

Greater London North Scout County

Trustees' Annual Report for the year ended 31 December 2021

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)
Andrew Donn (CC)
Thomas Graham
Rebecca Smith

Brian Hosier (Treasurer)
John Nelson (Secretary)
Ben Hardcastle (from 06.07.21)
Joshua Olins (from 06.07.21)

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 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, e.g. handicrafts, camping, water activities, hill walking and climbing etc.
- Liaising with other Scout Counties to share resources and good practice.

Achievements and Performance

2021 was another difficult and challenging year for the County due to the ongoing Covid pandemic. This was evident in the County's 2021 census data which showed a 20% drop in both the number of adult volunteers and the number of young people within the County. Although significant, this was still in line with the National average and better than the census drop in other comparative Scout Counties.

The coronavirus readiness level for youth groups continued to change throughout the year, however, at the time of writing, we are pleased to report that the majority of Covid restrictions have now been lifted which has allowed us to resume all of our Scouting activities, including residential events. For Groups who were facing particular hardship following the pandemic, funding was made available and the County Membership Subscription was also waived for a second year running, with County expenses being funded fully from County reserves.

In the spring of 2021, HQ launched a National volunteer recruitment campaign named #GoodForYou. A series of online volunteer recruitment workshops were run by HQ which were very well attended. GLN pushed the campaign locally too.

In April 2021, a proposal to recruit a County Development Team to support programme delivery and volunteer induction across the County was approved by the County Executive, and in August 2021, we were pleased to welcome James Mickley as our Development Team Lead Officer and in January 2022, Linda Royles as our Development Team Assistant. During the first few weeks of his appointment, James provided support to Barnet Borough Scout District who were running a HAF project (Holiday, Activity & Food) to encourage young people from deprived areas into Scouting. Following its success and the approval of our application for a £5,000 Jack Petchey Relignite Grant in December 2021, James, together with Enfield Scout District's DC Katie Davis, have been working together to deliver a similar project in Enfield during the Easter holidays. The Development Team are working closely with all Districts in the County to support volunteer recruitment (including taking their roadshow to County and District events) and are also busy setting up missing sections within existing Groups. They are also focusing on setting up new Groups in underrepresented and deprived communities within the County. All Groups are invited and encouraged to ask for their help and support.

In April 2021, Jackie Hartog was appointed GLN Jack Petchey Coordinator and the Jack Petchey Achievement Award scheme was relaunched in the County. This led to 117 young people being recognised for their achievements in 2021 and £29,250 worth of funding being paid out across the County. 14 Jack Petchey Leader Awards were also awarded during 2021, the first time that Leader Awards have been given out in the County since 2017. The Jack Petchey Award ceremony for 2021 was cancelled due to the pandemic and the 2022 ceremony has been postponed.

The County Training Team, led by Chris Nagle, worked very hard during the pandemic to put together an online training programme for all volunteers, including First Aid. Jointly with DC's, there was also a major push to ensure full mandatory training compliance, especially Safety and Safeguarding. Currently less than 5% of adults remain outstanding in their 2 modules - HQ are putting a much greater emphasis on 100% compliance so we still have work to do.

Another bumper year of Queen's Scout Awards were given out during 2021 which is a remarkable achievement given that many were accomplished during a period of Covid restrictions. Our thanks go to Chris 'Fozzy' Foster, ACC 14-25, for driving this forward. In August 2021, we were also thrilled to award a young person, Nathan Goodwin, from North London Scout District, an Award for Meritorious Conduct. Nathan is just one of four people in the County who hold this award currently. Many adult volunteers were also recognised in 2021 through our Adult Good Service Awards, including 4 Silver Wolfs (Steve Smith, Chris 'Fozzy' Foster, Michael Hayward and Gill Jones) and 6 Bar to Silver Acorns (Malcolm Rush, Judy Turner, Roger Turner, Clive Hailey, Bill Taylor and Colin Kirk). Two 60 year Long Service Awards were also awarded (to Alan Lanstein and to Brian Hosier) and the County's Vice-President, Vin Fleming, was also awarded a remarkable 70 year Long Service Award in July 2021.

We were delighted to be able to hold the Chiltern 20 and Southern 50 events again, with the C20 taking place in October 2021 and the Southern 50 taking place in February 2022, both of which were very well attended. A very successful Explorer Hillwalking event also took place in Snowdonia in October 2021, the first of what we hope will become an annual event for Explorer Scouts in GLN.

2021 saw HQ's launch of a new Early Years Section for 4-6 year olds initially named 'Hedgehogs' which was piloted in the County at 16th Wood Green. Following HQ's formal launch of the new Section, the name of the Section was changed to Squirrels and Dan Turek was appointed as the County's Squirrels Advisor to help support Groups within the County who were looking to set up a Squirrels Section. We now have two Squirrel "dreys" - 16th Wood Green and 9th Muswell Hill.

In November 2021, the County Commissioner, Andrew Donn, oversaw a selection event for the 25th World Scout Jamboree, South Korea, (WSJ23), where an unprecedented number of young people applied to take part. 54 young people were eventually selected from nearly 300 applicants which shows a clear desire amongst young people to take part in international scouting. John Nelson was appointed as the Unit Leader for WSJ23 who, with 5 others, formed the Unit Leadership Team.

During what was a very challenging year, our thanks and gratitude go out to our inspirational team of leaders and volunteers, who worked tirelessly and creatively to adapt their programmes, activities and events so that they were able to be delivered in line with Government guidelines. It was due to their support and dedication that we were able to keep Scouting alive under very difficult circumstances.

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

Following 18 months of Covid uncertainty, we have now begun to see a positive resurgence in the number of young people who are either returning to Scouting or are signing up to Scouting for the first time and we expect this trend to continue over the

coming year. We are mindful, however, that for some of our existing volunteers, this may not be the case, with some Leaders deciding not to return to Scouting post-covid. With the help and the support of the Development Team, we are pushing forward with our volunteer recruitment drive, with more roadshows being planned for the coming year. We are also making headway with the launch of some new Sections and Groups across the County.

Following the cancellation of the Windsor Castle celebration in 2020 and 2021, we are pleased to report that this year's celebration will be going ahead. In April 2022, Queen's Scout Award Holders for 2019 and 2020 will be invited, Silver Wolf Award Holders for 2019 and 2020 and Meritorious, Gallantry and Cornwell Badge Award Holders for 2019, 2020 and 2021 will also be invited to attend. In May 2022, the County will also be hosting a Celebration Meal to which all Queen's Scout Award Holders from 2019, 2020 and 2021 will be invited.

On the 1st-3rd April 2022, GLN will be holding a Nights Away Permit and Assessor Training weekend at Scout Park, to help Leaders learn or refresh themselves on the skills required to run residential experiences. In May 2022, a National Transformation Conference named "Basecamp22" will also be taking place in Manchester to enable key volunteers to prepare for the changes and the challenges ahead. And in May/June 2022, a variety of events will be taking place across the County to celebrate the Queen's Platinum Jubilee, including District Camps and a family day at Frith Grange which will include a town crier competition, a night at the Frith Proms and the Lighting of the Beacon.

Financial activities and results

Our General Fund receipts in the year exceeded expenditure by £35,102. A transfer of £11,028 has been made to the Jamboree Designated Fund to support future Jamborees. The General Fund now stands at £156,014 and with a minimum of liabilities this Fund is considered satisfactory and sufficient for foreseeable needs.

The total of Designated Funds has increased by £1,758 and with the transfer mentioned above now stands at £58,315.

Restricted Funds include specific fundraising for the Jamboree with a balance of £15,592 at the year end. This includes a balance of £4,984 from Eurojam, an event which had to be cancelled during the year, to make sure this money is used for adventurous activities.

During the year we have continued to receive achievement award grants from the Jack Petchey Foundation, in total £29,250, 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 can be considered as the balance on our General Fund. It has been agreed that this figure should not fall below £50,000 and although currently more than that it is expected to fall to this level over the next 2 years.

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

02 February 2022

GREATER LONDON NORTH SCOUT COUNTY

Receipts and Payments Account

Year start date		Year end date	
For the year from	1ST JANUARY 2021	To	31ST DECEMBER 2021

Receipts and payments

	2021			2020
	General funds £	Designated funds £	Restricted funds £	Total funds £
Receipts				
Donations, legacies and similar income				
Membership subscriptions	132,336			132,336
Less: Membership subscriptions paid on (National/County/Area/District) enter figures with a minus sign	- 132,336			- 132,336
Membership subscription Galleon				-
Net membership subscriptions retained	-	-	-	-
Donations	-	-	-	-
Other similar income	-	-	-	-
Sub total	-	-	-	-
Grants				
Jack Petchey	-	-	29,250	29,250
Sub total	-	-	29,250	29,250
Activities (gross)				
Jamboree			87	87
Eurojam/IST			1,468	1,468
Southern 50/Chiltern 20		2,649		2,649
Cub Camp Refund deposit	100			100
DofE Welcome packs	2,260			2,260
Other activities	2,415			2,415
Sub total	4,775	2,649	1,555	8,979
Investment income				
Interest	24		-	24
COIF interest		2		2
Sub total	24	2	-	26
Total Gross Income	4,799	2,651	30,805	38,255
Asset and investment sales, etc.				
Total receipts	4,799	2,651	30,805	38,255

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GREATER LONDON NORTH SCOUT COUNTY

Receipts and Payments Account

Year start date		Year end date	
For the year from	1st January 2021	To	31st December 2021

Receipts and payments

	2021			2020
	General funds £	Designated funds £	Restricted funds £	Total funds £
Payments				
Charitable Payments				
Youth programme and activities	425	4,288		4,713
Eurojam/IST			19,461	19,461
Adult support and training	6,669			6,669
Salary costs	11,773			11,773
Jamboree			40	40
Grants Jack Petchey			29,250	29,250
Development expenses	14,542			14,542
Insurance	496			496
Team Expenses	1,400			1,400
Regional Subs	-			-
Web hosting/new site	576			576
DofE welcome packs	2,485			2,485
Error corrected in 2022	668			668
AGM and room hire	-			-
County Office	500			500
Sundries	175	121		296
Bank charges	192			192
Sub total	39,901	4,409	48,751	93,061
Other expenses				
Donations				1,050
Sub total	-	-	-	1,050
Total Gross Expenditure	39,901	4,409	48,751	93,061
Prior year adjustment to write off stock	-	-	-	-
Total payments	39,901	4,409	48,751	93,061
Net of receipts/(payments)	- 35,102	- 1,758	- 17,946	- 54,806
Transfers between funds	- 11,028	11,028		
Cash funds last year end	202,144	49,045	33,538	284,727
Cash funds this year end	156,014	58,315	15,592	229,921

Statement of assets and liabilities at the end of the year

31st DECEMBER 2021

31-Dec-20

	General funds £	Designated funds £	Restricted funds £	Total funds £	Total funds £
Cash funds					
Bank current account - specific	179	18,448		18,627	15,453
Bank deposit account - general	103,645	39,867		143,512	201,494
COIF Accounts	52,190		15,592	67,782	67,780
Total cash funds	156,014	58,315	15,592	229,921	284,727
Other monetary assets					
DofE cheques in hand					68
Prepayments		2,502		2,502	500
Sub total	-	2,502	-	2,502	568
Non monetary assets for charity's own use					
DofE stock of books	737			737	694
Sub total	737	-	-	737	694
Liabilities					
Amounts owing					-
Deposits received for future event	-	1,055		1,055	-
Sub total	-	1,055	-	1,055	-


DESIGNATED FUNDS

	Opening balance	Receipts	Payments	Transfer	Closing balance
Galleon SAS	1,720	0	121	0	1,599
Beaver Fund	315	0	0	0	315
Souther 50/Chiltern 20	7,311	2,649	4,288	0	5,672
Jamboree Fund-internal transfers	14,661	11,028	0	0	25,689
Development Fund	25,038	2	0	0	25,040
	49,045	13,679	4,409	0	58,315

RESTRICTED FUNDS

Jack Petchey	-	29,250	29,250	0	0
IST	825	0	825	0	0
Eurojam	22,192	1,468	18,676	-4,984	0
Jamboree/International Events	10,521	87	0	4,984	15,592
	33,538	30,805	48,751	0	15,592

The above receipts and payments account and statement of assets and liabilities were approved by the Trustees on 01 February 2022 and signed on their behalf by

Signature	Print Name
	Andrew Wellbeloved - Chair
	Brian Hosier - Treasurer

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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 2021 which are set out on pages 1 to 10.

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 Rayne

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

31 Freston Gardens
Barnet
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10 June 2022