

## **Greater London North Scout County**

### **Trustees' Annual Report for the year ended 31 December 2024**

#### **Trustees**

The Trustees who have served in this capacity during the last year and to the date of this report are as follows.

Andrew Donn (County Lead Volunteer)	
John Nelson (Chair)	Brian Hosier (treasurer)
Thomas Graham	Ben Hardcastle (to 02.07.24)
David Bowman (to 16.04.2024 and again to 6.05.25)	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 and Treasurer together with the County Lead Volunteer and up to 6 other members, to make a trustee board of between five and nine people, agreed at the AGM. These members are either appointed at the AGM or by the County Scout Council or co-opted by the Trustee Board. The number of co-opted members will not exceed the actual number of appointed members, excluding the Chair and Treasurer.

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 a Finance sub-committee which meets 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 the Scout Association Public Relations officer.
- 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 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 4 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**

2024 proved to be another very busy year at Greater London North Scout County, with many meetings, presentations, gatherings and local and international expeditions and camps taking place in the County amidst the backdrop of the implementation of the new membership system across the Scout Movement.

In January 2024, we were delighted to be able to pass on our congratulations to Martin Russell, Representative Deputy Lieutenant for the London Borough of Barnet and GLN's County Vice-President, on being awarded an MBE in the 2024 New Years Honours List for services to the community in the London Borough of Barnet. Martin is a great supporter of Scouting and attends many Scouting presentations, ceremonies and events in our County, and advocates widely for the value that Scouting can bring to the lives of so many young people. In recognition of this, we were also delighted in December 2024 to present Martin with an Award for Merit with our thanks and our appreciation for everything that he does for Scouting.

On Sunday 14th April 2024, the County hosted a hugely successful Queen's/King's Scout Award celebration lunch at The Parcel Yard restaurant in Kings Cross, attended by 8 of Greater London North's recent top achievers who were able to share with each other their Scouting experiences which culminated in them receiving their awards. We were honoured to have Elizabeth Henderson, Chief Commissioner of England, attend the lunch and personally congratulate them all on their inspiring achievements.

A week later on Sunday 21st April 2024, 10 Queen's/King's Scouts from Greater London North gathered at Windsor to attend the prestigious 'Day of Celebration and Achievement'. Also attending was GLN's County Leader Volunteer, Andrew Donn, who was invited to Windsor as he had received his Bar to the Silver Acorn.

On Friday 26th April 2024, we were saddened to hear and to have to share the very sad news about the untimely passing of Andrew Wellbeloved, a wonderful and highly intelligent man and a true Scouter, who held many Scouting positions over many years, primarily roles within Greater London North including that of County Commissioner, County Chair and County President. Andrew was also a nominated County representative on the TSA Council. A service of Thanksgiving to celebrate Andrew's life, works and achievements took place in June 2024 and was attended by many Scouting volunteers. He continues to be greatly missed by everybody who knew him.

In July 2024, we were humbled to share a story about a remarkable 93 year old Welsh gentleman, Brynley Evans, who in 1944 received a Bronze Cross Gallantry Award for saving a life after seeing a young boy struggling in the water - the award was presented to him by Princess Elizabeth and Prince Philip. Brynley, who is now residing in a care home within our County, unfortunately lost the medal and we were asked by the care home whether we would be able to source a replacement. Andrew Donn, County Lead Volunteer, was delighted to be able to surprise Brynley at his care home and to present to him a replacement medal in front of the other residents and staff whilst hearing his stories and looking at some of his Scouting memorabilia. A few months later Andrew returned, taking Rhian Moore, Chief Volunteer of Wales along too.

In July 2024, Katie Davis, stepped down from her role as District Lead Volunteer for Enfield District, a position that she had held for 5 years. We were, however, delighted that Katie agreed to instead take on the role of Assistant County Commissioner International to support and lead international scouting within the County. A search committee was set up to recruit for a replacement for Katie during which time Andrew Donn took over as acting District Lead Volunteer for Enfield. In March 2025, we were delighted to welcome Matt Lightfoot as Enfield's new District Lead Volunteer who joins Greater London North with a huge amount of Scouting experience and a well established Scouting background. We wish him the best of luck in his new role.

At the AGM held at Frith Grange in Barnet in July 2024, John Nelson was formally appointed as County Chair and Brian Hosier agreed to stay on as County Treasurer for a further period of 1 year whilst we undertook a new recruitment campaign for his replacement. Unfortunately, we have still not been able to appoint a replacement for Brian and as such we will be working with Brian over the coming weeks and months to disperse his work across our County Trustee Board so that he can finally step down at this year's AGM after serving as our County Treasurer for so many years. The County is also

undertaking an Open Selection Process in order to appoint new Trustees to our County Trustee Board.

In September 2024, we, together with Scouts HQ, were delighted to share the news with our membership that TV presenter and Scouts ambassador Dwayne Fields had been appointed as the Scout Movement's new Chief Scout, replacing Bear Grylls who had stepped down after serving 3 five year terms. Dwayne is an incredible adventurer who aims to use his position to encourage more young people to explore nature, support local communities and to be the best that they can be.

In November 2024, our long standing membership system, Compass, was finally turned off and a 3-week transition period took effect to allow for the changeover to the new system. A GLN Go-live support team was set up to provide support and to answer any questions during the transition period. The launch of the new system was unfortunately met with some challenges and a huge amount of work is currently ongoing to resolve the technical glitches.

During 2024, 6 King's Scout Awards were achieved across the County with 3 more having been achieved during just the first few months of 2025. Congratulations and well done to all of our King's Scout achievers.

In 2024, we presented 122 Adult Awards which included 4 Silver Wolfs (Ann Moore, Ian Frai, Michael Moore and Richard Hart), 4 Bars to the Silver Acorn (Andrew Myers-Nobbs, Margaret Spenceley, Mark Dowsett and Mark Wilson) and 6 Silver Acorns (David Jenner, Ian Green, Judith Harris, Stanley Dowsett, Susan Moorhouse and Veronica Casey). These awards are hugely important in order to ensure that our adult volunteers continue to be suitably recognised for their exceptional service.

We were delighted to once again be able to hold the Chiltern 20 and Southern 50 events with the Chiltern 20 taking place in October 2024 and the Southern 50 taking place in February 2025. Both events were hugely attended and were a resounding success. Our special thanks go to Regional Commissioner, Richard Williams and new Chief Scout Dwayne Fields, for supporting the event and for presenting the certificates and trophies to the competing teams. Our thanks also go to the Chiltern 20 and Southern 50 Committees for all of their hard work and effort in running the events and ensuring that both events remain two of the most long running and successful events in UK scouting.

In January 2025, GLN were proud to send a delegation of 8 people to the Scouts Summit25 conference which took place at the Hilton Birmingham Metropole on 25-26 January 2025. The purpose of the Summit was to allow volunteers from across the UK to come together to reflect on what has been achieved through Scouts Skills4Life strategy and to prepare for the future and shape the Movement's next strategy which begins in 2026. Over the 2-day weekend, there was a mix of engaging and thought provoking

sessions and workshops, plus presentations from different societies and charities, including The Good Childhood Report 2024 presented by the Children's society on the wellbeing of children and young people.

On Saturday 15th March, 3 young people and one adult leader were excited to join hundreds of other enthusiastic Scouts and Explorers in Oxford for the day, at the UK Youth Forum. The day was a series of really positive workshops and sessions which was held in order to get young peoples' views on the future of Scouting so that the next strategy will truly be shaped by our young people.

We were delighted that so many international camps and expeditions took place in 2024, including 3 Explorer Units in Southgate embarking on an exceptional Easter expedition to Morocco where they trekked along the Sahara desert in sweltering conditions. Other experiences included camps to Austria and to the Essex Jamboree, as well a Winter Hillwalking weekend to Snowdonia in January 2025 attended by 23 Leaders from GLN who were able to gain walking experience in the upland environment and undertake the training required to gain hillwalking permits. A Summer Hillwalking weekend is scheduled to take place in Derbyshire in June 2025.

During 2024, 117 Young People and 14 Leaders were recognised through the Jack Petchey Achievement Awards scheme, administered by our County Administrator, Jackie Hartog, which resulted in almost £50,000 in grants being awarded to Groups and Units across the County. In February 2025, 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. Entertainment included a presentation by Mike Thurston on the Monopoly Run event plus a very special tribute to Sir Jack Petchey who sadly passed away in June 2024.

Following some unfortunate breaks in service since the the start of our 'Underrepresented Communities Fund' 2-year development project, in February 2025, we were pleased to welcome Ayesha Arshad as Greater London North's Local Growth Officer, working closely with Juliana Ajibade, Local Growth Operations Manager, London and East. Ayesha comes with a great deal of experience and enthusiasm having previously worked as a Local Growth Officer for London and East of England, and we look forward to her working 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.

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 2025, together with the Scout Association, will be to continue to make improvements to the new membership system and to resolve any outstanding issues. We will also continue in our efforts to recruit more adult volunteers to support our Groups and our Units across the County and to also undertake additional recruitment initiatives in order to fill the many vacant positions within our County Leaderships teams.

The County will continue to support many events, including the Chiltern 20 and the Southern 50 hikes and to begin full preparations for the 26th World Scout Jamboree due to take place in Poland in the summer of 2027, including the appointment of a Unit Leadership Team and a selection process for young people wishing to attend the Jamboree.

In June 2025, we will be holding our County AGM at Scout Park in North London, kindly hosted by Mandy Franks, District Lead Volunteer for North London Scout District, where we will implement any new guidance in respect of running the AGM to align with changes to Scouts POR (Policy, Organisation and Rules), having already implemented the initial changes at our last two AGM's.

The County 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 also seek to continue in our efforts to recruit new volunteers into a number of vacant County roles, most pressingly the role of County Treasurer.

We will continue to promote the Jack Petchey Achievement Awards scheme and to reach out to Groups and Units from across the County who have never applied before. We will also continue to provide support to any young person wishing to gain a Top Scouting Award.

Most importantly, we will continue to work with Scouts HQ and our Regional Commissioner, Richard Williams, on a major drive to ensure full mandatory training compliance across the County, specifically safety and safeguarding, which has become even more important following publication of the inquest into the Great Orme tragedy and the Scout Movement's commitment to implement all of the inquiry's safety recommendations.

Finally, we will continue to work with our development team to promote growth and to deliver on 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.

### **Financial activities and results**

Our General Fund has made a surplus of £6,804 during the year due to an increase in subscriptions. A transfer of £22,100 has been made to the Jamboree Designated Fund to support future Jamborees. The General Fund now stands at £93,622 and with a minimum of liabilities this Fund is considered satisfactory and sufficient for foreseeable needs.

The total of Designated Funds have increased by £16,479 as we continue to build the fund to support the 2027 World Scout Jamboree. The total to carry forward is £69,969.

Restricted Funds now only include Jack Petchey and all but one leader award of £1,000 received have been paid to groups/units. The only other balance was brought forward being a donation for the Hillwalking activity giving a total to carry forward of £1,250.

During the year we have continued to receive achievement award grants from the Jack Petchey Foundation, in total £47,092, and other than one grant of £1,000 noted above 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**

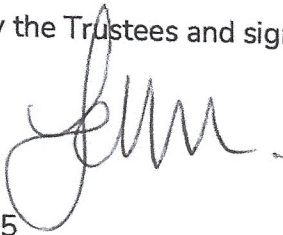
Reserves can be considered as the balance on our General Fund. It has been agreed that this figure should not fall below £50,000, The fund stands in excess of this amount but has fallen during the year and the budget for 2025 indicates this will fall again in the current year.

## **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

A handwritten signature in black ink, appearing to be 'John Nelson', written over the printed name and title.

06 May 2025

# GREATER LONDON NORTH SCOUT COUNTY

## Receipts and Payments Account

Year start date		Year end date	
For the year from	1ST JANUARY 2024	To	31ST DECEMBER 2024

### Receipts and payments

	2024			2023
	General funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
<b>Receipts</b>				
Donations, legacies and similar income				
Membership subscriptions	233,273			233,273
Less: Membership subscriptions paid on (National/County/Area/District) enter figures with a minus sign	- 184,163			- 184,163
Membership subscription Galleon				-
Net membership subscriptions retained	49,110	-	-	49,110
Donations	9	-	-	9
Other similar income	216	-	-	216
<b>Sub total</b>	<b>49,335</b>	<b>-</b>	<b>-</b>	<b>49,335</b>
Grants				
Jack Petchey	-	-	47,092	47,092
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>47,092</b>	<b>47,092</b>
<b>Activities (gross)</b>				
Jamboree		12,801		12,801
Eurojam/IST				
Southern 50/Chiltern 20		21,489		21,489
DofE Welcome packs	2,940			2,940
Other activities	3,125			3,125
<b>Sub total</b>	<b>6,065</b>	<b>34,290</b>	<b>-</b>	<b>40,355</b>
<b>Investment income</b>				
Interest	4,196			4,196
COIF interest	960			960
<b>Sub total</b>	<b>5,156</b>	<b>-</b>	<b>-</b>	<b>5,156</b>
<b>Total Gross Income</b>	<b>60,556</b>	<b>34,290</b>	<b>47,092</b>	<b>141,938</b>
Asset and investment sales, etc.				
<b>Total receipts</b>	<b>60,556</b>	<b>34,290</b>	<b>47,092</b>	<b>141,938</b>

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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 2024	To	31st December 2024	2023

### Receipts and payments

	General funds £	Designated funds £	Restricted funds £	Total funds £	Total funds £
<b>Payments</b>					
Charitable Payments					
Youth programme and activities	2,989	16,170		19,159	18,576
Training inc Equipment	6,471			6,471	1,440
Adult support	150			150	2,297
Salary costs	12,733			12,733	13,402
Jamboree		1,641		1,641	127,007
Grants Jack Petchey			46,092	46,092	52,318
Development expenses	22,271			22,271	- 3,591
Insurance	258			258	258
Team Expenses	1,803			1,803	1,548
Awards event	1,023			1,023	-
Web hosting/new site	1,060			1,060	1,028
DofE welcome packs	2,997			2,997	5,460
Summit conference	500			500	-
AGM and room hire	398			398	-
County Office	1,000			1,000	500
Sundries	39			39	256
Bank charges	60			60	60
<b>Sub total</b>	<b>53,752</b>	<b>17,811</b>	<b>46,092</b>	<b>117,655</b>	<b>220,559</b>
Other expenses					
Donations					
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total Gross Expenditure</b>	<b>53,752</b>	<b>17,811</b>	<b>46,092</b>	<b>117,655</b>	<b>220,559</b>
Prior year adjustment to write off stock	-	-	-	-	-
<b>Total payments</b>	<b>53,752</b>	<b>17,811</b>	<b>46,092</b>	<b>117,655</b>	<b>220,559</b>
<b>Net of receipts/(payments)</b>	<b>6,804</b>	<b>16,479</b>	<b>1,000</b>	<b>24,283</b>	<b>- 21,756</b>
Transfers between funds	- 22,100	22,100			
Cash funds last year end	108,918	31,390	250	140,558	162,314
<b>Cash funds this year end</b>	<b>93,622</b>	<b>69,969</b>	<b>1,250</b>	<b>164,841</b>	<b>140,558</b>

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# Statement of assets and liabilities at the end of the year

31st DECEMBER 2024

31-Dec-23

	General funds	Designated funds	Restricted Funds	Total funds	Total funds
	£	£		£	£
<b>Cash funds</b>					
Bank current account - specific	38,976			38,976	34,294
Bank deposit account - general		54,913	1,250	56,163	37,522
COIF Accounts	54,646	15,056		69,702	68,742
<b>Total cash funds</b>	93,622	69,969	1,250	164,841	140,558
<b>Other monetary assets</b>					
DofE cheques in hand	-		-	-	389
Gift Aid Jamboree		-		-	4,100
<b>Sub total</b>					4,489
<b>Non monetary assets for charity's own use</b>					
DofE stock of books	630			630	845
DofE debtors				-	402
<b>Sub total</b>	630			630	1,247
<b>Liabilities</b>					
Amounts owing	216		1,000	1,216	-
Deposits received for future event	-				-
<b>Sub total</b>	216		1,000	1,216	-

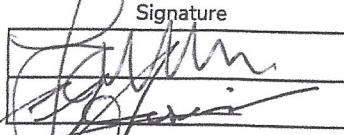
## DESIGNATED FUNDS

	Opening balance	Receipts	Payments	Transfer	Closing balance
Souther 50/Chiltern 20	14,817	21,489	16,170		20,136
Jamboree Fund-internal transfers	16,573	12,801	1,641	22,100	49,833
	31,390	34,290	17,811	22,100	69,969

## RESTRICTED FUNDS

Jack Petchey	-	47,092	46,092		1000
Hillwalking	250				250
	250	47,092	46,092	0	1250

The above receipts and payments account and statement of assets and liabilities were approved by the Trustees on 6 May 2025 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 2024 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

31 May 2025