, and I cannot tell you how valued you are for all that you do. Thank you. This year it will be my pleasure to see you all in person and congratulate you for the year 2025 and wish you all the best for an exciting 2026. I look forward to hearing about all your achievements and activities in what is promised to be an extremely exciting year!

**Janet Mote, District President**

# Welcome from the District Chair

Welcome to the fourth AGM of the Harrow Scout Council. Our annual report will share the great activity across the District in the last year. Many thanks to all who have contributed to the report demonstrating the ongoing Scouting activity in Harrow District.

The District Trustee Board has met 4 times over the past year. At our meetings we have agreed loans to the Scout & Guide Swimming Club to train more instructors, new start-up funds of £1,000 and a reduction in District capitation from £15 to £10. Part of capitation has been used to subsidise the local badge store, and after much discussion, it was agreed this will close as of March 2026. Harrow District was successful in securing money from the Marlborough Community Grant scheme for fencing around the DAC, as part of the upgrading of the site. We still pursue that elusive nursery for the DAC with ongoing interested parties.

Our Risk Assessment is regularly reviewed and has been shared with GLMW County. The biggest risk at present is the car yard. It was agreed by the Trustee Board to end the tenancy and the area repurposed for Scout activities. There have been ongoing issues for several years with the tenant and this is now in the hands of solicitors.

This year we are saying thank you to 2 members of our Trustee Board. Charlotte Clark, Trustee/ District Administrator has supported both Trustees and leaders, organising meetings, taking minutes and efficiently dealing with Scout enquires. We are pleased to welcome Kavita Varsani as our new District Administrator.

Tyler Skerton, District Lead Volunteer, is moving to pastures new. From District Commissioner for Pinner & Headstone he led the forming of the new Harrow District and then steering the District through the recent Transformation. His passion for all things Scouting shines through and he will be missed. There are some exciting plans for the role of Harrow District Lead Volunteer to be shared soon!

Lastly, I wish to extend my thanks to the Trustee Board for the ongoing support and commitment to Scouts and all those involved in Scouts in Harrow.

Best wishes,

**Jennifer Grogan**  
**District Chair**





# District Lead Volunteer's Report

As Scouts, we believe in creating brighter futures and this year, we have done that by helping even more young people gain skills for life. But that can only happen when we have well supported volunteers locally, and when we're reaching out to new communities. That's why we've focused on two key things: improving our volunteer experience and growing inclusively.

For volunteers, this has been a year of change as we move to team-based volunteering. This will make volunteering simpler, more rewarding, and even more enjoyable. It'll also make volunteering easier to understand for those new to Scouts. We're seeing change across our organisation, and our District Team is no exception.

Our programme has gone from strength to strength, and I was especially delighted at the successes of all the group, unit, and sectional camps this year. It is great to see that groups far and wide are also encouraging more outdoor adventure, from camps and hikes to kayaks and climbs. We still believe the great outdoors is where young people learn best; where they can be themselves, step up and play their part. Being in the outdoors has proven benefits for wellbeing and we're proud to be supporters of outdoor learning across Harrow.

As a movement we've continued to focus strongly on safety and safeguarding too. Learning continuously, we make sure our policies, procedures and training in these areas reflect the absolute best practice in the sector. We updated our 'Yellow Card' – our safeguarding code of conduct for adults. We supported our members to make sure they felt confident about the changes.

Safety training is a key part of every volunteer's journey. We have been focusing on delivering the safety recommendation from HQ, with the newest Safety learning that is a mandatory requirement. Keeping people safe remains our top priority and my gratitude goes to everyone who's kept this as a number one priority in an exceptionally busy year.

One of the most enjoyable parts of my role is meeting people within our groups and units – it is not something I have managed to do a lot of given my personal circumstances and working commitments. Although I've been part of Scouts most of my life, I'm still bowled over by the commitment and kindness of our volunteers, and the energy and creativity of our young people. Whilst this report is mainly about looking back in review of the year, looking forward we have 4 main priorities they are:



- 1) To develop and grow the District team with a successful handover from my leadership to the new incumbents.
- 2) To focus on getting our groups 'fit for the future' particularly around succession planning and driving forward projects in groups sustain them for the next 50 years.
- 3) To enhance, grow and develop the number of, and skills of, our adult volunteers through more dynamic use of the activity permit scheme and learning of new skills to pass to our young people.
- 4) To continue to sustainably grow in youth membership, proving more young people in Harrow with Skills for Life by 5%-10% year on year.



Throughout the year, our community embraced the core values of Scouts, fostering growth, leadership, and service among young people. We successfully provided thousands of hours of memorable experiences that promoted teamwork and resilience, giving our young people skills for life. A vital part of Scouts is broadening horizons and helping young people become true global citizens. It's great that an increasing number of employers recognise the value of the skills young people gain through Scouts, but there's more to do here.

More Kings Scouts, more Explorer Belts, more Young Leader Awards, and of course, more top awards across all our sections. By increasing this measure, amongst many others, we are giving more skills to life for the young people and families we serve.

Development of our existing groups but more importantly, opening new provision and engaging communities and areas that we serve is and has always been a high priority of mine. We engage the County Development Team of three individuals who are tasked with growth and development, led by Karen Tempest. Whilst last year we focused on developing existing groups, this year has been all about supporting new groups, re-establishing groups that have closed and opening new sections. I am thrilled to welcome more squirrel sections, and a refreshed group with lots more on the horizon! I anticipate, looking at the latest figures supplied by Online Scout Manager, that we are most definitely on the growth path, and we continue to do everything we can to support Groups in their success.

Karen has continued to work with 3rd Harrow during the year, and they now have two Squirrel Dreys. Their first, is full and led by a great team of new volunteers who are now running independently and delivering an exciting and varied programme. Karen continues to work with their second Squirrel drey that meets during the day and aimed at children who are home schooled. Two volunteers have been recruited to lead the section and are in their early stages of training. Numbers are currently at 10 but we are continuing to build this. The section should be running independently from November.

At 9th Pinner, Helen ran successful Squirrel and Beaver challenges during the year and recruited a team of leaders for both sections. The Beaver team is running well and having secured a more cost-effective venue, are now looking to build their young people numbers. Unfortunately, the Group Lead Volunteer who was



also the Squirrel leader had to move away unexpectedly. Vania is currently supporting the Squirrels and working with parents to form a new leadership team.

Over at 2nd Rayners Lane, a Squirrel challenge was launched a fortnight ago. Numbers are low at present, but we are continuing to advertise and hope that this will build. I want to share a massive thank you to Karen Tempest and her team including Helen and Vania for their amazing work in development in Harrow!



**9<sup>th</sup> Pinner Investiture Day**

We have lots of exciting future plans for growth in Harrow with future squirrels at many other groups! It's also great to see that Explorer Scouts in Harrow is thriving in its fourth consecutive year of growth. It's essential to give every young person every chance, regardless of background, race, or gender. Equity, diversity, and inclusion remain central to our work and we're continuing our journey to become a fairer, more inclusive movement. To reach our goals, we'll continue to focus on how we deliver Scouts. Our three pillars of work – programme, people, and perception, which is ingrained in our district team structure has been our continual plan of action to support members and extend our reach, so we impact the lives of more young people across the borough.

I have been engaged in various tasks throughout the year; most notably the Transformation programme which was born out of our national strategy: Summit17 and BaseCamp22 - both of which I attended. This is my last year as Lead Volunteer for Harrow District Scouts and in my last report I thought I'd finish by sharing a few of my highlights. Since our inception in 2021, born out of a need to consolidate and support our organisation over COVID-19, we created Harrow. A new badge, scarf, and team. We took the best from the three districts and made something special. To date we have grown to excellent highs and been able to show our neighbours and scout friends what its like to be a highly successful district. Our district programme offering has been wonderful – one of the greatest things to see is leaders working collaboratively between groups with their young people who ultimately benefit. That's why District Scouting is for me. Individually we are strong, but together we are mighty.



I know as well as you do that Scouts will go from strength to strength, but only through us continuing to face into our challenges, learning, and moving with the times. When all's said and done, we're about one thing – preparing young people for the future with skills for life. Every young person deserves every opportunity. As long as we continue to create these, the future remains bright. As we look ahead to a new year for Scouts, and a new strategy, I look forward to engaging our members in shaping our organisation. The future belongs to us all, but especially our young people. Let's create a bright future together.

My thanks are extended to each and every volunteer, helper, leader, trustee, and any other member of the team, for your continual support and expert deliverance on our mission. I have thoroughly enjoyed my 11 years as District Commissioner (and Lead Volunteer) for Pinner and Headstone and latterly Harrow, it has been one of the best things I have done – I have learnt so much and hope to support the team in whatever way I can moving forward.

Thank you for believing in my vision and I wish you all a positive and successful year ahead for Scouts in Harrow.

**Tyler Skerton**

**District Lead Volunteer,  
Harrow**



**“We’d like every young person to shape their own Scouts experience and get the skills they need to be great leaders. For this to happen, it’s important we create opportunities for young people to use their voices.”**

# Programme

With a change of programme lead, we had some fresh ideas for 2024/25, all driven by the section team members who provided feedback and input at meetings or by email.

We have held a team meeting for each section each term, which was reasonably well attended. All who came participated - providing ideas or asking for assistance in covering a badge or dealing with a problem. The meetings were particularly beneficial for newer leaders. If there is anyone who is willing to provide support to a new team/section by way of coaching or mentoring, their help would be greatly appreciated. The Squirrel leaders – who are all fairly new to this role – have particularly appreciated the team-based approach.

We also managed to hold at least one event for each section (Beavers, Cubs, Scouts) per term and added in our first District Squirrels event. Thank you to all of those who have found time to help organise an event as well as continuing with their existing Scouting roles – **we are always looking for additional help in this team, whether by volunteering to join the organising team for a particular event or by hosting an event.**

Since the last AGM, we have had:

- Master at Arms courses – archery (thank you Paul Turner and Sanjay Chandarana)
- Remembrance Parades
- Scouts Cooking Competition – won by 3rd Kenton.
- Beavers Visit to London Zoo
- Cubs Bunkdown at the Bunker Sleepover
- Christingle Service hosted by 3rd Kenton
- Beaver Quiz Night & Sleepover
- Cubs Traditional Games Afternoon
- Expedition Challenge Camp for Scouts at Paccar
- St Georges Day Parade
- Beavers Activity Day
- Cubs Wide Games
- Cubs Water Activities Day
- Scouts Water Activities Day
- The Big Bounce for Squirrels, Beavers, and Cubs
- Horsenden Hill Activities Day for Scouts & Explorers
- Squirrels Gruffalo Trail & picnic
- Scout Patrol Camp Competition at Paccar – won by 8th/19th Harrow.



The Harrow Scouts and Guides Swimming Club continues to go from strength to strength and has a very healthy membership and waiting lists. Many thank to Caroline Latham for her leadership of the Club and to the many volunteers – both adults and young leaders – who give their time to keep it running successfully and safely.

The Harrow Scouts Activity Club have not run any camps or trips in 2024/2025.





### Cubs District Games Winners – 16<sup>th</sup> Edgware

However, the big event this summer was the 2025 Expedition to Kandersteg International Scout Centre. Over 90 members (Scouts, Explorers, Network and Adult) attended from Harrow District for 10 days in August and took part in a wide range of adventurous, cultural and scouting activities – including hiking in the mountains, high ropes, zip wires, crate stacking, overnight stay in a mountain hut, alpine sled run, boat rides, train rides, swimming, city visits. One of the highlights for us all was the opportunity to meet with Scouts from all over the world, and we joined a campfire with Scouts from Australia, Germany, Cyprus, Ireland, Israel, Turkey, and Portugal, as well as groups from across the UK. We were proud to introduce them to some Indian culture too – garba dancing, chai, and curries – reflecting some of the diversity of our district! The weather for our stay was magnificent and so we had the most stunning views of the mountains.

I have observed a full programme of camps and residential events taking place for most Groups and Units across the year, as well as a wide-ranging programme for the evening meetings. It is fantastic to see how much time, expertise, energy, and enthusiasm our adult volunteer leaders give to help the Young People in their care grow and develop in life skills, resilience, and independence.







**View from the cable car! Harrow Scouts in Kandersteg**

Outside District events, we have continued to hold termly leaders' meetings by section, and these are very well received. Not only do these meetings give us the opportunity to get to know each other but we also share ideas and problems/challenges across the District, helping everyone to fulfil their role with more confidence and bring some fresh ideas into the programme (if they wish). These are the opportunities for feedback on District events and to work together on planning what is wanted in the future, so that the events team put together activity's leaders want to support.

The Programme & Events team always welcome in more helpers, whether it is to support a single event or to organise things on a regular basis. Your Group or section may also want to host other members of Scouting at a joint event or a cross-District event. Please just let us know!

Finally, a huge thank you to all our Leaders, Young Leaders and Trustees who have continued to support the team at all these events.

**Gillan Barnard**  
Programme Team Lead,  
Harrow







Deputy Lord Lieutenant Awards 2024/25





# Support Team Report

## Nights Away

To be able to take Young People on overnight stays, whether camping or staying in indoor accommodation a leader needs to gain a Nights Away Permit. Well done to all those Leaders who gained or renewed their Permits this year, this helps us run more Nights Away activities for our Young People, which is what Scouting should be all about! These activities are a key part of Scouting, and all Groups and Units should be looking to take their Young People away. A Nights Away activity only needs one Permit holder to run it but ideally should have two permit holders present in case of problems.

The Nights Away Notification (NAN) process is now running on the new online system. After a few teething problems it is now running smoothly, and most NANs are being approved with only a few requiring changes or additional information. Remember to follow the maximum number of characters in the cells where this is specified, especially Venue Name; Venue Location; Activities; In Touch Details – it doesn't warn you if you go over the character limit, it just loses your NAN! Also, in the Activities section, can you specify which activities are being run by Scout Permit holders, who the Permit Holder is, and which are being run by External Suppliers or Scout Campsites, with the name of the External Supplier. Last year Scout HQ mandated that all NAN forms must be submitted at least 7 days before the overnight stay takes place, we have 100% compliance with this, since this requirement has been in place, well done everyone.



Remembrance Day 2025



As a District, generally, we have a good Nights Away approach to our programmes, with many camps and indoor overnight stays being run this year by Groups and Units across the District. This is a great achievement, as getting away to camp or staying overnight is what Scouting is all about. When you submit a NAN for approval, the system doesn't notify anyone, so please WhatsApp Alan Sims if you don't get a reply in a couple of days as he may be busy or on holiday.

## Activity Permits

Activity Permits allow leaders to run Adventurous Activities for our Young People, without having to buy in specialist skills from external companies. These Activity Permits cover a range of Adventurous Activities, such as Nights Away, Water Sports, Shooting and Archery, Climbing and Hillwalking, etc. We have many leaders in Harrow with Activity Permits, and the number is growing. Well done to all those Leaders who gained or renewed their Activity Permits this year, this helps us run a more exciting programme for our Young People.

The process for applying for an Activity Permit is now through the new system. Please agree with the assessor by phone or email before adding them as your assessor in the Permit Application. Again, follow the fields' maximum number of characters otherwise your application may go missing.

If you gain an external qualification, e.g. Archery, you still need to convert this to a Scout Permit. You will need to contact the County Adviser for the activity and then submit a Permit Application through the new on-line system.

**Use of Activity Permits:** When an Activity Permit is used as part of a nights away, the use of the Permit is recorded on the NAN and approval is provided via the NAN process. When an Activity permit is used during a normal meeting or as a day activity, then approval for use of the Permit must be gained from Alan Sims (Support Team Lead). This can be obtained by email Alan the details of the activity and who the permit holder(s) are.

**Meetings away from your Normal Headquarters:** Where section meetings are held away from your normal Head Quarters, the section leader must inform their Group Lead Volunteer (GSL), with details of the activity. If the Group Lead Volunteer is also attending the activity, then the section leader must inform Alan Sims (Support Team Lead).



**Silver & Gold DofE Presentations**

## Minibuses

The District have two Ford transit 17-seater Trend minibuses and two equipment Trailers for Harrow Scout Groups and Explorer Units to use for Scout activities and camps. The District would like as many Groups as possible to make use of these minibuses and thereby offer a wide range of activities to their young people. They have been used a similar number of times this year to previous years. The District asks Groups to donate for the use of the Minibuses and Trailers, and these are detailed on the SharePoint site. These are calculated from the costs of running and maintaining the minibuses and are very competitive compared to other organisations such as Harrow Community Transport, and significantly cheaper than commercial hire companies. Groups additionally must pay for the fuel they use in the minibuses.

Ethan Emmet has been managing the minibuses this year and we thank Ethan for all the work he has put in this year. Also, although he has officially retired Graham Franks is still helping with the minibuses with things like Insurance, Tax, servicing, and MOT. We thank Graham for the work he has done this year.

When you book the minibuses, you need to collect them from Helen Wharton at the DAC. Can you please remember to contact Helen with the time you would like to pick up the minibuses, so she can arrange for the keys to be available when you need them. Please give Helen as much notice as you can, but at least a couple of days. Also, when you have finished your booking, please remember to bring the minibuses back full of diesel and clean and tidy inside.

Finally, we are undertaking a review of the viability of the District minibuses balancing usage, revenue, and cost to the District.

**Alan Sims**  
**Support Team Lead,**  
**Harrow**





## District 14 to 24 Report

Over the past year, our 14–25 section set out three key goals: to launch a new Explorer Unit, strengthen Young Leader training opportunities, and develop our Network programme. I am pleased to report that all of these objectives are now well underway, keeping us on track for the future. In addition, we are on course to see an impressive number of top awards achieved by both Explorers and Network members, which is a true reflection of the commitment of our young people and the tireless support of our volunteers.

### Explorers

Explorer Scouting remains strong across Harrow District. In 2024/25, we have seen continued growth in all eight units, including our newest, Artemis (led by Sam Painter, Sharon Ghandi, Angela Braid, Connor Liberty, and James Courten). Explorer membership has now passed 300 – a fantastic achievement.

Our units have enjoyed a wide range of activities and camps, both at home and abroad. Members of Index, Artemis, Pegasus, and Axolotl travelled as far as Kandersteg, while others took part in memorable UK camps. Pegasus had a sailing adventure around the Solent, giving Explorers the chance to crew yachts for the weekend. Index organised a homeless sleepover, raising £1,000 for Firm Foundation, joined by Artemis members. Dragons have been busy with adventurous activities from Skiing, to driving experiences to white water rafting, whilst Alpine have been on camps, expeditions and taken on the challenge of upskilling on their culinary skills. Explorers have also contributed through local river clean-ups, pioneering, hiking, cooking, Monopoly Runs, and countless other activities that bring the spirit of Scouting to life.



Artemis Explorer Scout Unit

### Duke of Edinburgh's Award & Chief Scout's Awards

This year has been another outstanding one for top award expeditions with:

- 32 Explorers completed Bronze/Platinum expeditions.
- 11 completed Silver/Diamond expeditions
- 17 young people and Network members completed Gold/King expeditions.

We have awarded **28 Bronze Awards**, **20 Silver Awards** and **2 Gold DofE Awards** (2025 Census) and **32 Platinum CSA** and **12 Diamond CSAs**.

With over 75 young people now enrolled in the programme (and numbers rising), this is a huge undertaking. My heartfelt thanks go to the team who make this possible: Derek Paterson, Linda Brown, Jonny Jones, and Stuart Hogge, as well as Russ Hogge, Jon Daulton, Scott Young, Rob Watts, Liam Rafferty, Rangeshh Thiyaharajhan, and AW Paterson. Your dedication ensures that young people not only complete their expeditions but grow enormously through the experience. We look forward to celebrating several King's Scout Awards in the months ahead.



We are immensely proud of the Jack Petchey awarded to Russ Hogge, which he has used towards purchasing some much-needed trackers for the expeditions – Well Done Russ and Thank you!



## Young Leaders

The Young Leader Unit, led by Richard Gross, has flourished this year with around 124 members now volunteering across the District. Many are completing the scheme as part of their DofE/CSA, and Richard has worked tirelessly to ensure mandatory modules are available with minimal waiting time. This has allowed young people to quickly begin their volunteering journey, and it has been inspiring to see some Young Leaders progress into Network and even take up leadership roles.

Richard has now chosen to step down from the role, and I would like to thank him for his outstanding contribution and the many training sessions he has delivered. We are delighted that Carol Braid will now take up the mantle, bringing fresh ideas and a clear vision to help more Young Leaders achieve their belts in the coming year. We are also keen to expand the support team – if anyone is interested, please do reach out.

## Network

Our Network members have continued to develop their section, enjoying social activities while also supporting events both within the District and beyond. Highlights include:

- A celebratory tournament evening before university departures
- Representation at international events, with Alex, Sara and Hanna attending Moot Jamboree in Portugal, and Alex, Ben and Emily completing Roverway 2024 – a fantastic achievement on the international stage.
- Ongoing volunteering at District expeditions and the County Kandersteg trip



My thanks go to Tiyan Patel, who has done a brilliant job growing Network and ensuring members are engaged in both adventurous and social programmes. We look forward to his plans for 2025/26.



**Harrow Network at Kandersteg**

## Looking Ahead

It's hard to believe a year has passed since my last report. The past 12 months have been full of adventurous activities, teamwork, and service across our section. From archery and climbing to survival skills, water activities and community projects, our Explorers, Young Leaders, and Network members continue to embody the very best of Scouting.

Looking forward, our focus remains on expanding opportunities: more camping and international experiences, skills for life, and ensuring every young person has access to a high-quality programme. Leading the 14–25 team has been an immense privilege, and I am proud of how far we've come. These achievements are only possible thanks to the innovation, commitment and enthusiasm of our volunteers and young people. Together, we are creating opportunities that will inspire and shape the future.

**Reshma Patel**  
**14–24 Team Lead,**  
**Harrow**



# Roll of Honour

Compiled by our Volunteering Development Lead, Paul Turner and Chair of the Awards Advisory Committee, Ashley Martin



## SILVER ACORN

Awarded after at least 20 years' service, which should be specially distinguished and appreciably better than outstanding.

<b>Jean Gregson</b>	Harrow Scouts & Guides Swimming Club
<b>Audery Wakeling</b>	Harrow Scouts & Guides Swimming Club
<b>Karen Luckham</b>	Harrow Scouts & Guides Swimming Club
<b>Linda Brown</b>	Alpine ESU



## BAR TO THE SILVER ACORN

Awarded after at least five years of similarly distinguished service after receiving the Silver Acorn.

<b>Caroline Latham</b>	13th Roxeth
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## AWARD FOR MERIT

In recognition of outstanding services. It implies keen, conscientious, imaginative, and dedicated service over a sustained period, of at least 10 years duration.

<b>Ashley Martin</b>	1st Stanmore
<b>Sabrina Nugara</b>	3rd Pinner
<b>Sanjay Chandarana</b>	8th/19th Harrow



## BAR TO THE AWARD FOR MERIT

Awarded after at least five years of further outstanding service after receiving the Award for Merit.

<b>Devarsh Davda</b>	6th Harrow
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## CHIEF SCOUT'S COMMENDATION FOR GOOD SERVICE

Awarded in respect of not less than 5 years good service, which stands out. It should be regarded as the Chief Scout's recognition of the very real contribution made to the Scouts by the individual concerned.

<b>Abha Mehta</b>	3rd Kenton	<b>Ketankumar Halai</b>	Harrow Scouts & Guides Swimming Club
<b>Antonio Visone</b>	17th Harrow	<b>Zahide Islami</b>	6th Harrow

**Congratulations to all members who have received Awards for good service during this period.**





Top Left: Lind Brown (Silver Acorn); Top Right: Ash Martin (Award for Merit), Below: Sue Brown (Silver Acorn).



# Jack Petchey Award

From our Volunteering Development Lead, Paul Turner



As most will know we run the Jack Petchey award scheme in our District. The Jack Petchey Foundation was set up to inspire and motivate young people across London and Essex by providing exciting projects and programmes for them to get involved in. We also recognise the outstanding achievements of today's young people by rewarding them for their hard work and positive impact in their community. Jack Petchey believed each young person should be given the chance to achieve. As he always said; "If you think you can, you can!"

This is an opportunity to nominate a young person in Scouts or Explorers for an achievement award. This may not be the best Scout or Explorer in your Group but a young person who has tried their best. We are fortunate that our District each year has been given 60 young person awards and 7 Adult awards which are shared around every Scout Troop and Explorer unit. We encourage every Group to put forward a young person for an award.

With the award comes £300 for the Troop or Unit and the young person decides what they would like to spend the money on – for example an outing, an item of equipment or an experience etc. There are also a certificate and medal given usually at an award ceremony that is held annually. With the adult award there also comes with the possibility to apply for a grant for up to £1000! If you know of a Leader which you feel deserves an award, please speak to us.

## Who was Jack Petchey?

Sir Jack was an incredible inspiration to everyone who works at the Foundation. Sadly, he passed away in June at the age of nearly 99. Before his passing he was still going to the office, he did this positively and his determination to work hard was paramount. He was born into a working-class family in the East End in 1925, left school at 13 and then joined the Navy in 1943. After leaving the Navy, he began working as a clerk for a solicitor's firm. Sir Jack was an incredible inspiration to everyone who works at the Foundation. If you would like any further information, please speak to Paul Turner.

## ADULT JACK PETCHEY AWARDS

Brandon Surridge	13 <sup>th</sup> Roxeth	Jay Mehta	3 <sup>rd</sup> Kenton
Sharon Gandee	Artemis ESU	Robert Jenkins	District
Jennifer Doulton	Axolotl ESU	Alison Jacobs	16 <sup>th</sup> Edgware

***"When young people shape Scouts, they improve our movement and become more likely to achieve their Top Awards."***



## Mayor's Scout

The position of Mayor's Scout (and Deputy Mayor's Scout) is a prestigious appointment that is made at the sole discretion of the District Lead Volunteer. Lasting for one year, this role is awarded to an Explorer in the District that has displayed impeccable standards of presentation, dedication and bearing, and can carry themselves in a public setting. Often being good speakers, their role is not only to represent the district, but to promote Scouts locally alongside the mayor at official functions.

Mayor Scout duties will include attending Remembrance Day, Civic services, and other events which the mayor has asked them to attend. These happen outside of school hours (usually weekends for main events). The person that the Mayor's Scout is awarded to gives absolute dedication to Scouts and is passionate, kind, and helpful in all that they do, living by their scout promise and implementing the Scout law.

We are proud to say that this year the mayor scout is Daniel Mc Clure from Rayners Lane ESU.

This is why he was chosen:

**"Daniel is an impressive young person. Interesting, talented, intelligent, and very presentable. He has been a member of the movement (cubs and scouts with 8th/19th Harrow before joining explorers in 2022) and he is a high achiever in all that he does, academically and physically. Daniel completed his Chief Scout Gold Award with 8th/19th and since then he has completed both the DofE bronze and Chief Scout Platinum awards with explorers and has substantially completed his DofE silver and working towards Chief Scout Diamond. Daniel attends and takes part in most of our meetings, events and activities, including camps, hikes (especially our hillwalking trips), and water activities."**

## Badge Secretary Report

Badge sales have been busy again this year, with Groups awarding a wide range of badges. It has been great to see so many Chief Scout Awards being presented across all sections. Helen Guerin has been managing the number of badge orders on her own this year and I thank Helen for her hard work with this.

At the last District Trustee meeting it was agreed to remove the 50% District discount. So now badges bought through the Badge Secretary will be at the full retail price. We will need to review how many badges are bought through the badge secretary after this change and how many groups will go directly to the Scout shop to buy their badges.



## Buildings and Estates

After all the work that has been done at the DAC over the previous couple of years, this past year has been a quieter year with regards to external physical works with the internal of the building taking priority. The stage has been removed from the main hall in the DAC and storage cupboards have been built along the wall where the stage was. The floor has been repaired in front of the cupboards and new flooring laid. The hall has been redecorated, in Duck egg blue and new blinds have been hung with a new screen fitted to the back wall, making it easier to see the images, presentations and training events that are at the DAC.

Monts room is also going to be redecorated and the curtains removed, and blinds fitted. This is going to be targeted for next year. The kitchen has been updated with a new cooker, new flooring etc. and this greatly improves its appearance to attract new lets into the facility. Cresswell building is having improvements made at present. Toilets are being fitted into the building and once this has been completed, it will be a self-sufficient building making it even more attractive to external lets.

As many of you will have seen, we have a water issue in the compound. This is not the fault of anyone. The drains in the main road are blocked right up to the magistrate's court. They cannot cope with the amount of water that is flowing through the drains. The water is back tracking and coming into the DAC compound via the manhole, as we are the lowest point. Despite having been on the phone to Thames Water numerous times, and numerous visits from them to investigate the flooding, they say it is not their problem and that it is for Harrow Council to sort it out. Harrow Council have been contacted, and we are awaiting a response from them. I would like to thank Helen, for her quick response whenever there is heavy rain forecast, in lifting the utility hole cover so that the overflow water can flow away into the other drain and stop the compound from being flooded.

We continue to pursue lets for the DAC hall, we have spoken to a number of nurseries and are currently in active discussions with three, we are expecting to secure a nursery let imminently. Our biggest barriers to rental so far have been the need to pack away nursery equipment each day and the condition of the service road over which we have no control. We have a regular let with the Gym in Cresswell building and we continue to get a number of one-off rentals. We have agreed ongoing rentals terms for the DAC flat and have been granted funding of c.£9k for a new perimeter fence and entrance gates to be implemented between the Gym, round the garden along the hall to and including new gates for the car park. We are finalising an exit date and conditions for Costcars to leave the car yard. This is currently being formalised between respective legal teams.

Whilst building work has continued, this year the main effort from many of the Trustee board has been to secure the future of the DAC with regards to lets. As you will hear in the general update and financial report, there has been significant resource, time and effort spent on legal advice to renew, amend, and end some lettings such that the future of the DAC can be realised. This includes retuning more of the site to scout use, with greener areas that are more fit for purpose for young people and users of the site.

We would like to thank Ian Parkinson for all his help and support in doing electrical repairs at the DAC. I would also like to thank, Tyler, Chris Read, Alkesh Shah, Alan Sims, Paul Turner, Anand Taylor, Ash Martin, Johnny Jones and Helen, James, and the boys for all the help and support they give the team.

**Robert Jenkins**  
Trustee  
Building & Estates Joint Lead

**Christopher Read**  
Trustee  
Building & Estates Joint Lead



# Harrow Scout Active Support Unit (SASU)

SASU is for anyone over the age of 18 years. It is a way for Adults to volunteer time to Scouting in a flexible way that suits them without having to commit to weekly meetings. Maybe you have stepped away from running a section but would still like to be involved in helping in the District.

Some of the activities that SASU are involved with are:

- Catering at the AGM
- Running quiz nights for District
- Beavers Fun Day
- Cubs Game afternoon
- Scouts sports Day
- Football Tournament
- Helping at camps
- Helping at the Swimming Gala
- General tidy up at the DAC
- Day trips out for SASU members

Being a large District, it would be excellent if we can get new members to join us - Ex Leaders, Students, Mums, Dads, Grandparents, Guardians, ex members who have left and would like to be involved with Scouting again.

All members of SASU are required to have a DBS check, and to have completed Module 1 and Safety and Safeguarding. Please do not feel intimidated by this, as we have several people in the District who will help you to complete this process.

Please spread the word out to your Groups Exec and Parents and feel free to contact me at [susan.jenkins@harrowscouts.org.uk](mailto:susan.jenkins@harrowscouts.org.uk) if you have any questions.

**Sue Jenkins**  
SASU Manager



**St Lukes Starlight Walk 2025**



**Dwayne Fields, our new Chief Scout, stood next to Liam Rafferty, Harrow.**



# Harrow Scouts & Guides Swimming Club

The club follows Swim England's: Learn to Swim Stage 1-7. Awards are divided into progressive stages and once they achieve level 7 the young people move on to Bronze, Silver & Gold challenges. Swimmers can start at any level and then they move up until they gain their Gold. We have awarded over 25 Gold's this year. Which is a brilliant achievement! Swim England has an annual review process for all its clubs to ensure exacting standards of governance, sustainability, and effectiveness. The club has been awarded the Club Affiliation standard. This is great as it shows we are maintaining the high standards as required.

The club is a unique joint activity club that is open to all Scouts & Guides in the Borough of Harrow, and our volunteers come from both Guiding & Scouting backgrounds as well as parents of members. All volunteers must complete the basic Scouting Training and attend a Swim England Welfare course as a minimum.

Every January the club is subject to an annual review by Swim England their version of an MOT: They check the following six areas:

- Equality, Diversity & Inclusion Action Plan
- AGM minutes & Club Constitution
- Club Welfare Officer Statement of Compliance
- Club Chair Statement of Compliance
- Club Risk Assessments
- Club Personnel Report

All items were approved and our club affiliation status was confirmed.

While the Leisure Centre was closed, we carried on our planning, the club reopened in September with a full club, large waiting list, and plans! We spent the end of 2024, applying for grants with a back up plan of a loan from Harrow Scout District to cover the cost of a Swim England Teachers course. I would like to take this opportunity to say a huge thank you to all the volunteers everyone who is involved in the running of the club is a volunteer. They do a huge amount of work behind the scenes and without them there would be no club for our children.

The club is a Scouting Active support Unit for Harrow Scouts, and we are supported by the 3 Guiding Districts that cover the Borough of Harrow. Apparently, the club is unique with Swim England, and it is one of the rare true joint activities' clubs for both Guides & Scouts!

## Training

During the year, two more volunteers gained their level 1's and two more their level 2's. All poolside helpers, assistants and teachers have been supported to gain qualifications and continuing professional development (CPD). A training scheme delivered in Easter 25 with a course for ten volunteers.

## Swim England

The club is a member of Swim England, and all members are registered with Swim England. There is a yearly check completed by Swim England to ensure that the club is compliant. The club passed this in January 2024.

All committee members are encouraged to attend Swim England updates; these are aimed at the Executive Roles and the Welfare team; however, everyone receives the invites and are able to attend.

These sessions are free of charge, and it is compulsory for at least one officer from each club to attend at least one annual session.

## Safeguarding

All adult volunteers are required at minimum have Scouting: DBS, Safeguarding, Safety and GDPR. These are required to be completed in the 1st month of volunteering.

Also, all swim teachers, Assistants and Poolside helpers have a Swim England DBS and have attended a Swim England Approved Safeguarding course. The Welfare team take the lead on this.

## Website

A page for the club will be added to the Harrow District site which will hold all the documents for the club and will be used to share information.

## The Future 2024 / 25

- a) Keep the club improving, we have not finished the journey we started November 2022!
- b) Training: keep improving the skills of all the volunteers so the swimmer's benefit.
- c) Policies & Procedures

All of the clubs' policies & procedures are being updated & refreshed to take into account the new way of working. These three have already been completed:

**Caroline Latham**  
**Harrow Scout & Guides Swimming Club (SASU) Manager**





# Financial Report

The accounts for the year to 31st March 2025 are presented in the format recommended by The Scout Association. These includes a statement of financial activities and a balance sheet. The columns show unrestricted, restricted, and total funds with the previous year's balances for comparison.

Please note going forwards, we will be reporting our accounts on an accrual basis. A statement of receipts and payments is available separately if required.

Subscription receipts were higher compared to last year. However, due to higher onward charges, net subscription receipts fell slightly to £24k.

The increase in event income and costs is due to the district camp that was held in July 2024. Event costs also include nearly £40k in deposits paid for the Kandersteg 2025 expedition.

We started including explorer unit's accounts from last year. However, many have not been able to submit accounts for this year. Where this is the case, we have carried forward the balances from the previous year. We will be looking at how this can be improved in the future. We may retrospectively update these accounts if any unit is able to complete them before the charity commission submission deadline if the AGM agrees.

Vehicle donations saw a dramatic increase, however, over the long term, we have not been able to cover the costs for running this facility. The trustee board will need to consider the future viability of this facility.

Bookings and rental income are seeing a significant increase as we become better are recovering the rent owed. Professional fees include costs relating to legal advice sought for our rental contracts. Grants made relate to startup grants and hardship grants.

The Easter 2024 Ski trip income and costs are included in these accounts under the heading "Harrow Scouts Activity Club". The Ski trip generated a surplus of approximately £17k.

Costs relating to the upkeep on the District Activity Centre continue to increase not only due to general inflation but also increases in business rates and utilities.

Accounts receivable includes subscription payments that were outstanding at year end. These have all been settled. Prepayments include receipts of deposits for Kandersteg, and accruals include professional costs accrued in this period but were invoiced in the next financial period.

The District Trustee Board therefore continues to keep the budget and reserves policy under review to make sure that there is a balance between allowing the district to continue operating on a long-term basis alongside providing a wide range of programs for all sections and supporting groups where possible.

**Alkesh Shah**  
**Treasurer**

# Balance Sheet

Harrow District Scouts

As at 31 March 2025

	Unrestricted	Restricted	Total	Previous Year
<b>Cash Funds</b>				
Barclays Bank Main Account	78,621	0	78,621	62,657
Badge Account	1,064	0	1,064	1,735
Dragons ESU	2,279	0	2,279	0
Equals Fair FX	5,763	0	5,763	6,564
Pegasus ESU	997	0	997	997
Phoenix ESU	2,506	0	2,506	0
Rayners Lane ESU	7,482	0	7,482	7,482
Alpine ESU	12,527	0	12,527	16,118
Harrow Scouts Activity Club	2,270	0	2,270	29,015
Harrow Scout & Guide Swim Club	1,602	0	1,602	2,020
<b>Total Cash Funds</b>	<b>115,112</b>	<b>0</b>	<b>115,112</b>	<b>126,588</b>
<b>Other Monetary Assets</b>				
Accounts Receivable	8,229	0	8,229	22,206
Prepayments	0	0	0	123,127
<b>Total Other Monetary Assets</b>	<b>8,229</b>	<b>0</b>	<b>8,229</b>	<b>145,333</b>
<b>Investment Assets</b>				
Investments	195,500	0	195,500	155,500
<b>Total Investment Assets</b>	<b>195,500</b>	<b>0</b>	<b>195,500</b>	<b>155,500</b>
<b>Non monetary assets for charity's own use</b>				
Equipment	739	0	739	920
Fixtures & Fittings	14,923	0	14,923	18,698
Vehicles	7,820	0	7,820	13,340
<b>Total Non monetary assets for charity's own use</b>	<b>23,483</b>	<b>0</b>	<b>23,483</b>	<b>32,958</b>
<b>Creditors</b>				
Accounts Payable	0	0	0	450
Advance Payments Received	44,088	0	44,088	164,086
Accruals	2,836	0	2,836	0
<b>Total Creditors</b>	<b>46,924</b>	<b>0</b>	<b>46,924</b>	<b>164,536</b>
<b>Net Assets</b>	<b>295,399</b>	<b>0</b>	<b>295,399</b>	<b>295,844</b>
<b>Reserves</b>				
<b>Unrestricted Reserve</b>				
General Fund	72,814	0	72,814	61,505
<b>Total Unrestricted Reserve</b>	<b>72,814</b>	<b>0</b>	<b>72,814</b>	<b>61,505</b>
<b>Earmarked Funds</b>				
Vehicle Reserve	14,439	0	14,439	16,680
Raptor ESU	0	0	0	2,826
Index ESU	3,873	0	3,873	4,964
Dragons ESU	2,279	0	2,279	0
Phoenix ESU	2,506	0	2,506	0
Rayners Lane ESU	7,482	0	7,482	7,482
Pegasus ESU	997	0	997	997
Alpine ESU	12,527	0	12,527	16,118
Artemis ESU	1,842	0	1,842	0
Harrow Swimming Club	1,602	0	1,602	2,020
DAC Reserve	189,085	0	189,085	187,444
International Fund	(37,929)	0	(37,929)	0
HSAC	17,270	0	17,270	(11,944)
DofE	6,611	0	6,611	7,750
<b>Total Earmarked Funds</b>	<b>222,585</b>	<b>0</b>	<b>222,585</b>	<b>234,338</b>
<b>Total Reserves</b>	<b>295,399</b>	<b>0</b>	<b>295,399</b>	<b>295,844</b>



# Statement of Financial Activities

Harrow District Scouts

For the year ended 31 March 2025

	Unrestricted	Restricted	Total	Previous Year
<b>Income</b>				
<b>Charitable Activities</b>				
<b>Subscriptions</b>				
Membership Subscriptions	121,553	0	121,553	114,761
Less Subscriptions Paid On	(96,728)	0	(96,728)	(89,635)
<b>Net Membership Subscriptions</b>	<b>24,825</b>	<b>0</b>	<b>24,825</b>	<b>25,126</b>
<b>Activities and Donations</b>				
Event Income	29,182	0	29,182	6,072
Explorer Scout Unit Income	28,570	0	28,570	54,997
DofE Income	8,268	0	8,268	8,375
SASU / Harrow Scouts Activity Club Income	161,040	0	161,040	0
Vehicle Donations	7,090	0	7,090	1,820
Donations	1,166	0	1,166	100
<b>Total Activities and Donations</b>	<b>235,315</b>	<b>0</b>	<b>235,315</b>	<b>71,364</b>
<b>Total Charitable Activities</b>	<b>260,141</b>	<b>0</b>	<b>260,141</b>	<b>96,490</b>
<b>Other Income</b>				
Bookings and rent	44,485	0	44,485	5,735
Interest on investments	6,864	0	6,864	2,698
Other Income	4,142	0	4,142	3,303
<b>Total Other Income</b>	<b>55,492</b>	<b>0</b>	<b>55,492</b>	<b>11,735</b>
<b>Total Income</b>	<b>315,632</b>	<b>0</b>	<b>315,632</b>	<b>108,226</b>
<b>Expenditure</b>				
<b>Charitable Activities</b>				
Event costs	71,351	0	71,351	920
Explorer Scout Unit Costs	27,596	0	27,596	58,481
Badge purchases and costs	3,671	0	3,671	2,179
Training	300	0	300	0
SASU Costs	418	0	418	2,319
Network Programme and Events	(95)	0	(95)	(72)
Trophies & Medals	70	0	70	0
DofE Expenses	9,407	0	9,407	1,182
Harrow Scouts Activity Club	131,826	0	131,826	16,720
<b>Total Charitable Activities</b>	<b>244,545</b>	<b>0</b>	<b>244,545</b>	<b>81,728</b>
<b>DAC Expenses</b>				
DAC expenses	34,574	0	34,574	25,660
<b>Total DAC Expenses</b>	<b>34,574</b>	<b>0</b>	<b>34,574</b>	<b>25,660</b>
<b>District Costs</b>				
Depreciation and Amortisation	9,476	0	9,476	5,475
District Costs	1,940	0	1,940	755
Insurance	1,309	0	1,309	0
Licences and Subs	979	0	979	1,263
Professional Fees	9,959	0	9,959	7,093
Administrators Remuneration	5,080	0	5,080	2,700
Vehicle Costs	3,811	0	3,811	0
Grants Made	1,950	0	1,950	0
<b>Total District Costs</b>	<b>34,504</b>	<b>0</b>	<b>34,504</b>	<b>17,286</b>
<b>Total Expenditure</b>	<b>313,623</b>	<b>0</b>	<b>313,623</b>	<b>124,675</b>
<b>Net Income</b>	<b>2,010</b>	<b>0</b>	<b>2,010</b>	<b>(16,450)</b>

## **Harrow District Scouts Period ended 31<sup>st</sup> March 2025**

### **Independent examiner's report to the trustees of Harrow District Scouts**

I report to the trustees on my examination of the Balance Sheet and the Statement of Financial Activities of the Harrow District Scouts for the year ended 31<sup>st</sup> March 2025.

### **Responsibilities and basis of report**

As the charity trustees of the Harrow District Scouts you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Harrow District Scouts accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Harrow District Scouts as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Name: Roy McKerracher

Member of the Institute of Chartered Accountants of Scotland

Address: 34 Elmcroft Crescent, Harrow

Date: 17<sup>th</sup> September 2025



# District Risk Update

Over the past year the Trustee Board have been tracking and monitoring ongoing risks across the District. The risks largely fall into the following risk categories, buildings & assets, personnel and financial.

Wherever viable the Trustee Board have been developing and putting into place mitigation measures to reduce these risks and ensure the safe continued operation of the District. Many of these are in progress, with members of the Trustee Board working hard behind the scenes to reduce the largest risk(s) identified pertaining to the ongoing running of the DAC.

Notwithstanding the few large risks, many of medium and lower risks identified are also being reduced with assistance from the Lead Volunteer team and general Scout Council through the day-to-day development and implementation of suitable operating and communication methods and operating inline within scouting policies. This includes keeping up to date with training and we would like to thank those who have worked diligently in maintaining their training modules, and those supporting in maintaining District training levels, contributing to an overall reduced district risk profile.

We would also be looking to develop mitigation measures further with input from the groups throughout the District for both District and unit level risks and will be reaching out in the coming period to develop.

Jonny Jones  
Trustee  
Risk Lead



**Cubs District Games day**

## In Memoriam 2025

We remember the passing of the following members of the District, or of the former Districts since September 2025.

**Christine Salter**

Wife of John Salter, former  
Badge Secretary

**Jitin Dixit**

Treasurer, 6<sup>th</sup> Harrow





# Thank you

**...to every one of  
our volunteers in  
Harrow**

