

Greater London North Scout County

Trustees' Annual Report for the year ended 31 December 2023

Trustees

The County Executive as now been renamed as The Trustee Board. Those who have served in this capacity during the last year and to the date of this report are as follows.

Andrew Wellbeloved (Chair to 04.07.23 died 26.04.24) Andrew Donn (County Lead Volunteer)

John Nelson (Chair from 04.07.23 & Secretary)

Brian Hosier (treasurer)

Thomas Graham

Ben Hardcastle

David Bowman (Co treasurer from 04.07.23 to 16.04.24) Chris Stevenson

Ellie Way (Youth Commissioner to 16.04.24)

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 Trustee Board, 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 Board consists of the Chairman, Treasurer and Secretary together with the County Lead Volunteer 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 Lead Volunteer and approved by the County Scout Council both at the AGM.

The Board exists to support the County Lead Volunteer 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 Board 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 Trustee Board itself usually 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

2023 proved to be a very busy year at Greater London North Scout County, with many meetings, presentations, ceremonies, gatherings, training weekends and local and international expeditions and camps taking place throughout the County, including our participation in many Royal and National events.

In March 2023, we were delighted to receive notification from The Scout Association that all London Counties were being invited to nominate a number of young adults (who had completed or were working towards their Queen's/King's Scout Award) as well as some older adult volunteers, to support the plans for the King's Coronation throughout the Coronation weekend. We were delighted that 4 young adults and one adult volunteer from Greater London North plus two Explorers from North London Scout District were selected, who all made us immensely proud by proving to be wonderful ambassadors for Scouting.

On Sunday 23rd April 2023, 11 new Queen's/King's Scouts from Greater London North gathered at Windsor to attend the prestigious 'Day of Celebration and Achievement'. An additional 7 young people were also invited to attend the parade following their exemplary work during the late Queen's Lying-in-State as part of their involvement in 'Operation Feather', for which they also each received a Commissioner's Commendation from GLN's County Lead Volunteer, Andrew Donn.

In May 2023, Greater London North were invited to select 3 young adults to attend the King's Garden Party. Their role was to steward the event and to assist with ticket collecting and counting, wheelchair support and front of house. They all did a wonderful job keeping guests happy, taking hundreds of photos and answering any questions.

In April 2023, Richard Williams, formerly County Commissioner for Greater London Middlesex West, was appointed as the new Regional Commissioner for London. Greater London North have been working closely with Richard and Scouts HQ on a major drive to ensure full mandatory training compliance, specifically Safety and Safeguarding, across all Counties, which has resulted in a significant drop in the number of adults within our County still outstanding in their training.

Following 3 years of preparation including many fundraising events and training sessions, in August 2023, the GLN contingent for the 25th World Scout Jamboree, made up of 54 young people and 9 adults, set off on their incredible adventure to South Korea, led by their Unit Leader, John Nelson and his Unit Leadership Team. Upon their arrival, they were met with some major challenges, mostly brought on by the weather conditions, but remained focused and resilient thanks to the support and the dedication of the Unit Leadership Team. Our huge thanks and appreciation goes to everyone on the Unit Leadership Team for their unwavering support in ensuring the safety of our young people and for making sure that they continued to have a positive and a fun filled experience during their time in South Korea.

As part of Scout's transformational project, we have continued to work towards the implementation of many of the major transformational changes taking place, including improvement to the volunteer experience, simplification of roles and role names and the replacement of the national Compass database, with information (including any changes to timelines) being cascaded to our Groups and Units via our various communication channels.

Following our successful grant application to Scouts HQ's 'Underrepresented Communities Fund', Nicole Perry was recruited in January 2024 as Greater London North's Local Growth Officer, with her main focus being to work with our existing volunteers to support local Scouting and to grow new groups and missing sections, specifically in underrepresented, ethnic and faith communities across the County where there is currently very little or no provision. Over the course of this 2-year project, Nicole will also oversee the recruitment of new volunteers into these areas, thus delivering on our County Development Plan to support programme delivery and to provide Scouting opportunities to many more young people.

During 2023, we were delighted to present 11 new Queen's/King's Scout certificates and badges (split between North London 7, Barnet 2 and Enfield 2) which has resulted in GLN being ranked extremely highly within the Scout Counties of the UK.

In 2023, we presented 213 Adult Awards, this is the most our County has ever awarded in any single year. These awards are to ensure that our adult volunteers continued to be

suitably recognised for their exceptional service, which included 2 Bar's to Silver Acorns (Andrew Donn and Steve Cox) and 11 Silver Acorns (Andre Grossman, Andy Simpson, Cathy Heels, Clare Embers, Gwyn and Stuart Muckelt, Lesley Bugg, Marc Morris, Mark Trollope, Mike Thurston, and Peter de Naeyer. A full schedule of all our adult awards last year can be found here [2024 Roll of Honour](#).

After a gap of more than 4 years due to the covid pandemic, a Scouts service in Westminster Abbey was held on Friday 23rd February 2024 to celebrate the significant contribution and achievements of some of our adult volunteers including those who had received their Silver Acorn in 2019-2021 and some Silver Wolf recipients from before 2020. The Scouts hope to be able to hold a similar event in 2025 in order to invite the more recent cohort of Adult Award holders to the service.

On the 7th November 2023, 15 Explorers from across the County were selected to support the State Opening of Parliament, whose role it was to greet ambassadors and honoured guests at the Peers Entrance, create a formation to greet HM The King and direct all guests through the House of Lords. On Remembrance Sunday, 12th November, a contingent of 30 of GLN's Scouts and Explorers, plus 4 Leaders, were also selected to represent The Scout Association as part of the youth section of the Cenotaph Parade, where they walked along the parade route through Whitehall and laid a wreath on behalf of both UK Scouts and GLN Scout County. Some of our County's Queen's/King's Scouts, plus a Lead, also acted as 'way finders' in Whitehall where they were positioned along Horse Guards Parade. Our thanks go to all of our County's representatives who did an outstanding job acting as wonderful role models, proudly supporting Scouts at these major national events.

We were delighted to once again be able to hold the Chiltern 20 and Southern 50 events this year with the Chiltern 20 taking place in October 2023 and the Southern 50 taking place in February 2024. Both events were a resounding success with a record number of young people entering the Southern 50 hike, the largest participation in our County's history.

Many international camps and expeditions took place throughout the year, including an exceptional expedition to the Himalayas, led by Dan Ingle from Hatters Explorers in Southgate. 58 Scouts, 49 of them young people, took part in the County's biggest ever adventure which included a visit to Leh (Laksa) and Rumbak in the Himalayas, to a remote settlement where the Scout Unit ran an optical project, providing reading tests and the delivery over 100 pairs of glasses to the local nomadic population, helping those who needed assistance with their sight. Our profound thanks go to Dan and his team for leading this incredible adventure which we have no doubt will strongly feature in our County's history for many years to come.

During 2023, 117 Young People and 14 Leaders were recognised through the Jack Petchey Achievement Awards scheme, which resulted in almost £51,718 in grants being awarded to Groups and Units across the County. In February 2024, District Lead Volunteers, members of our County Team and our Trustee Board, parents, volunteers and dignitaries from across the County gathered at the Arts Depot in North Finchley to attend the Jack Petchey Achievement Awards ceremony, hosted by the Jack Petchey Foundation, to

celebrate the achievements of the award winners in what was a very special and uplifting event. Our thanks go to Jackie Hartog, GLN's Jack Petchey Coordinator, for her excellent work in organising the event and for running the Achievement Award scheme on behalf of the County.

At the AGM held at the Dockland Scout Project in July 2023, David Bowman was appointed as our County's Joint County Treasurer, sharing the role with Brian Hosier whilst the County underwent the handover process. Ellie Way also became an ex-officio member of the Trustee Board by virtue of her appointment as County Youth Commissioner. Unfortunately, both David and Ellie have since had to stand down from their respective roles for personal reasons and as such the County are now beginning a new recruitment process for their successors. Andrew Wellbeloved also advised the meeting of his intention to stand down as County Chair following the AGM but to remain a member of the Trustee Board. John Nelson has since been appointed as his successor. Unfortunately Andrew died unexpectedly on 26 April 2024 and will be missed by his many friends in Scouting but not forgotten.

As we prepare for another busy year ahead, our thanks and our gratitude as always go out to our dedicated team of leaders and volunteers for everything that they do to support the work of the County in order to deliver safe and exciting programmes to all of our young people.

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

Our focus for 2024 will be for us to continue to build on the resurgence in the number of young people listed in our census data, with most Groups having now returned to pre-pandemic levels. We will continue in our efforts to recruit more adult volunteers to support our young people through our Local Growth Officer and through other recruitment initiatives.

The County will continue to support many events, including the Chiltern 20 and the Southern 50 hikes, and the 'Big Help Out' national day of volunteering where we hope to inspire and recruit more volunteers into Scouting. We will also support local and international Scouting activities and expeditions, including beginning the preparations for the 26th World Scout Jamboree due to take place in Poland in the summer of 2027, and to continue to lead our adventurous activities programme led by a team of volunteers, many

of whom have undergone Mountain Leader Training and Assessments in order to gain Hillwalking permits and become Hillwalking County Assessors.

In July 2024, we will be holding our County AGM at Frith Grange in Barnet, kindly hosted by Tracey Smith, District Lead Volunteer for Barnet Borough District, where we will implement the latest guidance to running an AGM that will align with changes to Scouts POR (Policy, Organisation and Rules), having already implemented the initial changes at last year's AGM.

We will continue to develop our internal communications using various social media platforms and will work to update our County website. Through our various communication channels, we will seek to recruit new volunteers into a number of vacant County roles, including an Assistant County Commissioner International, an Assistant County Commissioner Activities, a County Youth Commissioner and a replacement County Treasurer to take over from Brian Hosier who has dedicated so many years to his County Treasurer role for which we are immensely grateful.

We will continue to promote the Jack Petchey Achievement Awards scheme and to reach out to Groups and Units from across the County who so far are yet to apply. We will also continue to provide support to any young person wishing to gain a Top Scouting Award.

Finally, we will continue in our mission to bring Scouting to as many communities as possible and to ensure that the makeup of our County is as diverse and as inclusive as those whom we represent. With the help of our excellent leadership team, we will also continue to work with Scouts HQ to ensure that we are fully prepared for when the key transformation changes come into effect over the coming months.

Financial activities and results

Our General Fund has made a surplus of £2,213 during the year due to a substantial refund of an overpayment for Development costs paid to HQ following the departure of our two employees during the year. A transfer of £21,573 has been made to the Jamboree Designated Fund to support future Jamborees and funds previously set aside for Galleon SAS were transferred back to the General Fund when they closed. The General Fund now stands at £108,918 and with a minimum of liabilities this Fund is considered satisfactory and sufficient for foreseeable needs.

The total of Designated Funds have fallen by £23,619 as we supported the 2023 World Scout Jamboree with amounts set aside in the Jamboree Fund. The total to carry forward is £31,390.

Restricted Funds now only include Jack Petchey and all amounts received have been paid to groups/units. The only other receipt was a donation for the Hillwalking activity and that is the balance carried forward of £250.

During the year we have continued to receive achievement award grants from the Jack Petchey Foundation, in total £51,718, 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 and leaders 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, The fund stands in excess of this amount due to the cost of the development being so much less than budget when two support workers left. This project has now been restarted so reserves are likely to fall during the current year.

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:

John Nelson
Chairman

 31 May 2024

GREATER LONDON NORTH SCOUT COUNTY

Receipts and Payments Account

Year start date		Year end date	
For the year from	1ST JANUARY 2023	To	31ST DECEMBER 2023

Receipts and payments

	2023			2022
	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Receipts				
Donations, legacies and similar income				
Membership subscriptions	209,288			209,288
Less: Membership subscriptions paid on (National/County/Area/District) enter figures with a minus sign	- 170,187			- 170,187
Membership subscription Galleon				-
Net membership subscriptions retained	39,101	-	-	39,101
Donations		-	250	250
Other similar income	-	-	-	-
Sub total	39,101	-	250	39,351
Grants				
Jack Petchey	-	-	51,718	51,718
Sub total	-	-	51,718	51,718
Activities (gross)				
Jamboree		78,145		78,145
Eurojam/IST				-
Southern 50/Chiltern 20		20,012		20,012
Cub Camp Refund deposit	-			-
DofE Welcome packs	4,216			4,216
Other activities	1,520			1,520
Sub total	5,736	98,157	-	103,893
Investment income				
Interest	3,054			3,054
COIF interest		787		787
Sub total	3,054	787	-	3,841
Total Gross Income	47,891	98,944	51,968	198,803
Asset and investment sales, etc.				
Total receipts	47,891	98,944	51,968	198,803

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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 2023	To	31st December 2023
2022			

Receipts and payments

	General funds £	Designated funds £	Restricted funds £	Total funds £	Total funds £
Payments					
Charitable Payments					
Youth programme and activities	2,855	15,721		18,576	12,188
Training	1,440			1,440	-
Adult support	2,297			2,297	6,692
Salary costs	13,402			13,402	11,700
Jamboree		127,007		127,007	132,877
Grants Jack Petchey			52,318	52,318	56,381
Development expenses	- 3,591			- 3,591	55,143
Insurance	258			258	248
Team Expenses	1,548			1,548	2,548
Awards evening				-	857
Web hosting/new site	1,028			1,028	798
DofE welcome packs	5,460			5,460	3,070
Error corrected in 2022	-			-	- 668
AGM and room hire	-			-	370
County Office	500			500	500
Sundries	225	31		256	660
Bank charges	60			60	89
Sub total	25,482	142,759	52,318	220,559	283,453
Other expenses					
Donations					
Sub total	-	-	-	-	-
Total Gross Expenditure	25,482	142,759	52,318	220,559	283,453
Prior year adjustment to write off stock	-	-	-	-	-
Total payments	25,482	142,759	52,318	220,559	283,453
Net of receipts/(payments)	22,409	43,815	350	21,756	67,607
Transfers between funds	- 20,196	20,196			
Cash funds last year end	106,705	55,009	600	162,314	229,921
Cash funds this year end	108,918	31,390	250	140,558	162,314

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Statement of assets and liabilities at the end of the year

31st DECEMBER 2023

31-Dec-22

	General funds	Designated funds	Restricted Funds	Total funds	Total funds
	£	£		£	£
Cash funds					
Bank current account - specific	12,120	22,174		34,294	32,486
Bank deposit account - general	28,056	9,216	250	37,522	61,872
COIF Accounts	68,742			68,742	67,956
Total cash funds	108,918	31,390	250	140,558	162,314
Other monetary assets					
DofE cheques in hand	389		-	389	293
Gift Aid Jamboree		4,100		4,100	-
Sub total	389	4,100	-	4,489	293
Non monetary assets for charity's own use					
DofE stock of books			845	845	737
DofE debtors	402		402	402	-
Sub total	402	-	1,247	1,247	737
Liabilities					
Amounts owing			-	-	600
Deposits received for future event	-			-	-
Sub total	-	-	-	-	600


DESIGNATED FUNDS

	Opening balance	Receipts	Payments	Transfer	Closing balance
Galleon SAS	1,408	0	31	-1,377	0
Beaver Fund	-				0
Souther 50/Chiltern 20	10,526	20,012	15,721		14,817
Jamboree Fund-internal transfers	43,075	78,932	127,007	21,573	16,573
Development Fund	-				0
	55,009	98,944	142,759	20,196	31,390

RESTRICTED FUNDS

Jack Petchey	600	51,718	52,318		0
Hillwalking	-	250			250
	600	51,968	52,318	0	250

The above receipts and payments account and statement of assets and liabilities were approved by the Trustees on 16 April 2024 and signed on their behalf by

Signature	Print Name
	John Nelson - 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 2023 which are set out on pages 1 to 11.

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

6 June 2024