

Greater London North Scout County

Trustees' Annual Report for the year ended 31 December 2020

Trustees

The trustees are deemed to be the members of the County Executive for the time being. Those who have served in this capacity during the last year and to the date of this report are as follows.

Andrew Wellbeloved (Chair)
John Nelson (Secretary) (from 01.01.20)

Brian Hosier (Treasurer)

Joshua Olins
Andrew Rush (to 20.11.2020)
Deborah Rush (to 20.11.2020)
Rebecca Smith

Alan Garner (to 17.6.2020)
Thomas Graham
Andrew Donn

The principal address of the charity for correspondence purposes is County Office, Scout Park, Gordon Road, London N11 2PB

Structure, governance and management

The County's governing documents are those of The Scout Association. They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Association and The Policy, Organisation and Rules of the Scout Association.

The County is a trust established under rules which are common to all Scouts. It is also a Registered Charity in its own right number 272028.

The Trustees are appointed in accordance with the Policy, Organisation and Rules of The Scout Association.

The County is managed by the County Executive Committee, the members of which are the 'Charity Trustees' of the County which is an educational charity. As charity trustees they are responsible for complying with legislation applicable to charities. This includes the registration, keeping proper accounts and making returns to the Charity Commission as appropriate.

The Committee consists of the Chairman, Treasurer and Secretary together with the County Commissioner and up to 10 other members. Of the 10 other members half are appointed by the County Scout Council and the other half are nominated by the County Commissioner and approved by the County Scout Council both at the AGM.

The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment and is responsible for:

- The maintenance of County property;

- The development of the County;
- The training of leaders and administrators;
- The raising of funds and the administration of County finance;
- The insurance of persons, property and equipment;
- County public occasions;
- Assisting in the recruitment of leaders and other adult support;
- Appointing any sub committees that may be required;

The Executive has two principal sub-committees to assist with these responsibilities; the Finance sub-committee and an Appointments Advisory Committee and both meet as required. The Executive itself meets quarterly.

Risk and internal Control

The County 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.

Principal risks facing the County are as follows:

- Exposure to financial loss from events – mitigated by a robust Events Approval process
- Reputational damage from adverse press coverage – mitigated by the use of a County Public Relations officer in contact with local Press and the Scout Association media team
- Reduced income from a fall in membership in our component Districts which provide the major part of our income – mitigated by the support and training of volunteer Scout Leaders to enable a challenging, vigorous and appealing programme for young people.

Objectives and activities

The objectives of the County are as a unit of The Scout Association.

The Aim of The Scout Association is to promote the development of young people in achieving their full physical, intellectual, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities. The method of achieving the Aim of the Association is by providing an enjoyable and attractive scheme of progressive training, based on the Scout Promise and Law and guided by adult leadership.

In the Scout County of Greater London North our objectives are currently as follows:

- To make quality Scouting available to every young person in the catchment area of the County, regardless of gender, race, ethnicity, religion or disability.
- To ensure that every Scout Group offers the opportunity for young people aged 6 to 25 to progress through the Scout sections in a clearly identifiable way, either within their Group, or through formal arrangements with other Scout Groups and District and County led provisions.
- To continually 'quality assure' the quality of Scouting in every Scout Group.
- To continuously recruit and retain adult leaders and helpers.
- To maintain a quality programme of adult training and development.
- To build strong teams of adults who will deliver the County's objectives.

The County supports the work done in Groups and Districts in delivering the programme by:

- Delivering the national modular adult training scheme.
- Supporting and promoting participation in national and international events.
- Providing leadership and guidance both for District Managers and those who manage specific sections within districts.
- Providing County-wide events and competitions.
- Liaising with other Scout Counties to share resources and good practice.

Achievements and Performance

2020 was a year like no other in living memory. The COVID pandemic curtailed face to face scouting for at least 7 months of the year and into the start of 2021. At time of writing there is a glimmer of hope that the current second period of national lockdown will soon end.

In Q1 2020 we supported the Districts and Groups in various ways with a particular emphasis on ensuring that young people had access to a range of challenging and adventurous activities. Sadly many of those opportunities were cancelled or postponed. However supporting Groups with outdoor activities will be a key priority as and when face to face scouting resumes.

As we entered the first national lockdown we supported Leaders with ideas of programmes that could be run over the internet. The County "Zoom" video conferencing account was made available to anyone who wished to use it. The first wave of lockdown was eased and County were swift to implement the Face to Face Scouting Risk Assessment process. Prior to the second wave lockdown in Q4 2020 over two thirds of all sections and units had had a face to face risk assessment approved. Adding sections known to be only using online scouting – this figure rose to nearly 85% of all sections and units continuing to provide some kind of scouting for our young people.

Very few Scout Counties can boast that during lockdown a new Scout Group was launched. In North London District 21st Holborn was created, all via online meetings, with taster sessions running from the Summer of 2020. 10 cubs, 4 scouts and 6 leaders are already recorded members.

We aim to ensure that the achievements of the young people are properly recognised and celebrated through both the Jack Petchey Awards event and a County Youth Achievement Awards event. Jack Petchey winners are celebrated in February of the following year. Regrettably the event planned for February 2021 has been cancelled; last year's winners will still receive a medallion from the Foundation. In addition the County Youth Achievement Awards event planned for Autumn 2020 also had to be cancelled due to COVID-19 restrictions. The County Team together with the District Commissioners are looking at celebrating Scout Top Award winners in a different format in April 2022.

In 2020 the County had 7 Queen Scout Awards presented. Considering the lockdown conditions this is remarkable and we can expect this to be, once again, one of the highest numbers of any County in the UK. This included our first for an Explorer Scout from Dockland Scout Project. In

the five years since January 2016 we have produced 54 new Queen Scouts. This high level of achievement is almost entirely down to the diligence of our Assistant County Commissioner (14-25 yrs) Chris Fozzy Foster. An amazing and enviable record, a trend that we aim to continue to deliver in the coming years.

There was no national celebration event at Windsor Castle in 2020, nor will there be one for 2021 either. Despite that, the County has continued to ensure its adult volunteers have been suitably recognized for their exceptional service. In 2020 we presented 101 Adult Awards which included 3 Silver Wolfs (Frank Philip, Hazel Miall and Charles Rowell), 1 Bar to Silver Acorn (John Cronin) and 10 Silver Acorns, In addition Charles Rowell was awarded an OBE in the New Year Honours List 2021.

The County Training Team have been working diligently to try to continue to have adults work towards and complete their wood badge. From September 2020 all wood badge modules are now being presented via zoom, with several taking place every week. 4 of the mandatory training modules (Scouting Essentials, GDPR, Safety, Safeguarding) are now only available via an e-learning on the Scouts website. The remaining mandatory module, First Response First Aid, is by its very nature a practical learning experience. Even with that said, it too is being offered via 4 training sessions – 3 theoretical zoom sessions and 1 practical to be arranged when conditions allow.

In January 2021 the London Scout Region Conference was held for Scout Managers in London, with over 200 attendees from across the 6 Counties. GLN was well presented by members from all Districts. Matt Todd (CSL 1st Lyonsdown) ran a session titled Inclusivity in Action and James Hatts (SL 8th Holborn) ran a session on OSM. Both of which were well received. A video link to almost all sessions is available.

Public Benefit

In planning our activities for the year we kept in mind at our trustee meetings the Charity Commission guidance on public benefit.

Membership of the Scout Association, and therefore of the County, is open to all, no matter what background, faith, gender, or personal circumstances. Subscriptions payable to local groups are minimal and no young person would be prevented from joining if they were unable to pay this subscription. Grants are available at Group, District and County level to assist all young people to fully participate in all activities.

Plans for the Future

In May 2018 the Scouts “Skills for Life” strategic plan came into full effect. The objectives and goals of which are the key fundamentals that underpin the County and District Strategic Development Plans. The vision is that by 2023 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

We are still working towards the same four strategic objectives: Growth; Inclusivity; Youth Shaped; Community Impact.

2020 has set us back on our growth targets however the County Commissioner is now actively working with all Districts and the Regional Services Team at HQ to support development across the County. As mentioned above, in North London District an entire new Group was launched, 21st Holborn.

The information gleaned from the latest annual Census is vital in identifying where we can best put our efforts. In January 2021 the number of young people in Scouting in GLN has dropped by 25.1% (equivalent to c1,300 young people). This is still better than the London Region average - 30% drop. 450 of those lost members are in the Beaver section. This was expected in that many new members remain on a wait list until face to face scouting resumes. It is very difficult to engage with beavers via zoom only, and to build any sense of belonging to a Group. We expect this section to have the biggest and fastest bounce back.

In April and May 2021 the Scouts are launching a national recruitment campaign and the County team are focussing on supporting that with new resources and helping to prepare Districts to be ready.

In October 2020 Jackie Hartog was employed as our County Administrator and we have already seen improvements in the quality and speed of communications between County and Districts and adults alike.

Clear guidance and support for new leaders continues to be a priority and we are confident that this will lead to more exciting and challenging programmes for the young people whether that is online or face to face.

Funding – many members and many Groups are facing financial hardship. The County has set aside a considerable sum to offer grants and loans to Groups and individuals alike. The process of accessing those funds is soon to be rolled out across the County.

In addition the County will be making an extra push to ensure that the grants offered to us by the Jack Petchey Foundation are fully embraced and applied for. This campaign will ensure that all Leaders know the details of the scheme and how they go about nominating people.

Residential Events – camping and other events are the lifeblood of Scouts. Domestic residential events are looking to be possible soon but there are to be no international residential events permitted at any time in 2021.

Financial activities and results

Our General Fund receipts in the year exceeded expenditure by £42,258. A transfer of £14,661 has been made to a new Jamboree Designated Fund to support future Jamborees. The General Fund now stands at £202,144 and with a minimum of liabilities this Fund is considered satisfactory and sufficient for foreseeable needs.

The total of Designated Funds has increased by £1,182 and, with the transfer mentioned above, now stands at £49,045.

Restricted Funds stand at £33,538 and include specific fundraising for the Jamboree with a balance of £10,521 at the year-end which is now expected to be the final amount to carry forward as an opening balance for the 2023 World Scout Jamboree. This sum does include a small balance from fund raising by Eurojam participants and Service Team members. As the Eurojam event was cancelled payments have been refunded and donations returned where the donors could be identified (or applied to an alternate event by agreement).

During the year we have continued to receive Achievement Award grants from the Jack Petchey Foundation and these have all been paid out to groups and leaders in the County to assist with further activities. We are most grateful to the Foundation for this continuing support and generosity to young people associated with our groups.

Investment Powers, Policy and Performance

It is a requirement of POR (Policy Organisation and Rules) that funds not immediately required by the County are transferred into a suitable investment vehicle permitted by POR. The County's policy is to invest in bank deposit accounts including the Charities Official Investment Fund and CAF.

Reserves

Reserves have increased during the year as the proposed administrative support person was not in post until towards the end of the year. It is though acknowledged that reserves are higher than needed and trustees are working on a policy now taking into account the effects of a close down such as for Covid 19. In the interim a fund has been set up to provide grants and/or loans to groups and units and it has been agreed not to levy a subscription in 2021.

The budget for 2021 does provide more financial help for training, including specialist courses where a case can be made and a clear benefit to the whole County will result. These measures will gradually reduce the reserves available to us.

Voluntary Help

Many volunteers give of their time and talents to support Scouting in Greater London North at Group, District and County level. We are greatly indebted to these volunteers for their commitment and support.

Approved by the Trustees and signed on their behalf by:

Andrew Wellbeloved
Chairman

2021

GREATER LONDON NORTH SCOUT COUNTY

Receipts and Payments Account

Year start date		Year end date	
For the year from	1ST JANUARY 2020	To	31ST DECEMBER 2020

Receipts and payments

	2020			2019
	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Receipts				
Donations, legacies and similar income				
Membership subscriptions	183,263			183,263
Less: Membership subscriptions paid on (National/County/Area/District) enter figures with a minus sign	- 139,280			- 139,280
Net membership subscriptions retained	43,983	180		44,163
Donations	509			509
Other similar income				-
Sub total	44,492	180	-	44,672
Grants				
Jack Petchey			19,500	19,500
Sub total			19,500	19,500
Activities (gross)				
Roverway				-
Jamboree			1,616	1,616
Eurojam/IST			18,082	18,082
Southern 50/Chiltern 20		8,907		8,907
Cub Camp Refund deposit	4,500			4,500
DofE Welcome packs	2,570			2,570
Other activities	150			150
Sub total	7,220	8,907	19,698	35,825
Investment income				
Interest	244	1		245
COIF interest		38		38
Sub total	244	39		283
Total Gross Income	51,956	9,125	39,198	100,279
Asset and investment sales, etc.				
Total receipts	51,956	9,125	39,198	100,279

Page 7

GREATER LONDON NORTH SCOUT COUNTY

Receipts and Payments Account

	Year start date		Year end date
For the year from	1st January 2020	To	31st December 2020

Receipts and payments

		2020			2019
	General funds	Designated funds	Restricted funds	Total funds	Total funds
	£	£	£	£	£
Payments					
Charitable Payments					
Youth programme and activities	470	6,894		7,364	27,326
Eurojam/IST			7,511	7,511	16,782
Adult support and training	1,525			1,525	7,705
Salary costs	1,308			1,308	-
Jamboree			1,896	1,896	52,004
Grants Jack Petchey			19,500	19,500	29,250
Development expenses				-	-
Insurance	476			476	280
Team Expenses	2,156			2,156	2,576
Regional Subs	489			489	967
Web hosting/new site	201			201	175
DofE welcome packs	2,383			2,383	4,045
Legal fees				-	-
AGM and room hire				-	358
County Office	500			500	500
Sundries	70			70	-
Bank charges	120			120	120
Sub total	9,698	6,894	28,907	45,499	142,088
Other expenses					
Donations		1,050		1,050	-
Sub total	-	1,050	-	1,050	-
	-		-		
Total Gross Expenditure	9,698	7,944	28,907	46,549	142,088
Prior year adjustment to write off stock	-	-	-	-	-
Total payments	9,698	7,944	28,907	46,549	142,088
Net of receipts/(payments)	42,258	1,182	10,291	53,731	26,708
Transfers between funds	- 14,661	14,661			
Cash funds last year end	174,547	33,202	23,247	230,996	204,288
Cash funds this year end	202,144	49,045	33,538	284,727	230,996

Page 8

Statement of assets and liabilities at the end of the year

	31st DECEMBER 2020			31-Dec-19	
	General funds	Designated funds	Restricted funds	Total funds	Total funds
	£	£	£	£	£
Cash funds					
Bank current account - specific	7,639	7,814		15,453	61,873
Bank deposit account - general	186,833	14,661		201,494	101,381
COIF Accounts	7,672	26,570	33,538	67,780	67,742
Total cash funds	202,144	49,045	33,538	284,727	230,996
Other monetary assets					
DofE cheques in hand	68			68	-
Prepayments	500			500	8,395
Sub total	568	-	-	568	8,395
Non monetary assets for charity's own use					
DofE stock of books	694			694	430
Sub total	694	-	-	694	430
Liabilities					
Amounts owing				-	-
Deposits received for future event	-			-	1,210
Sub total	-	-	-	-	1,210

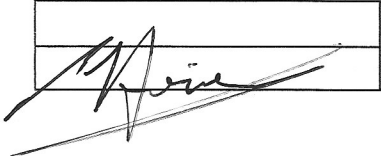
DESIGNATED FUNDS

	Opening balance	Receipts	Payments	Closing balance
Galleon SAS	2,589	181	1,050	1,720
Beaver Fund	315	0	0	315
Souther 50/Chiltern 20	5,298	8,907	6,894	7,311
Jamboree Fund	-	14,661	0	14,661
Development Fund	25,000	38	0	25,038
	33,202	23,787	7,944	49,045

RESTRICTED FUNDS

Jack Petchey	-	19,500	19,500	0
IST	1,193	886	1,254	825
Eurojam	11,253	17,196	6,257	22,192
Jamboree	10,801	1,616	1,896	10,521
	23,247	39,198	28,907	33,538

The above receipts and payments account and statement of assets and liabilities were approved by the Trustees on 23 February 2021 and signed on their behalf by

Signature	Print Name
	Andrew Wellbeloved - Chair
	Brian Hosier - Treasurer

Page 9

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

GREATER LONDON NORTH SCOUT COUNTY

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2020 which are set out on pages 1 to 9.

Responsibilities and basis of report

As the Charity's trustees 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 charity's accounts carried out under section 145 of the 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 charity as required by section 130 of the Act; or

(2) the accounts do not accord with those records.

Signed



.....Heather Rayner FCA.....

31 Freston Gardens
Barnet
Herts EN4 9LX

21 June 2021

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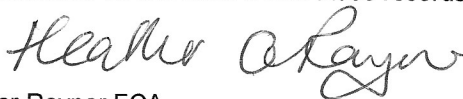
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Signed



.....Heather Rayner FCA.....

31 Freston Gardens
Barnet
Herts EN4 9LX

21 June 2021