

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

England & Wales · Charity number 303883

## Details

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**Other names** SOUTH LONDON SCOUT CENTRE

**Status** Registered

**Legal form** Other

**Registered** 1966-12-07

**Register** [View on the Charity Commission register](#)

## Contact

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South London Scout Centre  
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**Website** [www.southlondonscouts.org.uk](http://www.southlondonscouts.org.uk)

## Activities

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**Objects:** THE TRUSTEES SHALL APPLY THE PROPERTY OF THE CHARITY TOWARDS THE UPKEEP OF BERNARD SUNLEY ACTIVITY CENTRE AT CROMFORD AND IN SO FAR AS THE PROPERTY IS NOT REQUIRED FOR THE AFORESAID MAY APPLY IT FOR THE GENERAL PURPOSES OF THE GREATER LONDON SOUTH SCOUT COUNCIL

**Activities:** Greater London South County Scout Council, known as South London Scouts, supports and manages Scouting across the London Boroughs of Bexley, Bromley, Royal Greenwich, Lewisham, Southwark, Lambeth, & Wandsworth. Providing strategic direction and operational support to its member Scout Districts which mirror the London Borough boundaries.

## Classification

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- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Advocacy/advice/information
- **What:** Education/training, Religious Activities, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities

## Geography

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- Bexley
- Bromley
- Greenwich
- Lambeth
- Lewisham
- Southwark
- Wandsworth

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-01-31	£255,499	£292,190	-	-
2024-03-31	£315,596	£366,176	-	-
2023-03-31	£450,452	£302,167	-	-
2022-03-31	£144,247	£183,994	-	-
2021-03-31	£146,725	£144,763	-	-

## Trustees

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Name	Role	Appointed
<b>DAVID DOWLE</b>	Chair	2025-07-19
Ben Ensom		2018-07-31
Joseph James Shippam		2024-07-13
Judith Eleanor Freeman		2024-09-01
<b>RUSSELL JONES</b>		2011-10-01
Russell Kevin Zapple		2024-07-13
Susan Cheryl Stonebridge		2016-09-01
Timothy John Birse		2024-07-13
Wendy Hutcheson		2025-07-19
William Gunn		2024-07-13

## Linked charities

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- TRUST PROPERTY HELD IN CONNECTION WITH THE SCOUT COUNTY OF GREATER LONDON SOUTH (303883-1)

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**

England & Wales - Charity number 303883

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# Accounts

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**Scouts**

South London



**Annual  
Report  
2024/25**



# Skills for Life

## Our plan to 2025

(Extended from 2023 to 2025 due to the pandemic)



### Our vision

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life. Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

### Perception

Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

### People

More adults and young people joining scouting from every community in South London.

### Places

We provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults. All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

### Programme

We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

**Find out more and see what you can do to help your group or unit achieve our goals at:**

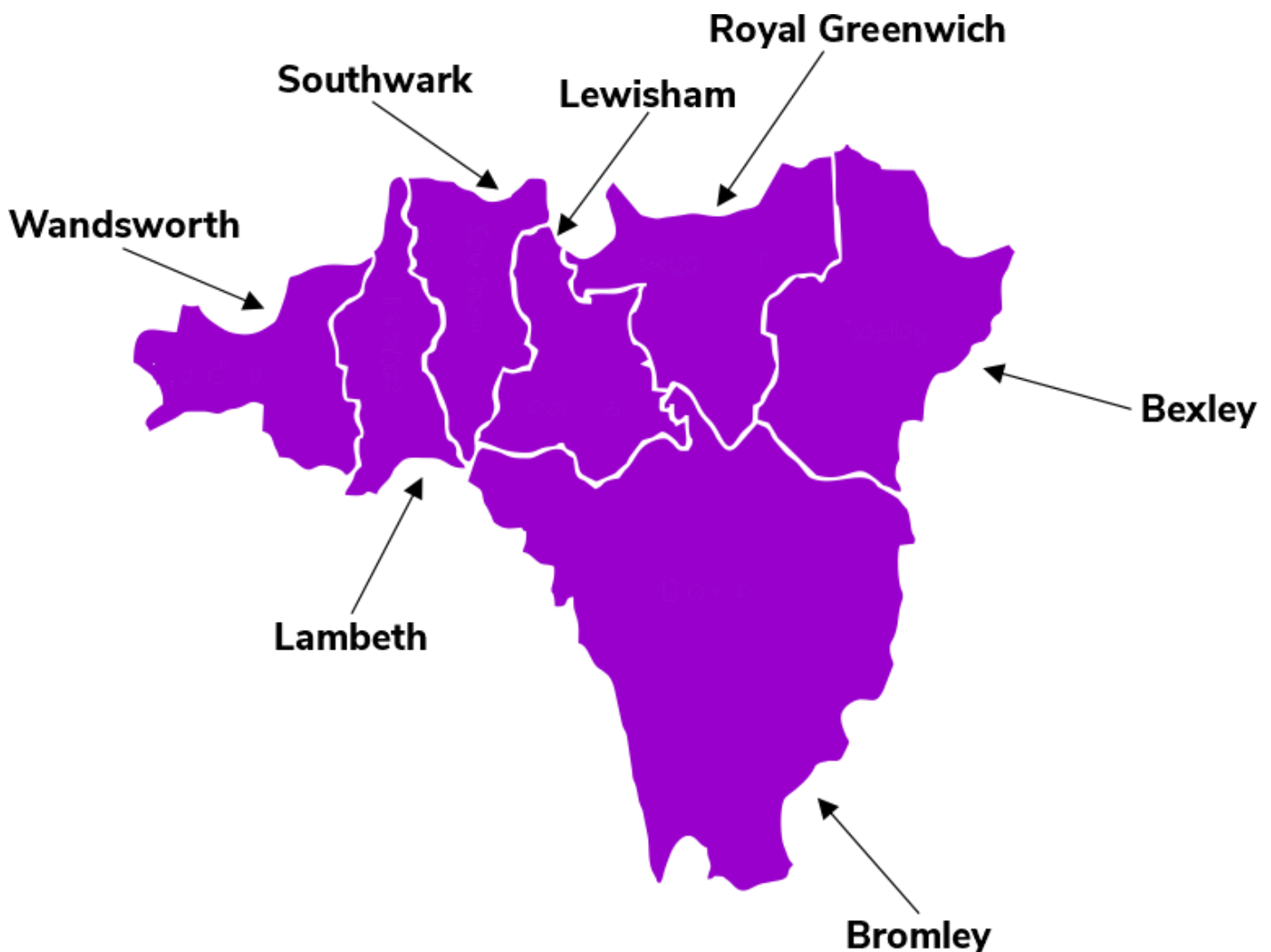
**[southlondonscouts.org.uk/ourplan](https://southlondonscouts.org.uk/ourplan)**

# Our County...

South London Scouts is responsible for supporting and growing scouting in the London Boroughs of Royal Greenwich, Lewisham, Bexley, Southwark, Lambeth, Bromley, and Wandsworth.

We have 169 Scout Groups, 75 Explorer Scout Units and 9 District based Scout Networks spread across our 7 Scout Districts which mirror the London Borough boundaries.

Every week over 3,000 adult volunteers give some of their free time to help provide exciting programmes to over 9,800 young people aged between 4 and 25 years. They carry out a variety of roles at County, District, Group, and Unit level and we recognise the important contribution our volunteers make to the ongoing success of Scouting in our local communities.





**As Scouts, we know  
that amazing things  
happen when we work  
as a team.**

**Our  
Ambition**

to be a focussed, growing, sustainable provider of scouting which is youth-led, relevant, accessible and reflects the communities we serve

**Our  
Focus**

to help young people make friends, take part in adventure, and gain skills that will help them succeed in for life

**Our  
Principles**

to work smarter, function easier and to be better in ever thing we do

# How our County Team works together

Our county structure consists of five areas of work or functions...





Our organisation function provides strategic leadership, line management, incident management and inspiration to our adults, and ensures our wider county team is fully developed, organised, and focussed on supporting programme delivery.

The function has overall responsibility for ensuring that the needs of our county and districts are met and provides advice on a number of day to day operational key areas and topics. It also monitors and coordinates the work of all of our county functions and has overall responsibility for the implementation of our county strategic plan.



Our places function provides proactive advice and support to our district's leadership teams. It is also responsible for supporting the provision of safe scouting at all levels.

Places is also home to our South London Scout Centre support team who manage every aspect of running, maintaining and developing the centre.



Our programme function supports the youth programme across the county, enabling all young people to take part and work towards their top awards.

The function also aims to plan a programme of county events, activities, trips and expeditions for all sections.

It also provides a network of activity experts and activity support teams.

Our people function ensures that everyone that volunteers within our county teams have a quality volunteering experience.



This function also provides support to our groups and district volunteer development teams. This include tools and resources to help make it easy for people to join, be welcomed, and progress their personal development and learn new skills. The team also supports adult recognition, and appointment review of county team members.

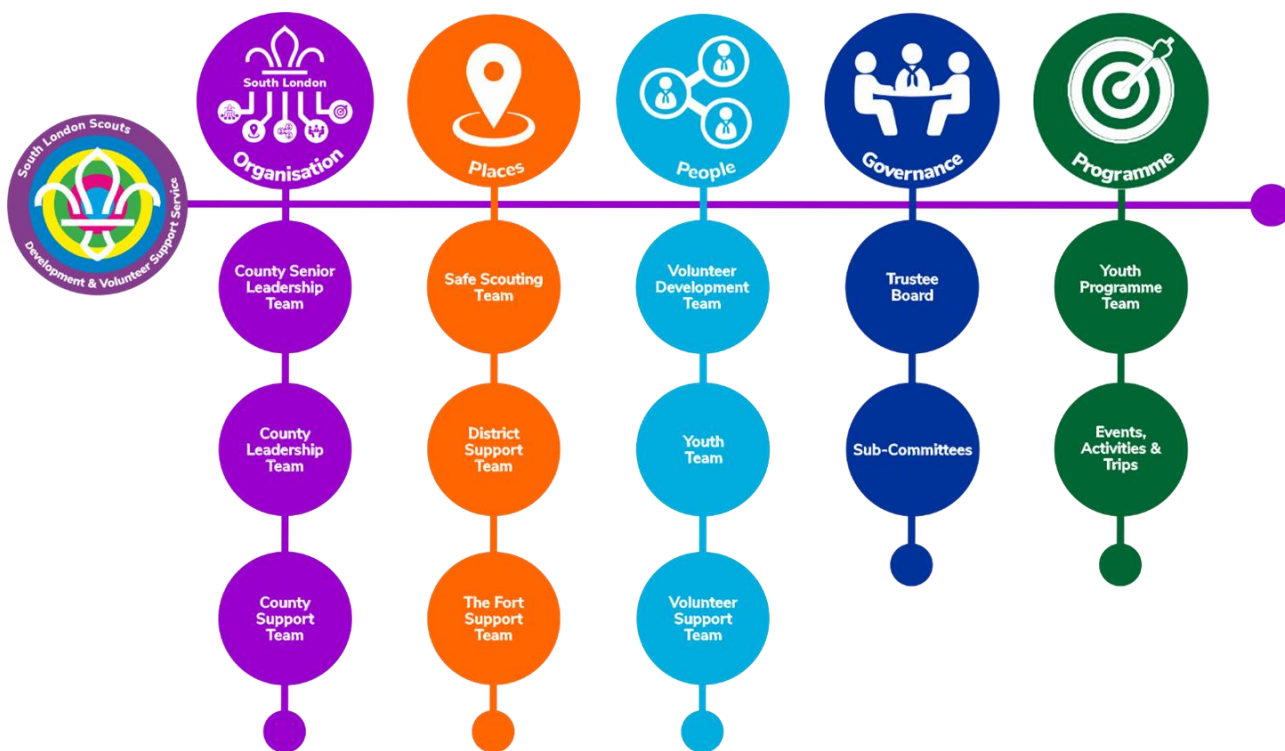
The function is also home to our county youth and young leaders scheme teams.



Our governance function ensures that scouting at county level is run safely and legally and supports this area of work across the county.

The county trustee board is specifically responsible to the county scout council and has a focus on supporting our county strategy; key policy decisions; approval of the county development plan and for acting on matters relating to finance, the county development and volunteer services and the South London Scout Centre.

Each function consists of a number of teams:



Find out more about each team at:  
[www.southlondonscouts.org.uk/county-team](http://www.southlondonscouts.org.uk/county-team)





## County Development Service

Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support our District Lead Volunteers, Group Lead Volunteers and section leadership teams as situations arise.

The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the five London Boroughs that we serve.



The strategic aim of the service is to work with the County Lead Volunteer and our District Lead Volunteers to ensure:

- growth
- organisational development
- adult recruitment
- volunteer support
- volunteer retention
- membership retention
- sustainability

## Areas of support

The strategic aims are achieved by providing support in the following areas:

### Growth

#### ● Adult recruitment:

- Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
- promote flexible volunteering
- Attend targeted adult recruitment events
- Support groups and districts with targeted adult recruitment drives
- Assist with parent engagement
- improving the 'volunteer journey' including, welcome and induction, early training, support and review
- Management of the county joining system ([join.southlondonscouts.org.uk](http://join.southlondonscouts.org.uk))

#### ● Opening new provision:

- New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
- New explorer scout units
- New support teams (specialist, group, district and county teams)
- Sections in established groups - helping groups achieve the full family of scouting
- Starting additional sections in groups that have long waiting lists
- Supporting districts and groups with targeted youth recruitment drives

## **Development**

- Facilitate growing stronger together workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

## **Support for line managers**

- Support District Lead Volunteers and Group Lead Volunteers with growth and organisational development initiatives
- Provide inductions for newly appointed Group Lead Volunteers
- Support District Lead Volunteers and volunteer development teams to achieve action for growth
- Provide resources and advice to District Lead Volunteers to assist them with the appointment of effective Group Lead Volunteers

## **Resources**

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

## **Support to growth facilitators**

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth

## **Transforming the Volunteer Journey**

- Help to plan for and lead the implementation of change locally across the county
- Support the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Work with key volunteers to help adult volunteers and stakeholders across the county to understand and plan for successful implementation of the changes
- Take the outputs from the Skills for Life Strategy, in the form of national transformation plans, and help make them work in local contexts – considering local issues and readiness to implement change
- Champion and promote change, supporting members in the county, at all levels, to connect the dots about what the changes mean to them
- Coordinate a network of local transformation champions; creating a community of peer-to-peer support and collaboration
- Attend meetings and events to help inspire members about the changes to be implemented in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success



## Organisation - County Volunteer Services

Our County Volunteer Services is all about our volunteers and the volunteering experience, the service works collaboratively with our volunteers across the county to provide the resources, administrative support, advice and services which drive the day-to-day operation of the county.

Services provided include:

- dealing with youth joining enquiries and maintenance of our enquiry system
- dealing with general enquiries
- ordering county supplies – eg scarves and badges
- general operational administration
- county event support
- county team support
- I.T. systems support
- governance support
- training administration
- details to the treasurer to monitor receipt of payments
- administration for the county shining stars awards scheme
- county-wide communications and emails
- county AGM and Awards night event planning and support
- annual census return
- digital and physical legacy management





# County Leadership Team

As we look back over our last year, we take a moment to reflect on the incredible progress and dedication shown across our County Leadership Team as two Scout counties became one. It has been a year of growth, change, and renewed energy in our mission to support Scouting across South London.

A heartfelt thank you goes to Wendy Hutcheson and Jennifer McCullough for their outstanding service and unwavering commitment in their roles as District Commissioners for Lambeth and Lewisham respectively. Their leadership has helped shape vibrant, resilient districts and inspired countless volunteers and young people.

This year also marks an exciting new chapter as we welcome Kevin Murphy as the new District Lead for Lewisham, and Konrad Bishop and Remy Thompson-Maxwell, who step into their joint roles as District Leads for Lambeth. We are thrilled to have such passionate and capable individuals join the team, and we look forward to the impact they will make as they help shape the future of Scouting in their areas.

To everyone across the County Leadership Team – thank you for your continued commitment, support, and leadership. Here's to an even stronger year ahead!





# County Lead

As your County Lead Volunteer, It's a privilege to reflect on what has been a transformative and truly historic year for Scouting in South London.

This year marked a significant milestone with the successful unification of two proud and vibrant Scout Counties – Greater London South (GLS) and Greater London South East (GLSE). This process was not without its challenges, but I am incredibly proud of how our volunteers, teams, and districts embraced the change with resilience, cooperation, and a shared commitment to putting young people first.

The formation of South London Scouts was not simply about merging structures; it was about shaping a stronger, more inclusive, and future-ready Scouting community. Through extensive collaboration and dialogue, we've built strong foundations and ensured continuity for our members while opening doors for innovation and growth.

One of the most exciting developments has been the beginning of a new Senior Leadership Team. Bringing together passionate and skilled individuals from across our new County, we are already seeing stronger support systems, better communication, and a clearer strategic vision for the years ahead. This team will be vital in shaping our direction and ensuring that all volunteers are empowered to thrive in their roles.

A key part of our transition has been the development and realignment of the District Lead Volunteer roles – central to our county's success. I want to take a moment to express heartfelt thanks to two exceptional individuals who have given years of selfless service and leadership during this time of change. Jennifer McCullough and Wendy Hutchenson, your dedication to Lewisham and Lambeth Districts respectively has left a lasting legacy. You have led with compassion, determination, and unwavering commitment to young people and volunteers alike. On behalf of South London Scouts – thank you.

As we look ahead, I'm delighted to welcome a new wave of leadership into our County:

- For Lambeth, a warm welcome to Konrad Bishop and Remy MMM. Your energy and vision have already been felt, and I look forward to watching Lambeth continue to thrive under your guidance.
- In Lewisham, we are pleased to have Kevin Murphy and his newly forming team taking the reins. Kevin brings a thoughtful and strategic approach to leadership, and we're excited to support your journey.
- For Royal Greenwich, I'd like to extend our thanks and welcome to John Sweeny and Terry Wiggins, who bring a wealth of Scouting knowledge and community experience to the table.

Over the past year, we have seen fantastic growth, welcoming new Squirrel Dreys, Beaver Colonies, Cub Packs, Scout Troops, and Explorer Units across our county.

We're also thrilled to have welcomed many new adult volunteers who have stepped into a variety of roles within both county and district structures. This continued expansion reflects the

strength and spirit of Scouting in South London — thank you to everyone who has helped make it happen.

South London Scouts continues to look to the future with energy and purpose. This year, we've proudly been represented at the Youth Leads Conference and the National Summit Conference, ensuring our voices are heard on a wider stage. Closer to home, we held a productive Team working day and a vibrant County Conference, bringing together both adult volunteers and young people. These events have been key in developing ideas that will shape our new County Strategy — setting a clear and exciting direction for the future of Scouting in South London.

This is a moment of renewal, but also of continuity. We move forward building on the strengths of the past and the passion of our volunteers. There's much still to do – expanding opportunities for young people, deepening our inclusivity, and investing in volunteer support – but I have every confidence in our direction.

To all of you who have contributed your time, talent, and care to our County this year – thank you. South London Scouts is a community of over 10,000 people – and every badge earned, every camp run, and every smile shared is thanks to your work.

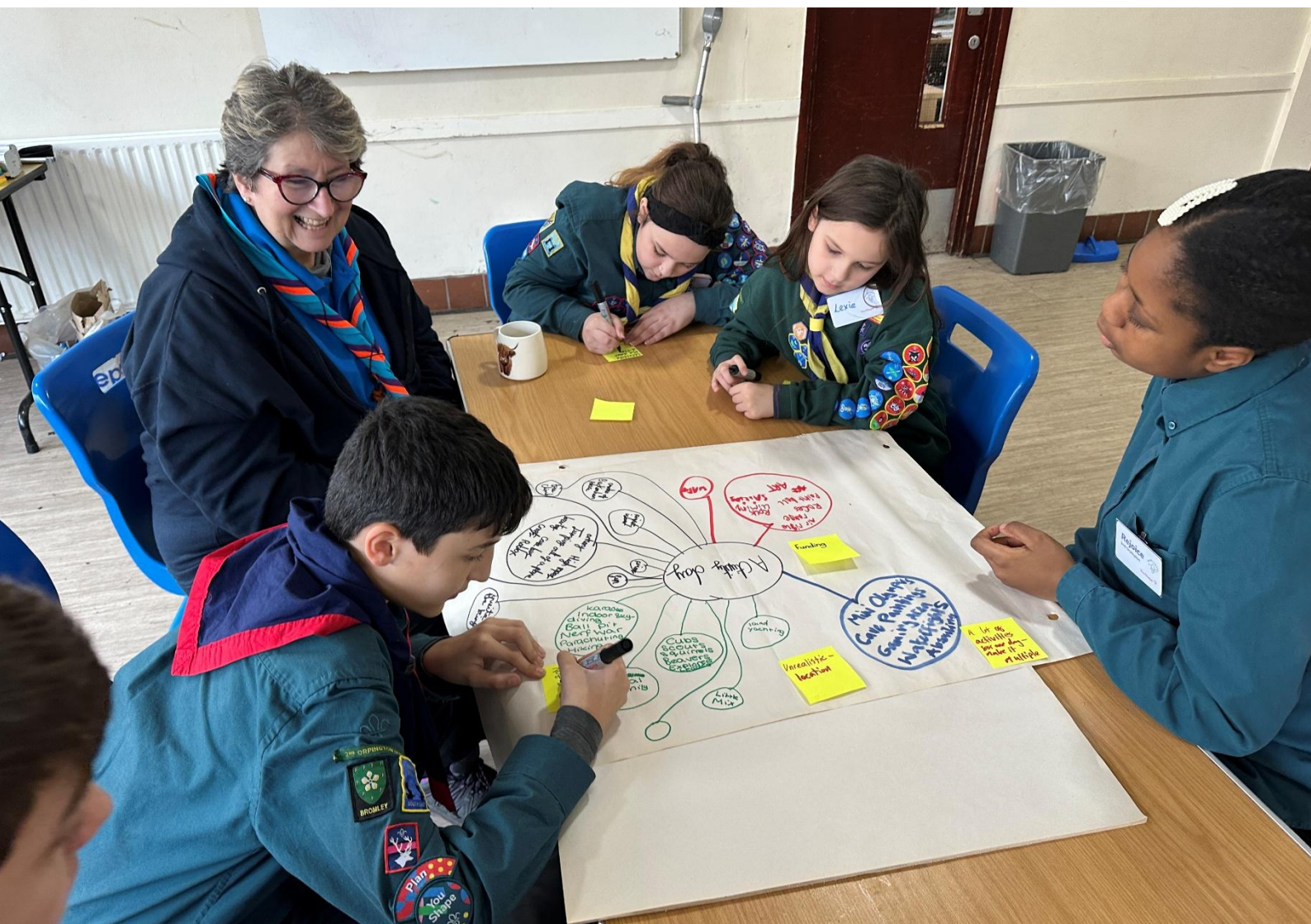
Here's to another year of growth, adventure, and scouting that changes lives.

Regards

Judy Freeman

**County Leader Volunteer**

[judy.freeman@southlondonscouts.org.uk](mailto:judy.freeman@southlondonscouts.org.uk)



## County Youth Team

This year has been an exciting and rewarding first year as Youth Lead for South London Scouts. Stepping into a county-wide role after six years as District Youth Lead in Royal Greenwich has been both a challenge and a privilege, and I've loved the opportunities it's brought to champion youth voice across all our districts, bringing together our new county and making sure our young people's voices are at the heart of every decision.

A real personal highlight of the year was once again attending the National Youth Lead Support Weekend in October. Bringing together Youth Leads from across the country with members of the UK Youth Team, the weekend was packed with energy, new ideas, and brilliant workshops on how to embed youth-shaped Scouting locally. It was also a fantastic opportunity to network with other Youth Leads, share what we've been doing in South London, and learn from some inspiring initiatives taking place across the UK. Those connections continue to be a source of support, collaboration, and fresh thinking.

I was also fortunate to attend Summit25, in January, the National Scout Conference, where I had the incredible opportunity to present one of the plenary sessions. My session focused on the national youth consultation — how we engaged with young people across the UK, what strong themes came out and how it's shaping the next strategy for the movement. It was an honour to represent South London at a national level and help ensure youth voice was front and centre at such a key moment for the future of Scouting.

Another proud moment was running our South London Scouts Youth Forum in February — a fun, engaging day of activities, ideas, and meaningful conversations for our Scouts from across the County. From our snowball fights to Dragon's Den pitches, young people took the lead in shaping their own experiences, and it was great to see them work together across districts. The forum also gave us valuable input that's feeding directly into our wider county plans.

In March, I had the honour of leading our South London Scouts contingent to Oxford for the UK Youth Forum day, where we joined other counties from England and Wales to explore how Scouting can tackle national issues like sustainability, inclusion, and community engagement. It was a fantastic day, and the Scouts who attended did South London proud — full of ideas, questions, and passion.

Also in March, I helped host the County's Idea Exchange Day, where I had the opportunity to share what we've been up to since the launch of the Skills for Life strategy — both locally and nationally. I led a discussion alongside two of our Youth Leads about their personal journeys through Scouts, highlighting the impact youth leadership has had on their development. I also facilitated a number of programme-based conversations, including one joined by Young Leaders from Southwark, where we explored how we can make Scouting even more youth-shaped at the group level.

Over the past year, I've also had the opportunity to meet and connect with Youth Leads from across the UK who have been visiting London. These informal yet purposeful meetups have offered valuable time to share experiences, explore challenges, and exchange ideas. I've been fortunate to spend time with Youth Leads from Cornwall, the Isle of Man, Leicester, Staffordshire and many others — each bringing fresh perspectives that have helped inform my work here in South London. These connections continue to strengthen our shared commitment to putting young people at the centre of Scouting, no matter where we're based.

This year, we've also grown our Youth Lead team across the County, welcoming Song as the Youth Lead for Wandsworth and Kellie as the Youth Lead for Royal Greenwich. Our aim is to have a Youth Lead in every district, so we can truly represent and champion the voices of young people at every level of Scouting. With more local Youth Leads in place, we can better connect with groups on the ground and ensure young people are shaping the programmes and decisions that affect them.

It's also been brilliant to travel around the county throughout the year — whether that's popping into AGMs, visiting camps, helping out at sleepovers, or celebrating Top Awards. One thing that's really stood out during these visits has been seeing more and more YouShape Awards proudly worn by young people. It's a real sign that youth-shaped Scouting is being embedded across sections, and that young people are being recognised for playing an active role in shaping their experiences. Well done to everyone who has delivered the award or supported young people through it — it really does make a difference.

Looking ahead, we're laying the foundations for some exciting work. Local Voice 2026 will focus on connecting Scouts with local councillors and decision-makers, helping young people influence the communities they live in. We're also developing media training opportunities to equip young people with the skills to tell their stories — whether that's for social media, local press, or speaking in public.

There's still much more to come, and I'm really excited about what the next year will bring. Thank you to everyone who has supported youth-shaped Scouting this year — whether by inviting me to your events, taking on feedback from young people, or simply making space for youth voice in your programmes.

Together, we're making sure South London Scouts continues to empower, include, and be led by young people.

Joseph Shippam

**County Youth Lead**

[joseph.shippam@southlondonscouts.org.uk](mailto:joseph.shippam@southlondonscouts.org.uk)





# Programme

## South London Scout Top Awards Team

The Top Awards Team has continued to deliver their ambitious and inclusive Duke of Edinburgh's Award programme this year.

The Top Awards Team is here to provide support to Explorer Units in two ways.

First, we provide administrative support. This year we have provided targeted support to ESUs via on-demand DofE surgeries at the units themselves, helping leaders troubleshoot problems on eDofE, and generally helping them to navigate the requirements of the award. Where Explorer Leaders require, our surgeries also provide 1-2-1 support for the Explorers, looking at their modules, and assisting them in uploading evidence, seeking assessors reports, and getting their awards finally signed off.

We also provide support for Chief/King's Scout awards, and guidance to those seeking to achieve their Explorer Belt or other top awards.

Our main activity is our challenging expedition programme. This includes essential training, and canoe journeys along the Stour, Medway, Thames, Severn, Wye, and the Great Glen in Scotland. Each year, approximately 70-100 young people participate in our canoe expeditions, completing the expedition component of their DofE or Chief/Kings Scout awards in an exciting and unusual fashion in the process. In addition, we host a popular paddlesport weekend for Scouts as well as a separate Expedition Challenge event.

Over the past decade, the team has worked to improve our county's overall DofE performance. Once among the lowest nationally for completed awards, we are now seeing steady improvements and regular attendees at Windsor Castle and Buckingham or St James' Palace. A key focus has been ensuring our programme reflects the diversity of our membership—particularly by encouraging and supporting participation from young people in lower-income households and from Global Majority backgrounds. Operating in an area with significant economic challenges, we are committed to keeping expedition and training costs as accessible as possible to ensure all young people have the opportunity to succeed.

Highlights from the past 12 months include:

- Four Gold Award teams successfully canoeing 100km through Scotland's Great Glen
- Four Silver Award teams completing their expeditions on the River Severn
- Over 100 young people and leaders attending our annual Scout Paddlesport Weekend

We're proud of the continued growth in engagement and achievement, and we are always keen to help more Units start or expand their DofE programmes. Please get in touch if you would like support or guidance.

Finally, we warmly invite all participants, families, and supporters to our **Annual DofE Presentation Evening on Wednesday 24th July 2025 at 7:00pm**, hosted at **St Dunstan's College**. It's a fantastic opportunity to celebrate the hard work and achievements of our young people.

## **Top Awards Team Governance & Finance**

The Top Awards Team is a County Scout Active Support Unit. We are funded by participation fees for the training, trips and expeditions we run, and a small levy added to the county DofE enrollment fee which covers the cost of issuing certificates, and hosting our annual awards evening. We have previously had lots of grant funding, but this has proved increasingly challenging as grant funders find their trusts in increasingly high demand.

Overall, our accounts are in good shape, but we are no longer making regular small surpluses which are reinvested into the upkeep of equipment, and training our latest batch of up and coming canoe instructors. Whilst our core activities are expected to continue as normal, it's this future investment that is proving increasingly tricky.

One of the key ways in which we can improve our outlook and future investment is increase the numbers of young people taking part in our expeditions, allowing us to take advantage of economies of scale.

If you know of an Explorer Unit who isn't currently taking part in the Duke of Edinburgh scheme, please encourage them to reach out for a no obligation chat to discover how we might be able to support them. Email [topawards@southlondonscouts.org.uk](mailto:topawards@southlondonscouts.org.uk).

## **Why include DofE in your Explorer Unit Programme?**

All the Top Awards team are current or former Explorer Scout Unit Leaders. We know how tricky and isolating running an Explorer Scout Unit can be. Here are the key benefits we've experienced coming together to tackle DofE together.

- Improved member retainment! Before adding DofE to our programmes we experienced a large number of YPs leaving the unit around 16 years old - now most of our members stay until their 18.
- Better parent engagement - your YP parents become better engaged in the unit, and finally understand that what you're doing is going to benefit their teenager in later life. Far fewer Explorers missing your meetings due to revision, or as punishments. Parents finally "get-it" and may even volunteer too!
- Invested leaders - because those YPs stick around, we're seeing larger numbers come back (even after going to University) to become adult leaders in their home districts.
- Boost your district Young Leader provision - because DofE has a volunteering element, many of your members will begin volunteering at your neighbouring groups. This helps grow your unit as more Scouts become encouraged to become Explorers, and helps your leaders network and collaborate with other groups within your district.
- Network with other ESLs - running a unit can be a lonely role within a district. Getting involved with top awards will give your programme trips and expeditions at very little effort, where you can meet and spend time with other ESLs, and "borrow" all their good ideas for your own unit!

Finally - many Explorer Leadership Teams we speak to hide from DofE because of perceived admin burden. That's why we exist! There is next to no burden to your leadership team, many of our units now find their unit going away twice as often, grow twice the size, whilst spending less time organising trips than they did before!

## **Walking pathway**

Canoeing is not for everyone, we get it. We're working with a number of leaders to develop a more established walking expedition pathway, and support units wanting to run their own DofE walking expeditions. If you're interested in T1 & T2 walking permits, or becoming a DofE expedition assessor, please get in touch! ([topawards@southlondonscouts.org.uk](mailto:topawards@southlondonscouts.org.uk))



# People Team

## Embracing Change, Building Together

As with any amalgamation of teams, there have naturally been some teething problems along the way. Bringing together different ways of working, experiences, and expectations can be a challenge—but it also opens the door to fresh thinking, new perspectives, and a powerful blend of ideas.

Out of this change, we are already seeing a more unified and innovative County beginning to take shape—bigger, better, and stronger in what we can offer our volunteers and young people. The enthusiasm, resilience, and commitment shown by teams across the County have been nothing short of inspiring.

The wider County can now see the massive impact already taking place, and it's only just the beginning.

If you're inspired by the progress and would like to get involved—whether that's helping with the delivery, administration, or support of County—we'd love to hear from you. Please take a look at the opportunities we have to get involved on the county web site get in touch by emailing [office@southlondonscouts.org.uk](mailto:office@southlondonscouts.org.uk).

As always, I remain here to support the teams within the People Team, and I look forward with real excitement to what the next 12 months will bring. Together, we're building something remarkable.

Liz Fricker  
People Lead

## Training achievements – last 12 months

### First Aid

Our First Aid training remains one of the most in-demand offerings, with nearly all sessions fully booked—demonstrating continued high engagement and value. The low rate of non-attendance without good reason reflects a strong commitment from our members. We've started to see increased interest from Groups exploring self-funded training options, such as hiring their own trainers and selling spare places, which shows proactive ownership and creative problem-solving. Additionally, there has been a noticeable rise in members bringing in valid external First Aid qualifications and topping them up to meet requirements—further proof that awareness and flexibility around First Aid are growing across the County.

### Heritage modules

While demand for heritage modules has tapered off following changes to Wood Badge requirements, we've successfully pivoted towards more relevant training. Mental Health and Autism Awareness sessions, led by a leader from 9th Orpington, have received excellent feedback and sparked interest in further sessions—including evening options—demonstrating responsiveness to the evolving needs of our adult volunteers.

### Nights Away

We continue to offer training in key areas such as camping skills and Nights Away essentials. While uptake has been slower in some areas, there's clear demand in South London, and our team is actively exploring new venues to meet this need. These efforts will help ensure training is accessible across the entire County. The groundwork being laid now will support a more inclusive and regionally balanced approach to Nights Away training going forward.

### **Venues & Training Team**

Following the merger, we've seen a natural shift in trainer availability, with some experienced volunteers stepping back. However, we've also identified interest in new venues, which we'll begin to explore as we shape next year's training programme. Importantly, the County store for the old SE, which was housed at, Wilberforce has been fully cleared and streamlined, with useful resources relocated to Cudham Shaws and Green Street Green—establishing strong new bases for Nights Away and Young Leader training.

We're also planning a strategic meeting with our First Aid trainers to coordinate additional courses, review the programme for the coming year, and explore innovative delivery models. While capacity remains tight, the high demand reinforces how essential and valued this training is. We are proud that our model is encouraging Groups to think differently about how they access training.

### **Our County Youth Lead's achievements over the last 12 months**

We would like to extend a heartfelt thank you and congratulations to Joseph Shippam for his incredible hard work, energy, and enthusiasm over the past 12 months in his role as Youth Lead for the County.

Joseph has been instrumental in bringing fresh, youth-led ideas to life, consistently championing the voice of young people across the County. His proactive approach and commitment to empowering our youth members have helped shape a more inclusive and engaging programme for all.

From supporting events to driving forward initiatives that put young people at the heart of what we do, Joseph's passion has been truly inspiring. His work continues to remind us of the importance and impact of youth leadership within our movement.

Joseph will be providing a full report separately detailing all the fantastic work and developments that have taken place.

Thank you once again, Joseph, for your dedication and for helping to ensure that the voices of our young members are heard, valued, and actioned.

### **Volunteer development**

The continued progress and strength of our Volunteer Development Team wouldn't be possible without the incredible support and expertise of Matt Butterfield, our Growth, Development and Volunteer Support Services Officer, working as part of the County Development Service. Matt has been a constant force behind the scenes—offering practical support, insight, and tireless dedication to help grow and develop Scouting across South London. His work underpins so much of what we do to support our volunteers, from strengthening existing teams, and ensuring we're always moving forward.

A massive thank you to Matt for everything he continues to do for the County. His passion and commitment to volunteer development make a real difference every day.

A full report from Matt on his work and the wider development activity will follow separately.

## A big hooray for our shining stars!

We're thrilled to share that between January and June 2025, we've had a fantastic 46 Shining Star Awards presented across the County – that's 25 adult volunteers and 21 youth members recognised for their outstanding dedication, energy, and impact!

A huge congratulations and THANK YOU to every one of our Shining Star recipients – your commitment to Scouting is making a real difference, and your efforts do not go unnoticed. Whether it's behind the scenes or on the front line, the passion you bring continues to inspire others and keep the spirit of Scouting thriving.



## Now it's your turn!

Do you know a youth member who's gone the extra mile? Or an adult volunteer who's made a real impact?

Nominate them for a Shining Star Award and help us say a proper thank you for all they do. These moments of recognition go a long way in showing appreciation and celebrating the brilliance within our movement.

Let's keep the momentum going and continue to shine a light on the incredible contributions being made every day. Head to the County web page to nominate!





# Perception Team

Over the past year, our Perception Team has continued to champion the incredible opportunities available to young people across South London Scouts. We've placed a strong focus on highlighting the ever-growing range of adventurous activities—such as sailing, caving, canoeing, and flying—that our members are embracing with enthusiasm.

## The benefits we're seeing from social media

Social media continues to be a powerful tool in how we connect, engage, and inspire our community. From sharing exciting activities to celebrating individual and group achievements, our platforms have become vibrant spaces for storytelling and discovery.

One of the greatest strengths of social media is its ability to bring people together, enabling us to share ideas effortlessly and connect with like-minded individuals across the county—and beyond. This year, we've seen increasing levels of interaction and collaboration across districts, helping to create a more united and informed scouting community.

We've also seen how social media can amplify the voices of our subject experts and 'seasoned volunteers', giving them space to share knowledge, experiences, and advice. This not only supports the development of others but also builds recognition for the wealth of talent and leadership we have in South London.

Our platforms are showcasing new activities, inspiring adventures, and exciting firsts, encouraging others to step out of their comfort zones and try something different. The impact of this visibility is real: more members are getting involved, more ideas are being shared, and more connections are being made.

Most importantly, social media is opening doors for our members—helping them access opportunities and experiences they may not have thought possible.

To stay connected and see what's happening across the county, follow and tag us on all platforms using [#SouthLondonScouts](#) [@SouthLondonScouts](#)



## South London Scouts

7.8K followers • 590 following



# County Development Service

Our County Development Service has had another busy and productive year working alongside new and existing volunteers and in partnership with our scout districts, scout groups, explorer scout units and local communities to support the growth of scouting across our county, ensuring we continue to provide skills for life, challenge and adventure to as many young people as we can.

Throughout the year Matt has continued to assist with successfully driving adult recruitment, promoting the opportunities we have to volunteer. This has been a multilevel approach with him actively working with different promotional channels, networking with local community groups, supporting some targeted campaigns and through providing support and resources, on request, to empower districts, groups, and units to recruit locally.

Our 'become a scout' and 'volunteer with us' enquiry platform continues to provide an easy to use and effective way of enabling the public to enquire directly with our groups and units about their opportunities for young people, the adventures they offer and for adults to join their teams. Over the last 12 months we have received 1737 youth enquiries to join us and 83 adult enquiries to volunteer with us. Matt is continuing to add groups and units to the system as we work towards integrating the system into Online Scout Manager which will mean the enquiries to join will automatically populate groups and units joining lists. Lots more information will be provide very soon on the steps that groups and units need to take to enable us to make this happen!

## Organisational Growth

Over the last year our organisational and development priorities have continued to focus on sustaining our provision and supporting the growth of our membership to pre-pandemic levels. This includes identifying and working towards reducing the number of young people currently on waiting lists to join scouting. Which we will be focussing on with District Leadership Teams over the coming year.

It has also been fantastic to see so many of our groups and district continue to develop and grow with many opening new sections and new groups.

Squirrels Dreys	7
Beavers Colonies	3
Cubs Packs	3
Scouts Troops	3
Explorers Units	3

We continue to see an exponential growth in Explorer Scouts units across the county and continue to open new units to help meet the growing demand to join the section.

We have also worked with the Regional (National) Growth & Communities Team to build a comprehensive plan of action that has been fed into the national plan for growth.

There are many projects underway to support the opening of new scouting and a list of these and the sections that have recently opened can be views at [www.southlondonscouts.org.uk/current-projects-and-workstreams](http://www.southlondonscouts.org.uk/current-projects-and-workstreams)

## Transforming the volunteer journey and the way we volunteer

After many years of planning, in November we finally moved to our new ways of volunteer. Matt continues to support the implementation of our new volunteer themes and is currently working on a suite of tools to support the welcome and induction of new volunteers at all levels.



The service has also focused on supporting volunteers across the county with planning and delivering the four pillars that are part of our organisational changes being made by the association within the volunteer journey transformation project.

We are passionate about making sure that volunteering with scouting in South London is 'hassle free'. To help deliver these changes and ensure that we have a trouble free transition the work that Matt has done in partnership with our districts to support the rollout of our new ways of working continues to be a shining example of best practice across the UK.

This includes:

- Leading the planning, and the implementation of change locally across the county
- Supporting the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Working with volunteers from across each district to help groups, units and other stakeholders understand and plan for the successful implementation of the changes
- Taking the outputs from the Skills for Life Strategy, in the form of national transformation plans, and helping to make them work in our local contexts taking into consideration local situations and readiness to implement change
- Championing and promoting each of the four areas of change and supporting members across the county, at all levels, to connect the dots about what the changes mean to them
- Coordinating our network of local transformation champions and creating a community of peer-to-peer support and collaboration
- Arranging briefings and support events to help our members understand and plan to rollout the changes in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success

## Volunteer recruitment

The overwhelming requests from young people to join means that there is a real need, more than ever, to recruit more adults to help provide amazing programmes as part of our leadership teams in our dreys, colonies, packs, troops and units. Weekly section meetings means that there is lots of opportunities for our adults to engage with the families of their members and promote the opportunities available to them to get involved in their teams and help make a difference to the lives of young people in their community.

To support this Matt has developed a wide range of recruitment resources and initiatives. All of which can be found in the 'volunteer support' area of our website at, [www.southlondonscouts.org.uk/volunteer-support](http://www.southlondonscouts.org.uk/volunteer-support)



### Looking forward

Matt continues to support our districts and groups with their ad-hoc day-to-day and ongoing needs, identified through meetings with District Leads, and calls from Group Lead Volunteers and section leadership teams and remains committed to providing practical support to anyone in our county that needs it.

He has also continued to maintain, update and develop the areas of our website that the CDS is responsible for, these are to become a scout, volunteer with us and volunteer support area.

Now, as we look to the future, and continue to develop our new county, with a renewed appreciation that scouting, and the development of scouting, has never been more needed, it's time for us to reflect as we start to develop our new strategy and focus on the next three years.

As you can see, it has been another busy and productive 12 months for our development and volunteer support service and this short report really does just scratch the surface of the work carried out by Matt during the year. This will of course continue as we move forward with our support for the growth, development and support of local scouting as we continue to roll out our new ways of volunteering.

Our development and volunteer support service remains central to our approach to support our adults and prioritising and enabling the growth, organisational development and day to day support of scouting across our seven districts, providing effective, focussed, impactful guidance and support to groups, units and districts and prioritising resources to areas where they can have the most impact, whilst ensuring that all parts of the county receive the support that they need. The service also provides many of the day-to-day support functions we offer our members, many of which would be hard to sustain, in a timely manner, if they were carried out by volunteers. We remain committed to ensuring the longevity of the CDS, so it continues to support scouting throughout South & South East London and provide its low-cost services, support, and resources, to our volunteers at all levels, for many years to come.



You can contact Matt at [matt.butterfield@southlondonscouts.org.uk](mailto:matt.butterfield@southlondonscouts.org.uk) or on 07766 540 057.



With wonderful facilities and easy access to local transport connections, the South London Scout Centre is such an easy place to experience. We are so pleased that from early this year the centre has continued to return to normal life and a normal routine.

The centre is a 16-minute train journey from central London and is within easy walking distance of Dulwich Picture Gallery, Horniman Museum, and Crystal Palace National Sports Centre.

We offer amazing camping facilities and great indoor accommodation all with easy access to central London and all it has to offer.

Our most sincere thanks go to Gordon, as always, for his attention to detail and unfaltering dedication to running the centre throughout the year to ensure that it is available for so many people to use and enjoy.

## Centre development

Our plans to development the centre continue to be rolled out and has resulted in a new office adjacent to our new reception, additions to the (new) board room, crew and team bedrooms.

With the centre's excellent links into the centre of London, our aim is to continue our development plans, as funds become available, to ensure we can provide a versatile facility that can be used all year round. We want to develop the centre's, now dated, indoor accommodation, and onsite facilities whilst being an exemplar of sustainability techniques and technology which provide an excellent environment for young people to gain skills for life and prepare them to succeed in life!





## **Phase One - Laying the foundations – Complete ✓**

Visitors centre and county services hub – Centre team facilities

We have provided:

- a new centralised centre reception and office and county services hub
- additional accommodation in our Troop Room offering
- service crew and county team accommodation and facilities
- shelter on the camping field (2 of 5 complete)

## **Longer term phases**

Here's a high level overview of our development intentions:

### **Phase Two**

1. install a number of onsite activities for users to book whilst staying at the centre
2. replace the existing camping cooking shelters around the centre
3. carry out any appropriate, limited, improvements to site security

### **Phase Three**

demolish the existing Sunley building and construct the new accommodation building

### **Phase Four**

1. lay new roadways around the site
2. resurface the outside and onsite car park areas which will then have multi use as either parking or hard surface activity areas
3. install new external gates and fencing
4. install traffic management system

### **Phase five**

upgrade the WCs and washroom facilities in the Ismay building to bring them up to a higher standard and to include more facilities with adapted access and gender-neutral needs

## Fundraising for The Fort development

This achievement marks an exciting phase in the fort's development, as we embark on enhancing its facilities. With a significant influx of visitors, exceeding 500+ every weekend during the summer months, we are actively seeking centre team crew members to support the centre's operations. If you're interested, please contact The Fort Team. In hand with this, our focus for the upcoming year will be on promoting The Fort and fundraising for the construction of new buildings and facilities.

Look out for more information on this exciting project, and how you can support our plans and more importantly, get involved in the very near future.





# Our Provision

(as of 31 Jan. 2025)



EXPLORERS  
**75**

Districts  
**7**

network  
**9**

BEAVERS  
**131**

Scout  
Groups  
**169**

Squirrels  
**22**

cubs  
**170**

SCOUTS  
**149**

# Our County in numbers...

(as of 31<sup>st</sup> January 2025)

## Young People

<b>Squirrels</b>	<b>312</b>
<b>BEAVERS</b>	<b>2135</b>
<b>cubs</b>	<b>3107</b>
<b>SCOUTS</b>	<b>2971</b>
<b>EXPLORERS</b>	<b>1287</b>
<b>network</b>	<b>77</b>
<b>Total</b>	<b>9889</b>



## Our County guide

Our county guide provides all the information you need to get to know our county, the members of each of our teams, and the services and support they provide.

[southlondonscouts.org.uk/countyguide](https://southlondonscouts.org.uk/countyguide)

# Young Leaders



**390**

## Adults

Programme facing (Leadership)

**1741**

Management roles

**133**

Governance

**729**

Organisational support

**382**

**Total**

**3099**





Our governance function ensures that scouting at county level is run safely and legally and support this area of work across the county.

The county trustee board is specifically responsible to the county scout council and has a focus on supporting our county strategy; key policy decisions; approval of the county development plan and for acting on matters relating to finance, the county development and volunteer services and the South London Scout Centre.

Our governance is an important part of the day-to-day running of our county and exists to support the County team in meeting its responsibilities.

Our Trustee Board acts in our County's (the charity's), best interests, acting with reasonable care and skill and take steps to be confident that:

The county is:

- well managed
- carrying out its purposes for the public benefit
- complying with the policy, organisation, and rules of The Scouts, our charity governing documents, and UK charity law
- managing our resources responsibly

And that the scout county:

1. is operating compliant with the current edition of Policy, Organisation & Rules (POR), including effective management of the key policies listed in chapter 2 - equal opportunities, privacy and data protection, religious, safeguarding, safety, vetting, youth member anti-bullying policies
2. ensures that young people are meaningfully involved in decision making at all levels
3. plan so that there are sufficient resources (funds, people, property and equipment) available to meet the planned work of each of the county to enable the delivery of high-quality programmes and the youth training programme
4. has a positive image in the local community

The trustee board members must themselves collectively:

1. develop and maintain a risk register, including putting in place appropriate mitigations
2. ensure that the county's finances are properly managed, including development and maintenance of appropriate budgets to support the work of the county
3. maintain and manage:
  - a reserves policy (including a plan for use of reserves outside the 'minimum')
  - an investment policy
  - a public benefit statement for the county
4. ensure that people, property and equipment are appropriately insured, and that any property and equipment owned or used by the county is properly protected and maintained
5. promote and support the development of scouting in the local area

6. ensure the appointment and management and operation of any sub-committees, including appointing a chair to lead the sub-committee
7. ensure that effective administration is in place to support the work of the trustee board
8. appoint any administrators, advisers and co-opted members of the trustee board
9. ensure transparency of operation, including:
  - prepare and approve the annual accounts and arrange that they are signed-off by an auditor, independent examiner or scrutineer as appropriate and as appointed by the Scout Council at their Annual General Meeting (AGM)
  - prepare and approve the Trustees' annual report (which must include the annual accounts)
  - present the approved Trustees' annual report and annual accounts to the scout council at the AGM
  - following the AGM, ensure that a copy of the trustee annual report and accounts is sent to the District Trustee Board administration and, if a registered charity, is filed with the Charity Commission for England & Wales
  - take responsibility for adherence to data protection legislation (GDPR), recognising that, dependent on circumstances, it will at different times act as a data controller and as a data processor
  - individually and collectively maintain confidentiality regarding appropriate trustee board business
10. where staff are employed:
  - act as a responsible employer in accordance with scouting's values and relevant legislation
  - ensure that effective line management is in place for each employed staff member and that these are clearly established and communicated
  - ensure that appropriate specific personnel insurance is in place

### **Governance structure**

The members of the county trustee board are appointed in accordance with the current edition of the Policy, Organisation and Rules (P.O.R.) of the scout association. The county chair, county commissioner (county lead volunteer), county treasurer and the county secretary are ex-officio members of the county board of trustees. Other members are elected or appointed at the annual general meeting of the Greater London South County Scout Council. The members of the trustee board, who are its trustees, have met on six occasions since the last AGM in July 2022.

The board currently has one principal sub-committees to assist with its responsibilities, this is the finance sub-committee, and the board receives their reports and then considers their proposals and actions their recommendations as necessary.

### **Finance Sub Committee**

The Finance sub-committee is chaired by the county chair and has devolved operational responsibility for financial management on behalf of the county board of trustees and makes recommendations on appropriate financial management controls to the trustees. The county treasurer is the trustee with day-to-day responsibility for financial management, acting on behalf of the county trustee board.

## **Membership of the County Trustee Board – County Trustees**

The County Trustee Board plays a vital role in ensuring sound governance, compliance, and strategic oversight for Scouting across the County. The composition of the Board reflects a commitment to transparency, diverse perspectives, and skills-based leadership, in line with current guidance from [www.scouts.org.uk](http://www.scouts.org.uk) and [POR](#).

### **Governance structure**

The members of the county trustee board are appointed in accordance with the current edition of the Policy, Organisation, and Rules (P.O.R.) of The Scout Association. The county chair, county lead volunteer, and county treasurer are ex-officio members of the county board of trustees. Other members are elected or appointed at the county annual general meeting. The members of our county trustee board, who are our trustees, met on average six times a year.

The board membership is set-up to ensure that the interests of the County Scout Council are represented, and balanced. It also serves to broaden the membership of the trustee board – possibly to bring in people from other parts of the local community.

Other people deemed appropriate for the County Trustee Board's current business may be invited to attend a meeting at the chair's discretion.

The Board consists of the following members:

### **Ex-officio Trustees**

These individuals are members of the County Trustee Board because of the roles they hold within Scouting. They are:

- County Lead Volunteer
- County Youth Lead
- County Chair
- County Treasurer

### **Elected Trustees**

Elected Trustees are voted in by the County Scout Council at the Annual General Meeting. There may be up to eight elected trustees, and they are selected for their ability to support the Board's governance responsibilities and bring external or Scouting experience to the table.

### **Co-opted Trustees**

Co-opted Trustees are appointed by the County Trustee Board to bring in additional skills, experience, or perspectives that may not be represented among the existing members. The number of co-opted trustees must not exceed the number of elected trustees and is subject to the overall maximum of twelve trustees.

This structure ensures that the interests of the County, County Scout Council, and the County Leadership Team are appropriately balanced, while also broadening representation to include individuals from a variety of backgrounds and expertise, both from within and beyond the Scouting community.

### **Observers and Advisers**

From time to time, other individuals may be invited to attend meetings in an advisory or observer capacity, at the discretion of the County Chair, where their presence supports the Board's current business or discussions.

All members of the County Trustee Board must meet the eligibility requirements outlined in Policy, Organisation and Rules and uphold their legal duties as charity trustees.





# From the Trustees

When Greater London South and Greater London South East formed into a larger unified Scout County, the move represented not just a structural reshuffle, but a bold vision for the future of scouting across one of the most diverse and dynamic areas of the UK. Now, with the first year behind us, it's clear that the transformation was more than administrative. It has laid the groundwork for growth, inclusivity, and reinvigoration at every level of the county.

At the heart of this progress is our County Leadership Team, County Board of Trustees and our "Skills for Life" strategy, which together steers how the county moves forward with purpose. The emphasis is not solely on removing duplication and boosting numbers—although that was an ambition—but on fostering genuine, sustainable growth rooted in community, support for volunteers, and meaningful programme delivery. From the outset, we have had a clear desire to make Scouting more visible, more accessible, and more impactful for young people and adults alike.

Our first year has seen a tangible shift in how we communicate and support our groups, units, and districts. Consistent themes on platforms like our active Facebook community have been celebration, achievement, adventure, and people. From the photos of young people experiencing activities like climbing, camping, and water sports, to the shout-outs for our adults completing learning, gaining awards, or leading events, there's a real sense of shared momentum. These snapshots represent more than good PR; they speak to our volunteer culture that values recognition, fun, and connection.

We have also taken clear strides in improving our operations and governance. Trustee Boards and Leadership Teams are becoming more focused and capable, buoyed by toolkits and comprehensive guides designed by our development service, aimed at demystifying expectations and maximising effectiveness. Adult learning pathways have become more accessible, with flexible options for completing Wood Badge learning and gaining other skills without compromising other commitments. This attention to volunteer support has started to pay dividends, creating increasingly confident and capable adult teams.

Most importantly, the County has not lost sight of quality. Programme delivery remains a central focus, with renewed emphasis on offering outdoor adventures, youth-led decision-making, and meaningful badge work. Many sections have embraced this, and some have gone further—inviting Explorer Scout Young Leaders into their teams and deepening community partnerships. While there's always more to do, there's a clear intent to deliver the kind of Scouting experience that excites young people and meets their evolving needs.

Our first year has also seen us lean into our role as a connector. Our County brings together a rich tapestry of communities—from inner-city neighbourhoods to leafy suburbs—and this diversity is one of our greatest strengths. Our organisational inclusive growth plans subtly acknowledge the different contexts that groups and units operate in, offering a flexible and inclusive approach to growth. It's not about chasing big numbers for their own sake, but about helping each group and unit thrive in its own way—supporting those at capacity to stay strong, while uplifting those still rebuilding, and providing new opportunities for communities to get involved.

Of course, no transformation is without its challenges. Ensuring that every group and unit feels supported and aligned with our County vision will take time, especially in areas where membership is still recovering or where leadership and support roles remain unfilled. And while youth involvement has increased, we must now ensure that young people are not only engaged, but also empowered—given real voice and influence in shaping the future of our County and the wider Movement.

Nevertheless, the energy and optimism of our first year cannot be overstated. From the consistent presence of the opportunities and support we offer to the vibrant digital storytelling on platforms like Instagram and Facebook, we set a tone of positivity, ambition, and shared ownership. We are a County that knows where we are going—and invite everyone in our communities along on the journey.

In the years ahead, success will depend on deepening this foundation: turning strategy into habit, inclusion into leadership, and participation into lifelong impact. But as first years go, this has been a year of purpose and promise. We have not only grown as an organisation—but we have grown in determination and spirit.



# Greater London South County Scout Council

Trustees' Annual Report and Accounts for the period ended 31<sup>st</sup> January 2025

## Reference and Administration details

Greater London South County Scout Council ("the Council") is constituted in accordance with the Rules of The Scout Association and covers the London Boroughs of Bexley, Bromley, Lambeth, Southwark, Lewisham, Royal Greenwich and Wandsworth.

### Administrative Details

<b>President</b>	Vacant		
<b>Vice-Presidents</b>	Howard B. Strong	Peter James	Linda Hurford
	Roger Cooke	Gordon Carr	Mike Jackson

The County President and Vice-Presidents are not Trustees and have no executive role.

**Trustees** – County Trustee Board - July 2024 to July 2025

#### Ex-Officio

County Chair – currently vacant (Alfie Francis – from July to September 2024)

County Lead Volunteer – Judy Freeman

County Youth Lead – Joseph Shippam

County Treasurer – Tim Birse

#### Trustees:

Martyn Bain, Sydney Codali, Ben Ensom, Bill Gunn, Russell Jones,  
Cheryl Stonebridge, Russell Zapple

#### Principal Bankers

Barclays Bank plc

CAF Bank Limited

#### Independent Examiner

Latham Lambourne, Chartered Accountants and Registered Auditors.

18 Woodlands Park, Bexley, Kent, DA5 2EL

#### Registered Offices and County Headquarters

South London Scout Centre, Grange Lane, Dulwich, London, SE21 7LH

#### General enquiries

[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk). Telephone: 0843 289 0712

# Structure, Governance and Management

## Constitution

Greater London South County Scout Council (“the Council”) is an unincorporated association constituted in accordance with the Rules of The Scout Association (Registered Charity No. 303883) covering the London Boroughs of Bexley, Bromley, Lambeth, Southwark, Lewisham, Royal Greenwich and Wandsworth.

The Council’s governing documents are those of The Scout Association (Registered Charity number 306101). They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Scout Association and The Policy, Organisation and Rules of the Scout Association. The Council is a trust established under The Scout Association’s rules, which are common to all Scouts in the United Kingdom. The Council’s role is to offer leadership and support to the Scout Districts and Groups within our geographic administrative area.

The Council supports and encourages the development of scouting in the county. It comprises members of the county team, representatives from the scout network, county scout active support units, and our districts and groups within the county.

The county is led by the lead volunteer for South London Scouts and is governed by the County Trustee Board (“the Board” or “the CTB”). The Board is accountable to the Council for the satisfactory running of the county. The members of the Board are responsible, as Charity Trustees, for all matters concerning property and finance and for ensuring the proper use of the county’s resources to support scouting in the county. Members of the Board complete Being a Scouts Trustee learning within the first 6 months of joining the Board. The support of the Boards helps other volunteers run high-quality and safe programmes that gives young people skills for life.

## Merger of Counties

On 13<sup>th</sup> July 2024 the Counties of Greater London South (covering the London Boroughs of Lambeth, Southwark, Lewisham, Royal Greenwich and Wandsworth) and Greater London South-East (“GLSE”) (covering the London Boroughs of Bexley and Bromley) voted to merge their activities, both operationally and to create a single registered charity. The merger was effected by Greater London South-East transferring all its assets, liabilities and operations to Greater London South. Greater London South retains its name and Charity Registration Number; Greater London South-East is in the process of being de-registered.

The CTB has considered the various Policies adopted by the predecessor Counties and has decided to adopt the more appropriate for the ongoing organisation. Where this involves a material change for Greater London South, reference is made in the remainder of this report. The Board has decided to adopt the financial period end date of 31<sup>st</sup> January used by GLSE. Accordingly, this report covers the activities of the county for a ten-month period from 1<sup>st</sup> April 2024 to 31<sup>st</sup> January 2025, and those of GLSE from 13<sup>th</sup> July 2024 to 31<sup>st</sup> January 2025.

## 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. The Trustees have identified the following as the potential key risks that the County could face:  
Exposure to financial loss from events – mitigated by a robust events approval process  
Reputational damage from adverse press coverage – mitigated by the use of our perception team and the Scout Association media team.

Reduced income from a fall in membership in our component Districts which generates 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.

Safeguarding – The risk of a safeguarding incident involving our members. We mitigate this risk with our appointments process, including DBS searches to vet new adults and a mandatory safeguarding training package.

Safety – The risk to health through unsafe practices. We mitigate the risk through a mandatory safety training package, a system of adventurous activity permits and adherence to the Scout Association Policy, Organisation and Rules.

Major incident at the South London Scout Centre - We mitigate this risk through extensive team training and adherence to regulatory and legislative requirements for health and safety and the maintenance of buildings and equipment and the provision of hazardous activities.

## Key Policies

We follow and adhere to The Scout Association's key policies relating to:

- Equal Opportunities
- Privacy and Data Protection
- Religion
- Safety and Safeguarding
- Vetting
- Youth member Anti-Bullying

These are listed alphabetically rather than in any order of importance or priority. They can be found in the current edition of the Policy, Organisation & Rules of The Scout Association and [www.scouts.org.uk/about-us/policy](http://www.scouts.org.uk/about-us/policy)

## Our Investment and Reserves Policy

The Board pays close attention to financial controls, particularly in the budgeting of events, activities and building maintenance. The Board also regularly monitors the financial risks to which the County may be exposed. The greater part of the county's income come indirectly from parents of members through subscriptions, and the Board's aim is to keep subscriptions as low as possible while providing good quality services necessary to support Scouting throughout the county. There is a tension inherent in this aim: taking on investment risk by investing in equities is likely to improve returns and hence reduce subscriptions over the long term, yet exposes us to short-term value fluctuations. Consequently, the Board has set Investment and Reserve policies as follows:

### Investment policy

- The county will only invest in tangible assets to the extent that they are tools and equipment necessary for the provision of County services. Assets that ceased to be used should be disposed of if they have financial value.
- The maximum amount that may be invested in risk investments (shares, bonds and similar) is 20% of the county's unrestricted net assets as shown in the accounts. Such investment may only be in collective investment schemes with a broad spread of underlying assets. Each scheme used must be approved by the CTB.
- Cash and near-cash funds run by investment managers may be used, but no fund may hold more than 20% of the County's unrestricted net assets. The underlying investments in such funds must be held in trust.
- Cash held on bank deposit must be in accounts that are protected by the Financial Services Compensation Scheme ("FSCS"), and the amount in any account is limited to the protection limit of the FSCS.

At the date of this Report, cash holdings at Barclays Bank plc exceed the maximum specified in this policy. Following the merger of the counties, work is underway to rebalance deposits and open additional bank accounts where necessary.

### Reserves Policy

The County will endeavour to maintain available funds, excluding known commitments and funds for planned one-off developments in the next two years, equal to a between one- and two-year's budgeted revenue expenditure. The subscriptions charged shall be set to achieve compliance with this policy.

## Objectives and activities

### The Purpose of Scouting

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

### The Values of Scouting

As Scouts we are guided by these values:

Integrity - We act with integrity; we are honest, trustworthy and loyal.

Respect - We have self-respect and respect for others.

Care - We support others and take care of the world in which we live.

Belief - We explore our faiths, beliefs and attitudes.

Co-operation - We make a positive difference; we cooperate with others and make friends.

### The Scout Method

Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting and:

- enjoy what they are doing and have fun.
- take part in activities indoors and outdoors-
- learn by doing-
- share in spiritual reflection-
- take responsibility and make choices-
- undertake new and challenging activities-
- make and live by their Promise.
- 

### Public Benefit Statement

We are part of The Scout Association, the UK's biggest coeducational youth organisation. We help children and young adults reach their full potential and gain skills for life.

We actively engage and support our members in their physical, intellectual, social and spiritual development and to achieve their full potential as individuals, as responsible citizens, and as members of their local, national and international communities.

We operate within a framework of safety to enable young people to take part in adventurous activities safely. Our charitable objectives help young people learn by doing, share in spiritual reflection and take responsibility. Working together, they make choices, take part in new, challenging, and unique experiences, help others and live their Scout Promise.

In partnership with adults, young people take part in fun indoor and outdoor activities. Activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. We help young people to get jobs, save lives and even change the world by contributing to social change and making a positive contribution to society.

There's something for every young person. It's a great way to have fun, make friends, get outdoors, express creativity, and experience the wider world.

We believe that we've met the Charity Commission for England and Wales's public benefit criteria for both the advancement of education, and the advancement of citizenship and community development and being as diverse as the communities we serve.

## Review of the Year

Merging the two counties took a great deal of time and effort throughout the year as we worked towards harmonising two different sets of practices. Thanks to the hard work of many we were able to select the more efficient way of dealing with the many practices that needed review, and put appropriate procedures in place. This was achieved while still offering a high standard of service to our Districts and Groups. The first part of this document reviews the activities of our various Teams and the sections for which they are responsible. It makes encouraging reading.

## Financial Review

The accounts attached are for a ten-month period and reflect the affairs of the ongoing Charity, Greater London South for that period. The activities of GLSE are only included from the merger date, 13<sup>th</sup> July 2024, and therefore reflect a six-month period. The comparative figures are for a twelve-month period for Greater London South alone.

Our primary source of income is the county subscription charged in respect of each youth member. Scout Groups collect a subscription which covers their own costs as well as the subscriptions charged by the District, County and National Headquarters. Funds are passed up the chain from Groups each March and April. Both predecessor Counties set the subscription rate for 2024 with no real knowledge of how costs would emerge in the merged entity.

In the event unrestricted income, excluding that generated by the South London Scout Centre for the period was £84,000 and associated expenditure was £89,000, a very creditable result given the uncertainties.

Major development works were carried out at the Fort, as explained elsewhere. Much of this was funded by operating surpluses, and a grant of £35,000 from the Don Broome Scout Trust, but the Trustees allocated £37,000 of general reserves to the first stage of the projected work. The County membership fee for 2025 has been set at £10 per youth member. This maintained the previous rate for Greater London South. GLSE had been distributing reserves by holding down its membership fee and the £10 was a significant increase, but nevertheless well below the amount charged before the pandemic. County activities are still stabilising into the new structure, so it is difficult to forecast the outcome for 2025 with any certainty at the time of writing in mid-year.

## Statement of Trustees' Responsibilities

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payments basis). In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organisation will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable it to ensure that the financial statements comply with applicable laws and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Independent Examiner's Report

### To the Trustees of Greater London South County Scout Council:

I report on the accounts of the Council for the period ended 31 January 2025 which comprise the Statement of Financial Activities, the Balance Sheet, and related notes.

This report is made solely to the trustees in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I may state to the charity's trustees those matters which I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept responsibility to anyone other than the charity and the charity's trustees for my examination work.

### Respective responsibilities of the trustees and examiners

As the charity trustees you are responsible for the preparation of the financial statements. You consider that the audit requirement of Section 144(2) of the Charities Act 2011 (the 2011 Act), does not apply. It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act),
- to follow the procedures laid down in the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- state whether particular matters have come to my attention.

### Basis of Independent Examiners report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

### Independent Examiners Statement

In connection with my examination, no material matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect:
  - The requirements to keep proper accounting records (in accordance with Section 130 of the 2011 Act); and to prepare accounts which accord with the accounting records and comply with the methods and principles of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015).
  - the accounting requirements of the 2011 Act have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached,

John Lambourne FCA  
For and on behalf of Latham Lambourne Ltd  
Chartered Accountants  
18 Woodlands Park,  
Bexley,  
Kent, DA5 2EL

10th July 2025

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Statement of Financial Activities for the Ten-month Period Ended 31st January 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	12 Months Total Funds 2024 £
<b>Income and Expenditure</b>					
<b>Income</b>					
<b>Income</b>					
<b>13</b>					
<b>Incoming Resources from Generated Funds</b>					
Income from donations and legacies		1,151	0	1,151	256
Investment Income		8,442	0	8,442	4,102
<b>Incoming Resources from Charitable Activities</b>					
County activities		82,563	557	83,120	104,643
Greater London South Scout Centre Activities		131,193	0	131,193	124,734
Petchey Fund		0	9,283	9,283	18,900
Third party funds		0	22,310	22,310	62,961
<b>Total Incoming Resources</b>		<b>223,349</b>	<b>32,150</b>	<b>255,499</b>	<b>315,596</b>
<b>Expenditure</b>					
<b>14</b>					
<b>Charitable Activities</b>					
Petchey Fund		0	12,800	12,800	18,250
Development Officers Fund		40,529	0	40,529	45,463
County activities - Support Costs		27,334	0	27,334	3,044
County activities - Programme & Training		21,283	0	21,283	6,224
Greater London South Scout Centre Activities		160,558	0	160,558	105,960
Third party funds		0	31,432	31,432	187,730
(Gains)/losses on investment assets	4	-1,746	0	-1,746	-495
<b>Total Resources Expended</b>		<b>247,958</b>	<b>44,232</b>	<b>292,190</b>	<b>366,176</b>
<b>Net Movement in Funds</b>					
Transfers		-24,609	-12,082	-36,691	-50,580
Balances Brought Forward at 1st April 2024		-8,782	8,782	0	0
GLSE assets included at 13 July 2024		430,761	12,990	443,751	494,331
		157,515	3,843	161,358	0
<b>Balances Carried Forward at 31st January 2025</b>		<b>554,885</b>	<b>13,533</b>	<b>568,418</b>	<b>443,751</b>

The Notes to the Accounts which follow form part of these accounts.

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Balance Sheet at 31st January 2025

	Note	£	2025 £	£	2024 £
<b>Fixed Assets</b>					
Tangible Fixed Assets	3		0		0
Investments	4		39,643		4,725
<b>Current Assets</b>					
Debtors	5	3,794		0	
Cash at Bank and in Hand		<u>528,094</u>		<u>654,126</u>	
		531,888		654,126	
<b>Liabilities:</b> amounts falling due within one year	6	<u>3,113</u>		<u>164,520</u>	
<b>Net Current Assets</b>			528,775		489,606
<b>Net Assets</b>			<u>568,418</u>		<u>494,331</u>
<b>Funds</b>					
Unrestricted	7		554,885		349,455
Restricted			13,533		144,876
			<u>568,418</u>		<u>494,331</u>

The Notes to the Accounts which follow form part of these accounts.

Approved by the Trustees on 9th July 2025 and signed on their behalf by:

(Trustee)

(Treasurer)

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Period Ended 31st January 2025

### 1 Accounting Policies

- a) Basis of accounting  
These accounts have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015). The financial statements have been prepared under the historical cost convention.
- b) Income  
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.
- c) Expenditure  
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to each category.
- d) Fixed Assets  
For a period from 1st April 1996 all fixed asset purchases greater than £1,000 were capitalised and depreciated at various rates. By 31st March 2000 all capitalised items had been fully depreciated and no subsequent purchased have been capitalised. The Trustees have decided to follow the policy adopted by Greater London South-East of writing off all capital purchases to the Statement of Financial Activities at the point of purchase. The Trustees believe that this policy, which is not in accordance with generally accepted accounting standards, is appropriate to give readers of the accounts a clear view as to the financial affairs of the County.  
No change is necessary to prior year figures as a result of this change in accounting policy.
- e) Fund accounting  
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.  
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- f) Leasing commitments  
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease period.
- g) Pension costs  
The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities as paid.

### 2 Merger of Charities and change in Accounting Period

On 13<sup>th</sup> July 2024 the Counties of Greater London South (covering the London Boroughs of Lambeth, Southwark, Lewisham, Royal Greenwich and Wandsworth) and Greater London South-East ("GLSE") (covering the London Boroughs of Bexley and Bromley) voted to merge their activities, both operationally and to create a single registered charity. The merger was effected by Greater London South-East transferring all its assets, liabilities and operations to Greater London South. Greater London South retains its name and Charity Registration Number; Greater London South-East is in the process of being de-registered.

The Trustees have decided to adopt the financial period end date of 31st January used by GLSE. Accordingly, this report covers the activities of the county for a ten month period from 1st April 2024 to 31st January 2025, including the former GLSE from 13th July 2024 to 31st January 2025.

Activities of Greater London South-East prior to the merger are not shown in the Statement of Financial Activities; fund balances transferred on the merger date are separately identified in the Balance Sheet.

### 3 Membership Subscriptions

The County collects membership subscriptions from the constituent districts which include the subscriptions charged by National Headquarters. These amounts which are passed on to Headquarters are treated as agency income and are therefore not included in the Statement of Financial Activities. Amounts were:

	2025	2024
	£	£
Subscriptions collected	217,408	226,190
Amounts passed on	171,638	159,005
Subscriptions retained	<u>45,770</u>	<u>67,185</u>

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**  
**Notes to the Accounts for the Period Ended 31st January 2025**

**4 Fixed Asset Investments**

	2025 £	2024 £
<b>Quoted Investments</b>		
Market Value 1st April 2024	5,220	4,725
Transfer ex GLSE	32,678	0
Net unrealized investment gains/(losses)	1,745	495
Market Value 31st January 2025	<u>39,643</u>	<u>5,220</u>

**5 Debtors**

	2025 £	2024 £
Prepayments	3,794	0
	<u>3,794</u>	<u>0</u>

**6 Liabilities: Amounts Falling Due Within One Period**

	2025 £	2024 £
Accruals	1,620	1,354
Subscriptions in advance	0	125,400
Other creditors	1,493	0
	<u>3,113</u>	<u>126,754</u>

**7 Analysis of Net Assets Between Funds**

	Tangible Assets £	Investments £	Net Current Assets £	Total £
Unrestricted funds	0	39,643	515,242	554,885
Restricted funds	0	0	13,533	13,533
	<u>0</u>	<u>39,643</u>	<u>528,775</u>	<u>568,418</u>

**8 Movement in Funds**

	At 1.4.24 £	At 13/7/24	incoming resources £	resources expended £	transfers £	at 31.1.25 £
<b>Unrestricted funds</b>						
General fund - GLSCS b/f	430,761		223,349	-247,958	-8,782	397,370
General fund - GLSE		157,515				157,515
General fund - Combined	<u>430,761</u>	<u>157,515</u>	<u>223,349</u>	<u>-247,958</u>	<u>-8,782</u>	<u>554,885</u>
<b>Restricted Funds</b>						
Petchey	12,650		9,283	-12,800		9,133
County Trip 2025	0		0	-13,121	13,121	0
Disney 2025	340		22,310	-18,311	-4,339	0
Poland (ex GLSE)	0	1,826				1,826
Kenya (ex GLSE)	0	2,017				2,017
Future events	0		557	0		557
	<u>12,990</u>	<u>3,843</u>	<u>32,150</u>	<u>-44,232</u>	<u>8,782</u>	<u>13,533</u>
Total Funds	<u>443,751</u>	<u>161,358</u>	<u>255,499</u>	<u>-292,190</u>	<u>0</u>	<u>568,418</u>

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**  
**Notes to the Accounts for the Period Ended 31st January 2025**

**9 Employees Remuneration**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Salary	34,376	41,085
Social Security Costs	0	0
Pension Costs	867	973
	<u>35,243</u>	<u>42,058</u>

At 31 January 2025 there was 1 employee (31 March 2024 - 1)

**10 Trustees Remuneration and Expenses**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Remuneration paid to Trustees	0	0
Expenses Reimbursed to Trustees	1,497	1,180
Number of Trustees Reimbursed	5	1

Trustees were reimbursed for necessary out of pocket expenses spent on Council business at agreed rates, and for expenditure made by them on behalf of the Council..

**11 Independent Examination Fees**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Independent Examination fee	1,360	1,200
Fees for other services	260	240
	<u>1,620</u>	<u>1,440</u>

**13 Detailed Incoming Resources**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2025</b>	<b>Total Funds 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Investment Income</b>				
CAF	104	0	104	117
Bank Interest	8,338	0	8,338	3,985
	<u>8,442</u>	<u>0</u>	<u>8,442</u>	<u>4,102</u>
<b>County Income</b>				
Voluntary Income, Donations & Grants	1,151	0	1,151	256
Membership Levy	45,770	0	45,770	67,185
Fees, Grants etc	0	0	0	7,685
Fort	1,602	0	1,602	0
Caving	0	0	0	443
DOE	4,744	0	4,744	2,966
Youth event	447	557	1,004	2,330
	<u>53,714</u>	<u>557</u>	<u>54,271</u>	<u>80,865</u>
<b>South London Scout Centre Income</b>				
South London Scout Centre	131,193	0	131,193	124,734
<b>Third Party Funds</b>				
Jamboree	0	0	0	31,264
County Trip 2024	0	0	0	21,266
Disney 2025	0	22,310	22,310	7,465
	<u>0</u>	<u>22,310</u>	<u>22,310</u>	<u>59,995</u>
<b>Jack Petchey Funds</b>				
Awards and expenses	0	9,283	9,283	18,900
<b>County Development Funds</b>				
County Development Grants	30,000	0	30,000	27,000
<b>Total Income</b>	<u>223,349</u>	<u>32,150</u>	<u>255,499</u>	<u>315,596</u>

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**  
**Notes to the Accounts for the Period Ended 31st January 2025**

**14 Detailed Resources Expenditure**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
<b>County Operating Costs</b>				
<b>Governance Costs</b>				
Office costs including stationery & printing	19,320	0	19,320	322
Office Holders Expenses	3,247	0	3,247	1,180
Professional Fees & Licences	2,040	0	2,040	1,440
Training	2,401	0	2,401	0
Bank & card Charges	326	0	326	102
<b>Programme &amp; Training</b>				
Courses	1,726	0	1,726	0
OSM Gold plus	3,870	0	3,870	0
Sailing	4,265	0	4,265	0
Fort event	3,628	0	3,628	0
County events	1,303	0	1,303	1,435
Youth event	515	0	515	2,180
Badges	420	0	420	0
DOE awards	3,514	0	3,514	3,447
Conferences/AGM	0	0	0	291
Website	0	0	0	2,318
Awards	2,042	0	2,042	0
	48,617	0	48,617	12,715
<b>South London Scout Centre Operating Costs</b>				
South London Scout Centre	160,558	0	160,558	105,960
<b>Third Party Funds</b>				
Jamboree	0	0	0	36,445
County Trip	0	13,121	13,121	140,713
Disney 2025	0	18,311	18,311	7,125
	0	31,432	31,432	184,283
<b>Jack Petchey Funds</b>				
Awards and expenses	0	12,800	12,800	18,250
<b>County Development Funds</b>				
County Development costs	40,529	0	40,529	45,463
<b>Total Resources Expended</b>	249,704	44,232	293,936	366,671



**Scouts**  
South London

**Everyday  
Adventure  
and skills for  
life! Scouting:  
for 4 to 25  
year olds**

Fun, challenge & adventure.  
All in a day's work for a  
Scout!

**Become a Scout** →

**Volunteer with us** →

**Our Centre –** →

**Volunteer Support** →

**[southlondonscouts.org.uk](https://southlondonscouts.org.uk)**

**Visit our members area to find out about our:**

**Latest communications**

**Adult learning programme**

**Trustee Board toolkit**

**Recruitment resources**

**Nominate a Shining Star!**

**Resources to help you plan nights away**

**Programme ideas**

**Going for growth badges**

**Volunteering agreement**

**Tools and resources to help you achieve our plan**

**and much, much more..!**



## Easy to organise weekend adventure



With wonderful facilities and easy access to local transport connections, the South London Scout Centre is a great way to explore central London.



**15 minutes by train from central London**



[southlondonscouts.org.uk/our-centre](https://southlondonscouts.org.uk/our-centre)



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)



[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)



[#SouthLondonScouts](https://twitter.com/SouthLondonScouts)



**Scouts**  
South London

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**

England & Wales - Charity number 303883

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# Accounts

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**Scouts**  
South London

# Annual Report 2023/24

# Skills for Life

## Our plan to 2025



### Our vision

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life. Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

### Perception

Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

### People

More adults and young people joining scouting from every community in South London.

### Places

We provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults. All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

### Programme

We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

**Find out more and see what you can do to help your group or unit achieve our goals at:**

**[southlondonscouts.org.uk/ourplan](https://southlondonscouts.org.uk/ourplan)**

# Greater London South County Scout Council

The Greater London South County Scout Council (known as South London Scouts), is an unincorporated association constituted in accordance with the Rules of The Scout Association (Registered No. 139, Charity No. 303883) covering the London Boroughs Wandsworth, Lambeth, Southwark, Lewisham and Royal Greenwich.

The Scout Association (Registered Charity No. 306101) is incorporated by Royal Charter to support and actively engage young people in their personal development. Empowering, them to make a positive contribution to society.

The Scout Association's method of meeting the purpose of scouting is through the balanced programme.

The Greater London South County Scout Council's governing documents are those of The Scout Association (Registered Charity number 306101). They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Scout Association and The Policy, Organisation and Rules of the Scout Association. The County Scout Council is a trust established under The Scout Association's rules, which are common to all Scouts in the United Kingdom. The County Scout Council's role is to offer leadership and support to the Scout Districts and Groups within our geographic administrative area.

Our constitution governs the operation of the county (The Greater London South County Scout Council and County Trustee Board, known as South London Scouts).

The County Scout Council is the elected body which supports and encourages the development of scouting in the county. It comprises members of the county team, representatives from the scout network, county scout active support units, and our districts and groups within the county.

The county is led by the lead volunteer for South London Scouts (county commissioner) and is governed by the county trustee board. They are accountable to the county scout council for the satisfactory running of the county. The members of the county trustee board are responsible, as the charity's trustees, for all matters concerning property and finance and to ensure the proper use of the county's resources to support scouting in the county.

<b>President</b>	Vacant		
<b>Vice-Presidents</b>	Howard B. Strong Roger Cooke	Peter James Gordon Carr	Linda Hurford Mike Jackson

**Trustees** – County Trustee Board - July 2023 to July 2024

<b>Ex-Officio</b>	County Chair - Rebecca Smith*
	County Lead Volunteer (County Commissioner) - Darren Lodge
	County Youth Lead (county Youth Commissioner) - Alfie Francis
	Acting County Treasurers - Martyn Bain & John Sweeney
	County Secretary to the Board - currently vacant

\* also Chair of County Finance Sub-Committee

**Elected**

Russell Jones, Cheryl Stonebridge, Ben Ensom, Katie Sturgess, David Attenborough

**Nominated**

Roe Hennessy-Littlejohns, Jason Hagan, Joseph Shippam, Mark Doverly, Ben Stewart

**Invited to attend**

Matthew Butterfield (County Growth, Development & Volunteer Support Services Manager)

**Principal Bankers**

Barclays Bank

**Auditor**

Latham Lambourne, Chartered Accountants and Registered Auditors.  
18 Woodlands Park, Bexley, Kent, DA5

**Registered Offices and County Headquarters**

South London Scout Centre, Grange Lane, Dulwich, London, SE21 7LH

**General enquiries**

[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)

0843 289 0712



## Our Public Benefit Statement

South London Scouts is part of The Scout Association, the UK's biggest coeducational youth organisation. We help children and young adults reach their full potential and gain skills for life.

We actively engage and support our members in their physical, intellectual, social and spiritual development and to achieve their full potential as individuals, as responsible citizens, and as members of their local, national and international communities.

We operate within a framework of safety to enable young people to take part in adventurous activities safely. Our charitable objectives help young people learn by doing, share in spiritual reflection and take responsibility. Working together, they make choices, take part in new, challenging, and unique experiences, help others and live their Scout Promise.

In partnership with adults, young people take part in fun indoor and outdoor activities. Activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. We help young people to get jobs, save lives and even change the world by contributing to social change and making a positive contribution to society.

There's something for every young person. It's a great way to have fun, make friends, get outdoors, express creativity, and experience the wider world.

We believe that we've met the Charity Commission for England and Wales public benefit criteria for both the advancement of education, and the advancement of citizenship and community development and being as diverse as the communities we serve.

## Key Policies

We follow and adhere to The Scout Association's key policies relating to:

- Equal Opportunities
- Privacy and Data Protection
- Religious
- Safety & Safeguarding
- Vetting
- Youth Member Anti-Bullying

No order of importance or priority is implied - they are all equal. These can be found in the current edition of the Policy, Organisation & Rules of The Scout Association and [www.scouts.org.uk/about-us/policy](http://www.scouts.org.uk/about-us/policy)

## Our Investment and Reserves Policy

The work of the Trustee Board involves issues concerning financial control, particularly in the budgeting of events, activities and building maintenance as well as regularly monitoring the financial risks to which the County may be exposed. The income to the County is generated from investments, donations, grants and the membership subscription paid by members of the County. The Investment Policy of the County is such that our reserves continue to be held in low risk managed portfolios; the Trustee Board has reviewed the investments to ensure we are able to achieve a fair rate of return on the capital reserves held. The Reserves Policy was declared by the County Trustee Board to be the 'maintenance of available funds, excluding known commitments and contingent liabilities, equal to a minimum of one year's budgeted revenue expenditure'.

## Statement of Trustees' Responsibilities

Law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payments basis). In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organisation will continue in business

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable it to ensure that the financial statements comply with applicable laws and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## 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.

The Trustees have identified the following as the potential key risks that the County could face:

- 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 our perception team 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.
- Safeguarding – The risk of a safeguarding incident involving our members. We mitigate this risk with our appointments process, including DBS searches to vet new adults and a mandatory safeguarding training package.
- Safety – The risk to health through unsafe practices. We mitigate the risk through a mandatory safety training package, a system of adventurous activity permits and adherence to the Scout Association Policy, Organisation and Rules.
- Major incident at the South London Scout Centre - We mitigate this risk through extensive team training and adherence to regulatory and legislative requirements for health and safety and the maintenance of buildings and equipment and the provision of hazardous activities.

# An overview of our revised County Team structure

Working using a teams-based approach to volunteering is not a new concept to us as a county team, we have been successfully working towards this for many years now. Now nationally, our movement is moving away from the current approach of volunteers taking on one or more specific roles, from a long list, to instead focus on the tasks that volunteers can do within teams to support great programmes.

Changing the focus from role to team tasks is one way we can make flexible volunteering really happen and part of day-to-day scouting, which is available to everyone. We want to make it easier for a more diverse range of people to contribute to scouts in a way that reflects their skills, interests, and availability.

This new volunteering framework means that each team has a clear list of tasks, some of which are for the whole team, and others that can be done by one or more individuals. Beyond that, it's down to the team to decide how they organise themselves, based on their skills, interests, and availability.

This approach really is an opportunity to be far more flexible in how our volunteers support scouting at county level, allowing people to volunteer in the way that works for them, rather than being constrained by 'what it says on a role description'.

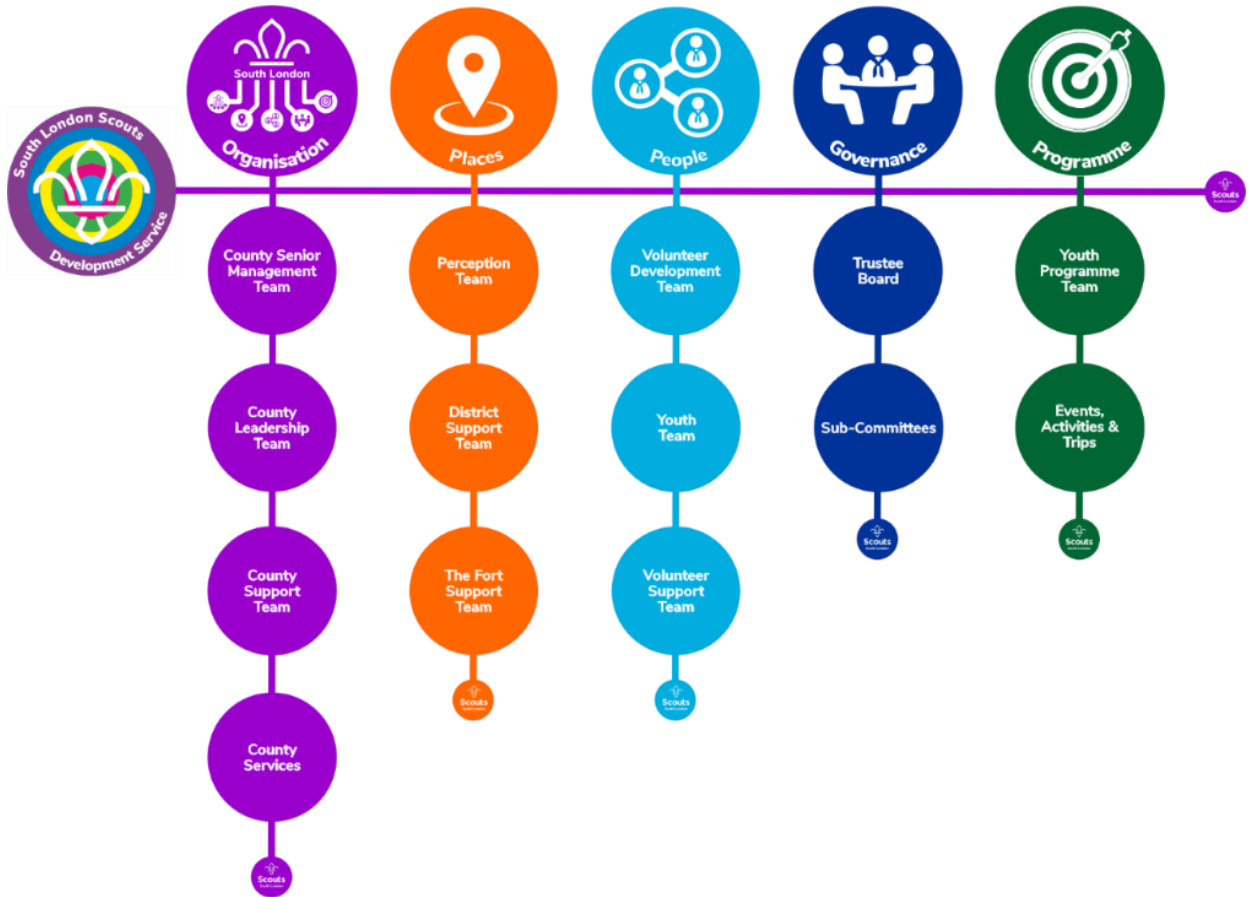
The new team-based approach and teams structure is also mirrored at district and group levels. Importantly, it moves us towards an ethos of sharing the tasks out. Removing our current role descriptions and replacing them with new team descriptions. The team description describes the set of tasks that the team is together responsible for, but it's down to the team to work out how they allocate these tasks amongst themselves.

We all know that it is in our scout groups and explorer scout units where scouting is delivered to young people each week. Therefore, it is our groups and units that we need to support in order for our leaders and supporters to provide quality programmes, overnight events and activities. Our new volunteer frame will support this as it is mapped across our county, districts, groups, and units.

Our revised county structure consists of five areas of work or functions, these are:



Each function consists of a number of teams, these are:





## County Development Service

Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support our District Lead Volunteers, Group Lead Volunteers and section leadership teams as situations arise.



The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the five London Boroughs that we serve.

The strategic aim of the service is to work with the County Lead Volunteer and our District Lead Volunteers to ensure:

- growth
- organisational development
- adult recruitment
- volunteer support
- volunteer retention
- membership retention
- sustainability

## Areas of support

The strategic aims are achieved by providing support in the following areas:

### Growth

- **Adult recruitment:**
  - Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
  - promote flexible volunteering
  - Attend targeted adult recruitment events
  - Support groups and districts with targeted adult recruitment drives
  - Assist with parent engagement
  - improving the 'volunteer journey' including, welcome and induction, early training, support and review
  - Management of the county joining system ([join.southlondonscouts.org.uk](http://join.southlondonscouts.org.uk))
- **Opening new provision:**
  - New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
  - New explorer scout units
  - New support teams (specialist, group, district and county teams)
  - Sections in established groups - helping groups achieve the full family of scouting
  - Starting additional sections in groups that have long waiting lists
  - Supporting districts and groups with targeted youth recruitment drives

## **Development**

- Facilitate growing stronger together workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

## **Support for line managers**

- Support District Lead Volunteers and Group Lead Volunteers with growth and organisational development initiatives
- Provide inductions for newly appointed Group Lead Volunteers
- Support District Lead Volunteers and volunteer development teams to achieve action for growth
- Provide resources and advice to District Lead Volunteers to assist them with the appointment of effective Group Lead Volunteers

## **Resources**

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

## **Support to growth facilitators**

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth

## **Transforming the Volunteer Journey**

- Help to plan for and lead the implementation of change locally across the county
- Support the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Work with key volunteers to help adult volunteers and stakeholders across the county to understand and plan for successful implementation of the changes
- Take the outputs from the Skills for Life Strategy, in the form of national transformation plans, and help make them work in local contexts – considering local issues and readiness to implement change
- Champion and promote change, supporting members in the county, at all levels, to connect the dots about what the changes mean to them
- Coordinate a network of local transformation champions; creating a community of peer-to-peer support and collaboration
- Attend meetings and events to help inspire members about the changes to be implemented in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success



## Organisation - County Volunteer Services

Our County Volunteer Services is all about our volunteers and the volunteering experience, the service works collaboratively with our volunteers across the county to provide the resources, administrative support, advice and services which drive the day-to-day operation of the county.

Services provided include:

- dealing with youth joining enquiries and maintenance of our enquiry system
- dealing with general enquiries
- ordering county supplies – eg scarves and badges
- general operational administration
- county event support
- county team support
- I.T. systems support
- governance support
- training administration
- details to the treasurer to monitor receipt of payments
- administration for the county shining stars awards scheme
- county-wide communications and emails
- county AGM and Awards night event planning and support
- annual census return
- digital and physical legacy management





Our governance function ensures that scouting at county level is run safely and legally and support this area of work across the county.

The county trustee board is specifically responsible to the county scout council and has a focus on supporting our county strategy; key policy decisions; approval of the county development plan and for acting on matters relating to finance, the county development and volunteer services and the South London Scout Centre.

Our governance is an important part of the day-to-day running of our county and exists to support the County team in meeting its responsibilities.

From April 2023, following your next annual general meeting the purpose and responsibilities of your Trustee Boards will change to...

The Trustee Board must act in the charity's best interests, acting with reasonable care and skill and take steps to be confident that:

The scout county is:

- well managed
- carrying out its purposes for the public benefit
- complying with the charity's governing document and the law
- managing the charity's resources responsibly

And that the scout county:

1. is operating compliant with the current edition of Policy, Organisation & Rules (POR), including effective management of the key policies listed in chapter 2 - equal opportunities, privacy and data protection, religious, safeguarding, safety, vetting, youth member anti-bullying policies
2. ensures that young people are meaningfully involved in decision making at all levels
3. plan so that there are sufficient resources (funds, people, property and equipment) available to meet the planned work of each of the county to enable the delivery of high-quality programmes and the youth training programme
4. has a positive image in the local community

The trustee board members must themselves collectively:

1. develop and maintain a risk register, including putting in place appropriate mitigations
2. ensure that the county's finances are properly managed, including development and maintenance of appropriate budgets to support the work of the county
3. maintain and manage:
  - a reserves policy (including a plan for use of reserves outside the 'minimum')
  - an investment policy
  - a public benefit statement for the county
4. ensure that people, property and equipment are appropriately insured, and that any property and equipment owned or used by the county is properly protected and maintained

5. promote and support the development of scouting in the local area
6. ensure the appointment and management and operation of any sub-committees, including appointing a chair to lead the sub-committee
7. ensure that effective administration is in place to support the work of the trustee board
8. appoint any administrators, advisers and co-opted members of the trustee board
9. ensure transparency of operation, including:
  - prepare and approve the annual accounts and arrange that they are signed-off by an auditor, independent examiner or scrutineer as appropriate and as appointed by the Scout Council at their Annual General Meeting (AGM)
  - prepare and approve the Trustees' annual report (which must include the annual accounts)
  - present the approved Trustees' annual report and annual accounts to the scout council at the AGM
  - following the AGM, ensure that a copy of the trustee annual report and accounts is sent to the District Trustee Board administration and, if a registered charity, is filed with the Charity Commission for England & Wales
  - take responsibility for adherence to data protection legislation (GDPR), recognising that, dependent on circumstances, it will at different times act as a data controller and as a data processor
  - individually and collectively maintain confidentiality regarding appropriate trustee board business
10. where staff are employed:
  - act as a responsible employer in accordance with scouting's values and relevant legislation
  - ensure that effective line management is in place for each employed staff member and that these are clearly established and communicated
  - ensure that appropriate specific personnel insurance is in place

### **Governance structure**

The members of the county trustee board are appointed in accordance with the current edition of the Policy, Organisation and Rules (P.O.R.) of the scout association. The county chair, county commissioner (county lead volunteer), county treasurer and the county secretary are ex-officio members of the county board of trustees. Other members are elected or appointed at the annual general meeting of the Greater London South County Scout Council. The members of the trustee board, who are its trustees, have met on six occasions since the last AGM in July 2022.

The board currently has one principal sub-committees to assist with its responsibilities, this is the finance sub-committee and the board receives their reports and then considers their proposals and actions their recommendations as necessary.

## Finance Sub Committee

The Finance sub-committee is chaired by the county chair and has devolved operational responsibility for financial management on behalf of the county board of trustees and makes recommendations on appropriate financial management controls to the trustees. The county treasurer is the trustee with day-to-day responsibility for financial management, acting on behalf of the county trustee board.

## Membership of the County Trustee Board - County Trustees

The County Trustee Board is made up of four types of members:

- **Ex-officio trustees** have a role on the Trustee Board due to their role in scouting. These are:
  - County Lead Volunteer (County Commissioner)
  - County Youth Lead (County Youth Commissioner)
  - County Chair
  - County Secretary
  - County Treasurer
- **Elected Trustees** stand for election at the annual general meeting and are elected by the county scout council to take on the role; there are usually four to six in number
- **Nominated Trustees** are nominated by the County Lead Volunteer (County Commissioner), in partnership with the County Chair and approved at the annual general meeting; there must be no more nominated trustees than elected trustees
- **Co-opted Trustees** are chosen to take on a role by the County Trustee Board due to specific skills or knowledge useful to the trustee board; there must be no more co-opted trustees than elected trustees

The membership is set up this way to ensure that the interests of the County Scout Council and the County Lead Volunteer (County Commissioner), are represented, and balanced. It also serves to broaden the membership of the trustee board – possibly to bring in people from other parts of the local community.

Other people deemed appropriate for the County Trustee Board's current business may be invited to attend a meeting at the chair's discretion.





# The County Chair

This year has been another busy year. We have seen countless trips and activities, unique in their own ways. Offering all involved new skills, key life lessons and memories galore. There is no doubt that there is a huge amount of work, effort and time that goes into everything from the weekly meetings, to camps, to the big international trips and for that I'd like to say thank you.

With new trustees elected this year, the board has felt energised and proactive. There has been great discussion and careful Planning around the development of The Fort. A few knock-backs, including refused planning permission has meant that we have had to be creative in our thinking whilst managing budgets and still making sure the site can be used. My second thank you goes to all those on the premises committee who have not only been at the meetings but also been exceptionally hands on with a bit of DIY themselves. Our warden Gordon Carr has also been a great help in facilitating the changes happening too.

As always the trustees work to make sure that the County is running as should be, balancing this with keeping Scouts what it should be- fun, accessible and forward-leaning. On this we worked to lower the levy fee in order to make sure that we keep Scouting in South London as affordable as possible.

A large part of work, needing careful thought, understanding and lots of planning has been the merger with South East London County. You will have no doubt seen the communications and the start of this coming together as one great county. Although this is the last AGM as South London Scouts we can look forward to an exciting and flourishing union of the two counties over the next few months. There is still much work to do but everyone is passionate to make this the best year yet.

My final thank you goes to all of our trustees and those who sit on the boards. A role that often involves nitty-gritty conversations, talking through complex decisions and lots of referring to PoR and the charity commission website. However, these volunteers have the undue devotion to make sure that the county runs correctly and smoothly, and without them we'd be lost.

Finally, I couldn't finish up without acknowledging the fact that Darren Lodge is stepping down as our Leas Volunteer after many years of service. It has been an absolute pleasure to work alongside him. Always a friend at the end of the phone for wise words or interacting with our young people and various events across the country. I hope this isn't goodbye and you'll still be around with Scouts in the future.

**Becca Smith**

*County Chair*

[chair@southlondonscouts.org.uk](mailto:chair@southlondonscouts.org.uk)



# County Leadership Team

So, another great year has passed by and I am pleased to report that things are continuing to improve with scouting in our Districts and we continue to be able to provide a fantastic scouting experience for our young people.

Our figures show in the census report from Jan this year that the number of young people taking part in the scouting experience has only increased by 64, but our adults have increased by 138 volunteers, this equates to a 3.3% increase. Although this is less than last year it is still a great increase and is an average of increase over the London Region. I want to thank all of the DLVs (District Lead Volunteers) and their teams for their great efforts in boosting these recruitments and for their work and commitment to their groups over the last year. Unfortunately, we lost Peter Hapgood & Chrissie White this year as joint DLV for Wandsworth and I would like to thank them for their dedication to the role over the last 5 years. I am pleased to announce though that we have Andrew Mole who has taken over this role in Wandsworth and is already starting to work well within the District. So please do welcome him into this role.

Since the last AGM we have continued to provide and plan some great scouting adventures as you will see in the following Programme reports. I would like to thank David Liddle for continuing to take the lead in organising a lot of the programme activities over the last year for the County. Welcome to Liz Fricker who has taken over the role of (Deputy County Lead Volunteer responsible for Programme) and for the work she has already and will continue to do going forward.

Our Top Awards team have been able to carry out a fantastic programme of events for our young people to work towards their King Scout Award & DofE awards. The numbers are growing from strength to strength, and I want to thank Marlon and his team for all their hard work and commitment.

We also welcome the international team from GLSE who are assisting us with our International trips as we no longer have an ACC International role.

Sadly Ross (Deputy County Lead Volunteer responsible for Perception) has had to step down from his role, so I thank him for all his efforts and commitment and wish him well. The team have continued to work extremely hard over the last year supporting the county with a lot of media coverage and support. Ross has agreed to continue to manage the Jack Petchey Awards scheme, keeping the districts up to date on progress and awards, and we were able to provide another great awards ceremony this year back in March to recognise the awards given over the last couple of years.

Thank you goes to Jason (Deputy County Lead Volunteer responsible for People) as he continues to support myself and our leaders in this role alongside the continued management of our Shining Stars awards recognising our fantastic volunteers.

Of course, a massive thanks goes to Matt (our Growth, Development & Volunteer Support Services Officer) as he continues to work very hard with our Districts to help groups to re-open, start new groups to manage and support the young people getting back to scouting. He has also been our Transformation lead and has created and supported some great work over the last year to get our groups into the new ways of working as 'Teams' based to align with the new ways of working in scouting. Also, in his role as (County Training Manager), he and his team have worked extremely hard and diligently to provide training to our county and support our adults in their learning and development. Thank you & your team for your continued efforts and assistance.

And lastly, I would like to thank Becca for her continued support and encouragement to the county over the last year in her role as Chair of the Trustees. It has continued to be a busy year with the changes in the Trustee boards rules and with our continued plans on the redevelopment the South London Scout centre alongside all the other commitments of the Trustee board. Becca has done an amazing job, especially as she has had to relocate to another country, but she has not let this affect her commitment to South London Scouting. Becca always has a great smile & is a constant moral support even when things get difficult, so for this I thank you.

The coming year will certainly be a BIG change as we work towards a merger with GLSE, and we look towards new leadership in the county. As I step down from my role as CLV I would like to thank the county for this opportunity over the last 7 years and wish you all well with the new county structure.

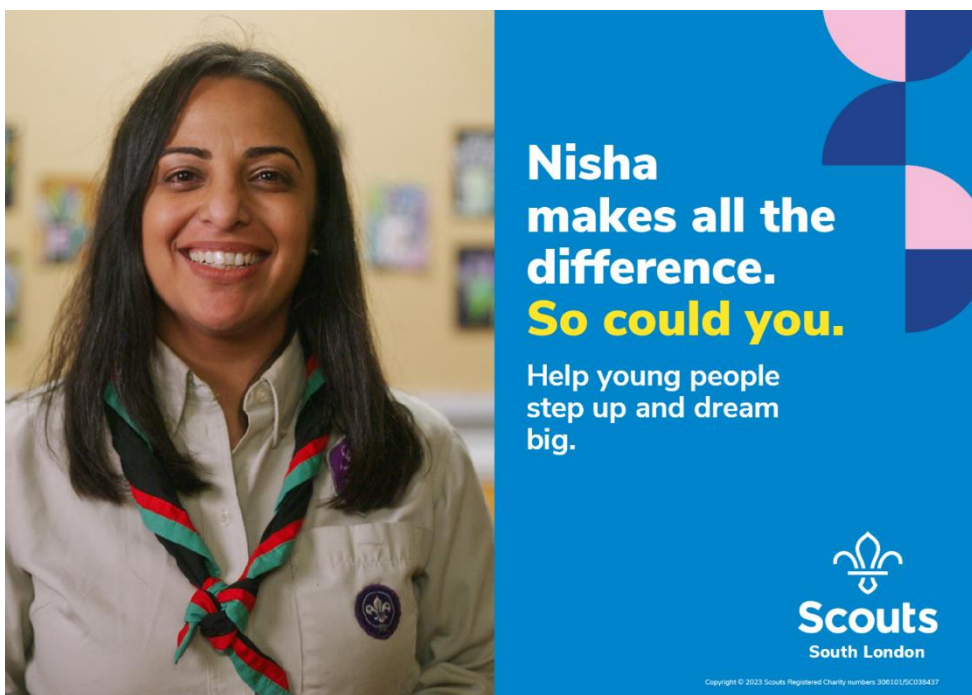
On behalf of all the Young People in South London County and I know it's not said enough but, I would like to offer a big 'THANK YOU' all for your time, effort, energy and dedication that you put into scouting in South London every week, it is greatly appreciated.

Regards

Darren Lodge

**County Leader Volunteer (County Commissioner)**

[cc@southlondonscouts.org.uk](mailto:cc@southlondonscouts.org.uk)







# Programme

## #SLSCROATIA23 COUNTY TRIP

Ove the past two years the county #SLSCroatia23 Journey has been an incredible success, and the facts speak for themselves.



- 7 trips nationally / internationally
- 1 trip to parliament
- 1,332+ Nights Away
- 3,996+ meals
- 2000+ bags of Harobo
- 4 Iconic Camp sites
  - The Fort, Dulwich
  - Bears Rails, Windsor Great Park
  - Ferny Croft / Brownsea Island
  - Gilwell Park
- 1 x main trip to Pula, Croatia
- 1 x visit to Venice
- Dozens' of activities
- Dozens' of sites visited
- Dozens' of Scouting awards and badges achieved and presented
- Dozens' of DofE awards achieved and presented
- Growth and connections made across districts, counties and nationally
- Bush-tucker trials that would make Bear Grylls gag
- Some seriously good campfires
- 1 seriously talented patrol leadership team spanning all of our districts,

This was very different to a Jamboree in that this is something that we have built and grown from nothing, with many Scouts having little or no camping experience due to Covid. The wide age range also presented some challenges, but also made the adventure even more inclusive.

The initial aims of running a large international trip became so much more. Ambitious, experience driven, and a huge exercise in collaborative Scouting connecting people across districts, the county and nationally. The connections that have been made are incredible. The growth in the team and the young people who were entrusted to our care has been life changing for many.

I cannot express how proud of the whole team I am. The management team of Liz Fricker, Richie Mannering & Becca Smith delivered and led magnificently.

The leadership team of Ross Whittome, Will Akhurst, Toby Wells, Konrad Bishop, Joanne Fuller, Wendy Hutcheson, Matthew Johnson, Gemma Whitelaw, Remi Lasakan, Sarah Lodge, James Manley, Garrett Mears, Sarah Nugent, Nick Peacock, Neil Tye, Lewis Wilson, Marco Lecca & Matt Agar, were uncompromising, and empowered and supported the kids perfectly.



The cohesive togetherness, the support of the 10 patrols, and the pushing of comfort zones to grow and develop the teams was superb. You all should be incredibly proud of yourselves. No badge or bit of paper will ever justify what you have achieved, or the lasting memories that you have given those young people who took part.

Thank you for the time you have given, and all of you for all being you. Your differences have made us, as a team, what has been able to deliver this fantastic experience. An experience which will echo for years to come. Please on behalf of each-other be sure your local teams know this. Share this message with your Scout

group to show what can be achieved when people work truly together. It's been emotional.

Thank you again, for your friendship, your dedication, and for everything you have all done and achieved. What you do makes Scouting happen. Without you it would not be what it is today.

You can check out the Croatia journey on social media by searching [#SLSCroatia23](https://twitter.com/SLSCroatia23)



The last year has been an outstanding year for Scouting in South London. The commitment and achievements of our members have surpassed all expectations. Moving forward, as we become South & South East London Scouts we anticipate further opportunities and increased collaboration among our groups. We remain dedicated to providing exceptional experiences for our scouts and volunteers alike, ensuring the continued success of scouting in our new larger County.

David Liddle

**On behalf of the Programme Team**

david.liddle@southlondonscouts.org.uk



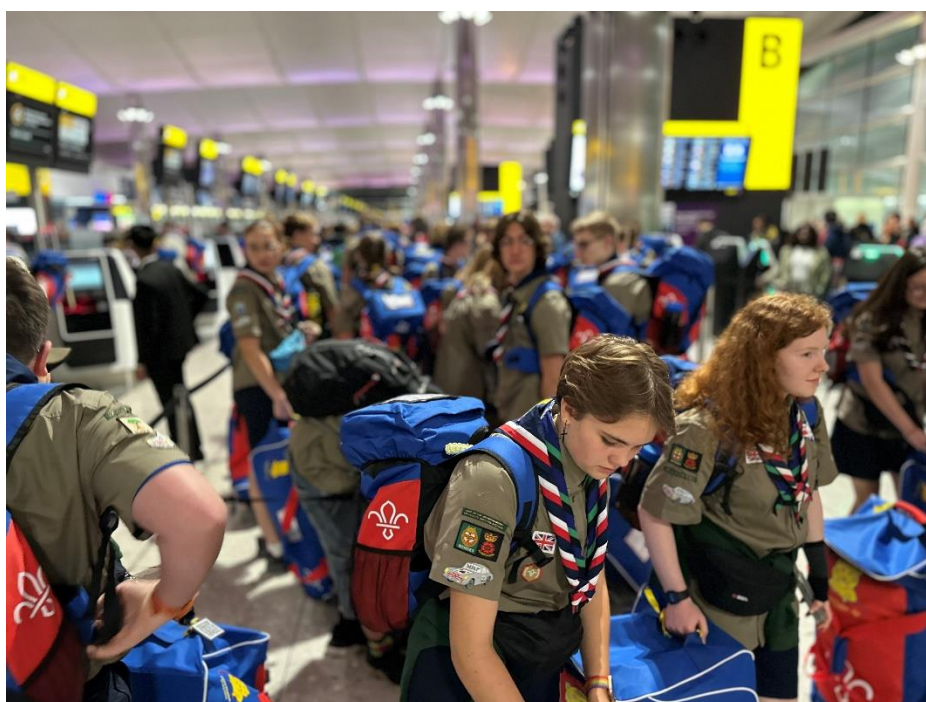
If you'd read the report at last year's AGM, you'd have known Unit 61 had just completed their final training camp and was ready to fly out of Heathrow for a once-in-a-lifetime experience, and what an experience it turned out to be! I'm sure I don't need to repeat the news stories that broke at the time, but here's a little look into what Unit 61 got up to whilst in Korea.

After 22 months since the selection weekend, with six camps, three day events, and two kit days filled with training, team building, and preparation, our joint jamboree with Hampshire Scouts - MI61 - was ready for 20 days filled with fun, adventure, challenges, and new experiences!

Being at Heathrow Airport at 2:30 AM on Sunday, 30th July 2023, would normally be associated with going off on a nice relaxing summer holiday. However, I was there waiting for 36 young people to make their way from across South London and Hampshire to begin a three-week adventure in Korea.

Our flight from Heathrow also had three other units of the UK Contingent, so there were already new people to meet and badges to be swapped before we had even left the ground! After 17 hours of flying, with a little stopover in Warsaw, Poland, we made it to Incheon International Airport, Korea, and nothing could quite prepare us for the heat as we stepped off the plane.

As we made our way through the airport and collected our bags amongst the 120 other UK bags, we then started planning our route to the hotel. It turns out the ability to understand the London Underground Map comes in very useful when navigating the Seoul metro. After arriving at the hotel and meeting Matt, we had to leave our bags and check in later. We used this as an opportunity to explore around the hotel and grab some lunch.



After making our way back to the hotel and checking in, we thought we had a chance to relax before dinner, but instead, all four of us leaders joined a UK call informing us our arrival to the site would be delayed. We then gathered all the young people in the ballroom to inform them of this news. After this announcement, we made our way out into Seoul to find some dinner. It proved a struggle with 40 of us, but we found a little Korean restaurant in a back street that could seat us all, with a few garden chairs and stools that were randomly brought in. That night we were treated to a range of Korean cuisine of prawns, fried chicken, and plenty of smiley faces to keep us Brits happy!

The next day, we used our extra day to explore Lotte World, the Korean version of Disneyland. From the mascot, which looked familiar to a famous mouse, to the parades going around with dancers on top of open-top buses and the massive fairytale castle, it was definitely an experience and a good way to get used to the Korean climate. That evening was spent on another UK Zoom call, as they updated us that we were now ready to travel to the site.



The following morning, we were ready to make our way to the site. After a four-hour journey down with a quick stop at the Korean version of Fleet services, we could see the banners on the side of the road as we approached. Thanks to the translation app, I managed to get our driver to drop us off right next to the site, making it nice and easy. We were also treated to a Korean airshow that afternoon before setting up camp on the small dry patch we could find. That evening was the opening ceremony. We managed to get half the unit in before security shut down the entrance, but nonetheless, we were able to enjoy the music and drone show from outside.

For our second day on site, we were booked for an off-site experience. All we knew about it was the name 'Mount Mai.' After boarding the coach and getting the now frequently used translation app out, we discovered that we were heading up a mountain trail and afterwards going to a traditional Korean foot spa. It was good to get out of the sun, walking up the mountain trail in the shade before getting into the traditional foot spa, which thankfully had modern air conditioning!

Our third (and what was to become our final day on site) was spent exploring. As a result of the heat, most of the activities were cancelled, so most of the unit spent the day exploring the global

village and food village, where we got to experience food from around the world! We also made our way around the various countries' pavilions where they were showing off scouting in their country. We eventually made our way to the UK Pavilion, where we were able to relax and catch up with members of the UK team.

That night, we received a notification that there was to be a UK meeting at 8 PM in the jamboree headquarters. Out of the four leaders, I was nominated to go and experience our fourth UK meeting in five days! It was announced that the UK would be evacuating off-site and back to Seoul for Jamboree 2.0. As I made my way back to our campsite, a 40-minute walk away, the notification from BBC had come through. Within minutes, I was taking calls, emails, and messages from journalists asking for comments (there's nothing in the leader training to prepare for that!) Once I got back to the site, we started to prepare to leave the next morning, unaware if we'd be in the first phase of the evacuation.



We were part of the first coaches to go, and so we spent the next morning sitting in the shaded tunnels awaiting the coaches to arrive. Similar to the small ships coming over the ocean at Dunkirk, the small coaches coming round the mountain to rescue the UK scouts was definitely a moment. As we boarded our coach back to Seoul, there was definitely a sense of relief and a moment to relax as most of us (me included) caught up on some much-needed sleep. As we neared Seoul, we were parked up in a service station to grab a bite to eat. From here, the team organised which coaches would be leaving first and facing the Korean press pack that had arrived at the hotel. We were one of the first coaches to leave, and as we neared the hotel, I had the job of briefing the young people on how to deal with the press. As we arrived at the hotel, the UK team got on the coach and made sure we were ready before escorting us through the lobby, past the press, which were much politer than UK press, and up to the grand ballroom where we were treated to a massive buffet with pastries, cakes, biscuits, and Pocari Sweat! That night we managed to get some rooms in the hotel, while others slept in the ballroom (a luxury compared to the pallets we had experienced).

The next day, we were able to have a lie-in before heading out for breakfast. We spent the day exploring Seoul, looking at what was around the hotel, and working with the young people to

come up with some ideas to fill our extra days in Seoul. That night, we received an invite from the UK Embassy for tickets to a football game at Seoul E-Land stadium. The UK Scouts were welcomed with displays around the stadium, and you could definitely hear us with the chants coming from our stands. That night, we may have also participated in an extra night hike after discovering the metro finished much earlier than expected and had a nice three-hour walk back to the hotel across the city.

The next few days, we explored Seoul and jumped on the experiences offered by the UK Contingent. We explored new heights as we climbed N-Seoul Tower, a tower on top of a mountain accessible by cable car. We also explored the government Blue House and got to deliver a press conference, see the seats heads of state had sat in, and explore the grounds. We also were able to get invited to the Seoul Foreign School, an international school on the outskirts of Seoul, to swim in their swimming pool and use their sports facilities as a chance to relax. We also viewed a Korean martial arts show in the Olympic park before exploring that. One evening, we were treated to a Cèilidh by the Scottish Contingent—really couldn't imagine bagpipes and trying to follow the instructions from the Scots, but this had become a new normal!

As Jamboree 2.0 came to a close, the last thing that WOSM had organised was the closing ceremony and K-Pop concert, now being held at the Seoul World Cup stadium. Gathered in our hotel lobby was every unit staying in the hotel, and there were a lot! As we met our guide and boarded the coach to the stadium, we looked out the window and realised we were getting a police escort! We gathered in the Seoul World Cup stadium, passing the swimming pools of Poccari Sweat, to watch the jamboree be handed over to Poland, before witnessing a K-Pop concert (a first for me!)

We then spent the next few days taking part in the activities that we had planned for our post-jamboree experience. We experienced the culture of Korea by dressing up in Hanboks and exploring the ancient palaces of Korea. We learnt about the history of Korea by visiting the National War Museum, where there were tributes to every country that had taken part in the Korean War. This was followed by our visit to the Demilitarised Zone (or as close as we could get on a public holiday). We got to witness the train track which is hoped to continue into North Korea as well as one of the US military camps where peacekeeping took place.

One of the highlights of our time in Seoul was visiting Nami Island, a secret we had been keeping from the unit. This was a chance to travel out of the city on the high-speed train, catch a ferry, and explore a natural island in the middle of the river. The island was full of various animals, including ostriches, and we got to walk down cherry blossom-lined avenues often seen in K-Dramas. One of the unique things on the island was the sky bike, which operated on rails up in the air and gave us a bird's-eye view.

A similar view was seen the next day when we visited the Lotte Tower, the 5th tallest building in the world! We rocketed up in the super-fast lifts and were able to explore the top floors of the tower. This included walking out onto a terrace, looking down the glass floor, and also being able to play the piano 500 metres in the air!

One of the last experiences we had was watching the traditional changing of the guard at one of the palaces. This ceremony involved drums, flags, and spears as the guards changed over.

We departed Seoul on 18th August, ready for a long flight back to the UK. We arrived at Heathrow at 10 PM that night and were greeted with a wonderful reception as we walked through the arrivals gate at Heathrow. We were greeted with cheers from parents and families

and took in our "Love Actually" moment! As we started saying our goodbyes and spoke to different families, there was a common theme of thanks—a thanks for doing all we did to look after the unit and keep them safe in challenging times!

It was an emotional farewell as the unit reflected on the amazing adventures they had shared together, not only over the past 19 days but during the many months of training to prepare the unit since their selection day in October 2021.

From a personal note, my thanks must foremost go to the parents and families of the young people of Unit 61 for putting their trust in us to give them a once-in-a-lifetime experience.

My thanks must also go to the South London Scout county team and trustees for all the support and advice given over the whole jamboree journey, most notably Martyn for looking after the finances and keeping me in check, Jason in his role as ACC International, Darren and Becca for your support along the way, especially the phone calls and emails whilst in Korea, and Matt for his advice and support both in the lead-up to the jamboree with his years of experience and whilst in Korea.





Finally, I would like to express my gratitude to the three other leaders from Hampshire, who, having put their faith in a young leader from South London, have created a hugely successful unit. The tireless evenings, late-night meetings, and countless messages have all been worth it in the end.

During their time in Korea, MI61 really did put South London Scouts and Hampshire Scouts on the map. Each and every one of them is a credit to their Scout Groups, Explorer Scout Units, Scout Districts, and our County. It may not have been the jamboree that we had signed up for, but it was the jamboree we made happen!

Joseph Shippam

**Assistant Unit Leader - Unit 61**

**South London Scout County Joint Jamboree Unit with Hampshire Scout County**

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No report submitted.



# Perception Team

Our perception team has been actively promoting the extraordinary opportunities available to our members, emphasising the expansion of activities such as sailing, caving, canoeing, and flying. The level of engagement across the county has reached unprecedented heights, with numerous groups from different districts working collaboratively to ensure the success of scouting in South London.

Our website and social media platforms continue to lead the way in UK scouting, showcasing innovation and compelling content.

We have had significant interactions with UKHQ, including two exciting filming sessions at The Fort with the BBC filming for Bad Education and the Apprentice. For those who missed them, they can be found on the BBC iPlayer.



## THE IMPACT OF SCOUTING

A while back the media team asked the [#SLSCroatia23](#) parents of the young people who attended the Croatia trip for some feedback on the event and their general Scouting experience that we could use to help promote Scouting in the County. It's no secret that one of the aims of this trip was to leave a lasting legacy of inclusion and collaboration across our fantastic county and get more young people involved in Scouting. Worth a read - our amazing county volunteers across the county give up a huge amount of time and really do give our young people some amazing opportunities and experiences. Here is a few of the replies - please do share with your groups!

“Scouting has given my son confidence to try new experiences, meet new people and push himself outside of his comfort zone in a healthy supportive environment”

“Being part of a Scouting group has enhanced my daughter's life in many areas - she not only has a wide range of friends outside of school but she has had the benefit of learning many skills”



“From a parental perspective, I feel that she has gained life experiences that she would not otherwise have had”

“Scouting is so much more than just a weekly group that they attend - it's character building and offers such a good foundation of life skills and experiences”

“Scouting helps our boys develop their confidence, skills and teamwork. It gives them a strong sense of responsibility and belonging”

“My son is Autistic and scouting gives him an opportunity to have a group of friends outside of school that share the same interests. It also encourages him to learn life skills which are vital in this day and age. My son has been scouting for the past 5 years and loves every minute!”

“I feel like scouts is a safe space for my kids to have adventures and learn more about themselves. I love the idea that the children look after each other and learn to take responsibility for themselves”

“Scouting has given my oldest son an opportunity to do many amazing activities, particularly outdoors activities, that he can't do at home. He has enjoyed forming a more diverse friendship group outside of school. He has developed a level of self-confidence and independence that he did not have before”

“For my daughter, who has some learning difficulties, this has given her a confidence and level of interest that she hasn't found at school. Working in groups with older children has improved her self worth and she is already looking forward to a week away at summer camp even though she only started Scouts a few months ago”

“Scouting has also allowed my son to learn new skills and to experience and enjoy the outdoors. He has made a lot of friends and made even more memories. I recommend every parent to enlist their child into this amazing adventure.”

“It will help them experience wildlife and nature on a complete different level than normal. Scouting is a must do on everyone's list and I am happy I signed I'm up”

“Scouts allows my son to learn life skills I am unable to teach him. The opportunities, experiences and fun he has, is priceless!”

As a county we have achieved a huge amount over the past few years and sometimes is nice to reflect on the success's and the positive impact that we have.

## WORLD RECORD ACHIEVED

Our young leaders really are world class! Congratulations to John Mawdsley, currently a young leader with 8th Lambeth!

In March 2023, John and a small group of school friends tried to break the record for visiting every station on the London Underground system. This challenge has been recognised by Guinness since 1960 and has regularly featured in their book.

[https://en.wikipedia.org/wiki/Tube\\_Challenge](https://en.wikipedia.org/wiki/Tube_Challenge) Unfortunately, the teenagers failed to complete the challenge in less than the existing record of 20 hours 30 mins. They took about 21 hours to complete their route and missed out one of the 272 stations before the service closed for the day, but they still succeeded in raising about £4,000 for a homeless charity. Determined to try again, they refined their route, studied the timetables, trained to run faster and organised food drop offs from friends. The group made another failed attempt in the summer, scuppered by train delays due to tracks expanding in the heat before trying again in October 2023.



This time inspired by [#BearGrylls](#) and determined to [#NeverGiveUp](#), they smashed the Guinness World Record by +2 hours, completing the challenge in 18 hours, 08 minutes and 13 seconds. In so doing they proved their determination and the importance of the Scout motto of 'Be Prepared'.

Who would like John on their Monopoly Run 2024 team!

## The Benefits we are seeing using social media

Social media has revolutionised the way we connect and interact, offering numerous benefits that have transformed our personal and professional lives. One of the greatest advantages is the ability to share ideas effortlessly and connect with like-minded individuals across the globe. Social media platforms provide a virtual space for individuals to exchange thoughts, discuss topics of interest, and engage in meaningful conversations, fostering a vibrant community of knowledge and creativity.

Social media enables seamless collaboration, breaking down geographical barriers and facilitating teamwork on a county-wide scale. This open and collaborative environment allows for the pooling of diverse perspectives and expertise, leading to the development of groundbreaking projects and solutions. It helps in showcasing new activities and experiences. This not only encourages others to explore new activities but also creates a vibrant tapestry of inspiration and discovery.

Furthermore, social media serves as a valuable tool for highlighting experts and permit holders in various fields, providing a platform to amplify their voices and expertise. This fosters a sense of community and facilitates networking, creating opportunities for personal growth and development.

Overall, social media has become an invaluable asset for South London Scouts, offering benefits such as idea-sharing, collaboration, activity showcasing, and connecting individuals. Its power to connect people from all walks of life and empower them to exchange knowledge and experiences has undoubtedly revolutionised the way we interact, learn, and innovate in today's interconnected world. Most importantly, it is opening doors for members, allowing us access to things and places we would not have otherwise achieved. Check out South London Scouts on Facebook and Instagram.

#SouthLondonScouts @SouthLondonScouts

## Perception Team





# County Development Service

Our County Development Service has had another busy and productive year working alongside new and existing volunteers and in partnership with our scout districts, scout groups, explorer scout units and local communities to support the growth of scouting across our county, ensuring we continue to provide skills for life, challenge and adventure to as many young people as we can.

Throughout the year Matt has continued to assist with successfully driving adult recruitment, promoting the opportunities we have to volunteer. This has been a multilevel approach with him actively working with different promotional channels, networking with local community groups, supporting some targeted campaigns and through providing support and resources, on request, to empower districts, groups, and units to recruit locally.

Our 'become a scout' and 'volunteer with us' enquiry platform continues to provide an easy to use and effective way of enabling the public to enquire directly with our groups and units about their opportunities for young people, the adventures they offer and for adults to join their teams. Over the last 12 months we have received 1973 youth enquiries to join us and 114 adult enquiries to volunteer with us.

The system also provides each of our groups and units with their own recruitment page to use locally to promote the opportunities they have for young people and adults to get involved. Work was recently carried out to add squirrels to the system and groups pages as they roll out across the county.

## **Organisational Growth**

Over the last year our organisational and development priorities have continued to focus on sustaining our provision and supporting the growth of our membership to pre-pandemic levels. This includes identifying and working towards reducing the number of young people currently on waiting lists to join scouting.

Matt has been working closely with our District Lead Volunteers to identify opportunities to work with our local communities to open new provision particularly in harder to reach communities. This has resulted in a comprehensive plan of action that has been fed into the national plan for growth. He is also working with our groups that are interested in starting Squirrels and we hope to see more Dreys opening in the coming year.

We continue to see an exponential growth in Explorer Scouts units across the county and continue to open new units to help meet the growing demand to join the section.

There are many projects underway to support the opening of new scouting and a list of these and the sections that have recently opened can be views at [www.southlondonscouts.org.uk/current-projects-and-workstreams](http://www.southlondonscouts.org.uk/current-projects-and-workstreams)



## Transforming the volunteer journey and the way we volunteer

As part of delivering the national skills for life strategy, the association is transforming the volunteering experience across the UK.

These new ways of working include:



**We are transforming your volunteer experience**

We're moving from appointment panel meetings to welcome conversations that will take place in your group.



**We are transforming your volunteer experience**



We're moving from training to learning and development. There's some learning for everyone but completing your wood badge will be optional.



**We are transforming your volunteer experience**



We are moving to teams-based volunteering.

Each team has a clear purpose and shared tasks.



**We are transforming your volunteer experience**

We will have new digital tools for recruitment, welcoming, learning and adult membership management. These will all be accessed from [scouts.org.uk](https://scouts.org.uk).



The service has also focused on supporting volunteers across the county with planning and delivering the four pillars that are part of our organisational changes being made by the association within the volunteer journey transformation project.

We are passionate about making sure that volunteering with scouting in South London is 'hassle free'. To help deliver these changes and ensure that we have a trouble free transition the work that Matt has done in partnership with our districts to support the rollout of our new ways of working continues to be a shining example of best practice across the UK.

This includes:

- Leading the planning, and the implementation of change locally across the county
- Supporting the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Working with volunteers from across each district to help groups, units and other stakeholders understand and plan for the successful implementation of the changes
- Taking the outputs from the Skills for Life Strategy, in the form of national transformation plans, and helping to make them work in our local contexts taking into consideration local situations and readiness to implement change

- Championing and promoting each of the four areas of change and supporting members across the county, at all levels, to connect the dots about what the changes mean to them
- Coordinating our network of local transformation champions and creating a community of peer-to-peer support and collaboration
- Arranging briefings and support events to help our members understand and plan to rollout the changes in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success

## Volunteer recruitment

The overwhelming requests from young people to join means that there is a real need, more than ever, to recruit more adults to help provide amazing programmes as part of our leadership teams in our dreys, colonies, packs, troops and units. Weekly section meetings means that there is lots of opportunities for our adults to engage with the families of their members and promote the opportunities available to them to get involved in their teams and help make a difference to the lives of young people in their community.

To support this Matt has developed a wide range of recruitment resources and initiatives. All of which can be found in the 'volunteer support' area of our website at, [www.southlondonscouts.org.uk/volunteer-support](http://www.southlondonscouts.org.uk/volunteer-support)



## Looking forward

Matt continues to support our districts and groups with their ad-hoc day-to-day and ongoing needs, identified through meetings with DCs, and calls from GSLs and section leadership teams and remains committed to providing practical support to anyone in our county that needs it. He has also continued to maintain, update and develop the areas of our website that the CDS is responsible for, these are to become a scout, volunteer with us and volunteer support area.

Now, as we look to the future, and our new larger county, with a renewed appreciation that scouting, and the development of scouting, has never been more needed, it's time for us to recommit to implementing our strategy and focus on the next three years (because of the pause in implementation the plan will now run to 2025), as we look to realise the objectives and commitments we made in our 'skills for life county plan' and to provide the support identified by the county leadership team in the areas of

- growth
- organisational development
- adult recruitment
- volunteer support
- volunteer retention
- membership retention
- sustainability



You can find out everything you need to know about our plan at [www.southlondonscouts.org.uk/skillsforlifeplan](http://www.southlondonscouts.org.uk/skillsforlifeplan)

As you can see, it has been another busy and productive 12 months for our development and volunteer support service and this short report really does just scratch the surface of the work carried out by Matt during the year. This will of course continue as we move forward with our support for the growth, development and support of local scouting and particularly start to roll out our new ways of volunteering.

Our development and volunteer support service remains central to our approach to prioritising and enabling the growth, organisational development and day to day support of scouting across our five districts, providing effective, focussed, impactful guidance and support to groups, units and districts and prioritising resources to areas where they can have the most impact, whilst ensuring that all parts of the county receive the support that they need. The service also provides many of the day-to-day support functions we offer our members, many of which would be hard to sustain, in a timely manner, if they were carried out by volunteers. We remain committed to ensuring the longevity of the CDS, so it continues to support scouting throughout South & South East London and provide its low-cost services, support, and resources, to our volunteers at all levels, for many years to come.



You can contact Matt at [matt.butterfield@southlondonscouts.org.uk](mailto:matt.butterfield@southlondonscouts.org.uk) or on 07766 540 057.





With wonderful facilities and easy access to local transport connections, the South London Scout Centre is such an easy place to experience. We are so pleased that from early this year the centre has continued to return to normal life and a normal routine.

The centre is a 16-minute train journey from central London and is within easy walking distance of Dulwich Picture Gallery, Horniman Museum, and Crystal Palace National Sports Centre.

We offer amazing camping facilities and great indoor accommodation all with easy access to central London and all it has to offer.

Our most sincere thanks go to Gordon, as always, for his attention to detail and unfaltering dedication to running the centre throughout the year to ensure that it is available for so many people to use and enjoy.

## Centre development

Our plans to development the centre started in March this year and have resulted in a new reception and combine office space, new board room, new crew and team bedrooms and a new Troop Room Annex, providing more bedroom space, in what was the county office.

With the centre's excellent links into the centre of London, our aim is to continue our development plans, as funds become available, to ensure we can provide a versatile facility that can be used all year round. We want to develop the centre's, now dated, indoor accommodation, and onsite facilities whilst being an exemplar of sustainability techniques and technology which provide an excellent environment for young people to gain skills for life and prepare them to succeed in life!





## Phase One - Laying the foundations – Complete ✓

Visitors centre and county services hub – Centre team facilities

To provide:

- a new centralised centre reception and office and county services hub
- additional accommodation in our Troop Room offering
- service crew and county team accommodation and facilities



The new Team bedroom



Centre reception and office and county services hub

## Repurpose the county office into accommodation available for hire

Objective: to create additional bedrooms available for hire and county use.

Proposal of refurbishment

- remove all storage / desks and relocate in new central office
- create three sleeping areas, providing 6 beds

## Longer term phases

Here's a high level overview of our development intentions:

### Phase Two

1. install a number of onsite activities for users to book whilst staying at the centre
2. replace the existing camping cooking shelters around the centre
3. carry out any appropriate, limited, improvements to site security

### Phase Three

1. demolish the existing Sunley building and construct the new accommodation building

### Phase Four

1. lay new roadways around the site
2. resurface the outside and onsite car park areas which will then have multi use as either parking or hard surface activity areas
3. install new external gates and fencing
4. install traffic management system

### Phase five

1. upgrade the WCs and washroom facilities in the Ismay building to bring them up to a higher standard and to include more facilities with adapted access and gender-neutral needs

## Fundraising for The Fort development

This achievement marks an exciting phase in the fort's development, as we embark on enhancing its facilities. With a significant influx of visitors, exceeding 500+ every weekend during the summer months, we are actively seeking centre team crew members to support the centre's operations. If you're interested please contact Ross or Jason. In hand with this, our focus for the upcoming year will be on promoting The Fort and fundraising for the construction of new buildings and facilities.

Look out for more information on this exciting project, and how you can support our plans and more importantly, get involved in the very near future.



## And finally...

As we head towards a new era for our Scout County, reflecting on the last 60 years of South London Scouts fills us with a whirlwind of emotions. It's a journey marked by countless moments of triumph, achievements, and camaraderie—a tapestry woven with threads of dedication, passion, fun, excitement, friendships, laughter, and adventure, fuelled by an unwavering commitment to scouting's timeless values.

From humble beginnings, to towering achievements, South London Scouts has been a beacon of hope, a place of learning, and a bastion of community spirit, for generations of Scouts, both young people and adults alike. Each campfire, hike, camp, badge earned, and friendship forged has left an indelible mark on the hearts and minds of all who have shared our adventures.

To each and every Scout Leader, Trustee, Supporter, and Helper, who has played a part, big or small, in shaping the legacy of South London Scouts, we owe a debt of gratitude that words alone cannot express. Thank you, everyone, for your unwavering commitment, tireless efforts, and boundless enthusiasm which has inspired countless young minds, instilled invaluable life skills, and left an enduring impact on our scouting community.

As we prepare to bid a fond farewell to South London Scouts and embrace the dawn of a new era with Greater London South & South East Scouts with excitement and enthusiasm, we honour the legacy of resilience, innovation, and service that has defined us for six decades. We carry with us the memories of lots of shared laughter, very occasional shared tears, and countless shared memories that will forever bind us together as one scouting family.

So, as we gather one last time, under the banner of South London Scouts, to celebrate our past, honour our present, and embrace our future with open arms. We look forward to forging new friendships, shared new adventures, and amazing opportunities as we blaze a trail of excellence for generations to come.

Thank you 



# Our Membership

## (as of 31 Jan. 2024)

	2023	2024	2024 vs 2023	
	Total	Total	Total	% change
<b>YOUTH MEMBERSHIP</b>				
Squirrel Scouts	48	77	+29	+60%
Beaver Scouts	1,047	1,009	-38	-4%
Cub Scouts	1,496	1,558	+62	+4%
Scouts	1,395	1,428	+33	+2%
Explorer Scouts (including Young Leaders)	493	505	+12	+2%
Network Members	80	46	-34	-43%
<b>TOTAL YOUTH MEMBERSHIP</b>	<b>4,559</b>	<b>4,623</b>	<b>+64</b>	<b>+1%</b>

<b>PROGRAMME DELIVERY ROLES</b>				
Section Leaders	250	328	+78	+31%
Assistant Section Leaders	309	298	-11	-4%
Section Assistants	149	178	+29	+19%
<b>TOTAL ADULT PROGRAMME DELIVERY ROLES</b>	<b>708</b>	<b>804</b>	<b>+96</b>	<b>+14%</b>
Young Leaders*	159	207	+48	+30%
<b>TOTAL PROGRAMME DELIVERY ROLES</b>	<b>867</b>	<b>1,011</b>	<b>+144</b>	<b>+17%</b>

<b>LINE MANAGER ROLES</b>				
Group Scout Leaders	63	71	+8	+13%
District Explorer Scout Commissioners	1	3	+2	+200%
District Scout Network Commissioners	1	0	-1	-100%
District Commissioners	4	5	+1	+25%
County+ Scout Network Commissioners	0	0	-	0%
County+ Commissioners	1	1	-	0%
<b>TOTAL LINE MANAGER ROLES</b>	<b>70</b>	<b>80</b>	<b>+10</b>	<b>+14%</b>

<b>GOVERNANCE ROLES</b>				
Group Chair	69	64	-5	-7%
Group Secretary	58	53	-5	-9%
Group Treasurer	73	68	-5	-7%
Group Executive Members	147	164	+17	+12%
<b>TOTAL GROUP GOVERNANCE ROLES</b>	<b>347</b>	<b>349</b>	<b>+2</b>	<b>+1%</b>

District Chair	5	5	-	0%
District Secretary	3	3	-	0%
District Treasurer	4	3	-1	-25%
District Executive Members	26	16	-10	-38%
<b>TOTAL DISTRICT GOVERNANCE ROLES</b>	<b>38</b>	<b>27</b>	<b>-11</b>	<b>-29%</b>

County+ Chair	1	0	-1	-100%
County+ Secretary	0	0	-	0%
County+ Treasurer	0	0	-	0%
County+ Executive Members	1	1	-	0%
<b>TOTAL COUNTY+ GOVERNANCE ROLES</b>	<b>2</b>	<b>1</b>	<b>-1</b>	<b>-50%</b>
				0%
<b>TOTAL GOVERNANCE ROLES</b>	<b>387</b>	<b>377</b>	<b>-10</b>	<b>-3%</b>

<b>SUPPORT ROLES</b>				
Deputy Group Scout Leaders	11	15	+4	+36%
Group Administrators ~	10	15	+5	+50%
Group Skills Instructors	16	8	-8	-50%
Other Group Adults	123	145	+22	+18%
<b>TOTAL GROUP SUPPORT ROLES</b>	<b>160</b>	<b>183</b>	<b>+23</b>	<b>+14%</b>

Deputy District Commissioners	1	3	+2	+200%
District Youth Commissioners	2	1	-1	-50%
Deputy District Youth Commissioners	1	4	+3	+300%
Assistant District Commissioners	3	2	-1	-33%
District Leaders	4	6	+2	+50%
District Administrators ~	2	2	-	0%
District Skills Instructors	3	2	-1	-33%
Other District Support roles	1	2	+1	+100%
<b>TOTAL DISTRICT SUPPORT ROLES</b>	<b>17</b>	<b>22</b>	<b>+5</b>	<b>+29%</b>

<b>...SUPPORT ROLE</b>				
Deputy County+ Commissioners	1	1	-	0%
County Youth Commissioners	1	1	-	0%
Deputy County Youth Commissioners	0	0	-	0%
Assistant County+ Commissioners	1	4	+3	+300%
County Leaders	0	0	-	0%
County+ Administrators ~	1	0	-1	-100%
County Skills Instructors	0	0	-	0%
Other County+ Support roles	1	1	-	0%
<b>TOTAL COUNTY+ SUPPORT ROLES</b>	<b>5</b>	<b>7</b>	<b>+2</b>	<b>+40%</b>
Scout Active Support	151	163	+12	+8%
<b>TOTAL SUPPORT ROLES</b>	<b>333</b>	<b>375</b>	<b>+42</b>	<b>+13%</b>
<b>TOTAL ADULT ROLES</b>	<b>1,498</b>	<b>1,636</b>	<b>+138</b>	<b>+9%</b>
<b>TOTAL MEMBERSHIP</b>	<b>6,057</b>	<b>6,259</b>	<b>+202</b>	<b>+3%</b>

## County Commissioners

**1964 - 2024**

Henry 'Bill' Hall

Ian Giles

William 'Bill' Stern

Howard Strong

Mike Jackson

John Mears

Paul O'Brien / Adrian Tallett

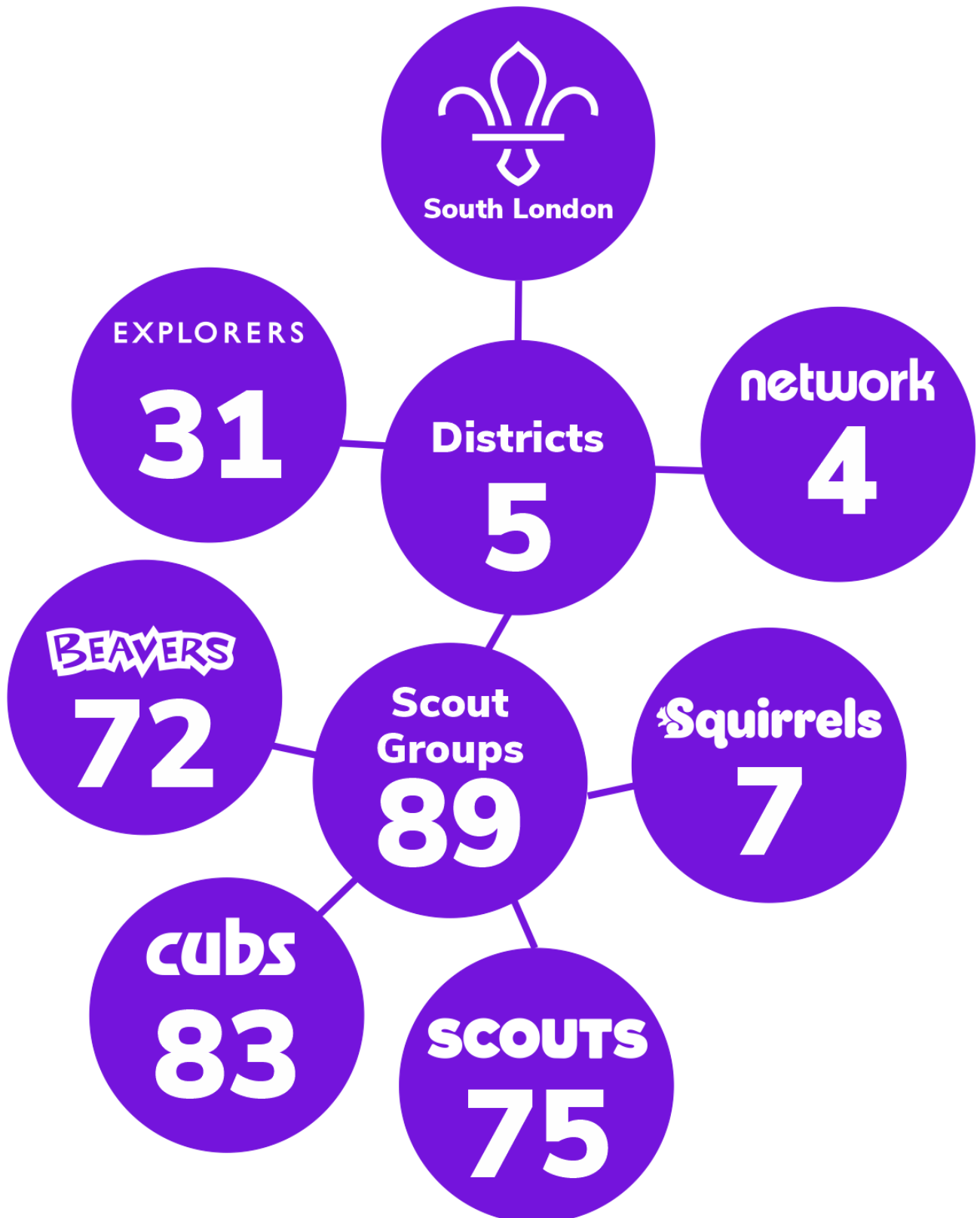
Paul O'Brien

Darren Lodge



# Our Provision

(as of 31 Jan. 2023)





# Our Finances

## Independent Examiners Report to the Trustees of Greater London South County Scout Council

I report on the accounts of the Council for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, and related notes.

This report is made solely to the trustees in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I may state to the charity's trustees those matters which I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept responsibility to anyone other than the charity and the charity's trustees for my examination work.

### Respective responsibilities of the trustees and examiners

As the charity trustees you are responsible for the preparation of the financial statements. You consider that the audit requirement of Section 144(2) of the Charities Act 2011 (the 2011 Act), does not apply.

It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act),
- to follow the procedures laid down in the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

### Basis of independent Examiners report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### Independent Examiners Statement

In connection with my examination, no material matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep proper accounting records are kept (in accordance with Section 130 of the 2011 Act); and to prepare accounts which accord with the accounting records and comply with the methods and principles of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015).
  - the accounting requirements of the 2011 Act have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached,

John Lambourne FCA  
For and on behalf of Latham Lambourne Ltd  
Chartered Accountants  
18 Woodlands Park, Bexley, Kent, DA5 2EL  
11<sup>th</sup> June 2024

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2024

### 1 Accounting Policies

- a) **Basis of accounting**  
These accounts have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015). The financial statements have been prepared under the historical cost convention.
- b) **Income**  
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.
- c) **Expenditure**  
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to category.
- d) **Fixed Assets**  
Until 1st April 1996 all fixed assets, including the lease of the property, were written off when purchased as part of the income and expenditure account. Since that date all assets greater than £1,000 have been capitalised and are being depreciated at the following rates:
- |                       |   |
|-----------------------|---|
| Property improvements | over the length of the lease ( years remaining at the Scout Centre) |
| Equipment             | 15% on cost   |
| Fixtures and fittings | 10% on cost   |
- e) **Fund accounting**  
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- f) **Leasing commitments**  
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease period
- g) **Pension costs**  
The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

### 2 Joint Venture

#### Greater London Scout Region

The County, together with five other Counties in the Greater London area, has an equal interest in the Greater London Scout Region. This was set up to provide a forum for co-ordination and discussion at a London wide level, and the organization of regional activities. The project is accounted for on a joint venture basis, each County including one sixth of the Region accounts within their own. These accounts were independently examined.

A summary of the financial result for the joint venture is included below.

	Greater London Scout Region	
	2024	2023
	£	£
Turnover		
County Contributions	0	0
Events	0	0
Donations	0	0
Total Income	<u>0</u>	<u>0</u>
Administration costs	0	0
Events	0	0
Accommodation charges	0	0
Other costs	0	0
Net receipts	<u>0</u>	<u>0</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Statement of Financial Activities for the Year Ended 31st March 2024

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
<b>Income and Expenditure</b>					
<b>Income</b>					
<b>Income 13</b>					
<b>Incoming Resources from Generated Funds</b>					
Income from donations and legacies		256	0	256	424
Investment Income		4,102	0	4,102	927
<b>Incoming Resources from Charitable Activities</b>					
County activities		104,643	0	104,643	62,896
Greater London South Scout Centre Activities		124,734	0	124,734	90,211
Petchey Fund		0	18,900	18,900	31,500
Third party funds		0	62,961	62,961	264,494
<b>Total Incoming Resources</b>		<b>233,735</b>	<b>81,861</b>	<b>315,596</b>	<b>450,452</b>
<b>Expenditure 14</b>					
<b>Charitable Activities</b>					
Petchey Fund		0	18,250	18,250	16,541
Development Officers Fund		45,463	0	45,463	42,570
County activities - Support Costs		3,044	0	3,044	3,390
County activities - Programme & Training		6,224	0	6,224	4,598
Greater London South Scout Centre Activities		105,960	0	105,960	42,824
Third party funds		0	187,730	187,730	232,115
Share of Joint Venture (Profit)/Loss		0	0	0	595
Depreciation of fixed assets		0	0	0	0
(Gains)/losses on investment assets	4	-495	0	-495	593
<b>Total Resources Expended</b>		<b>160,196</b>	<b>205,980</b>	<b>366,176</b>	<b>343,226</b>
<b>Net Movement in Funds</b>					
Transfers		73,539	-124,119	-50,580	107,266
Balances Brought Forward at 1st April 2023		7,767	-7,767	0	0
		349,455	144,876	494,331	387,105
<b>Balances Carried Forward at 31st March 2024</b>		<b>430,761</b>	<b>12,990</b>	<b>443,751</b>	<b>494,371</b>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Statement of Financial Activities for the Year Ended 31st March 2024

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
<b>Income and Expenditure</b>					
<b>Income</b>					
<b>Income 13</b>					
<b>Incoming Resources from Generated Funds</b>					
Income from donations and legacies		256	0	256	424
Investment Income		4,102	0	4,102	927
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		349,455	144,876	494,331	387,105
<b>Balances Carried Forward at 31st March 2024</b>		<b>430,761</b>	<b>12,990</b>	<b>443,751</b>	<b>494,371</b>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2024

### 14 Detailed Resources Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Fund 2023
	£	£	£	£
<b>County Operating Costs</b>				
<b>Governance Costs</b>				
Office costs including stationery & printing	322	0	322	124
Office Holders Expenses	1,180	0	1,180	1,508
Professional Fees & Licences	1,440	0	1,440	1,440
Training	0	0	0	0
Bank & card Charges	102	0	102	318
<b>Programme &amp; Training</b>				
Courses	0	0	0	264
Equipment & Resources	0	0	0	0
Camping	0	0	0	0
Air Activities	0	0	0	161
Caving	0	0	0	0
Sailing	0	0	0	3,076
County events	1,435	0	1,435	0
Youth event	2,180	0	2,180	0
Badges	0	0	0	0
Conferences/AGM	291	0	291	0
Website	2,318	0	2,318	1,097
Awards	0	0	0	0
Jamboree event expenses	0	0	0	0
HQ subscription	0	0	0	0
	<u>9,268</u>	<u>0</u>	<u>9,268</u>	<u>7,988</u>
<b>South London Scout Centre Operating Costs</b>				
South London Scout Centre	105,960	0	105,960	42,824
Lease costs	0	0	0	0
<b>Third Party Funds</b>				
Jamboree	0	36,445	36,445	139,511
County Trip	0	140,713	140,713	87,747
DOE awards	0	3,447	3,447	1,801
Disney 2024	0	7,125	7,125	3,056
	<u>0</u>	<u>187,730</u>	<u>187,730</u>	<u>232,115</u>
<b>Jack Petchey Funds</b>				
Awards and expenses	0	18,250	18,250	16,541
	<u>0</u>	<u>18,250</u>	<u>18,250</u>	<u>16,541</u>
<b>County Development Funds</b>				
County Development costs	45,463	0	45,463	42,570
	<u>45,463</u>	<u>0</u>	<u>45,463</u>	<u>42,570</u>
<b>Total Resources Expended</b>	<u><u>160,691</u></u>	<u><u>205,980</u></u>	<u><u>366,671</u></u>	<u><u>342,038</u></u>

## GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

### Notes to the Accounts for the Year Ended 31st March 2024

#### 13 Detailed Incoming Resources

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
<b>Investment Income</b>				
<b>Interest &amp; Fund Raising</b>				
CAF	117	0	117	137
Bank Interest	3,985	0	3,985	790
	<u>4,102</u>	<u>0</u>	<u>4,102</u>	<u>927</u>
<b>County Income</b>				
Voluntary Income, Donations & Grants	256	0	256	424
Membership Levy	67,185	0	67,185	58,254
Fees, Grants etc	7,685	0	7,685	0
Camping		0	0	0
Air Activities		0	0	301
Caving	443	0	443	78
Sailing		0	0	3,190
Other activities		0	0	1,073
Water Sports	0	0	0	0
Youth event	2,330	0	2,330	0
	<u>77,899</u>	<u>0</u>	<u>77,899</u>	<u>63,320</u>
<b>South London Scout Centre Income</b>				
South London Scout Centre	124,734	0	124,734	90,211
<b>Third Party Funds</b>				
Jamboree	0	31,264	31,264	132,635
County Trip 2023	0	21,266	21,266	130,000
DOE	0	2,966	2,966	1,859
Disney 2024	0	7,465	7,465	0
	<u>0</u>	<u>62,961</u>	<u>62,961</u>	<u>264,494</u>
<b>Jack Petchey Funds</b>				
Awards and expenses	0	18,900	18,900	31,500
	<u>0</u>	<u>18,900</u>	<u>18,900</u>	<u>31,500</u>
<b>County Development Funds</b>				
County Development Grants	27,000	0	27,000	0
	<u>27,000</u>	<u>0</u>	<u>27,000</u>	<u>0</u>
<b>Total Income</b>	<u>233,735</u>	<u>81,861</u>	<u>315,596</u>	<u>450,452</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Balance Sheet at 31st March 2024

	Note	£	2024 £	£	2023 £
<b>Fixed Assets</b>					
Tangible Fixed Assets	3		0		0
Investments	4		5,220		4,725
Joint Venture	9		0		0
<b>Current Assets</b>					
Debtors	5	0		0	
Cash at Bank and in Hand		565,285		654,126	
		<u>565,285</u>		<u>654,126</u>	
<b>Liabilities:</b> amounts falling due within one year	6	<u>126,754</u>		<u>164,520</u>	
<b>Net Current Assets</b>			438,531		489,606
<b>Net Assets</b>			<u>443,751</u>		<u>494,331</u>
<b>Funds</b>					
Unrestricted	7		430,761		349,455
Restricted			12,990		144,876
			<u>443,751</u>		<u>494,331</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Notes to the Accounts for the Year Ended 31st March 2024

## 3 Tangible Assets

	Leasehold Improvements £	Equipment £	Fixtures and Fittings £	Total £
<b>COST or VALUATION</b>				
Bought forward	147,311	63,056	37,118	247,485
Additions	0	0	0	0
At 31 March 2024	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
<b>Depreciation</b>				
Brought forward	147,311	63,056	37,118	247,485
Charge for year	0	0	0	0
At 31 March 2024	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
Net Book Value				
At 31 March 2024	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
At 31 March 2023	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

The land and buildings at the South London Scout Centre were held on a full repairing lease for thirty years from 24th June 1988. A new lease has been agreed for a minimum 25 years.

## 4 Fixed Asset Investments

	2024 £	2023 £
<b>Quoted Investments</b>		
Market Value 1st April 2023	4,725	5,318
Net unrealized investment gains/(losses)	495	-593
Market Value 31st March 2024	<u>5,220</u>	<u>4,725</u>

## 5 Debtors

	2024 £	2023 £
Prepayments and accrued interest	0	0
	<u>0</u>	<u>0</u>

## 6 Liabilities: Amounts Falling Due Within One Year

	2024 £	2023 £
Accruals	1,354	1,354
Deposits in advance	125,400	163,166
Other creditors	0	0
	<u>126,754</u>	<u>164,520</u>

## 7 Analysis of Net Assets Between Funds

	Tangible Assets £	Investments £	Net Current Assets £	Joint Ventures £	Total £
Unrestricted funds	0	5,220	425,541	0	430,761
Restricted funds	0	0	12,990	0	12,990
	<u>0</u>	<u>5,220</u>	<u>438,531</u>	<u>0</u>	<u>443,751</u>



# William (Bill) M. Stern

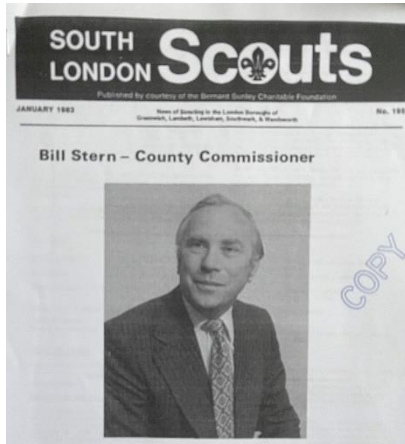
C.Eng., F.I. Mech.E., M.I.M.C.

County Commissioner for Greater London South 1983 – 1985

County Chairman 1990 – 1991

County President 1991 – 2023

In 1983 Bill Stern accepted the Chief Scout's invitation to become our County Commissioner, having commenced his scouting journey during the late 1930's as a Wolf Cub in the 23rd Clapham (St. John's) Scout Group.



During the early part of the war, having been invested whilst evacuated in the 1st Wokingham (Mayor's Own), he continued scouting in the Cherokee 2nd Golders Green Group in North London. This Group undertook extensive development work at the Chalfont Heights Scout Camp Site and as a member of the Cherokee Rover Crew, he received the 'Freedom' of that site for work over many years as a member of their Service Team.

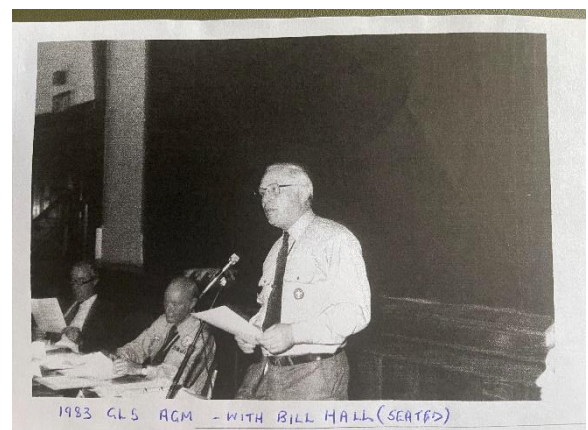
In 1953 Bill and Pat married, and in June this year they celebrated 70 years of marriage. Moving to North West London in 1960, he ran the Cub Scout Pack at St. Andrew's Church, Uxbridge, and also became District Cub Scout Leader. During this period he

gained his Wood Badge.

Bill started his professional career as an Engineer and moved into Management Consultancy. Where he specialised in executive recruitment and was Managing Director of Prospect-Stern. For some eight years in the late 1960's and early 1970's his work took him to East and Central Africa and it was here, in Nairobi during 1973, whilst a member of the Nairobi Rotary Club, that he acted as a member of the host country Reception Committee for the World Scout Conference held there. He met delegates from many countries, including the then Chief Scout, Sir William Gladstone.

On his return to the U.K. in 1974, through his company Inbucon Management Consultants, he undertook an assignment to review the professional organisation and structure of the Scout Association.

He was appointed to the Council of the Association and has for several years served as a member of the General Purposes Committee at Scout Headquarters.



At the request of the World Scout Committee, in 1978 he was appointed to undertake a Management Survey at the World Scout Bureau (now the World Organisation of The Scout Movement), at their then Headquarters in Switzerland.

In their report to the 27<sup>th</sup> World Scout Conference, Bruce Garnsey, the Chairman of the World Scout Committee wrote "In carrying out its work, the task force appointed was fortunate in

obtaining the services of Mr William M. Stern, an experienced Management Consultant, and a member of the Scout Movement, who undertook a management study for The Scout Association in the United Kingdom in 1974. Mr. Stern made available a considerable amount of his time and made two extended visits to the World Bureau, following which he provided a report with recommendations to the Task Force to assist in the feasibility study."

Moving south of the Thames in the late 1970's, he became a member of the Group Executive of the 19th Purley (Riddlesdown) Scout Group and later their Chairman. He then went on to be appointed Chairman of the Purley and District Scout Council.



Bill was our County Commissioner from 1<sup>st</sup> January 1983 until 24<sup>th</sup> September 1985. Between 1985 and 1990 he held numerous county appointments and then in 1990 he took on the role as County Chairman for a year.

In 1991 Bill accepted the County's invitation to become our County President, a roll that he diligently carried out over the last 32 years.

In 2003 Bill's exceptional service to scouting was recognised when he was awarded the Silver Wolf and in June 2019 Bill was presented with his 70 years service award.

Greater London South Scout County was most fortunate in having such an experienced, kind and gentle man as our County Commissioner and long serving County President. You will be missed.





**[southlondonscouts.org.uk](https://southlondonscouts.org.uk)**

**Visit our members area to find out about our:**

**Latest communications**

**Adult learning programme**

**Trustee Board toolkit**

**Recruitment resources**

**Nominate a Shining Star!**

**Resources to help you plan nights away**

**Programme ideas**

**Going for growth badges**

**Volunteering agreement**

**Tools and resources to help you achieve our plan**

**and much, much more..!**





**South London  
Scout Centre**

## **Easy to organise weekend adventure**



**With wonderful facilities and easy access to local transport connections, the South London Scout Centre is a great way to explore central London.**



**15 minutes by  
train from  
central London**



**[southlondonscouts.org.uk/our-centre](https://southlondonscouts.org.uk/our-centre)**



# Scouts

## South London



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)



[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)



[#SouthLondonScouts](https://www.instagram.com/SouthLondonScouts)

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**

England & Wales - Charity number 303883

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# Accounts

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**Scouts**

South London

**A year of  
travel**

**Annual Report  
2023**



# Skills for Life

## Our plan to 2025



### Our vision

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life. Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

### Perception

Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

### People

More adults and young people joining scouting from every community in South London.

### Places

We provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults. All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

### Programme

We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

**Find out more and see what you can do to help your group or unit achieve our goals at:**

**[southlondonscouts.org.uk/ourplan](https://southlondonscouts.org.uk/ourplan)**



**Welcome**

# Our values

## Integrity

We say what we mean and when we make a promise, we keep it.

We listen to others, explore our differences and work to find common ground.

## Respect

## Care

Scouts are friends to all and think of others before themselves.

We believe passionately in improving the lives and life chances of young and helping them explore and develop their beliefs and attitudes.

## Belief

## Cooperation

Scouting is about teamwork. We believe that when we work together we achieve more than we can on our own.

# Greater London South County Scout Council

The Greater London South County Scout Council (known as South London Scouts), is an unincorporated association constituted in accordance with the Rules of The Scout Association (Registered No. 139, Charity No. 303883) covering the London Boroughs Wandsworth, Lambeth, Southwark, Lewisham and Royal Greenwich.

The Scout Association (Registered Charity No. 306101) is incorporated by Royal Charter to support and actively engage young people in their personal development. Empowering, them to make a positive contribution to society.

The Scout Association's method of meeting the purpose of scouting is through the balanced programme.

The Greater London South County Scout Council's governing documents are those of The Scout Association (Registered Charity number 306101). They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Scout Association and The Policy, Organisation and Rules of the Scout Association. The County Scout Council is a trust established under The Scout Association's rules, which are common to all Scouts in the United Kingdom. The County Scout Council's role is to offer leadership and support to the Scout Districts and Groups within our geographic administrative area.

Our constitution governs the operation of the county (The Greater London South County Scout Council and County Trustee Board, known as South London Scouts).

The County Scout Council is the elected body which supports and encourages the development of scouting in the county. It comprises members of the county team, representatives from the scout network, county scout active support units, and our districts and groups within the county.

The county is led by the lead volunteer for South London Scouts (county commissioner) and is governed by the county trustee board. They are accountable to the county scout council for the satisfactory running of the county. The members of the county trustee board are responsible, as the charity's trustees, for all matters concerning property and finance and to ensure the proper use of the county's resources to support scouting in the county.

<b>President</b>	William M. Stern		
<b>Vice-Presidents</b>	Howard B. Strong	Peter James	Linda Hurford
	Roger Cooke	Gordon Carr	Mike Jackson

**Trustees** – County Trustee Board - July 2022 to July 2023

<b>Ex-Officio</b>	County Chair - Rebecca Smith*
	County Lead Volunteer (County Commissioner) - Darren Lodge
	County Youth Lead (county Youth Commissioner) - Alfie Francis
	County Treasurer - Martyn Bain
	County Secretary – currently vacant

## **Elected**

Linda Moore\*, Cheryl Stonebridge, Ben Ensom, David Attenborough

**Nominated**

Jason Hagan, Joseph Shippam, Mark Doverty, Russell Jones

**Co-opted**

Matthew Butterfield (County Growth and Development Manager)

\* also Chair of County Appointments Sub-Committee

\*\* also Chair of County Finance Sub-Committee

**Principal Bankers**

Barclays Bank

**Auditor**

Latham Lambourne, Chartered Accountants and Registered Auditors.  
18 Woodlands Park, Bexley, Kent, DA5

**Registered Offices and County Headquarters**

South London Scout Centre, Grange Lane, Dulwich, London, SE21 7LH

**General enquiries**

[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)

0843 289 0712



## Our Public Benefit Statement

South London Scouts is part of The Scout Association, the UK's biggest coeducational youth organisation. We help children and young adults reach their full potential and gain skills for life.

We actively engage and support our members in their physical, intellectual, social and spiritual development and to achieve their full potential as individuals, as responsible citizens, and as members of their local, national and international communities.

We operate within a framework of safety to enable young people to take part in adventurous activities safely. Our charitable objectives help young people learn by doing, share in spiritual reflection and take responsibility. Working together, they make choices, take part in new, challenging, and unique experiences, help others and live their Scout Promise.

In partnership with adults, young people take part in fun indoor and outdoor activities. Activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. We help young people to get jobs, save lives and even change the world by contributing to social change and making a positive contribution to society.

There's something for every young person. It's a great way to have fun, make friends, get outdoors, express creativity, and experience the wider world.

We believe that we've met the Charity Commission for England and Wales public benefit criteria for both the advancement of education, and the advancement of citizenship and community development and being as diverse as the communities we serve.

## Key Policies

We follow and adhere to The Scout Association's key policies relating to:

- Equal Opportunities
- Privacy and Data Protection
- Religious
- Safety & Safeguarding
- Vetting
- Youth Member Anti-Bullying

No order of importance or priority is implied - they are all equal. These can be found in the current edition of the Policy, Organisation & Rules of The Scout Association and [www.scouts.org.uk/about-us/policy](http://www.scouts.org.uk/about-us/policy)

## Our Investment and Reserves Policy

The work of the Executive Committee involves issues concerning financial control, particularly in the budgeting of events, activities and building maintenance as well as regularly monitoring the financial risks to which the County may be exposed. The income to the County is generated from investments, donations, grants and the membership subscription paid by members of the County. The Investment Policy of the County is such that our reserves continue to be held in low risk managed portfolios; the Executive Committee has reviewed the investments to ensure we are able to achieve a fair rate of return on the capital reserves held. The Reserves Policy was declared by the County Executive Committee to be the 'maintenance of available funds, excluding known commitments and contingent liabilities, equal to a minimum of one year's budgeted revenue expenditure'.

## Statement of Trustees' Responsibilities

Law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payments basis). In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organisation will continue in business

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable it to ensure that the financial statements comply with applicable laws and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## 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.

The Trustees have identified the following as the potential key risks that the County could face:

- 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 our perception team 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.
- Safeguarding – The risk of a safeguarding incident involving our members. We mitigate this risk with our appointments process, including DBS searches to vet new adults and a mandatory safeguarding training package.
- Safety – The risk to health through unsafe practices. We mitigate the risk through a mandatory safety training package, a system of adventurous activity permits and adherence to the Scout Association Policy, Organisation and Rules.
- Major incident at the South London Scout Centre - We mitigate this risk through extensive team training and adherence to regulatory and legislative requirements for health and safety and the maintenance of buildings and equipment and the provision of hazardous activities.

# An overview of our revised County Team structure

Working using a teams-based approach to volunteering is not a new concept to us as a county team, we have been successfully working towards this for many years now. Now nationally, our movement is moving away from the current approach of volunteers taking on one or more specific roles, from a long list, to instead focus on the tasks that volunteers can do within teams to support great programmes.

Changing the focus from role to team tasks is one way we can make flexible volunteering really happen and part of day-to-day scouting, which is available to everyone. We want to make it easier for a more diverse range of people to contribute to scouts in a way that reflects their skills, interests, and availability.

This new volunteering framework means that each team has a clear list of tasks, some of which are for the whole team, and others that can be done by one or more individuals. Beyond that, it's down to the team to decide how they organise themselves, based on their skills, interests, and availability.

This approach really is an opportunity to be far more flexible in how our volunteers support scouting at county level, allowing people to volunteer in the way that works for them, rather than being constrained by 'what it says on a role description'.

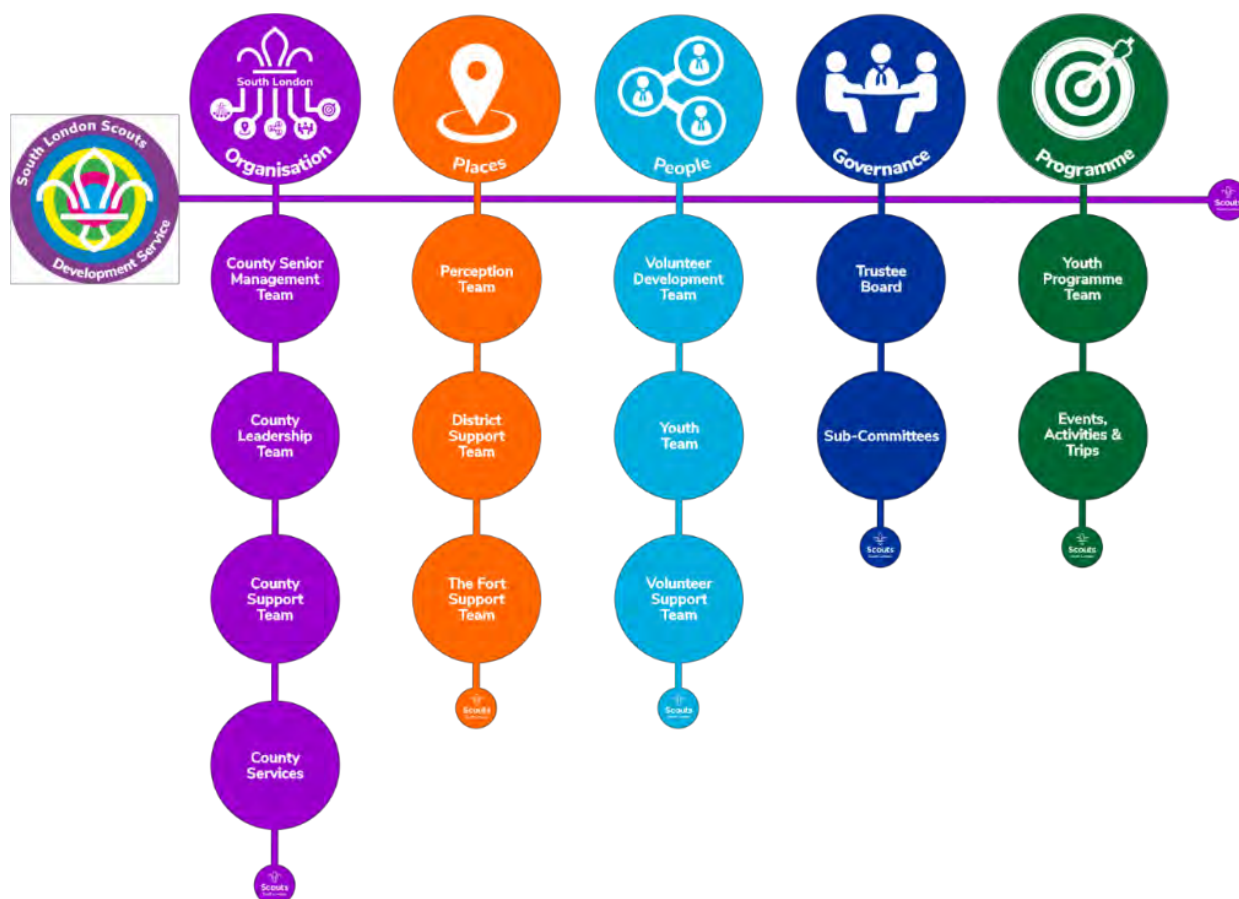
The new team-based approach and teams structure is also mirrored at district and group levels. Importantly, it moves us towards an ethos of sharing the tasks out. Removing our current role descriptions and replacing them with new team descriptions. The team description describes the set of tasks that the team is together responsible for, but it's down to the team to work out how they allocate these tasks amongst themselves.

We all know that it is in our scout groups and explorer scout units where scouting is delivered to young people each week. Therefore, it is our groups and units that we need to support in order for our leaders and supporters to provide quality programmes, overnight events and activities. Our new volunteer frame will support this as it is mapped across our county, districts, groups, and units.

Our revised county structure consists of five areas of work or functions, these are:



Each function consists of a number of teams, these are:



### County team role mapping

Our current roles have been mapped across to the relevant team roles as follows:

Current Role Title	New Role Title
County Commissioner	Lead volunteer for South London Scouts
County Training Manager	People team leader
Deputy County Commissioner for programme	Programme team leader
Deputy County Commissioner for people	Places team leader
Deputy County Commissioner for perception	(Moves to places team) Perception sub-team leader
County Chair	Governance team leader (known as county chair)
County Youth Commissioner	County Youth Lead



Our organisation function provides leadership, line management, incident management and inspiration to volunteers and staff, and ensures our wider county team is fully developed, organised, and focussed on supporting programme delivery.

The function has overall responsibility for ensuring that the needs of our county and districts are met and provides advice on a number of day to day operational key areas and topics. It also monitors and coordinates the work of all of our county functions and has overall responsibility for the implementation of our county strategic plan



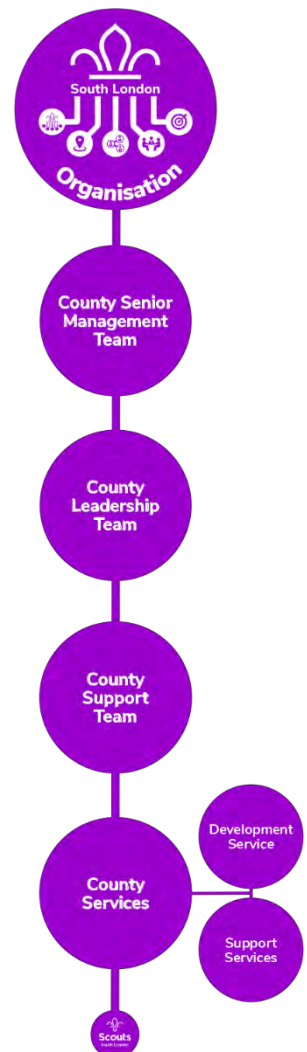
## Organisation - County Leadership Team

The county leadership team manages the strategic leadership of scouting in the county and provides support at all levels. This overarching team is responsible for:

- the day-to-day management of the support and services provided by the county
- the management of scouting at county level
- the management of scouting in each of our districts (led by the appropriate district lead volunteer(s))
- sharing success, great ideas and good practice
- the county strategic plan
- discussion of and decisions relating to the growth and development of scouting across the county
- the operational support provided to our district lead volunteers

The County Leadership Team is made up of:

- Lead volunteer for South London Scouts
- County Youth Lead
- People team leader
- Places team leader
- Programme team leader
- County Chair
- Lead volunteers for Wandsworth
- Lead volunteer for Lambeth
- Lead volunteer for Southwark
- Lead volunteer for Lewisham
- Lead volunteer for Royal Greenwich
- County Development Officer





## County Development Service

Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support our District Lead Volunteers, Group Lead Volunteers and section leadership teams as situations arise.



The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the five London Boroughs that we serve.

The strategic aim of the service is to work with the County Lead Volunteer and our District Lead Volunteers to ensure:

- **growth**
- **organisational development**
- **adult recruitment**
- **volunteer support**
- **volunteer retention**
- **membership retention**
- **sustainability**

## Areas of support

The strategic aims are achieved by providing support in the following areas:

### Growth

- **Adult recruitment:**

- Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
- promote flexible volunteering
- Attend targeted adult recruitment events
- Support groups and districts with targeted adult recruitment drives
- Assist with parent engagement
- improving the 'volunteer journey' including, welcome and induction, early training, support and review
- Management of the county joining system ([join.southlondonscouts.org.uk](http://join.southlondonscouts.org.uk))

- **Opening new provision:**

- New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
- New explorer scout units
- New support teams (specialist, group, district and county teams)
- Sections in established groups - helping groups achieve the full family of scouting
- Starting additional sections in groups that have long waiting lists
- Supporting districts and groups with targeted youth recruitment drives

## **Development**

- Facilitate growing stronger together workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

## **Support for line managers**

- Support District Lead Volunteers and Group Lead Volunteers with growth and organisational development initiatives
- Provide inductions for newly appointed Group Lead Volunteers
- Support District Lead Volunteers and volunteer development teams to achieve action for growth
- Provide resources and advice to District Lead Volunteers to assist them with the appointment of effective Group Lead Volunteers

## **Resources**

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

## **Support to growth facilitators**

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth

## **Transforming the Volunteer Journey**

- Help to plan for and lead the implementation of change locally across the county
- Support the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Work with key volunteers to help adult volunteers and stakeholders across the county to understand and plan for successful implementation of the changes
- Take the outputs from the Skills for Life Strategy, in the form of national transformation plans, and help make them work in local contexts – considering local issues and readiness to implement change
- Champion and promote change, supporting members in the county, at all levels, to connect the dots about what the changes mean to them
- Coordinate a network of local transformation champions; creating a community of peer-to-peer support and collaboration
- Attend meetings and events to help inspire members about the changes to be implemented in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success



## Organisation - County Volunteer Services

Our County Volunteer Services is all about our volunteers and the volunteering experience, the service works collaboratively with our volunteers across the county to provide the resources, administrative support, advice and services which drive the day-to-day operation of the county.

Services provided include:

- dealing with youth joining enquiries and maintenance of our enquiry system
- dealing with general enquiries
- ordering county supplies – eg scarves and badges
- general operational administration
- county event support
- county team support
- I.T. systems support
- governance support
- training administration
- details to the treasurer to monitor receipt of payments
- administration for the county shining stars awards scheme
- county-wide communications and emails
- county AGM and Awards night event planning and support
- annual census return
- digital and physical legacy management



Our places function provides proactive advice and support to our district's leadership teams, it is also responsible for our internally communications and our public perception of scouting.

Places is also home to our South London Scout Centre support team who manage every aspect of the running, maintaining and developing the centre.



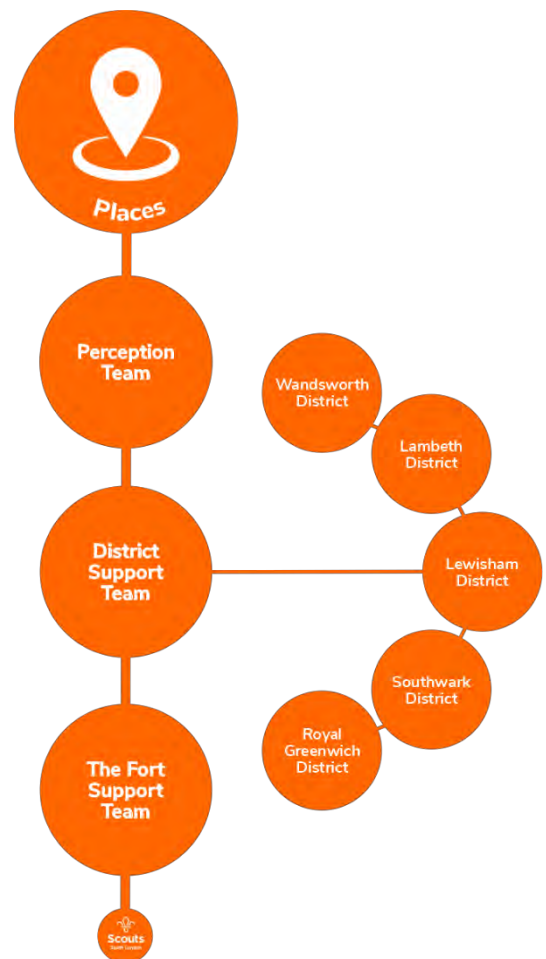
## Places - Districts Support Team

The Districts Support Team supports the management, strategic approach and organisational development of scouting across the county at county and district level. And includes:

- the day-to-day management of scouting across the county at district level
- the strategic plan and targets for growth and development of scouting across the county
- at all levels
- the support provided to our district lead volunteers
- discussion of and decisions relating to the growth and development of scouting across the county
- monitoring the growth and development of scouting across the county
- gathering of group information required for the national annual census
- the support provided to our districts and particularly to district lead volunteers, 14 to 24 team leaders and group lead volunteers

The Districts Support team is made up of:

- Lead volunteer for South London Scouts
- Places Team Leader
- People Team Leader
- Lead volunteers for Wandsworth
- Lead volunteer for Lambeth
- Lead volunteer for Southwark
- Lead volunteer for Lewisham
- Lead volunteer for Royal Greenwich
- County Youth Lead
- County Development Officer

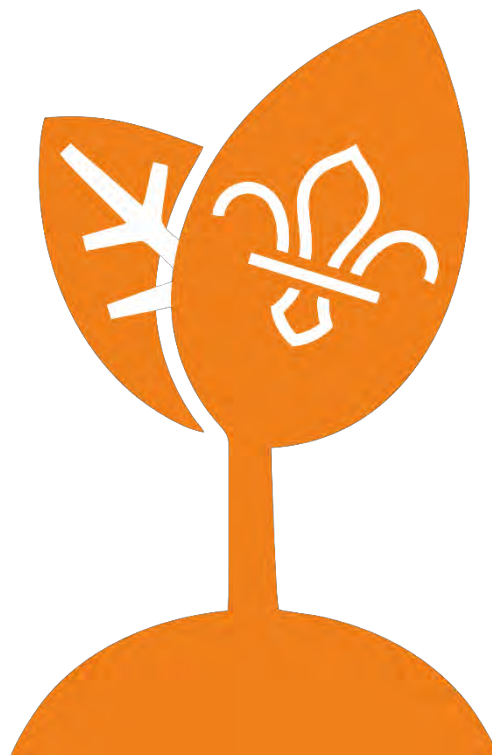


### Action for Growth meetings

Our development officer regularly meets with each of our district lead volunteers and relevant growth facilitators to discuss growth and development within the districts. During the meetings they monitor existing development projects, discuss potential issues and challenges with existing groups, identify areas that require development support and opportunities for future growth.

### The Fort Team

The Fort team monitors and manages the day-to-day running of the South London Scout Centre, including premises policies, budgeting controls, health, and safety. The team also lead on the development plans that are in place for the centre over the coming years.





Our programme function supports the youth programme across the county, enabling all young people to take part and work towards their top awards.

The function also aims to plan a programme of county events, activities, trips and expeditions for all sections.

It also provides a network of activity experts and activity support teams.



## Programme - Events, Activities & Trips Team

### Adventurous Outdoor Activity Support

Our County Adventurous Outdoor Activities Team Leader is responsible for defining and delivering our team of County Activity team members, advisers and assessors and our various specialist activity teams, as well as being the manager of the activity permit scheme across the county.

### Caving Team

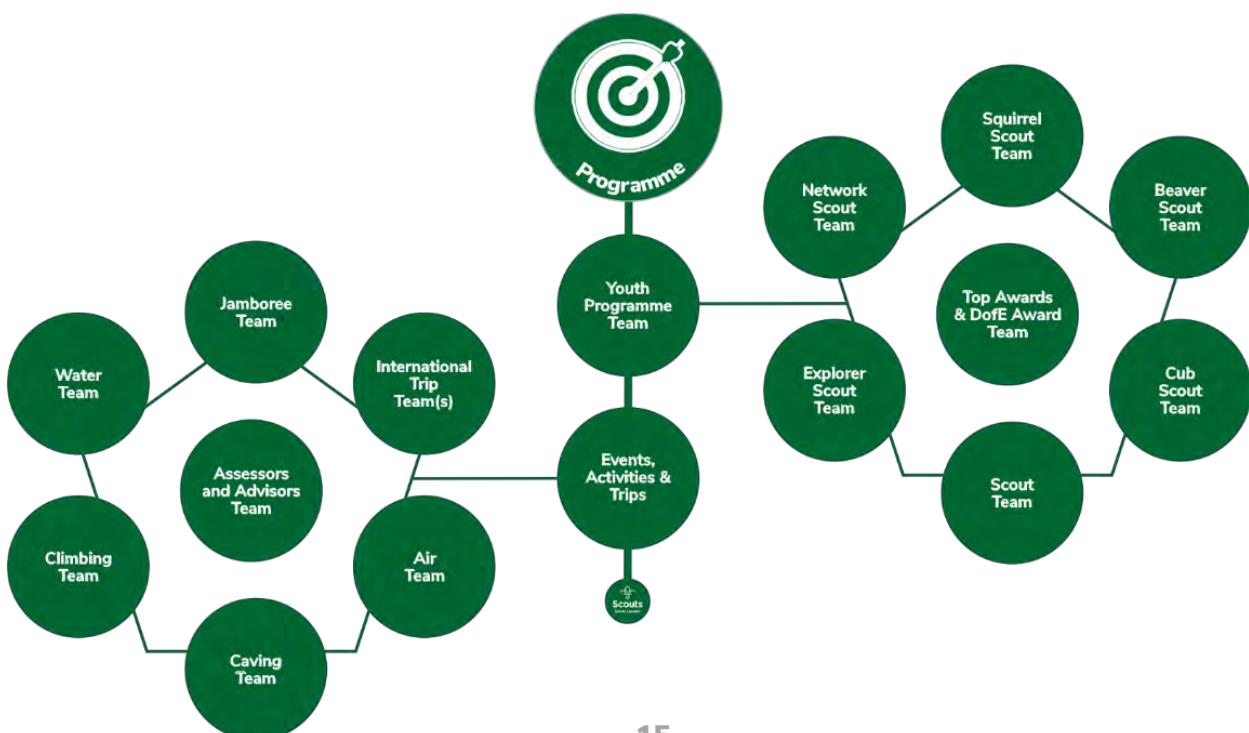
Our caving team provides opportunities for our groups and units to go caving. The unit is made up of people that have an interest in and the relevant qualifications and permits to run caving activities.

### Air Team

Our air team provides advice on air activities and provides a programme of air activities for our groups and units. The unit is made up of people that have an interest in and the relevant qualifications and permits to run air activities.

### Top Awards Team

Our top awards team helps explorer scout units across the county pursue top awards, and directly managed canoeing and cycling expeditions. Each month they provide a top awards workshop which is open to anyone that is currently working towards achieving their Platinum, Gold or King's Scout Awards and Duke of Edinburgh Awards.





Our people function ensures that everyone that volunteers within our county teams have a quality volunteering experience.

This function provides various levels of support to districts and groups and volunteer services at county level. These include making it easy for people to join, welcome and induction, personal development and learning new skills, recognition, and appointment review.

The function also supports the young leaders scheme and is home to the county youth team.



## People - County Volunteer Development Team

The County Volunteering Development Team makes sure all volunteers in County teams have a fantastic volunteering experience. By doing so, they'll make it easy for people to join and learn new skills.

The team members are:

- People Team Leader
- Volunteering Development Team Leader
- Volunteering Development Team Members
- Team Leaders of any sub-teams of the County Volunteering Development Team
- Learning and Development Sub-team Team Leader
- County Youth Lead
- Team Leaders of any sub-teams of the County Volunteering Support Team
- County Development Officer

This area looks after

### **Attract and welcome new volunteers to County teams**

- Use Scouts branded resources to attract new volunteers.
- Make sure new volunteers are welcomed easily and smoothly.
- Introduce new volunteers to district Lead Volunteers and members of county teams.

### **Make sure volunteers are well-supported**

- Help and encourage County Team Leaders to regularly check in with their Team Members to make sure they're enjoying volunteering.
- Make sure all County Teams (including District Lead Volunteers) follow our approach to safe volunteer recruitment, appointment, reviews, and processes for leaving Scouts.

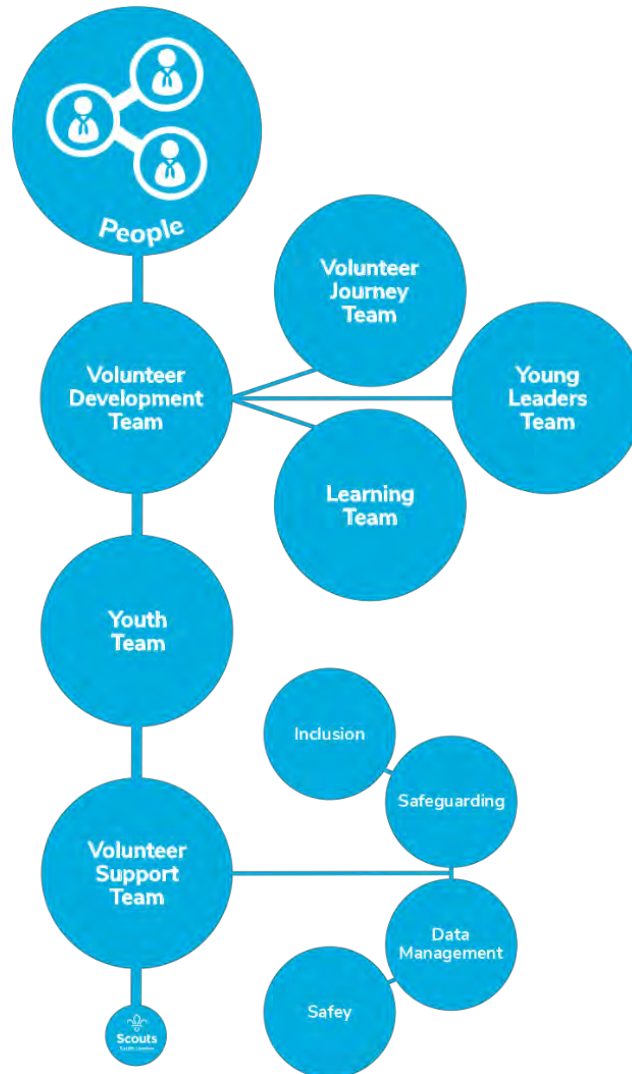
### **Help volunteers in County teams with learning**

- Make sure volunteers across the County can access relevant Managers and Supporters training
- Help volunteers find and engage in opportunities for learning and development.
- Coordinate Scouts learning that needs to be delivered by an accredited trainer or facilitator – including coordinating and supporting the trainers
- Use the learning delivery materials developed by Scouts (e.g. training sessions, workshops, activities, etc.), and make changes (when necessary) so activities are accessible for everyone.

- Help volunteers connect across the County and beyond to learn, share best practices and overcome shared challenges.
- Set up helpful learning opportunities with external organisations, if it's relevant and helpful for volunteers.
- Make sure volunteers can be recognised for prior learning and experience, and have it credited in their records.
- Learn from people in other Volunteering Development Teams

### Recognise volunteers

- Recognise and show appreciation for volunteers' brilliant work, formally and informally.



**Contact details for all members of our county team  
can be found at:  
[southlondonscouts.org.uk/county-directory](https://southlondonscouts.org.uk/county-directory)**

We are actively seeking individuals who are interested in joining the county team. Our aim is to cultivate a unified and youth-led approach to advance Scouting in our County. If you are interested, please contact us as we would love to grow and develop our team.



Our governance function ensures that scouting at county level is run safely and legally and support this area of work across the county.

The county trustee board is specifically responsible to the county scout council and has a focus on supporting our county strategy; key policy decisions; approval of the county development plan and for acting on matters relating to finance, the county development and volunteer services and the South London Scout Centre.

Our governance is an important part of the day-to-day running of our county and exists to support the County team in meeting its responsibilities.

From April 2023, following your next annual general meeting the purpose and responsibilities of your Trustee Boards will change to...

The Trustee Board must act in the charity's best interests, acting with reasonable care and skill and take steps to be confident that:

The scout county is:

- well managed
- carrying out its purposes for the public benefit
- complying with the charity's governing document and the law
- managing the charity's resources responsibly

And that the scout county:

1. is operating compliant with the current edition of Policy, Organisation & Rules (POR), including effective management of the key policies listed in chapter 2 - equal opportunities, privacy and data protection, religious, safeguarding, safety, vetting, youth member anti-bullying policies
2. ensures that young people are meaningfully involved in decision making at all levels
3. plan so that there are sufficient resources (funds, people, property and equipment) available to meet the planned work of each of the county to enable the delivery of high-quality programmes and the youth training programme
4. has a positive image in the local community

The trustee board members must themselves collectively:

1. develop and maintain a risk register, including putting in place appropriate mitigations
2. ensure that the county's finances are properly managed, including development and maintenance of appropriate budgets to support the work of the county
3. maintain and manage:
  - a reserves policy (including a plan for use of reserves outside the 'minimum')
  - an investment policy
  - a public benefit statement for the county

4. ensure that people, property and equipment are appropriately insured, and that any property and equipment owned or used by the county is properly protected and maintained
5. promote and support the development of scouting in the local area
6. ensure the appointment and management and operation of any sub-committees, including appointing a chair to lead the sub-committee
7. ensure that effective administration is in place to support the work of the trustee board
8. appoint any administrators, advisers and co-opted members of the trustee board
9. ensure transparency of operation, including:
  - o prepare and approve the annual accounts and arrange that they are signed-off by an auditor, independent examiner or scrutineer as appropriate and as appointed by the Scout Council at their Annual General Meeting (AGM)
  - o prepare and approve the Trustees' annual report (which must include the annual accounts)
  - o present the approved Trustees' annual report and annual accounts to the scout council at the AGM
  - o following the AGM, ensure that a copy of the trustee annual report and accounts is sent to the District Trustee Board administration and, if a registered charity, is filed with the Charity Commission for England & Wales
  - o take responsibility for adherence to data protection legislation (GDPR), recognising that, dependent on circumstances, it will at different times act as a data controller and as a data processor
  - o individually and collectively maintain confidentiality regarding appropriate trustee board business
10. where staff are employed:
  - o act as a responsible employer in accordance with scouting's values and relevant legislation
  - o ensure that effective line management is in place for each employed staff member and that these are clearly established and communicated
  - o ensure that appropriate specific personnel insurance is in place

### **Governance structure**

The members of the county trustee board are appointed in accordance with the current edition of the Policy, Organisation and Rules (P.O.R.) of the scout association. The county chair, county commissioner (county lead volunteer), county treasurer and the county secretary are ex-officio members of the county board of trustees. Other members are elected or appointed at the annual general meeting of the Greater London South County Scout Council. The members of the trustee board, who are its trustees, have met on six occasions since the last AGM in July 2022.

The board currently has one principal sub-committees to assist with its responsibilities, this is the finance sub-committee and the board receives their reports and then considers their proposals and actions their recommendations as necessary.

## Finance Sub Committee

The Finance sub-committee is chaired by the county chair and has devolved operational responsibility for financial management on behalf of the county board of trustees and makes recommendations on appropriate financial management controls to the trustees. The county treasurer is the trustee with day-to-day responsibility for financial management, acting on behalf of the county trustee board.

## Membership of the County Trustee Board - County Trustees

The County Trustee Board is made up of four types of members:

- **Ex-officio trustees** have a role on the Trustee Board due to their role in scouting. These are:
  - County Lead Volunteer (County Commissioner)
  - County Youth Lead (County Youth Commissioner)
  - County Chair
  - County Secretary
  - County Treasurer
- **Elected Trustees** stand for election at the annual general meeting and are elected by the county scout council to take on the role; there are usually four to six in number
- **Nominated Trustees** are nominated by the County Lead Volunteer (County Commissioner), in partnership with the County Chair and approved at the annual general meeting; there must be no more nominated trustees than elected trustees
- **Co-opted Trustees** are chosen to take on a role by the County Trustee Board due to specific skills or knowledge useful to the trustee board; there must be no more co-opted trustees than elected trustees

The membership is set up this way to ensure that the interests of the County Scout Council and the County Lead Volunteer (County Commissioner), are represented, and balanced. It also serves to broaden the membership of the trustee board – possibly to bring in people from other parts of the local community.

Other people deemed appropriate for the County Trustee Board's current business may be invited to attend a meeting at the chair's discretion.





# The County Chair

Well, this has been my first year as chair for South London Scouts and what a year it has been. It has flown by and that is probably because I have enjoyed the role so much. I was apprehensive leaving a hands-on role behind but actually in this role I've been able to see and hear all the incredible work that has been happening across the county.

Although I'm based outside of South London I've still been able to keep up to date with activities that have been happening back here. Largely thanks to the social media team who do a cracking job of shouting loud about all the fun stuff.

We have been in the final throes of the Jamboree and County international trip and all the volunteers involved have been working overtime to make them trips of a lifetime. We look forward to welcoming them back next year to hear all about it.

Things have been moving with regards to the future development of the South London Centre. If anyone in the county feels they can offer any support or practical skills please get in touch, as any extra help and input would be appreciated as we really do need to secure this great asset for the future young people across south London.

Talking of roles to fill we are still in need of finding a permanent treasurer for the county. This is not an onerous task and will require you to write and file the minutes and get a great insight into what happens in our County.

Matt has led some extraordinary work this year with regards to our upcoming transformation. Change can always feel tricky and difficult however the presentations that have happened explained exactly why this change is necessary and what the future holds for Scouting (spoiler alert- it's very positive). I urge you all to get on board with what is happening over the next months and into next year, don't be left behind!

I'd like to acknowledge all those who have gone home over the last year. Our thoughts are with their families, and we could never thank them enough for all the hours of volunteering they gave to the County.



Finally, I would like to say some thank yous...

Thank you to all the volunteers across the county. All the planning hours you put in and then turn it into fun and adventure, our young people wouldn't do any of it without you.

To Darren who keeps me in check but provides a laugh along the way. The County is very fortunate to have you leasing them forward.

To our development officer Matt who works tirelessly across many projects providing countless resources for us all. I think we'd be lost without you.

A large thank you to the county trustees who turn up to our meetings with energy, questions and keen minds to problem solve. They are engaged with keeping the County productive and safe and it's been a pleasure to work with them. Thank you to Linda who this year is stepping down as a trustee.

A thank you to Gordon who comes rain or shine is at The Centre welcoming guests, emptying the shower money boxes and keeping on top of it all.

And finally my thank you goes to Martyn who despite standing down last year remained on the committee as our treasurer. Along with this role he has supplied constant support to me in this first year and I've been exceptionally grateful for it. It will be a large hole on the exec with you gone.

Enjoy the summer break, where I have no doubt you will carry on Scouting but do take some time for yourselves and family. See you all next year for more fun and adventure!

**Becca Smith**

*County Chair*

[chair@southlondonscouts.org.uk](mailto:chair@southlondonscouts.org.uk)



# County Leadership Team

As another year passes it's great to report that things are continuing to improve with scouting in our Districts and we continue to be able to provide a fantastic scouting experience for our young people.

Our figures show in the census report from Jan this year that the number of young people wanting to take part in the scouting experience has increased by 318, and 16 adults, this equates to a 5.8% increase. Although we are not quite back to pre-pandemic numbers we were the second best percentage increase in the London Region. I want to thank all of the DCs and their teams for their great efforts in boosting these recruitments and for their work and commitment to their groups over the last year. Sadly, we lose John Sweeney this year as DC for Royal Greenwich, and I would like to thank him for his dedication to the role over the last 10 years.

Since the last AGM we have been able to provide and plan some great scouting adventures as you will see in the following Programme reports. I would also like to thank David Liddle in stepping up and continuing to take the lead in organising the programme activities over the last year for the County.

We have our County Jamboree unit and also an additional patrol joint with Hampshire unit attending the WSJ in August this year. The county team are also providing another great international experience aside from the Jamboree with a trip to Croatia in August as well. Thank you to all the adults giving up their time and sharing their experiences to lead these great events, I know our young people will get a life changing experience from them.

Welcome to Roe Littlejohns-Hennessy who has agreed to take on the role of ACC Network, they are in the process of coordinating with Networks around the Districts and we hope to see some exciting events happening going forward.

Alfie Francis (County Youth Commissioner) continues to support the county in conjunction with District Youth Commissioners and has some good plans in place for the coming year, so thank you to him for this.

Ross (Deputy County Commissioner responsible for Perception) and his team have continued to work extremely hard over the last year supporting the county with a lot of media coverage and support. Ross also manages the Jack Petchey Awards scheme, keeping the districts up to date on progress and awards, and we were able to provide an awards ceremony this year back in March to recognise the awards given over the last couple of years.

Jason (Deputy County Commissioner responsible for People) continues to support myself and our leaders in this role alongside the continued management of our Shining Stars awards recognising our fantastic volunteers. Jason has also been very busy supporting the International trips being organised in the County & Districts, and continues to support these teams.

Matt (Growth & Development Officer) continues to work very hard with our Districts to help groups to re-open, start new groups to manage and support the young people getting back to

scouting. He has also agreed to be our Transformation lead and has created and supported some great work over the last year to get our groups into the new ways of working as 'Teams' based to align with the new ways of working in scouting. Also, in his role as (County Training Manager), he and his team have worked extremely hard and diligently to provide training to our county and support our adults in their learning and development. Thank you & your team for your continued efforts and assistance.

And lastly, I would like to thank Becca for her continued support and encouragement to the county over the last year in her role as Chair of the executive. It has been especially busy since she took over with the starting of our plans to redevelop the South London Scout centre alongside all the other commitments of the exec. Becca is doing an amazing job and always has a great smile whilst doing it, so thank you.

So on behalf of all the Young People in South London County and I know its not said enough but, I would like to offer a big 'THANK YOU' all for your time, effort, energy and dedication that you put into scouting in South London every week, it is greatly appreciated.

Darren Lodge

**County Leader Volunteer (County Commissioner)**

[cc@southlondonscouts.org.uk](mailto:cc@southlondonscouts.org.uk)

## County Youth Team

Over the past year the county youth team, working with the District Youth Teams have been planning events, which will start in September 2023.

The Jamboree and Croatia trips have been Youth shaped allowing the youth members shaping their international experiences.

In the next year we will continue to focus on the recruitment and training of young leaders across the county, with working with districts and county teams we will promote the young leaders award and South London Scout Leadership award to increase the number of young leaders who will be the future leaders of scouting. Our aim as a whole is to provide Youth shaped scouting across our county.

We will also try and get youth commissioners in all districts within the next year, to increase youth shaped scouting across the County.

Alfie Francis

**County Youth Lead (County Youth Commissioner)**

[cyc@southlondonscouts.org.uk](mailto:cyc@southlondonscouts.org.uk)



# Programme

The past year has been an exceptional one for scouting, marked by remarkable planning for international trips and a surge of activities. The dedication and enthusiasm displayed by our members have been truly inspiring. Numerous events, including camps at Gilwell and Brownsea Island, have contributed to the growing engagement and camaraderie within our county. As we eagerly await the return of our scouts from these trips, we anticipate hearing and sharing their incredible stories. Below are just a few highlights for what has been an incredible year!

## Offshore Sailing 2023

Once again another fabulous weekend with South London Scouts taking three yachts out for the weekend with the Discovery Sailing Project. The crews learned loads, from sails to steering, man overboard training and emergency (Jon) buoy retrieval, and the all important “making tea” and “cooking” while the boat is at 20° sailing on a good wind. A HUGE South London Scouts thanks to the skippers and crew of the Discovery Sailing Project for keeping us safe while ensuring all had fun, and to our leadership team of David, Paul, Will & Joseph for making the experience happen for our South London Scouts members. There are some great photos on South London Scouts Facebook and Instagram feeds so check them out online.

If you fancy making this happen for your group, please contact the Discovery Sailing Project via <https://dsp.uk.com/> - the team is tried and tested and has consistently delivered fantastic offshore experiences for groups across the County and nationally for years. You do not need to have any sailing experience, and they are already booking well into 2024. Without question the best Sail Training outfit on the South Coast and 100% well worth a visit. Don't miss out - get your booking in today!!!



For those interested in the “South London Scouts Offshore Sailing Trophy 2024” we are in discussion about dates for 2024 and will let you know more details later in the year. We are all looking to have a “leader only” sailing event which should be a lot of fun.

### Gilwell Reunion 2022:

The Gilwell Reunion 2022 proved to be a resounding success for South London Scouts. Numerous adult members attended the event and camped together, fostering camaraderie and providing an opportunity to learn from Scouters across the country. Although we won't delve into the dancing escapades, it was a truly enjoyable experience for all.

## #SLSCroatia23

For South London Scouts the #SLSCroatia23 journey has represented one of the most connective and collaborative activities of 2022-2023. In terms of camps we have now completed the four practice camps that were planned and now heading towards the main event in Croatia in August 2023. To give you an idea of the activities completed to date:



As you can see this is a huge achievement and the experience all our young people and leaders are getting is incredible. The growth and development that we have seen throughout the youth team is amazing to watch, and will no doubt benefit the county significantly. We've also seen a substantial amount of learning and development within the leadership team, which will also substantially benefit the county for years to come in terms of enabling activities and trips. We are very much looking forward to sharing what the team gets up to Croatia in August. Please do follow the adventure on social media via #SLSCroatia23. We hope that this trip inspires you!

### Weekend 1 – The Fort

1. The Army Team Building
2. Camp Fire / Roasting marshmallow
3. Fire bucket challenge
4. Jigsaw Challenge
5. Build a Bridge
6. Floor is Lava
7. Identify by Design (badge design)
8. Meccano cars
9. Fancy dress – Wild West
10. Scavenger Hunt
11. Awards presentation

### Weekend 2 – Windsor

1. Hike
2. Scavenger hunt in Windsor
3. First Aid
4. Crunchy Critters bushtucker trial
5. Water rockets
6. Chip Van visit
7. Lazer Camp fire
8. Patrol Cooking
9. Fancy Dress – Jubilee Theme
10. Tik-tok videos
11. Croatian Phrases
12. Awards presentation

### Weekend 3 – Gilwell Park

1. Jacobs Ladder
2. Leap of faith
3. Shelter building
4. Axe throwing
5. 3G Swing
6. Team building
7. Camp fire
8. Fancy Dress – Halloween Theme
9. Practice travel on public transport
10. Crate Stacking
11. Hike
12. Archery
13. Climbing

### Weekend 4 - Ferny Croft / Brownsea Island

1. Skinning / cooking pheasants
2. Hike
3. Camp fire for 200
7. Wide Game
4. Brownsea Island visit
5. County Awards presentation
6. Camp under the stars

### Weekend 5 – Family BBQ

1. Family BBQ for 300
2. Kit distribution
3. Checkin and Q&A



As you can see this is a huge achievement and the experience all our young people and leaders are getting is incredible. The growth and development that we have seen throughout the youth team is amazing to watch, and will no doubt benefit the county significantly. We've also seen a substantial amount of learning and development within the leadership team, which will also substantially benefit the county for years to come in terms of enabling activities and trips. We are very much looking forward to sharing what the team gets up to Croatia in August. Please do follow the adventure on social media via [#SLSCroatia23](#). We hope that this trip inspires you!



## Top Awards Team

Since the major relaxation of Covid restrictions the Top Awards Team has been expanding the support it offers to Explorer Scout Units across South London and in particular our Canoe expeditions have been going from strength to strength. We run expeditions across England, Wales and Scotland and support with the behind the scenes admin to help young people sign off their awards.

This year we have 68 Explorers from five Explorer Units taking part in canoe expeditions: Phoenix (Southwark), Severndroog & Phoenix (Greenwich) and Golden Hind & Discovery (Lewisham), as well as some adult participants from other groups and units including the 4th Streatham and the County Team are all represented.

From October to March we run monthly eDofE surgeries to support all and any DofE participants from across the county. Each month's surgery is hosted at a different unit.

From March to August we support Units with the provision of expeditions by running a training event in March, a practice expedition and Bronze expeditions in July, and Silver and Gold expeditions in Scotland in August. Any units who would like to access support with their expeditions, or team up with us, are welcome to get in touch.

In addition, we are currently assisting Lewisham District Explorers in fundraising for a fleet of canoes of their own.

On Wednesday 27th September we will be holding our celebration evening and Leaders from across the county are welcome to attend.

Our 2023/24 Dates:

- **Wed 27th September 2023:** Presentation Evening at the Fort
- **Friday 22nd to Sunday 24th March 2024:** Training Weekend on the River Thames, based at Longridge
- **Friday 12th to Sunday 14th July 2024:** Bronze Qualifying Expeditions and Silver / Gold Practices
- **Friday 23rd to Saturday 31st August 2024:** Qualifying Silver/ Gold expeditions on the Great Glen in Scotland

Marlon Marton-Bell & Alex Ward

**Top Award Team**

[top.awards@southlondonscouts.org.uk](mailto:top.awards@southlondonscouts.org.uk)





Since July 2022 we have been very busy and doing some amazing things with our Unit. Our July 2022 weekend camp to Thiftwood was all about adventure, activities, camping and bonding. We certainly bonded.

It has been great seeing how well the unit is gelling together and seeing how well they are forming friendships across the County.

We took the opportunity to have a go at crate stacking, axe throwing, Jacob's ladder, high ropes and raft building. We also managed to get a local fish and chip delivery that went down very well with everyone. The raft building also gave us our first trip to the hospital and taught us how to manage that situation with which leaders were going where and our first experience in filling out an accident report etc... Nothing was broken and only a sprained ankle (thank goodness) A great camp was had by all and all the young people are getting on with each other and really starting to form great friendships.



On Sat 10<sup>th</sup> September we took the unit White Water Rafting at Lee Valley (Waltham Abbey). This experience was absolutely awesome, and a great time was had by all. To start off with you all must jump in the water and float 50 yards down the rapids and swim to the side. That was a reality check. But we all did it, and then moved on for a 2 hour session on the rapids. We had a few practice goes learning how to turn left or right, going backwards and forming crash positions. Mostly learning how to hang on!! This was a great experience and well worth doing once in your life.



In November we were back at the Fort for a training weekend. Here we spent more time tackling the challenges we were facing going to Korea and how we were going to cope with our Mental wellbeing, health, hygiene, learning to live with others and respecting people's space and trying to realise when something is wrong. We carried out various scenarios that they all tackled head on and made some interesting thoughts for discussions.

This camp we appointed Patrol Leaders and Assistant Patrol Leaders and put the young people into patrols. For the weekend they would need to work in their patrols on all the challenges we gave them, that included cooking a meal each for the whole unit (40 of us) A night hike, making camp entrances and of course the hungry hippos game. Again, the young people were well behaved and a credit to everyone. We really have a lovely unit.



In January 2023 we took the young people Ice skating at Canary Wharf and Trampolining at the O2. It all started so well. The ice rink was pretty empty with mainly our unit being the only ones on it. But before I could complete 2 laps we had 2 casualties. 1 had fallen and cut under his chin and 1 had cut to the side of his eye. Both required a trip to the local hospital.

We set the kids a simple task of getting to the O2 on time for the Trampolining, which they all stuck to too and arrived safely. We enjoyed our time on the trampolines and high ropes and that was the end of another Thames Tigers activity.



In March 2023 we all went Go Karting on the outside racetrack in Mile End. This was another great opportunity to try something new. I was surprised how well most of them could drive. It did get a bit competitive, but we all had fun and stayed safe while racing.

We also had one of the units mum offer to cook us all a Pizza at the local Domino's. This went down really well with everyone. So Thanks to Sarah Heath. You are a real star!



We had an 'All Adults Weekend' in May at Gilwell Park. This was a chance for every adult going to the Jamboree as a member of the UK contingent to come together. We attended various training sessions on safeguarding and received vital information on what is happening in Seoul and how/what we need to do in preparation.

Was also a time to meet other leaders from all over the County and all the IST members that will be representing the United Kingdom on the Jamboree. It was a fun and informative weekend and a lot of information to digest.



We have one more training camp planned for early July at the Fort and then we are off.

We leave Tuesday 25<sup>th</sup> July at 2am Heading to Heathrow for our flight to Poland then onto Korea.

This has been an unbelievable experience so far and I am really hoping that we have the best time ever and that every YP gets the most out of this and makes friends for life.

I'd like to thank my Jamboree Leaders Lorraine, Emily and Matt. They have always supported me in everything that we decide to do, and I really couldn't have managed a better team. Thanks for all your dedication and hard work. It will all be worth it.

Thanks to the County for all their support and guidance and for giving us the chance to run this unit.

Kevin Garlick

**Unit Leader – Unit 33**

**South London Scout County Jamboree Unit**

unit33@southlondonscouts.org.uk



As we approach the final sprint of our preparations for the World Scout Jamboree, with just over a week to fly if you're reading this at the AGM, it's a moment to reflect on the incredible journey we've undertaken. Since being asked to be an assistant unit leader in September 2021, it has been a privilege to be part of a joint unit with Hampshire and watch the growth and development of the young people in unit 61. Additionally, it has been an opportunity to showcase South London as the superior county, although don't tell Hampshire I've said that!

Our journey commenced in December with an exclusive South London golf meetup, where I had the pleasure of meeting the nine young individuals who would join me and 30 others from Hampshire on this remarkable global experience. It was delightful to finally put names to faces and learn more about everyone. The event was filled with hole-in-ones, Christmas presents, and a sense of anticipation of what was to come.

In January 2022, we embarked on our journey along the M25 and down the A3, a route that has become familiar to me. Initially, there were concerns about being 'In the sticks' and breathing fresh air. For the first half hour it can only be described as a year 6 disco with a Hampshire corner and a South London corner, with the leaders in no-man's land in the middle. However, after some icebreaker games and team-building activities, we successfully brought everyone together, even creating TikToks that went viral with over 360,000 views! The next morning, an early 6:30 "bus", which turned out to be a walk around the village, challenged our ability to start the day promptly, including our leaders. Some of the young participants may still hold a grudge against us for that early start. As the morning progressed, we brainstormed unit name ideas, a challenging task as we couldn't include any location-specific references. Finally, MI61 was formed, and we built a spy-themed concept around it.

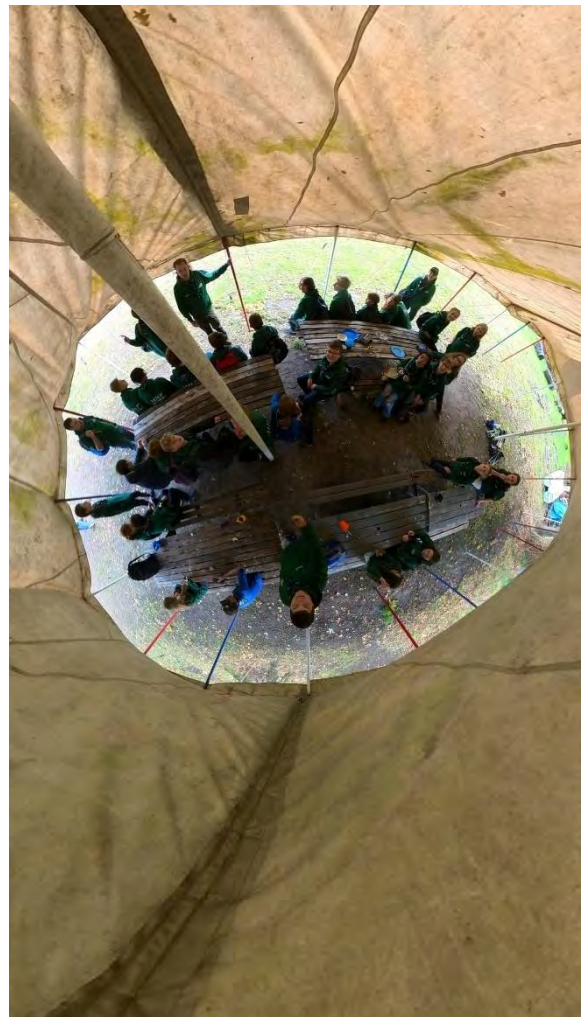


In April, it was Hampshire's turn to visit London, which proved to be a first-time experience for some. We began with pioneering activities to gather ideas for a camp gateway, followed by engaging in on-site activities and culminating in a delicious meal prepared by Terry, an occasion that is still talked about to this day! The following day, we took a stroll through fields to Oxleas

Woods, surprising some Hampshire residents with the existence of such greenery in London. We then set the challenge of completing the Oxleas Wood orienteering course, providing an opportunity to observe their behaviour in an unsupervised yet safe environment. In the evening, we brainstormed ideas for a unit badge design, exploring numerous concepts until one young person sketched an Aston Martin DB5, giving birth to the iconic badge. On Monday, we explored Covent Garden, enjoyed some free time in Leicester Square, and visited the National Gallery to engage in the "Draw our Dream" activity, a prominent theme of the jamboree. The young participants sketched paintings, discussed their different elements, and even reenacted one of them, much to the amusement of onlookers. We then embarked on a whirlwind tour of iconic sites, capturing a picture outside Horse Guards and receiving a tour of the Houses of Parliament, which allowed us to practise airport security procedures. We also visited the Korean embassy and Buckingham Palace before returning to camp, covering many, many steps along the way.

In July, we hosted a patrol-based weekend in Hampshire, where each patrol cooked their meals, resulting in varying levels of culinary creativity. We also dedicated a session to mental health and self-care in preparation for the jamboree. On Sunday morning, the unit awakened to discover a secret message in the middle of the field, containing an MI6 mission to find breakfast using coordinates. This experiment tested the unit's response and personal responsibility in the absence of leaders. After spending some time waiting in a layby and receiving strange looks, the patrols eventually arrived one by one for their breakfast before hiking back to the site.

In September, we fulfilled the unit's request for a trip to Peppa Pig World, making their dreams come true. It was a delightful day observing the young people navigate the park in their own groups and enjoy their own space. The smiles on their faces as they descended the log flume made it all worthwhile, even though they managed to convince me to join them on the ride! On Sunday, we had the opportunity to learn Choi Kwang Do, a Korean martial art, providing a glimpse into Korean culture.



As Christmas approached, we celebrated with a festive party filled with games, food, and a secret Santa exchange among the unit members. We also shared updates from the UK Contingent, which served as an early Christmas present, with the units on the site.

In January, we returned to Hampshire for our second-to-last training camp. Saturday featured a first aid masterclass to prepare us for the jamboree site, followed by patrol-based menu planning and shopping at Tesco while staying within our budget. We also focused on jamboree clothes washing using dry bag washing machines. On Sunday, we embarked on a relaxed hike to the river, spending the morning trying our hand at crabbing, an entirely new experience for some.

In March, we joined thousands of other scouts in London for an exhilarating Monopoly Run Live! This event served as valuable practice for navigating the metro in Seoul. For those from London, it felt like a walk in the park, quite literally. However, for some, it was their first time riding the tube!

By the time you read this, we will have completed our final training camp, with our bags packed and preparations underway for our flight on July 30th, marking the beginning of an adventure of a lifetime!



I am immensely grateful and would like to extend my thanks to the parents who have been instrumental in assisting the young people throughout this remarkable journey. Their unwavering dedication and support, whether it be in the form of dropping off at the fort or replying to last minute emails, their commitment to the growth and development of the young people has been truly remarkable, and I am truly grateful for their invaluable contribution.

Additionally, I would like to express my appreciation to the three leaders from Hampshire who have played a pivotal role in supporting the unit. Their tireless efforts, guidance, and expertise have been invaluable in shaping the journey. Their commitment to helping grow the jamboree unit and our ability to work so well as a team has led to such a successful jamboree unit.

Furthermore, I want to acknowledge and extend my sincere gratitude to the county team, particularly Becca, Darren, Jason, Martyn, and Matt. Their extensive knowledge, wealth of experience, and continuous support have been paramount throughout this entire process. Their guidance, insights, and encouragement have been a constant source of inspiration and led to the success of the unit.

*Joseph Shippam*

**Assistant Unit Leader - Unit 61**

**South London Scout County Joint Jamboree Unit with Hampshire Scout County**

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## Perception Team

Our perception team has been actively promoting the extraordinary opportunities available to our members, emphasising the expansion of activities such as sailing, caving, canoeing, and flying. The level of engagement across the county has reached unprecedented heights, with numerous groups from different districts working collaboratively to ensure the success of scouting in South London.

Our website and social media platforms continue to lead the way in UK scouting, showcasing innovation and compelling content. The "Become a Scout" section, spearheaded by Matt last year, has streamlined the process for new members and volunteers, resulting in a substantial increase in participation. We remain committed to ensuring that no new opportunities are overlooked.

We have had significant interactions with HQ, including an exciting filming session at The Fort with Bear Grylls and Louis Theroux, featuring some of our fortunate Scouts. For those who missed it, the footage can be watched on BBC 2. This event served as a remarkable platform to spotlight South London Scouts and their achievements.

The last year has been an outstanding year for Scouting in South London. The commitment and achievements of our members have surpassed all expectations. Moving forward, we anticipate further growth in our online presence and increased collaboration among our groups. We remain dedicated to providing exceptional experiences for our scouts and volunteers alike, ensuring the continued success of Scouting in our County.

### The Benefits we are seeing using social media

Social media has revolutionised the way we connect and interact, offering numerous benefits that have transformed our personal and professional lives. One of the greatest advantages is the ability to share ideas effortlessly and connect with like-minded individuals across the globe. Social media platforms provide a virtual space for individuals to exchange thoughts, discuss topics of interest, and engage in meaningful conversations, fostering a vibrant community of knowledge and creativity.

Social media enables seamless collaboration, breaking down geographical barriers and facilitating teamwork on a county-wide scale. This open and collaborative environment allows for the pooling of diverse perspectives and expertise, leading to the development of groundbreaking projects and solutions. It helps in showcasing new activities and experiences. This not only encourages others to explore new activities but also creates a vibrant tapestry of inspiration and discovery.

Furthermore, social media serves as a valuable tool for highlighting experts and permit holders in various fields, providing a platform to amplify their voices and expertise. This fosters a sense of community and facilitates networking, creating opportunities for personal growth and development.

Overall, social media has become an invaluable asset for South London Scouts, offering benefits such as idea-sharing, collaboration, activity showcasing, and connecting individuals. Its power to connect people from all walks of life and empower them to exchange knowledge and experiences has undoubtedly revolutionised the way we interact, learn, and innovate in today's interconnected world. Most importantly, it is opening doors for members, allowing us access to things and places we would not have otherwise achieved. Check out South London Scouts on Facebook and Instagram.

### South Circular

We are delighted to announce the upcoming return of our County magazine, the South Circular, this summer. Packed with exciting content, this issue will showcase the accomplishments of our exceptional scouts. We encourage all members to share their stories by submitting them through by email to [south.circular@southlondonscouts.org.uk](mailto:south.circular@southlondonscouts.org.uk)

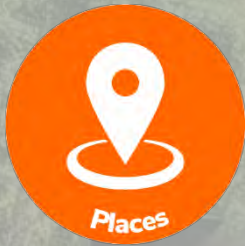
#SouthLondonScouts @SouthLondonScouts

Ross Whittome

**Perception Team Leader (Deputy County Commissioner responsible for our perception team)**

[dcc.perception@southlondonscouts.org.uk](mailto:dcc.perception@southlondonscouts.org.uk)





# County Development Service

Our County Development Service has had another busy and productive year working alongside new and existing volunteers and in partnership with our scout districts, scout groups, explorer scout units and local communities to support the growth of scouting across our county, ensuring we continue to provide skills for life, challenge and adventure to as many young people as we can.

Throughout the year Matt has continued to assist with successfully driving adult recruitment, promoting the opportunities we have to volunteer. This has been a multilevel approach with him actively working with different promotional channels, networking with local community groups, supporting some targeted campaigns and through providing support and resources, on request, to empower districts, groups, and units to recruit locally.

Our 'become a scout' and 'volunteer with us' enquiry platform continues to provide an easy to use and effective way of enabling the public to enquiry directly with our groups and units about their opportunities for young people, the adventures they offer and for adults to join their teams. Over the last 12 months we have received 1678 youth enquiries to join us and 83 adult enquiries to volunteer with us.

The system also provides each of our groups and units with their own recruitment page to use locally to promote the opportunities they have for young people and adults to get involved. Plans are currently being made to amend the system to accommodate the Squirrels sections as they roll out across the county.

Over the last year our organisational and development priorities have focussed on sustaining our provision and supporting the growth of our membership to pre-pandemic levels. The service has also focused on supporting volunteers across the county with planning and delivering the four pillars that are part of our organisational changes being made by the association within the volunteer journey transformation project.

## **Organisational Growth**

In the coming months Matt will work with our District Lead Volunteers to identify opportunities to work with our local communities to reopen our groups that have not been in a position to restart after the pandemic and explore the possibilities to open new provision particularly in harder to reach communities. He is also working with our groups that are interested in starting squirrels. It's fantastic that we now have five squirrel dreys open. Two in Lewisham District: 1st New Cross (The Greys), 32nd Deptford (All Saints), and three in Royal Greenwich: 3rd Royal Eltham, 10th Royal Eltham, 54th Greenwich).

We continue to see an exponential growth in explorer scouts units across the county and continue to open new units to help meet the growing demand to join the section - Typhoon Air Explorer Scouts – Royal Greenwich, D.O.R.A. Explorer Scouts – Southwark, Orion – Lambeth and there are plans for more in the coming months!

In May we also welcomed the opening of a new scout group in Wandsworth, and it really is great to see the new leadership teams at the 11<sup>th</sup> Wandsworth, hit the ground running with their new beaver and cub sections. We know that they will be well on the way to opening scouts towards the year of this year.



## Transforming the volunteer journey and the way we volunteer

As part of delivering the national skills for life strategy, the association is transforming the volunteering experience across the UK.

These new ways of working include:



**We are transforming your volunteer experience**

We're moving from appointment panel meetings to welcome conversations that will take place in your group.



**We are transforming your volunteer experience**



We're moving from training to learning and development. There's some learning for everyone but completing your wood badge will be optional.



**We are transforming your volunteer experience**



We are moving to teams-based volunteering.

Each team has a clear purpose and shared tasks.



**We are transforming your volunteer experience**

We will have new digital tools for recruitment, welcoming, learning and adult membership management. These will all be accessed from [scouts.org.uk](https://scouts.org.uk).



We are passionate about making sure that volunteering with scouting in South London is 'hassle free'. To help deliver these changes and ensure that we have a trouble free transition the work that Matt has done in partnership with our districts to support the rollout of our new ways of working continues to be a shining example of best practice across the UK.

This includes:

- Leading the planning, and the implementation of change locally across the county
- Supporting the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Working with volunteers from across each district to help groups, units and other stakeholders understand and plan for the successful implementation of the changes
- Taking the outputs from the Skills for Life Strategy, in the form of national transformation plans, and helping to make them work in our local contexts taking into consideration local situations and readiness to implement change
- Championing and promoting each of the four areas of change and supporting members across the county, at all levels, to connect the dots about what the changes mean to them
- Coordinating our network of local transformation champions and creating a community of peer-to-peer support and collaboration

- Arranging briefings and support events to help our members understand and plan to rollout the changes in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success

### Volunteer recruitment

The overwhelming requests from young people to join means that there is a real need, more than ever, to recruit more adults to help provide amazing programmes as part of our leadership teams in our dreys, colonies, packs, troops and units. Weekly section meetings means that there is lots of opportunities for our adults to engage with the families of their members and promote the opportunities available to them to get involved in their teams and help make a difference to the lives of young people in their community.

To support this Matt has developed a wide range of recruitment resources and initiatives. All of which can be found in the 'volunteer support' area of our website at, [www.southlondonscouts.org.uk/volunteer-support](http://www.southlondonscouts.org.uk/volunteer-support)

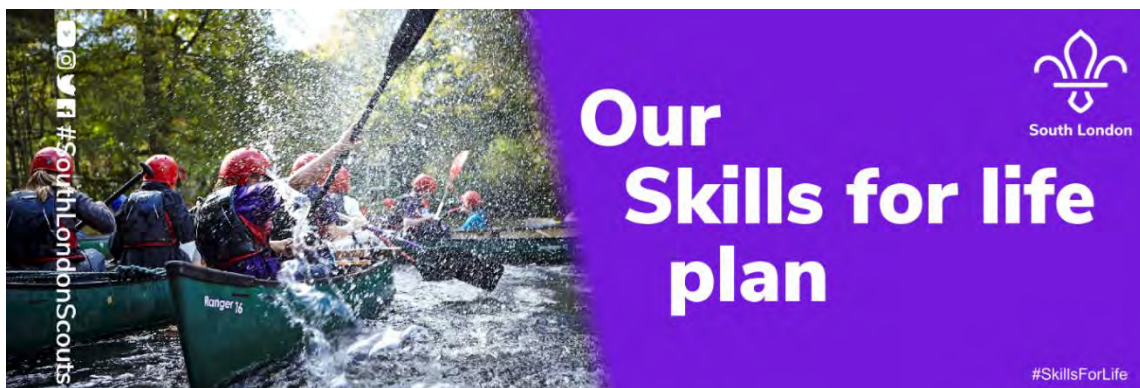


### Looking forward

Matt continues to support our districts and groups with their ad-hoc day-to-day and ongoing needs, identified through meetings with DCs, and calls from GSLs and section leadership teams and remains committed to providing practical support to anyone in our county that needs it. He has also continued to maintain, update and develop the areas of our website that the CDS is responsible for, these are to become a scout, volunteer with us and volunteer support area.

Now, as we look to the future, with a renewed appreciation that scouting, and the development of scouting, has never been more needed, it's time for us to recommit to implementing our strategy and focus on the next three years (because of the pause in implementation the plan will now run to 2025), as we look to realise the objectives and commitments we made in our 'skills for life county plan' and to provide the support identified by the county leadership team in the areas of

- growth
- organisational development
- adult recruitment
- volunteer support
- volunteer retention
- membership retention
- sustainability



You can find out everything you need to know about our plan at [www.southlondonscouts.org.uk/skillsforlifeplan](http://www.southlondonscouts.org.uk/skillsforlifeplan)

As you can see, it has been another busy and productive 12 months for our development service and volunteer support services and this short report really does just scratch the surface of the work carried out by Matt during the year. This will of course continue as we move forward with our support for the growth, development and support of local scouting and particularly start to roll out our new ways of volunteering.

Our development service remains central to our approach to prioritising and enabling the growth, organisational development and day to day support of scouting across our five districts, providing effective, focussed, impactful guidance and support to groups, units and districts and prioritising resources to areas where they can have the most impact, whilst ensuring that all parts of the county receive the support that they need. The service also provides many of the day-to-day support functions we offer our members, many of which would be hard to sustain, in a timely manner, if they were carried out by volunteers. We remain committed to ensuring the longevity of the CDS, so it continues to support scouting throughout South London and provide its low-cost services, support, and resources, to our volunteers at all levels, for many years to come.



You can contact Matt at [matt.butterfield@southlondonscouts.org.uk](mailto:matt.butterfield@southlondonscouts.org.uk) or on 07766 540 057.





With wonderful facilities and easy access to local transport connections, the South London Scout Centre is such an easy place to experience. We are so pleased that from early this year the centre has continued to return to normal life and a normal routine.

The centre is a 16-minute train journey from central London and is within easy walking distance of Dulwich Picture Gallery, Horniman Museum, and Crystal Palace National Sports Centre.

We offer amazing camping facilities and great indoor accommodation all with easy access to central London and all it has to offer.

Our most sincere thanks go to Gordon, as always, for his attention to detail and unfaltering dedication to running the centre throughout the year to ensure that it is available for so many people to use and enjoy.

## Centre development

During the year we secured a new 25-year lease with a view to extend to 99 with a development plan, including a new building and facilities at the Fort to see Scouting in South London through our foreseeable future.

With this in mind, we are about to embark on an ambitious, long term, centre development project. With the overall aim of redeveloping the centre to ensure we continue to provide modern, practical, and relevant facilities which ensures maximum usage of our existing campsite and indoor facilities.

With the centre's excellent links into the centre of London, our aim is to provide a versatile facility that can be used all year round. We want to develop the centre's, now dated, indoor accommodation, and onsite facilities whilst being an exemplar of sustainability techniques and technology which provide an excellent environment for young people to gain skills for life and prepare them to succeed in life!





## Phase One - Laying the foundations

Visitors centre and county services hub – Centre team facilities

To provide:

- a new centralised visitors centre and county services hub
- additional accommodation in our Troop Room offering
- service crew accommodation and facilities

### **A new centralised visitors centre and county services hub**

**Objective:** To create a new, modern, relevant centre visitors and county services hub which incorporates the needs of the centre management and services team, the county development and volunteer support services, county leadership and wider county team.

The new centralised centre and county services hub will include:

- centralised county and centre office space
- a 'back office' and meeting room
- overnight accommodation
- (duty) warden accommodation
- a space for vending machines
- a tuck shop and storage



## Repurpose the existing 'county office' into crew accommodation

Objective: to create a multi-purpose space that provides a multi-occupancy living space, bedrooms, communal living area and small kitchen.

This space will predominantly be used by our service crew during the summer but if not in use will be available for public hire (particularly during the winter months).

Proposal of refurbishment

- remove all storage / desks and relocate in new central office
- create sleeping areas with space for 4, 6 or 8
- create a separate communal living
- create a small kitchen facility

## Longer term phases

Here's a high level overview of our development intentions:

### Phase Two

1. install a number of onsite activities for users to book whilst staying at the centre
2. replace the existing camping cooking shelters around the centre
3. carry out any appropriate, limited, improvements to site security

### Phase Three

1. demolish the existing Sunley building and construct the new accommodation building

### Phase Four

1. lay new roadways around the site
2. resurface the outside and onsite car park areas which will then have multi use as either parking or hard surface activity areas
3. install new external gates and fencing
4. install traffic management system

### Phase five

1. upgrade the WCs and washroom facilities in the Ismay building to bring them up to a higher standard and to include more facilities with adapted access and gender-neutral needs

## Fundraising for The Fort development

This achievement marks an exciting phase in the fort's development, as we embark on enhancing its facilities. With a significant influx of visitors, exceeding 500+ every weekend during the summer months, we are actively seeking centre team crew members to support the centre's operations. If you're interested please contact Ross or Jason. In hand with this, our focus for the upcoming year will be on promoting The Fort and fundraising for the construction of new buildings and facilities.

Look out for more information on this exciting project, and how you can support our plans and more importantly, get involved in the very near future.



# People Team

The shining star awards scheme is going strong, this is designed to celebrate our great leader/ helpers & volunteers by receiving awards for their excellent scouting contribution towards South London Scouts and the young people. This has proven to be a great success and we continue to reward our leaders/helpers for their great support to South London Scouts. Please do keep nominating these names as this is an ongoing scheme and we would like to recognise as many as we can for their efforts. You can find lots more information at [www.southlondonscouts.org.uk/shining-stars](http://www.southlondonscouts.org.uk/shining-stars)

In the autumn of 2021, we selected the five leaders that are taking 45 young people from across our county to the 25th World Scout Jamboree. We are fortunate to have one full unit of 40 (that's four leaders and 36 young people and a patrol (that's nine young people and one leader), as a central part of a unit being supported by Hampshire Scout County. The Jamboree will take place in South Korea during the summer of 2023. Since October they have been busy, organising and preparing for this amazing event, with camps and events before the Jamboree and lots of interaction between those going to create friendships and teamwork. This trip organised by Kevin Garlicck is going very well with successful pre camps and trips.

We also have a county trip organised for members of the county to Croatia which is also undergoing trips away and camps before the main camp. This is also well under way with 100 young people and 20 adults planning and preparing for this adventure.

I would like to thank both teams for their efforts in organising these events. David Liddle is the leader of this camp and has successfully organised pre camps and trips.

International trips this year by our county are as follows:

- 23rd Camberwell - Netherlands
- 40th Greenwich - Belgium
- Dulwich Explorers - Bulgaria
- 9th Southside - Spain
- 4th Streatham - Netherlands
- County - South Korea – 25 World Scout Jamboree
- 4th Lewisham – Malta
- County - Croatia

Our county training team has continued to deliver a full programme of learning opportunities throughout the year. This has included the popular online (Zoom) sessions and the return of face to face experiences and, the ever in demand, first response training. Since September (2022), 212 people have attended a First Response course run by our County First Aid team and 33 people have completed their wood badge learning. My thanks to everyone involved in the delivery of training and learning for our county.

Later this year we will start to see us transition and change the way we offer, and approach volunteer learning and I know that the team will be providing lots more information about the changes and the transition timeline in the autumn of this year.

During the coming months we are looking to recruit explorers and helpers for our South London Scout Centre Service Team, so if you feel like a weekend helping out at The Fort and help our campsite to grow, please don't hesitate to me.

Jason Hagan

**People Team Leader (Deputy County Commissioner responsible for our people team)  
and Assistant County Commissioner responsible for International Scouting**

[dcc.people@southlondonscouts.org.uk](mailto:dcc.people@southlondonscouts.org.uk)



# Our Finances

## Independent Examiners Report to the Trustees of Greater London South County Scout Council

I report on the accounts of the Council for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, and related notes.

This report is made solely to the trustees in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I may state to the charity's trustees those matters which I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept responsibility to anyone other than the charity and the charity's trustees for my examination work.

### Respective responsibilities of the trustees and examiners

As the charity trustees you are responsible for the preparation of the financial statements. You consider that the audit requirement of Section 144(2) of the Charities Act 2011 (the 2011 Act), does not apply.

It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act),
- to follow the procedures laid down in the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

### Basis of independent Examiners report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### Independent Examiners Statement

In connection with my examination, no material matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep proper accounting records are kept (in accordance with Section 130 of the 2011 Act); and to prepare accounts which accord with the accounting records and comply with the methods and principles of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015).
  - the accounting requirements of the 2011 Act have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached,

John Lambourne FCA  
For and on behalf of Latham Lambourne Ltd  
Chartered Accountants  
18 Woodlands Park, Bexley, Kent, DA5 2EL  
2 July 2023

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Balance Sheet at 31st March 2023

	Note	2023	2022
		£	£
<b>Fixed Assets</b>			
Tangible Fixed Assets	3	0	0
Investments	4	4,725	5,318
Joint Venture	9	0	595
<b>Current Assets</b>			
Debtors	5	0	3,545
Cash at Bank and in Hand		654,126	493,995
		<u>654,126</u>	<u>497,540</u>
<b>Liabilities: amounts falling due within one year</b>	6	<u>164,520</u>	<u>116,348</u>
<b>Net Current Assets</b>		489,606	381,192
<b>Net Assets</b>		<u>494,331</u>	<u>387,105</u>
<b>Funds</b>			
Unrestricted	7	349,455	285,414
Restricted		144,876	101,691
		<u>494,331</u>	<u>387,105</u>

Approved by the Trustees on

2023 and signed on their behalf by:

Martyn Bain



 (Treasurer)

The notes on pages 7 to 9 form part of these accounts.

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2023

### 13 Detailed Incoming Resources

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
<b>Investment Income</b>				
<b>Interest &amp; Fund Raising</b>				
CAF	137	0	137	153
Bank Interest	790	0	790	21
	<u>927</u>	<u>0</u>	<u>927</u>	<u>174</u>
<b>County Income</b>				
Voluntary Income, Donations & Grants	424	0	424	900
Membership Levy	58,254	0	58,254	29,844
Fees, Grants etc - courses	0	0	0	0
Camping	0	0	0	0
Air Activities	301	0	301	138
Caving	78	0	78	0
Sailing	3,190	0	3,190	0
Other activities	1,073	0	1,073	214
Water Sports	0	0	0	1,775
Joint Venture refund	0	0	0	0
	<u>63,320</u>	<u>0</u>	<u>63,320</u>	<u>32,871</u>
<b>South London Scout Centre Income</b>				
South London Scout Centre	90,211	0	90,211	42,993
<b>Third Party Funds</b>				
Jamboree	0	132,635	132,635	38,400
County Trip 2023	0	130,000	130,000	94,756
DOE	0	1,859	1,859	986
Eurojam	0	0	0	10,105
	<u>0</u>	<u>264,494</u>	<u>264,494</u>	<u>144,247</u>
<b>Jack Petchey Funds</b>				
Awards and expenses	0	31,500	31,500	5,250
	<u>0</u>	<u>31,500</u>	<u>31,500</u>	<u>5,250</u>
<b>County Development Funds</b>				
County Development Grants		0	0	18,201
	<u>0</u>	<u>0</u>	<u>0</u>	<u>18,201</u>
<b>Total Income</b>	<u>154,458</u>	<u>295,994</u>	<u>450,452</u>	<u>243,736</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2023

### 8 Movement in Funds

	At 1.4.22	incoming resources			at 31.3.23
	£	resources	expended	transfers	£
		£	£	£	
<b>Unrestricted funds</b>					
General fund	285,414	154,458	-94,570	4,153	349,455
<b>Restricted Funds</b>					
Petchey	4,250	31,500	-16,541	-7,209	12,000
Jamboree - 3rd party	19,055	132,635	-139,511		12,179
County Trip 2023	78,386	130,000	-87,747		120,639
Eurojam - 3rd party	0	0	-3,056	3,056	0
DOE awards	0	1,859	-1,801		58
District Officer	0	0	0		0
	<u>101,691</u>	<u>295,994</u>	<u>-248,656</u>	<u>-4,153</u>	<u>144,876</u>
<b>Total Funds</b>	<u>387,105</u>	<u>450,452</u>	<u>-343,226</u>	<u>0</u>	<u>494,331</u>

### 9 Joint Venture

	Greater London Scout Region	2022 Total
	£	£
Share		
Net Income	0	0
Net Payments	0	0
Brought forward balance	595	595
Balance written off	-595	0
Value	<u>0</u>	<u>595</u>

### 10 Employees Remuneration

	2023	2022
	£	£
Salary	36,567	36,613
Social Security Costs	0	0
Pension Costs	913	911
	<u>37,480</u>	<u>37,524</u>

At 31 March 2023 there was 1 employee (2022 - 1)

### 11 Trustees Remuneration and Expenses

	2023	2022
	£	£
Remuneration paid to Trustees	0	0
Expenses Reimbursed to Trustees	1,508	245
Number of Trustees Reimbursed	1	1

Trustees were reimbursed for necessary out of pocket expenses spent on Council business at agreed rates, and for expenditure made by them on behalf of the Council..

### 12 Independent Examination Fees

	2023	2022
	£	£
Independent Examination fee	1,200	1,200
Fees for other services	240	240
	<u>1,440</u>	<u>1,440</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2023

### 3 Tangible Assets

	Leasehold Improvements £	Equipment £	Fixtures and Fittings £	Total £
<b>COST or VALUATION</b>				
Bought forward	147,311	63,056	37,118	247,485
Additions	0	0	0	0
At 31 March 2023	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
<b>Depreciation</b>				
Brought forward	147,311	63,056	37,118	247,485
Charge for year	0	0	0	0
At 31 March 2023	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
Net Book Value				
At 31 March 2023	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
At 31 March 2022	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

The land and buildings at the South London Scout Centre were held on a full repairing lease for thirty years from 24th June 1988. A new lease has been agreed for a minimum 25 years.

### 4 Fixed Asset Investments

	2023 £	2022 £
<b>Quoted Investments</b>		
Market Value 1st April 2022	5,318	5,684
Net unrealized investment gains/(losses)	<u>-593</u>	<u>-366</u>
Market Value 31st March 2023	<u>4,725</u>	<u>5,318</u>

### 5 Debtors

	2023 £	2022 £
Prepayments and accrued interest	0	3,545
	<u>0</u>	<u>3,545</u>

### 6 Liabilities: Amounts Falling Due Within One Year

	2023 £	2022 £
Accruals	1,354	1,354
Deposits in advance	163,166	114,994
Other creditors	<u>0</u>	<u>0</u>
	<u>164,520</u>	<u>116,348</u>

### 7 Analysis of Net Assets Between Funds

	Tangible Assets £	Investments £	Net Current Assets £	Joint Ventures £	Total £
Unrestricted funds	0	4,725	344,730	0	349,455
Restricted funds	0	0	144,876	0	144,876
	<u>0</u>	<u>4,725</u>	<u>489,606</u>	<u>0</u>	<u>494,331</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Statement of Financial Activities for the Year Ended 31st March 2023

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
<b>Income and Expenditure</b>					
<b>Income</b>	13				
<b>Incoming Resources from Generated Funds</b>					
Income from donations and legacies		424	0	424	900
Investment Income		927	0	927	174
<b>Incoming Resources from Charitable Activities</b>					
County activities		62,896	0	62,896	50,172
Greater London South Scout Centre Activities		90,211	0	90,211	42,993
Petchey Fund		0	31,500	31,500	5,250
Third party funds		0	264,494	264,494	144,247
<b>Total Incoming Resources</b>		<b>154,458</b>	<b>295,994</b>	<b>450,452</b>	<b>243,736</b>
<b>Expenditure</b>					
<b>Charitable Activities</b>	14				
Petchey Fund		0	16,541	16,541	15,000
Development Officers Fund		42,570	0	42,570	41,230
County activities - Support Costs		3,390	0	3,390	3,857
County activities - Programme & Training		4,598	0	4,598	3,889
Greater London South Scout Centre Activities		42,824	0	42,824	45,219
Third party funds		0	232,115	232,115	74,799
Share of Joint Venture (Profit)/Loss		595	0	595	0
Depreciation of fixed assets		0	0	0	0
(Gains)/losses on investment assets	4	593	0	593	366
<b>Total Resources Expended</b>		<b>94,570</b>	<b>248,656</b>	<b>343,226</b>	<b>184,360</b>
<b>Net Movement in Funds</b>					
Transfers		4,153	-4,153	0	0
Balances Brought Forward at 1st April 2022		285,414	101,691	387,105	327,729
<b>Balances Carried Forward at 31st March 2023</b>		<b>349,455</b>	<b>144,876</b>	<b>494,331</b>	<b>387,105</b>

The notes on pages 7 to 9 form part of these accounts.

## GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

### Notes to the Accounts for the Year Ended 31st March 2023

#### 1 Accounting Policies

- a) **Basis of accounting**  
These accounts have been prepared in accordance with the Charities SORP (FRS 102) ' Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015). The financial statements have been prepared under the historical cost convention.
- b) **Income**  
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.
- c) **Expenditure**  
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to category.
- d) **Fixed Assets**  
Until 1st April 1996 all fixed assets, including the lease of the property, were written off when purchased as part of the income and expenditure account. Since that date all assets greater than £1,000 have been capitalised and are being depreciated at the following rates:
- |                       |   |
|-----------------------|---|
| Property improvements | over the length of the lease ( years remaining at the Scout Centre) |
| Equipment             | 15% on cost   |
| Fixtures and fittings | 10% on cost   |
- e) **Fund accounting**  
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.  
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- f) **Leasing commitments**  
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease period.
- g) **Pension costs**  
The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

#### 2 Joint Venture

##### Greater London Scout Region

The County, together with five other Counties in the Greater London area, has an equal interest in the Greater London Scout Region. This was set up to provide a forum for co-ordination and discussion at a London wide level, and the organization of regional activities. The project is accounted for on a joint venture basis, each County including one sixth of the Region accounts within their own. These accounts were independently examined.



# Our Membership

## (as of 31 Jan. 2023)

	2022	2023	2023 vs 2022	
	Total	Total	Total	% change
<b>YOUTH MEMBERSHIP</b>				
Squirrel Scouts	10	48	+38	+380%
Beaver Scouts	972	1,047	+75	+8%
Cub Scouts	1,422	1,496	+74	+5%
Scouts	1,392	1,395	+3	+0%
Explorer Scouts (including Young Leaders)	365	493	+128	+35%
Network Members	80	80	-	0%
<b>TOTAL YOUTH MEMBERSHIP</b>	<b>4,241</b>	<b>4,559</b>	<b>+318</b>	<b>+7%</b>
<b>PROGRAMME DELIVERY ROLES</b>				
Section Leaders	234	250	+16	+7%
Assistant Section Leaders	335	309	-26	-8%
Section Assistants	153	149	-4	-3%
<b>TOTAL ADULT PROGRAMME DELIVERY ROLES</b>	<b>722</b>	<b>708</b>	<b>-14</b>	<b>-2%</b>
Young Leaders*	151	159	+8	+5%
<b>TOTAL PROGRAMME DELIVERY ROLES</b>	<b>873</b>	<b>867</b>	<b>-6</b>	<b>-1%</b>
<b>LINE MANAGER ROLES</b>				
Group Scout Leaders	69	63	-6	-9%
District Explorer Scout Commissioners	2	1	-1	-50%
District Scout Network Commissioners	2	1	-1	-50%
District Commissioners	6	4	-2	-33%
County+ Scout Network Commissioners	0	0	-	0%
County+ Commissioners	1	1	-	0%
<b>TOTAL LINE MANAGER ROLES</b>	<b>80</b>	<b>70</b>	<b>-10</b>	<b>-13%</b>
<b>GOVERNANCE ROLES</b>				
Group Chair	69	69	-	0%
Group Secretary	53	58	+5	+9%
Group Treasurer	70	73	+3	+4%
Group Executive Members	136	147	+11	+8%
<b>TOTAL GROUP GOVERNANCE ROLES</b>	<b>328</b>	<b>347</b>	<b>+19</b>	<b>+6%</b>

District Chair	5	5	-	0%
District Secretary	3	3	-	0%
District Treasurer	4	4	-	0%
District Executive Members	20	26	+6	+30%
<b>TOTAL DISTRICT GOVERNANCE ROLES</b>	<b>32</b>	<b>38</b>	<b>+6</b>	<b>+19%</b>
County+ Chair	0	1	+1	0%
County+ Secretary	0	0	-	0%
County+ Treasurer	1	0	-1	-100%
County+ Executive Members	0	1	+1	0%
<b>TOTAL COUNTY+ GOVERNANCE ROLES</b>	<b>1</b>	<b>2</b>	<b>+1</b>	<b>+100%</b>
				0%
<b>TOTAL GOVERNANCE ROLES</b>	<b>361</b>	<b>387</b>	<b>+26</b>	<b>+7%</b>
<b>SUPPORT ROLES</b>				
Deputy Group Scout Leaders	9	11	+2	+22%
Group Administrators ~	7	10	+3	+43%
Group Skills Instructors	16	16	-	0%
Other Group Adults	111	123	+12	+11%
<b>TOTAL GROUP SUPPORT ROLES</b>	<b>143</b>	<b>160</b>	<b>+17</b>	<b>+12%</b>
Deputy District Commissioners	1	1	-	0%
District Youth Commissioners	1	2	+1	+100%
Deputy District Youth Commissioners	4	1	-3	-75%
Assistant District Commissioners	3	3	-	0%
District Leaders	6	4	-2	-33%
District Administrators ~	3	2	-1	-33%
District Skills Instructors	2	3	+1	+50%
Other District Support roles	4	1	-3	-75%
<b>TOTAL DISTRICT SUPPORT ROLES</b>	<b>24</b>	<b>17</b>	<b>-7</b>	<b>-29%</b>
Deputy County+ Commissioners	1	1	-	0%
County Youth Commissioners	0	1	+1	0%
Deputy County Youth Commissioners	0	0	-	0%
Assistant County+ Commissioners	0	1	+1	0%
County Leaders	0	0	-	0%
County+ Administrators ~	1	1	-	0%
County Skills Instructors	0	0	-	0%
Other County+ Support roles	1	1	-	0%
<b>TOTAL COUNTY+ SUPPORT ROLES</b>	<b>3</b>	<b>5</b>	<b>+2</b>	<b>+67%</b>
Scout Active Support	149	151	+2	+1%
<b>TOTAL SUPPORT ROLES</b>	<b>319</b>	<b>333</b>	<b>+14</b>	<b>+4%</b>
<b>TOTAL ADULT ROLES</b>	<b>1,482</b>	<b>1,498</b>	<b>+16</b>	<b>+1%</b>
<b>TOTAL MEMBERSHIP</b>	<b>5,723</b>	<b>6,057</b>	<b>+334</b>	<b>+6%</b>

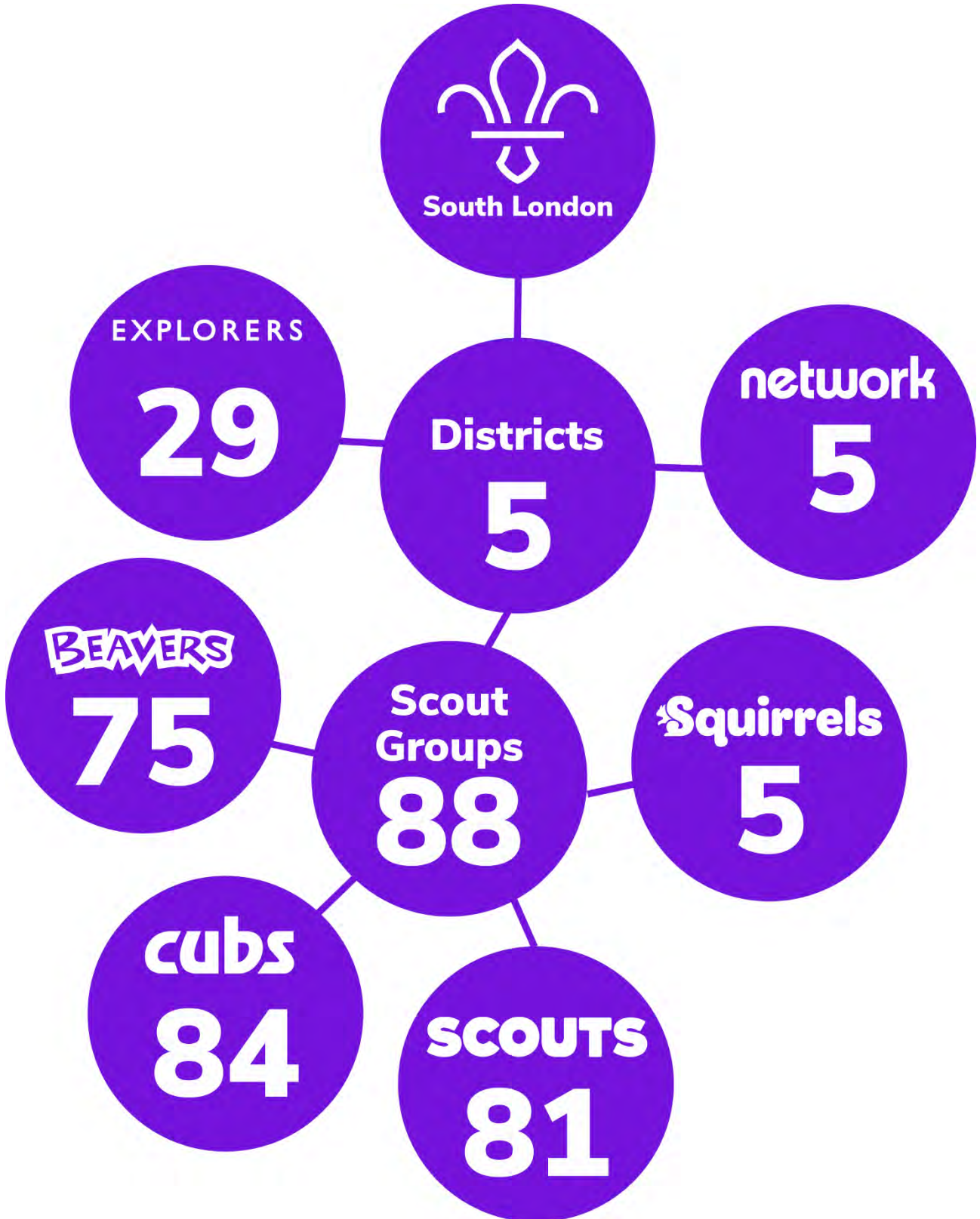
# Year on year census comparison 2020 (pre-pandemic), to 2023

Census	Jan-2020	Jan-2021	Jan-2022	Jan-2023
<b>Squirrel Scouts</b>	-	-	10	48
<b>% change</b>	-	-	-	380.00%
<b>Beaver Scouts</b>	1121	711	972	1047
<b>% change</b>	0.10%	-36.60%	36.70%	7.70%
<b>Cub Scouts</b>	1651	1216	1422	1496
<b>% change</b>	0.10%	-26.30%	16.90%	5.20%
<b>Scouts</b>	1573	1271	1392	1395
<b>% change</b>	8.90%	-19.20%	9.50%	0.20%
<b>Explorer Scouts</b>	433	313	365	493
<b>% change</b>	6.90%	-27.70%	16.60%	35.10%
<b>Scout Network</b>	143	102	80	80
<b>% change</b>	21.20%	-28.70%	-21.60%	0.00%
<b>Total YP</b>	4921	3613	4241	4559
<b>% change</b>	3.90%	-26.60%	17.40%	7.50%
<b>Adults</b>	1690	1507	1482	1498
<b>% change</b>	-3.80%	-10.80%	-1.70%	1.10%
<b>TOTAL</b>	6611	5120	5723	6057
<b>% change</b>	1.80%	-22.60%	11.80%	5.80%



# Our Provision

(as of 31 Jan. 2023)



**Scouts**  
South London

**Everyday  
Adventure  
and skills for  
life! Scouting:  
for 4 to 25  
year olds**

Fun, challenge & adventure.  
All in a day's work for a  
Scout!

[Become a Scout](#) [Volunteer with us](#) [Our Centre –](#) [Volunteer Support](#)

**[southlondonscouts.org.uk](https://southlondonscouts.org.uk)**

**Visit our members area to find out about our:**

**Latest communications**

**Adult learning programme**

**Executive committee toolkit**

**Recruitment resources**

**Nominate a Shining Star!**

**Resources to help you plan nights away**

**Programme ideas**

**Going for growth badges**

**Volunteering agreement**

**Tools and resources to help you achieve our plan**

**and much, much more..!**



**South London  
Scout Centre**

## **Easy to organise weekend adventure**



**With wonderful facilities and easy access to local transport connections, the South London Scout Centre is a great way to explore central London.**



**15 minutes by  
train from  
central London**



**[southlondonscouts.org.uk/our-centre](https://southlondonscouts.org.uk/our-centre)**



# Scouts

## South London



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)



[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)



[#SouthLondonScouts](https://www.instagram.com/SouthLondonScouts)

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**

England & Wales - Charity number 303883

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# Accounts

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# Providing Skills for Life



**Annual Report  
2022**

# Skills for Life

## Our plan to 2025



### Our vision

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life. Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

### Perception

Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

### People

More adults and young people joining scouting from every community in South London.

### Places

We provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults. All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

### Programme

We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

**Find out more and see what you can do to help your group or unit achieve our goals at:**

**[southlondonscouts.org.uk/ourplan](https://southlondonscouts.org.uk/ourplan)**

# Greater London South County Scout Council

Greater London South County Scout Council (known as South London Scouts), is an unincorporated association constituted in accordance with the Rules of The Scout Association (Registered No. 139, Charity No. 303883) covering the London Boroughs of Lambeth, Lewisham, Royal Greenwich, Southwark and Wandsworth.

The Scout Association (Registered Charity No. 306101) is incorporated by Royal Charter to actively engage and support young people in their personal development, empowering them to make a positive contribution to society. The Charter of The Association provides for the making of Bye-Laws approved by Her Majesty in Council which, in turn, authorise the making of the rules referred to above (known as 'Policy, Organisation and Rules', or 'P.O.R.'). The County's charity trustees are the County Executive Committee, who cannot act outside the Royal Charter, Bye-Laws and Rules of The Scout Association.

**President** William M. Stern

**Vice-Presidents** Howard B. Strong Peter James Linda Hurford  
Roger Cooke Gordon Carr Mike Jackson

**Trustees** – County Executive Committee - July 2019 to July 2020

<b>Ex-Officio</b>	County Chair	Martyn Bain**
	County Commissioner	Darren Lodge
	County Treasurer	<i>vacant</i>
	County Secretary	<i>vacant</i>

## Elected

Linda Moore\*, Cheryl Stonebridge, Ben Ensom, David Attenborough

## Nominated

Jason Hagan, Debbie Jeacock, Mark Doverty, Russell Jones

\* also Chair of County Appointments Sub-Committee

\*\* also Chair of County Finance Sub-Committee

## Principal Bankers

Barclays Bank

## Auditor

Latham Lambourne, Chartered Accountants and Registered Auditors.  
18 Woodlands Park, Bexley, Kent, DA5

## Registered Offices and County Headquarters

South London Scout Centre, Grange Lane, Dulwich, London, SE21 7LH

## General enquiries

contact.us@southlondonscouts.org.uk

0843 289 0712



## Investment and Reserves Policy

The work of the Executive Committee involves issues concerning financial control, particularly in the budgeting of events, activities and building maintenance as well as regularly monitoring the financial risks to which the County may be exposed. The income to the County is generated from investments, donations, grants and the membership subscription paid by members of the County. The Investment Policy of the County is such that our reserves continue to be held in low risk managed portfolios; the Executive Committee has reviewed the investments to ensure we are able to achieve a fair rate of return on the capital reserves held. The Reserves Policy was declared by the County Executive Committee to be the 'maintenance of available funds, excluding known commitments and contingent liabilities, equal to a minimum of one year's budgeted revenue expenditure'.

## Statement of Trustees' Responsibilities

Law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payments basis). In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organisation will continue in business

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable it to ensure that the financial statements comply with applicable laws and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## 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 our perception team 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.

# Our structure

The County Commissioner is primarily responsible for the provision and development of scouting across South London. He is responsible for putting into place a management and support structure that underpins the needs of our county and districts and is responsible for generating a county strategic plan that meets the needs of the county and our districts, groups, units and networks.

Our county structure consists of five areas of work or functions, these are:

**PLACES**    **PROGRAMME**    **PEOPLE**  
**GOVERNANCE**    **PERCEPTION**

## Heads of functions

Each of the functions has a 'head of' these are:

Places	- County Commissioner
Programme	- Deputy County Commissioner responsible for programme
People	- Deputy County Commissioner responsible for people
Governance	- County Chair
Perception	- Deputy County Commissioner responsible for perception

## The County Leadership Team

The county leadership team manages the strategic leadership of scouting in the county and provides support at all levels. This overarching team is responsible for:

- the day-to-day management of the support and services provided by the county
- the management of scouting at county level
- the management of scouting in each of our districts (led by the appropriate district commissioners)
- sharing success, great ideas and good practice
- the county strategic plan
- discussion of and decisions relating to the growth and development of scouting across the county
- the support provided to our district commissioners

The county leadership team meets bi-monthly and is committed to being an exemplar of good practice in leadership and management.

The county leadership team is made up of:

- County Commissioner
- County Youth Commissioner
- Deputy County Youth Commissioner
- Deputy County Commissioner responsible for people
- Deputy County Commissioner responsible for programme
- Deputy County Commissioner responsible for perception
- District Commissioners for Wandsworth
- District Commissioner for Lambeth
- District Commissioner for Southwark
- District Commissioner for Lewisham
- District Commissioner for Royal Greenwich
- County Chair
- County Development Officer

## **PLACES**

The places team supports the management, strategic approach and organisational development of scouting across the county at county and district level.

The places team is made up of:

1. County Commissioner
2. Assistant County Commissioner for District Support
3. District Commissioners for Wandsworth
4. District Commissioner for Lambeth
5. District Commissioner for Southwark
6. District Commissioner for Lewisham
7. District Commissioner for Royal Greenwich
8. Assistant County Commissioner for development
9. County Development Officer

## **PROGRAMME**

The programme team supports the provision of the 6-25 programme and adventurous outdoor activities, enabling our leaders to deliver challenging, exciting and relevant balanced programmes. They are also responsible for planning and implementing our county annual programme of activities, competitions and events for young people and promote youth shaped scouting, to help ensure that young people have a regular say in shaping their scouting experiences.

The programme team is made up of:

1. Deputy County Commissioner responsible for programme
2. County Youth Commissioner
3. Duty County Youth Commissioners
4. Assistant County Youth Commissioners
5. County Activities Manager
6. Assistant County Commissioner for International scouting
7. Assistant County Commissioner for top awards
8. County Event Managers (as appointed to lead on running of events and activities whilst the project is 'live')
9. County Activity Advisors
10. County Beaver Scout Leaders
11. County Cub Scout Leaders
12. County Scout Leaders
13. County Explorer Scout Leaders
14. County Scout Network Leaders

## **PEOPLE**

The people team is responsible for supporting our adult volunteers in specialist areas and the provision of adult training. They are also collectively responsible for inspiring our adults to be professional in their approach and in turn show a united professionally run organisation.

The People Team is made up of:

1. Deputy County Commissioner responsible for people
2. County Training Manager for training delivery
3. County Training Manager for training management
4. The wider county training team
5. Assistant County Commissioner for diversity
6. Assistant County Commissioner for inclusion
7. County Leader for Young Leaders
8. County Development Officer

## The County Development Service

Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support DCs, GSLs and section leadership teams as situations arise.



The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the 5 London Boroughs that we serve.

The strategic aim of the service is to work with the County Commissioner and our District Commissioners to ensure:

1. growth
2. organisational development
3. adult recruitment
4. volunteer support
5. membership retention

## Areas of support

Our strategic aims are achieved by providing support in the following areas:

### Growth

- **Adult recruitment:**
  - Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
  - promote flexible volunteering
  - Attend targeted adult recruitment events
  - Support groups and districts with targeted adult recruitment drives
  - Assist with parent engagement
  - improving the 'volunteer journey' including, welcome and induction, early training, support and review
- **Opening new provision:**
  - New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
  - New explorer scout units
  - New scout active support units (specialist, group, district and county units)
  - Sections in established groups (helping groups achieve the full family of scouting or start additional sections to tackle their waiting lists)
  - Supporting districts with targeted youth recruitment drives\*

### Development

- Facilitate group or unit health check workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

### **Support for line managers**

- Support district commissioners and group scout leaders with growth and organisational development initiatives
- Group scout leader inductions
- Support district commissioners to achieve action for growth
- Provide resources and advice to district commissioners to assist them with the appointment of effective group scout leaders

### **Resources**

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

### **Support to growth facilitators**

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth

### **GOVERNANCE**

Our governance is an important part of the day-to-day running of our county and exists to support the County team in meeting its responsibilities.

Our trustees, administrators and members of our sub-committees support the provision of our county services, strategy and development plan and act on matters relating to complying with the policies and rules of The Scout Association, protecting and maintaining our property and equipment, managing the county finances, promoting and supporting the development of scouting across the county and managing the South London's Scout Centre amongst many other things.

#### **Governance Structure**

The members of the County Executive Committee are appointed in accordance with Policy, Organisation and Rules (P.O.R.) of The Scout Association. The County Chairman, County Commissioner, County Treasurer and the County Secretary are ex-officio members of the Executive Committee. Other members are elected or appointed at the Annual General Meeting of the Greater London South County Scout Council. The members of Executive Committee, who are its trustees, have met on six occasions since the last AGM in July 2019.

The Executive has three principal sub-committees to assist with its responsibilities, these are: the finance sub-committee, the appointments advisory committee and the premises sub-committee they meet regularly, and the executive committee receives their reports and then considers their proposals and actions their recommendations as necessary.

#### **Appointments Advisory Committee**

The county appointments advisory committee is a panel of three advisers (drawn from a larger pool within the county) to interview adults who have been recommended for a variety of county appointments and in doing so determine their suitability for the role.

#### **Finance Sub Committee**

The Finance sub-committee is chaired by the County Chairman and includes the County Commissioner, the County Treasurer, a member of the county executive committee, one Deputy County Commissioner and the South London Scout Centre Warden.

The sub-committee has devolved operational responsibility for financial management on behalf of the county executive committee and makes recommendations on appropriate financial management controls to the trustees. The County Treasurer is the trustee with day-to-day responsibility for financial management, acting on behalf of County Executive Committee.

### Premises Sub Committee

This premises sub-committee monitors and controls the South London Scout Centre and our premises policies and budgeting controls on behalf of the county executive committee, including all health and safety relating to the use of the South London Scout Centre.

### Membership of the County Executive Committee

The CEC includes some people who are members because of their position (the *ex officio* members), specifically the County Commissioner, County Chairman, County Treasurer, County Secretary and County Youth Commissioner.

In addition to the *ex-officio* members, there are three other groups of people who may be members of the County Executive:

#### elected members

these are elected by the County Scout Council at the Annual General Meeting.

#### nominated members

these are nominated by the County Commissioner in consultation with the County Chairman at the Annual General Meeting of the County Scout Council and there must be no more than the number of elected members.

#### co-opted members

these are co-opted by the CEC as appropriate/necessary, there must be no more than the number that are elected.

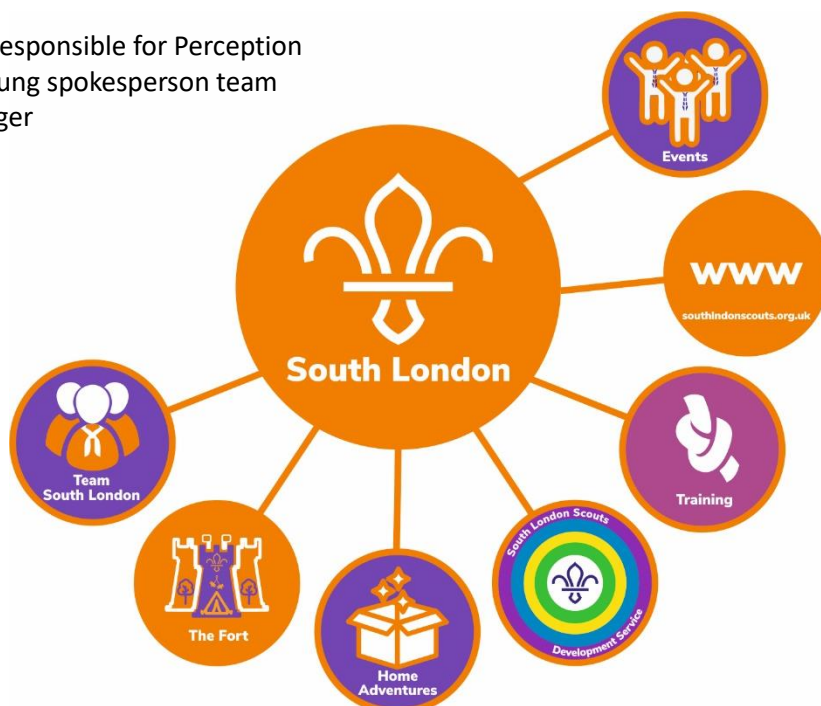
Other people deemed appropriate for the CEC's current business may be invited to attend a meeting at the Chairman's discretion.

### PERCEPTION

The team's collectively responsibly for promoting our brand values, delivering positive external communications, publicising scouting's modern vibrant appeal, ensure that our communities know that scouting exists and how their children can access it.

The Perception Team is made up of:

1. Deputy County Commissioner responsible for Perception
2. County Media Manager and young spokesperson team
3. County Communications Manager
4. County Web Site Manager
5. County Social Media Manager



# GOVERNANCE

Well this will be the last chair's report I make, as I stand down at this AGM after 7 years in the role.

I think we can safely say scouting in the county is getting back to normal with face-to-face meetings taking place but still the odd zoom meeting which I think is going to be the norm as it does save peoples time on travel and the agenda gets done just as quickly and easily as if everyone was in the same room. I know I haven't missed the 30 to 45 minute drive to do 7 miles to get to the fort in evening traffic.

It is good to see the South London centre up and running and picking up more users. I only wish more groups across the county were to make use of the centre I know it may not have large amounts of activities on hand but to just do basic scout camping and training for our young people on how to look after themselves is the big bonus of the centre.

Over this past year it has been good to see the young people involved in our own world scout Jamboree unit and also those in the joint one taking part in activities and also the county's own international trip taking shape. I am sure they are all going to have a fantastic time in 2023 and pleased the county executive have been able to support all these trips.

Things are in place to look at the future development of the south London centre in line with the agreement of the new lease and a lot of hard work will be needed to move this project on so if anyone in the county feels they can offer any support or practical skills please get in touch, as any extra help and input would be appreciated as we really do need to secure this great asset for the future young people across south London.

I am sorry to say I have not been able to get too many district executive meetings this past year which is a pity as I do enjoy meeting the trustees around the county and seeing the good work they are doing supporting the groups in their own areas and hearing how things are going across the county.

We are still in need of finding a permanent treasurer for the county which has been one of my hardest tasks to try and achieve since being the chair, but I am sure at some stage this will be achieved along with everything that will be taking place in the future.

So, I do feel that the county is a good place at present and I am sure the leaders and Adult support across the county will continue to move scouting forward for the benefit of all our youth members

This just leaves me with my own personal part of the report being my last I will be doing so I would just like to finish with the following.

I have had the pleasure over the years to hold a number of county roles from ACC scouts and ACC international being the unit leader for a world scout Jamboree and having the chance to attend a few more in other roles and being part of the county training team and working with a large number of adults on county events that have taken place. I never saw myself as someone

to do the role of a county chairman so when I was asked I felt lets give it ago for a couple of years to see how it goes.

I have enjoyed the time in the role that's not to say it has not had its ups and downs I must admit I never felt we would ever get the new lease for the centre completed but we made it in the end. And as I have said trying to find a county treasurer since Philippa stood down has been one of the downs but over the years, we have managed to bring new people onto the county executive and new people on the county team to support Darren has been one of the ups. I am sure this will continue in the future as this is the only way the county will continue to grow and change for the better.

I have seen great events and activities take place in the 7 years for our young people such as the two County world scout Jamboree units and the planning for the next one also the starting of the county's own international trips to run alongside the Jamborees like the last one to Canada which I have great memories of and the next one to Croatia that is again taking some 129 members from the county so more of the young people can have the enjoyment of traveling abroad and taking part in scouting activities.

The county sailing projects that seem to grow from strength to strength an offer more young people the chance to do something different. The canoe trips and Duke of Edinburgh events and air scout activities that take place and can only be done by leaders adding more jobs to there already busy lives.

I think one of the things that will stay with me is how we adapted to keep the county events still going over these past couple of years the times both Darren and myself sat in a garden in Abby wood doing a county awards evening and also a county AGM, I don't think any county chairs have done that in the past. Also, how training our adults still happened with the commitment of those in the training team I still think somewhere in the future both Keith and John will find a way to do the first aid practical side of mouth to mouth on zoom.

I have had the pleasure of working under two very committed county commissioners and I am sure who Darren nominates to support him in the future will enjoy the job as I have and will take the county into the years to come and help grow scouting in south London.

I always have said in roles I take on in scouting as long as I feel by the time I move on I hope I have made some changes for the better and people feel I have made a difference so I hope this is the case with my role as the county chair.

I of course always use this report to thank people so this year will be no different.

I start with Gordon as he has been a great strength of support helping with finance and making sure I have been updated regularly on how things were going at the centre even in the strange period of lock down. I never worried that the county's main asset was in anyway going to have problems.

My thanks to Matt for his knowledge when needed and always stepping up to help me when I asked to cover something not only in his paid role but as a volunteer.

To Debbie for her time at meetings when I only really asked for her support in one and somehow she finished up in many more.

To Reina in her time as county admin for her support in keeping things in line.

To members of the executive for sticking with me and both Paul and Darren and also the district commissioners who I have enjoyed working a long side past and present.

It will come as no surprise as most people know in scouting you never really get the chance to give up fully, I will still be doing the part time job of county treasurer/book keeper for at least the coming year, unless someone with more skills than me comes along in the next few months. I just hope to keep things going for the many trips that are taking place and to keep continuity of the county fund's so I will still be around for a while supporting South London Scouting.

**Martyn Bain**

*County Chair*

[martyn.bain@southlondonscouts.org.uk](mailto:martyn.bain@southlondonscouts.org.uk)



# COUNTY LEADERSHIP TEAM

County Commissioner

As another year passes its great to report that things have improved in the world enough for us to be able to get back to face to face scouting and us being able to provide a fantastic scouting experience for our young people.

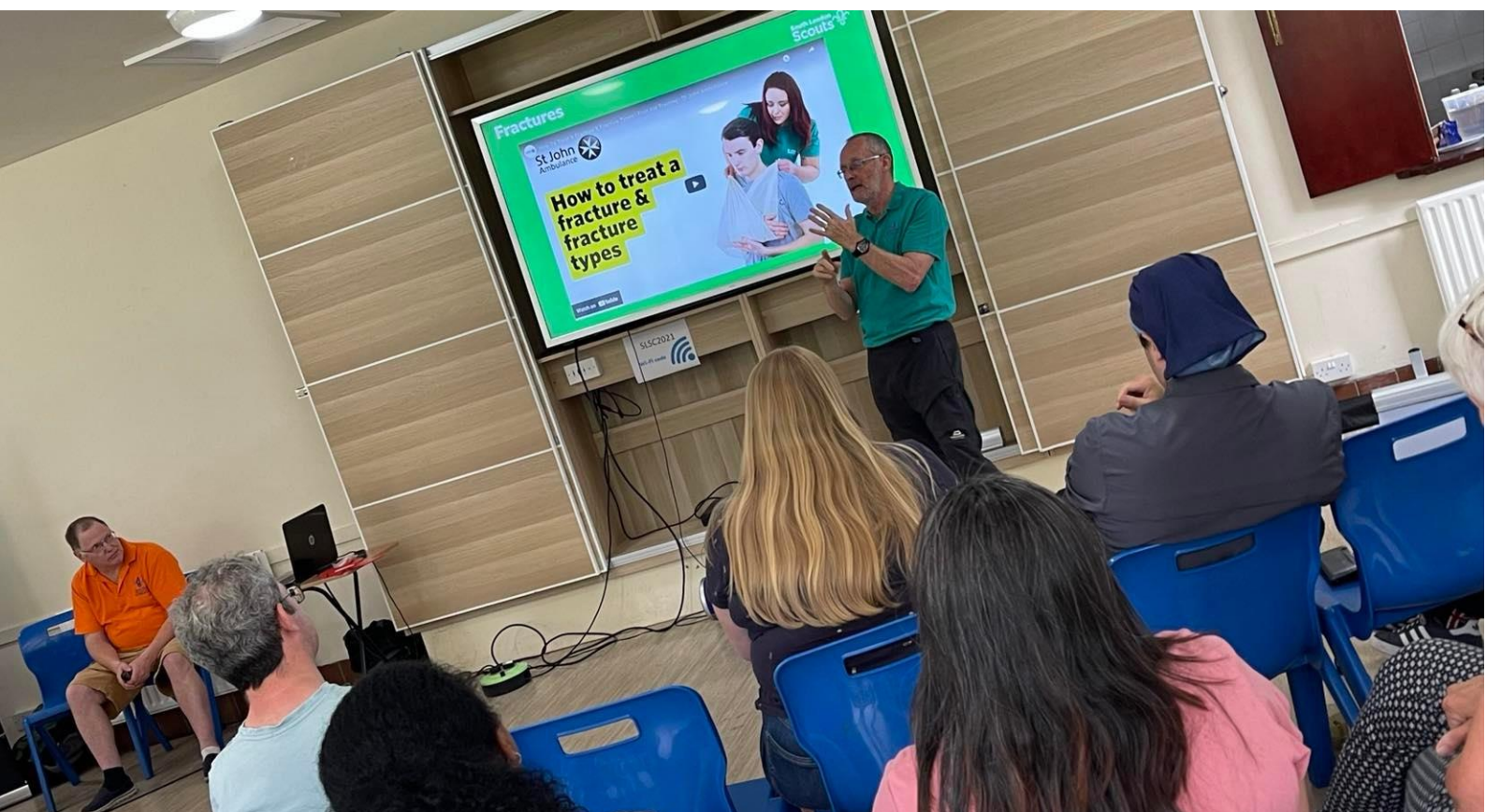
It has been great to see how quickly we have been able to bounce back, this is especially shown in the census figures and the number of young people wanting to take part in the scouting experience.

Since the last AGM we have been able to provide and plan some great scouting adventures as you will see in the following Programme reports. We have the opportunity to form another County Jamboree unit and also an additional patrol to attend the WSJ in a joint unit with Hampshire. The county team have also set in motion another great International experience aside from the Jamboree with a trip to Croatia in 2023. Thank you to all the adults giving up their time and sharing their experiences to lead this event.

I would like to welcome Alfie Francis to the County team as (County Youth Commissioner) and to thank Emily for the effort she put into the role. As you will see from his report there are some great plans in place for the coming year in conjunction the with District Youth Commissioners, so watch this space.

I would like to also thank David Liddle in stepping up and taking the lead in organising some programme activities over the last year for the County.

Ross (Deputy County Commissioner responsible for Perception) and his team have continued to work extremely hard over the last year supporting the county with a lot of media coverage and support. Ross is also doing a sterling job managing the Jack Petchey Awards scheme, keeping the districts up to date on progress and awards.



Jason (Deputy County Commissioner responsible for People) continues to support our leaders in this role and continues to promote our Shining Stars awards recognising our fantastic volunteers. He has also been very busy supporting the International trips being organised in the County, and continues to support these teams.

Matt (Growth & Development Officer) has been working very hard with our Districts to help groups to re-open, start new groups to manage and support the young people getting back to scouting. Also, in his role as (County Training Manager), he and his team have worked extremely hard and diligently to provide training to our county and support our adults in their learning and development. Thank you & your team for your continued efforts and assistance.

And lastly, I would like to thank Martyn for his continued support and encouragement to the county over the last many years as Chair of the executive. Especially in the amount of effort he put in to ensure the lease of the South London Scout Centre is in place for the future. I look forward to working with Becca and the executive in the coming year to continue this great work and support the county to ensure South London Scouts continues to provide excellent scouting to our young people.

So on behalf of the Young People I know its not said enough but I would like to 'THANK YOU' all for the time and effort you put into scouting in South London.

Regards

Darren Lodge

**County Commissioner**

[cc@southlondonscouts.org.uk](mailto:cc@southlondonscouts.org.uk)

### **County Youth Team**

Over the past year the county youth team, working with the district youth teams have been planning events, however due to covid these have had to be postponed.

We are working on getting events for youth members up and running asap in 2022/23. In 2022/2023 We are going to continue on promoting the national you shape award which allows younger members to shape their scouting.

In the next year we will also be focusing on the recruitment and training of young leaders across the county, with working with districts and county teams we will promote the young leaders award and South London Scout Leadership award to increase the number of young leaders who will be the future leaders of scouting. Our aim as a whole is to provide Youth shaped scouting across our county.

Alfie Francis

**County Youth Commissioner**

[cyc@southlondonscouts.org.uk](mailto:cyc@southlondonscouts.org.uk)

# PROGRAMME

## #SLSCroatia23

The South London Scouts Croatia 2023 trip was designed to replace the jamboree experience for those who were not able to attend. Currently the trip stands to be the biggest International trip that we have run within the county for many many years. At the time of writing we have 130 people attending, representing all 5 districts, and representing 32 individual Scouts Groups. We are running initial camps in Windsor Great Park, Longridge Watersport's Activity Centre, and Brownsea Island, before the main event in Croatia 2023. The event has been a resounding success with superb engagement from all those taking part. Highlights of the first weekend held at county HQ The Fort included the team building sessions run by The Army, and the Camp Fire on the Saturday night. The leadership team are hugely excited to be involved, and we are already seeing the benefits of collaboration, inclusion and cooperation across the county.

## South London Scouts Offshore Sailing Trophy 2022

Once again the South London Scouts Offshore Sailing Trophy 2022 was a huge success. Our Scouts and Explorers got stuck in with all aspects of the event, and it was incredible to watch the crews bond together over the course of the weekend. The Scouts / Explorers taking part learned a huge amount about the practical aspects of sailing, and put into practice many of the skills they have learned in their weekly Scouting, from knots, to teamwork, to camping in a confined space! A special thank you to the [Discovery Sailing Project](#) for their expert support and guidance once again, and for making the weekend the fantastic experience that it was.

## Southern 50

Collaborative Scouting is more important than ever and in Feb a team of South London Scouts leaders took part, representing the county, in the [Southern 50 Challenge](#). The [Southern 50 Challenge](#) is a tough 30km, 50km or 50 mile hike in The Chiltern Hills through Buckinghamshire and surrounding counties. Between them our leaders entered the 50km and 50 mile categories, which involved navigating the course using map and compass between 17 bases. The event is a great test of orienteering skills as well as physical ability and teamwork.

Completing the course as a team is a magnificent achievement - it was a proud moment when the team collect their 50km certificates, and the trophy for 2nd place in the 50 mile category. A HUGE congratulations to our [South London Scouts](#) leaders who took part - Katie Sturgess (Golden Hind ESU), Gavin Forsdyke (Discovery ESU), Tom Goody, (Discovery ESU), Josh Creighton (Discovery ESU), Lucyann Cornwell (Discovery ESU) and David Liddle (8th Lambeth Scouts). As always it's great to see Scouts from all over the country coming together to take part in an activity!

## Joti Jota 2022

[Severndroog ESU](#), Royal Greenwich Scout District and Cray Valley Radio Society this year hosted Jamboree on the Air/ Jamboree on the Internet at [Severndroog Castle](#). [Jota-Joti](#) is the world's largest digital Scouting event taking place on the internet and over the airwaves. Held every year in October, the event connects millions of young people in 150 countries worldwide for a full weekend of online activities that promote friendship and global citizenship. [Jota-Joti](#) enables young people and leaders to participate in fun and engaging group activities over the internet and amateur radio focused on developing 21st century skills through Scouting. Young people took part in a variety of non-formal education activities, including webinars, global campfires, talent shows, live shows, fun challenges and more through an interactive 3D campsite.

## Sea Scouts National Comp 2022

A HUGE South London Scouts CONGRATULATIONS to [4th Streatham Sea Scout Group](#). The group took part in the annual National Sea Scout Regatta 2022 and won! Number 1 in the UK! They brought home 6x Trophies including U12½ Dinghy, U16 Kayak, U18 Kayak, U18 Gig as well as the overall winners trophy,

and claiming many 2nd places in other categories too over the weekend. They are now officially the "COCK OF THE RIVER" for 2022. (Rowing and Sailing Regatta overall trophies are traditionally giant Cockerels). Well done Sea Scouts - superb effort! A BIG thank you to the 4th Streatham leadership team who make participation in these events happen - it's a huge amount of work keeping all the boats afloat - thank you for all the team do for Scouting in Lambeth. Its fantastic to see

David Liddle

County programme team



# PERCEPTION

What an amazing year we have had so far, it's been amazing to see Scouting bounce back in such an enthusiastic way. There has been many hardships to overcome over the last few years and yet again our amazing South London Scouts members have risen to the challenge again and again.

Our county magazine – South Circular, will make a return this year with a bumper edition and we are looking for lots of content from our amazing groups to share so please get in touch.

Our website and social media are still leading the way in UK scouting with innovation and content.

Our connection with HQ is gaining strength and providing so many opportunities for our Scouts, including Sailing, filming opportunities with Bear and generally being the forefront of UK Scouting.

Please see an impressive update from our Social Media manager David, who is absolutely smashing our online presence and looks forward to growing this further within our groups.

As a perception team during the last year we have been:

- Facebook Page reach 100,337
- Instagram reach 2,851

As a snapshot, In the last couple of months we have reached 18,453 people with 3810 posts and engagements

This just shows that a lot of people look as us and share our stuff literally world-wide (especially the light-hearted stuff).

In the last 28 days . . .

- Posts have reached 95,205 people
- Videos have been viewed 92,373 times
- We've had 21,516 post engagements (Severndroogs ESU's "6 knot Challenge" video viewed 11,299 times!
- Lewisham's "Scout" video viewed 15,872 times
- 47% reached were women and 52% reached were men
- People from 45 countries viewed
- Of the people who viewed the page languages spoken include . . .
  - 63,487 English
  - 4,734 Spanish
  - 3,263 French
  - 2,755 German
  - 1,585 Japanese . . . among many, many others

Our content is currently shared to other counties within ±15 minutes, other countries within the hour. Keep up the sharing - it is what Scouting is all about.

We are also online at [southlondonscouts.org.uk](https://southlondonscouts.org.uk), on Instagram and Twitter.

Please do engage with your counties social media and please let us know anything that you would love to share. The world is watching and keen to see all the great stuff that your local scouting is up to.

#SouthLondonScouts #Integrity #Respect #Care #Belief #Cooperation #Collabaration

\* Facebook stats correct at time writing 07/04/20

Social Media has maintained connection and helped keep South London Scouts where it is in terms of numbers.

If you would like to join the county team please contact us as we would love to grow an develop our team to ensure a unified and youth led approach going forward in our County.

Ross Whittome (on behalf of our perception team)

**Deputy County Commissioner responsible for our perception team**

[dcc.perception@southlondonscouts.org.uk](mailto:dcc.perception@southlondonscouts.org.uk)



# PLACES

## County Development Service

### **It's great to be back out and about!**

Our County Development Service has had another busy and productive year working alongside new and existing volunteers and in partnership with our scout districts, scout groups, explorer scout units and local communities to support the growth of scouting across our county, ensuring we continue to provide skills for life, challenge and adventure to as many young people as we can.

Throughout the year Matt has continued to assist with successfully driving adult recruitment, promoting the opportunities we have to volunteer. This has been a multilevel approach with him actively working with different promotional channels, networking with local community groups, supporting some targeted campaigns and through providing support and resources, on request, to empower districts, groups, and units to recruit locally.

Our 'become a scout' and 'volunteer with us platform' is now well embedded in our way of working and over the last 12 months we have received 2015 youth enquiries to join us and 264 adult enquiries to volunteer with us.

This continues to show us that the system is working as planned, providing an effective countywide joining system which is being actively used by the general public. It also provides each of our groups and units with their own recruitment page to use locally to promote the opportunities they have for young people and adults to get involved. Plans are currently being made to amend the system to accommodate the Squirrels sections as they roll out across the county.

As we emerge from the pandemic, our organisational and development priorities are moving away from our refocussed aims of supporting and sustaining our provision and assisting with the retention of our adults and young people – back to our growth, development and organisational support framework (as detailed in the structure section of this report).

Matt is particularly focussed on working with our districts to identify opportunities to work with our local communities to reopen our groups that have not been in a position to restart after the pandemic or to explore the possibilities to open brand new provision. He is also working with our groups that are interested in starting squirrels. It's fantastic that two dreys are now open in Lewisham District, and a further two groups have registered their interest in starting a drey as soon as they are able.

### **Volunteer recruitment**

With our regular face to face section meetings back in full swing, (in most cases). The overwhelming requests from young people to join means that there is a real need, more than ever, to recruit more adults to help provide amazing programmes as part of our leadership teams in our dreys, colonies, packs, troops and units. Weekly section meetings means that there is lots of opportunities for our adults to engage with the families of their members and promote the opportunities available to them to get involved and help make a difference to the lives of young people in their community.

To support this Matt has developed a wide range of recruitment resources and initiatives. All of which can be found in the 'volunteer support' area of our website at, [www.southlondonscouts.org.uk/volunteer-support](http://www.southlondonscouts.org.uk/volunteer-support)

**Scouting is for adults too...**

Volunteering is great fun and doesn't mean making a regular commitment

**4 weeks**

**Take our 4 week challenge!**

1: Come along and see what we get up to

2: Start to help out

3: Get a little more involved - maybe run a game or activity

4: Decide if scouting is for you

**Give just 1 hour**  
A week, a month or a term whatever suits you!

Click here to take the challenge!

Scouts South London

### Young Leaders

Recently, work has restarted on providing support to enhance the young leaders training scheme run by our districts. In early June, a meeting of those that work in this area in our districts came together to start to explore the resources we could provide to support the scheme and how we can work smarter together to run the scheme as one united county young leaders team. In parallel to this, our new young leaders leadership award, which focusses on the qualities of leadership was completed and launched and can be found at [www.southlondonscouts.org.uk/yl-leadership-award](http://www.southlondonscouts.org.uk/yl-leadership-award)



### Looking forward

Matt continues to support our districts and groups with their ad-hoc day-to-day and ongoing needs, identified through meetings with DCs, and calls from GSLs and section leadership teams and remains committed to providing practical support to anyone in our county that needs it.

He has also continued to maintain, update and develop the areas of our website that the CDS is responsible for, these are the become a scout, volunteer with us and volunteer support area.

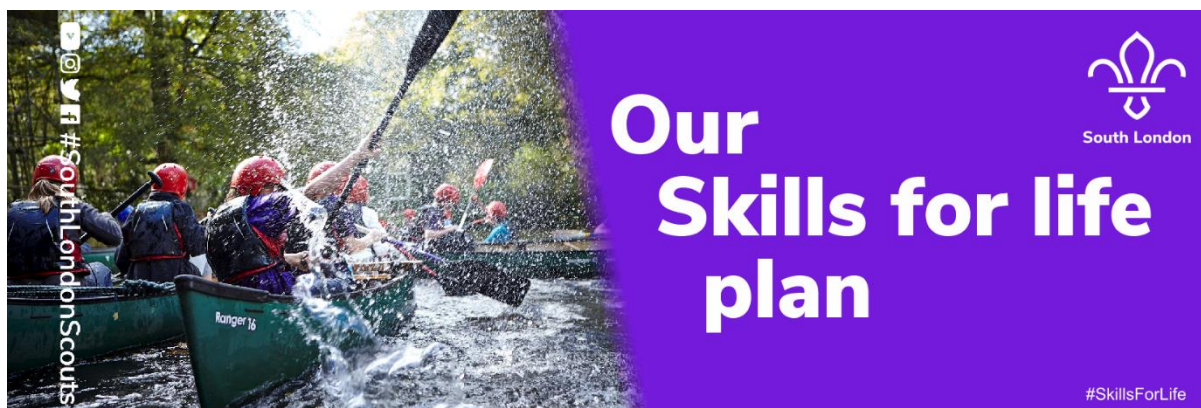
### Strategy reboot

Since our skills for life strategy was launched in late 2019, the steps taken by our county have helped to support our volunteers and equip many more young people with skills for life through our amazing programme.

But, during the pandemic, we couldn't carry on as normal. We rallied and responded to the challenge, adapting scouting to meet new realities, and refocused on retention rather than growth. Doing all this was tough on all of us. It also meant pausing full implementation of our strategy plans.

Now, as we look to the future, with a renewed appreciation that scouting, and the development of scouting, has never been more needed, it's time for us to recommit to implementing our strategy and focus on the next three years (because of the pause in implementation the plan will now run to 2025), as we look to realise the objectives in the plan that we agreed together at our county conference in 2018.

With this in our minds, Matt continues to work on the commitments we made in our 'skills for life county plan' and to provide the support identified by the county leadership team in the areas of people, programme, perception, places and governance.



You can find out everything you need to know about our plan at

[www.southlondonscouts.org.uk/skillsforlifepan](http://www.southlondonscouts.org.uk/skillsforlifepan)

### Transforming the volunteer journey and the way we volunteer

As part of delivering the national skills for life strategy, the association is transforming the volunteering experience across the UK.

These new ways of working include:

1. a warmer welcome for everyone
2. a more engaging learning experience
3. Simplifying our roles and structures
4. more support to help get everyday things done

We are passionate about making sure that volunteering with scouting in South London is 'hassle free'. To help deliver these changes and ensure that we have a trouble free transition Matt will work with our districts to support the rollout of our new ways of working.

Lots of different national teams are currently reviewing our current volunteer journey. These teams are working closely with volunteers on the ground (and those not yet involved), to design processes that provide a great experience and makes the best use of digital technology and you will learn lots more about this exciting project from September this year onwards and the rollout will start in May 2023.

As you can see, it has been another busy and productive 12 months for our development service and this short report really does just scratch the surface of the work carried out by Matt during the year. This will of course continue as we continue to support the growth, development and support of local scouting and particularly start to roll out our new ways of volunteering.

Our development service remains central to our approach to prioritising and enabling the growth, organisational development and day to day support of scouting across our five districts, providing effective, focussed, impactful guidance and support to groups, units and districts and prioritising resources to areas where they can have the most impact, whilst ensuring that all parts of the county receive the support that they need. The service also provides many of the day-to-day support functions we offer our members, many of which would be hard to sustain, in a timely manner, if they were carried out by volunteers. We remain committed to ensuring the longevity of the CDS, so it continues to support scouting throughout South London and provide its low-cost services, support and resources, to our volunteers at all levels, for many years to come.



*Squirrels launch night at the 1<sup>st</sup> New Cross Scout Group!*

You can contact Matt at

[matt.butterfield@southlondonscouts.org.uk](mailto:matt.butterfield@southlondonscouts.org.uk) or on 07766 540 057.



*The 7<sup>th</sup> Royal Greenwich Air Scout Group which opened in September 2021*

## The Fort – The Scout London Scout Centre

With wonderful facilities and easy access to local transport connections, the South London Scout Centre is such an easy place to experience. We are so pleased that from early this year the centre has continued to return to normal life and a normal routine.

The centre is a 16-minute train journey from central London and is within easy walking distance of Dulwich Picture Gallery, Horniman Museum, and Crystal Palace National Sports Centre.

We offer amazing camping facilities and great indoor accommodation all with easy access to central London and all it has to offer.

Our most sincere thanks go to Gordon, as always, for his attention to detail and unfaltering dedication to running the centre throughout the year to ensure that it is available for so many people to use and enjoy.

## Centre development

During the year we secured a new 25 year lease with a view to extend to 99 with a development plan, including a new building and facilities at the Fort to see Scouting in South London through our foreseeable future.

With this in mind, we are about to embark on an ambitious, long term, centre development project. With the overall aim of redeveloping the centre to ensure we continue to provide modern, practical and relevant facilities which ensures maximum usage of our existing campsite and indoor facilities.

With the centre's excellent links into the centre of London, our aim is to provide a versatile facility that can be used all year round. We want to develop the centre's, now dated, indoor accommodation, and onsite facilities whilst being an exemplar of sustainability techniques and technology which provide an excellent environment for young people to gain skills for life and prepare them to succeed in life!

Look out for more information on this exciting project, and how you can support our plans and more importantly, get involved in the very near future.



# PEOPLE

Last year we started our shining star awards scheme, this is designed to celebrate our great leader/ helpers & volunteers by receiving awards for their excellent scouting contribution towards South London Scouts and the young people. This has proven to be a great success and we continue to reward our leaders/helpers for their great support to South London Scouts. Please do keep nominating these names as this is an ongoing scheme and we would like to recognise as many as we can for their efforts. You can find lots more information at [www.southlondonscouts.org.uk/shining-stars](http://www.southlondonscouts.org.uk/shining-stars)

Our 1 year service awards are now being rolled out to leaders who have completed their first year in service and it is great that we are leading the way across the country by recognising the first anniversary of our new adults volunteering journey.

In the autumn of 2021 we selected the five leaders that are taking 45 young people from across our county to the 25<sup>th</sup> World Scout Jamboree. We are fortunate to have one full unit of 40 (that's four leaders and 36 young people and a patrol (that's nine young people and one leader), as a central part of a unit being supported by Hampshire Scout County. The Jamboree will take place in South Korea during the summer of 2023. Since October they have been busy, organising and preparing for this amazing event, with camps and events before the Jamboree and lots of interaction between those going to create friendships and teamwork.

We also have a county trip organised for members of the county to Croatia which is also undergoing trips away and camps before the main camp. This is also well under way with 100 young people and 20 adults planning and preparing for this adventure.

I would like to thank both teams for their efforts in organising these events.

Our county training team have continued to deliver a full programme of learning opportunities throughout the year. This has included the popular online (Zoom) sessions and the return of face to face experiences and, the ever in demand, first response training. My thanks to everyone involved in the delivery of training and learning for our county.

2023 will see us transition and change the way we offer and approach volunteer learning and I know that the team will be providing lots more information about the changes and the transition timeline in the autumn of this year.

Jason Hagan

**Deputy County Commissioner responsible for our people team  
and, Assistant County Commissioner responsible for International Scouting**

[dcc.people@southlondonscouts.org.uk](mailto:dcc.people@southlondonscouts.org.uk)



# OUR JOURNEY TO THE 25<sup>th</sup> WORLD SCOUT JAMBOREE



Well what a busy year we have had.

In August last year I was successful to become the next Unit leader to be responsible to take 36 Young people and 3 leaders to the next World Scout Jamboree in South Korea 2023.

This was although very exciting, it was extremely nerve racking and I new we had a long journey ahead.

The first thing to organise was appointing 3 assistant leaders. These were picked after an interview process and we began to have regular meeting as we needed to set up a lot of things to get the process on the way.

First thing to sort out was to drum up some interest in getting the young people to understand what a Jamboree is. We done this via a few presentations on Zoom. Because of the lockdown rules in Oct 2021 we decided to do 2 selections days to try and find our 36 young people. The selections days were a lot of fun and we had great support from people of the County who attended and helped out over the weekend. So thanks you for that. We had over 150 young people attend over the weekend and that made the selection process even more difficult. The calibre/quality of Scouts we have in the County is exceptional and we should all be really prod of the way we are bringing up our young people. They are a real credit to everything that we do here in scouting in South London.

So after the selection days we had to go through the process of seeing who had scored well and impressed us all over the weekend. Names were agreed and congratulations letters were sent out. What a great achievement to all our selected young people.

That's when the hard works started.

We the leaders then had to set the budget. We had planned for 5 weekend camps and 6 day activities for our 36 Young People.



In November we met for our first get together camp. We invited the parents along on the Friday night and explained the journey and the cost. Unfortunately the Jamboree is not cheap. £4250 per person. We needed the parents to be committed to the experience and we wanted to give them as much help in starting there fund raising to make sure that they meet all the payments.

Well the welcome camp was brilliant a real chance to see the young people mixing together. Here we picked our name of the unit. Thames Tigers. We designed the badge, we picked all our day trips and generally started to have fun.



We want to thank Terry Wiggins for cooking at this camp. We were lucky enough to be cooked a few Korea dishes that went down really well.

So all in all 2021 ended on a high for us Jamboree contingent. We were all looking forward to the year ahead.

We had a bowling party in Jan 2022. He hired a private room and had our own lanes with more food than you could possible wish for. Such a fun day getting to know each other It had Karaoke and play station games and generally a fantastic place to unwind and have fun.

In March we attended the Monopoly Run and split our unit into 4 teams to race around London and visit all the places on the monopoly board. I think I walked about half a marathon that day and was so knackered by the end of it. But along with 4000 scouts from all over the country we had a great day in London.

Next was a camp at Avery Hill. This was geared up for more camping skills and group cooking weekend. We were very impressed with how they all worked together and took charge of the different challenges we set them.

We have just completed another weekend camp at Thriftwood. Here we tried Axe throwing, crate stacking, Vertical assault and raft building. We had so much fun and was great to see the unit really bonding and learning to live with each other.

So we are planning white water rafting in September another camp in November.

During all these activities we have been trying to make sure that the young people have the best time along with learning life skills that they will be able to use to all live together for 3 weeks in South Korea.

I would like to thank everyone in the county who has helped this unit grow in confidence and have given up there time to help us organising the best programs we can possible can.

We are all looking forward to the trip of a life time next year and cant wait to share with you all our experiences

Kevin Garlick (on behalf of the unit leadership team)

**Unit Leader - South London Scouts Thames Tigers**

[kevin.garlick@southlondonscouts.org.uk](mailto:kevin.garlick@southlondonscouts.org.uk)



# OUR FINANCES

## Independent Examiners Report to the Trustees of Greater London South County Scout Council

I report on the accounts of the Council for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the trustees in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I may state to the charity's trustees those matters which I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept responsibility to anyone other than the charity and the charity's trustees for my examination work.

### Respective responsibilities of the trustees and examiners

As the charity trustees you are responsible for the preparation of the financial statements. You consider that the audit requirement of Section 144(2) of the Charities Act 2011 (the 2011 Act), does not apply.

It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act),
- to follow the procedures laid down in the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

### Basis of independent Examiners report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### Independent Examiners Statement

In connection with my examination, no material matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep proper accounting records are kept (in accordance with Section 130 of the 2011 Act); and to prepare accounts which accord with the accounting records and comply with the methods and principles of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015).
  - the accounting requirements of the 2011 Act have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached,

For and on behalf of Latham Lambourne Ltd  
Chartered Accountants  
18 Woodlands Park, Bexley, Kent, DA5 2EL  
7 July 2022



John Lambourne FCA

## GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

### Statement of Financial Activities for the Year Ended 31st March 2022

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
<b>Income and Expenditure</b>					
<b>Income</b>					
<b>Income 13</b>					
<b>Incoming Resources from Generated Funds</b>					
Income from donations and legacies		900	0	900	0
Investment Income		174	0	174	437
<b>Incoming Resources from Charitable Activities</b>					
County activities		50,172	0	50,172	121,255
Greater London South Scout Centre Activities		42,993	0	42,993	7,022
Petchey Fund		0	5,250	5,250	0
Third party funds		0	144,247	144,247	18,011
<b>Total Incoming Resources</b>		<b>94,239</b>	<b>149,497</b>	<b>243,736</b>	<b>146,725</b>
<b>Expenditure</b>					
<b>Expenditure 14</b>					
<b>Charitable Activities</b>					
Petchey Fund		0	15,000	15,000	0
Development Officers Fund		41,230	0	41,230	40,767
County activities - Support Costs		3,857	0	3,857	19,891
County activities - Programme & Training		3,889	0	3,889	14,248
Greater London South Scout Centre Activities		45,219	0	45,219	66,695
Third party funds		0	74,799	74,799	3,162
Share of Joint Venture (Profit)/Loss		0	0	0	0
Depreciation of fixed assets		0	0	0	0
(Gains)/losses on investment assets	4	366	0	366	81
<b>Total Resources Expended</b>		<b>94,561</b>	<b>89,799</b>	<b>184,360</b>	<b>144,844</b>
<b>Net Movement in Funds</b>					
Transfers		-41	41	0	0
Balances Brought Forward at 1st April 2021		285,777	41,952	327,729	325,848
<b>Balances Carried Forward at 31st March 2022</b>		<b>285,414</b>	<b>101,691</b>	<b>387,105</b>	<b>327,729</b>

The notes on pages 7 to 9 form part of these accounts.

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Balance Sheet at 31st March 2022

	Note	£	2022 £	£	2021 £
<b>Fixed Assets</b>					
Tangible Fixed Assets	3		0		0
Investments	4		5,318		5,684
Joint Venture	9		595		595
<b>Current Assets</b>					
Debtors	5	3,545		0	
Cash at Bank and in Hand		493,995		436,590	
		<u>497,540</u>		<u>436,590</u>	
<b>Liabilities:</b> amounts falling due within one year	6	<u>116,348</u>		<u>115,140</u>	
<b>Net Current Assets</b>			381,192		321,450
<b>Net Assets</b>			<u>387,105</u>		<u>327,729</u>
<b>Funds</b>					
Unrestricted	7		285,414		285,777
Restricted			101,691		41,952
			<u>387,105</u>		<u>327,729</u>

Approved by the Trustees on 5<sup>th</sup> July 2022

and signed on their behalf by:

County Chair – Martyn Bain



County Commissioner – Darren Lodge



## GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

### Notes to the Accounts for the Year Ended 31st March 2022

#### 1 Accounting Policies

- a) **Basis of accounting**  
These accounts have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015). The financial statements have been prepared under the historical cost convention.
- b) **Income**  
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.
- c) **Expenditure**  
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expense. It is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related category.
- d) **Fixed Assets**  
Until 1st April 1996 all fixed assets, including the lease of the property, were written off when purchased as part of the income and expenditure account. Since that date all assets greater than £1,000 have been capitalised and are being depreciated at the following rates:
- |                       |   |
|-----------------------|---|
| Property improvements | over the length of the lease ( years remaining at the Scout Centre) |
| Equipment             | 15% on cost   |
| Fixtures and fittings | 10% on cost   |
- e) **Fund accounting**  
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.  
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- f) **Leasing commitments**  
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease period.
- g) **Pension costs**  
The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

#### 2 Joint Venture

##### Greater London Scout Region

The County, together with five other Counties in the Greater London area, has an equal interest in the Greater London Scout Region. This was set up to provide a forum for co-ordination and discussion at a London wide level, and the organization of regional activities. The project is accounted for on a joint venture basis, each County including one sixth of the Region accounts within their own. These accounts were independently examined.

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2022

### 3 Tangible Assets

	Leasehold Improvements £	Equipment £	Fixtures and Fittings £	Total £
<b>COST or VALUATION</b>				
Bought forward	147,311	63,056	37,118	247,485
Additions	0	0	0	0
At 31 March 2022	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
<b>Depreciation</b>				
Brought forward	147,311	63,056	37,118	247,485
Charge for year	0	0	0	0
At 31 March 2022	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
Net Book Value				
At 31 March 2022	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
At 31 March 2021	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

The land and buildings at the South London Scout Centre were held on a full repairing lease for thirty years from 24th June 1988. A new lease has been agreed for a minimum 25 years.

### 4 Fixed Asset Investments

	2022 £	2021 £
<b>Quoted Investments</b>		
Market Value 1st April 2021	5,684	5,765
Net unrealized investment gains/(losses)	<u>-366</u>	<u>-81</u>
Market Value 31st March 2022	<u>5,318</u>	<u>5,684</u>

### 5 Debtors

	2022 £	2021 £
Prepayments and accrued interest	3,545	0
	<u>3,545</u>	<u>0</u>

### 6 Liabilities: Amounts Falling Due Within One Year

	2022 £	2021 £
Accruals	1,354	1,354
Deposits in advance	114,994	113,786
Other creditors	<u>0</u>	<u>0</u>
	<u>116,348</u>	<u>115,140</u>

### 7 Analysis of Net Assets Between Funds

	Tangible Assets £	Investments £	Net Current Assets £	Joint Ventures £	Total £
Unrestricted funds	0	5,318	279,501	595	285,414
Restricted funds	<u>0</u>	<u>0</u>	<u>101,691</u>	<u>0</u>	<u>101,691</u>
	<u>0</u>	<u>5,318</u>	<u>381,192</u>	<u>595</u>	<u>387,105</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2022

### 8 Movement in Funds

	At 1.4.21	incoming resources	resources expended	transfers	at 31.3.22
	£	£	£	£	£
<b>Unrestricted funds</b>					
General fund	285,777	94,239	-94,561	-41	285,414
<b>Restricted Funds</b>					
Petchey	14,000	5,250	-15,000		4,250
Jamboree - 3rd party	6,280	38,400	-25,625		19,055
County Trip 2023	0	94,756	-16,370		78,386
Eurojam - 3rd party	21,618	10,105	-31,734	11	0
DOE awards	54	986	-1,070	30	0
District Officer	0	0	0		0
	<u>41,952</u>	<u>149,497</u>	<u>-89,799</u>	<u>41</u>	<u>101,691</u>
<b>Total Funds</b>	<u><u>327,729</u></u>	<u><u>243,736</u></u>	<u><u>-184,360</u></u>	<u><u>0</u></u>	<u><u>387,105</u></u>

### 9 Joint Venture

	Greater London Scout Region	2021 Total
	£	£
Share		
Net Income	0	0
Net Payments	0	0
Brought forward balance	595	595
Balance written off	0	0
Value	<u>595</u>	<u>595</u>

### 10 Employees Remuneration

	2022	2021
	£	£
Salary	36,613	36,613
Social Security Costs	0	0
Pension Costs	911	911
	<u>37,524</u>	<u>37,524</u>

At 31 March 2022 there was 1 employee (2021 - 1)

### 11 Trustees Remuneration and Expenses

	2022	2021
	£	£
Remuneration paid to Trustees	0	0
Expenses Reimbursed to Trustees	245	899
Number of Trustees Reimbursed	1	2

Trustees were reimbursed for necessary out of pocket expenses spent on Council business at agreed rates, and for expenditure made by them on behalf of the Council..

### 12 Independent Examination Fees

	2022	2021
	£	£
Independent Examination fee	1,200	1,200
Fees for other services	240	240
	<u>1,440</u>	<u>1,440</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2022

### 13 Detailed Incoming Resources

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
<b>Investment Income</b>				
<b>Interest &amp; Fund Raising</b>				
CAF	153	0	153	188
Bank Interest	21	0	21	249
	<u>174</u>	<u>0</u>	<u>174</u>	<u>437</u>
<b>County Income</b>				
Voluntary Income, Donations & Grants	900	0	900	0
LB Southwark grant	0	0	0	25,000
Membership Levy	29,844	0	29,844	56,858
Fees, Grants etc - courses	0	0	0	467
Camping	0	0	0	0
Air Activities	138	0	138	0
Caving	0	0	0	0
Home Adventure	0	0	0	10,040
Other activities	214	0	214	0
Water Sports	1,775	0	1,775	0
Joint Venture refund	0	0	0	0
	<u>32,871</u>	<u>0</u>	<u>32,871</u>	<u>92,365</u>
<b>South London Scout Centre Income</b>				
South London Scout Centre	42,993	0	42,993	7,022
<b>Third Party Funds</b>				
Jamboree	0	38,400	38,400	0
County Trip 2023	0	94,756	94,756	0
Camp Canada	0	0	0	0
DOE	0	986	986	473
Eurojam	0	10,105	10,105	17,538
	<u>0</u>	<u>144,247</u>	<u>144,247</u>	<u>18,011</u>
<b>Jack Petchey Funds</b>				
Awards and expenses	0	5,250	5,250	0
	<u>0</u>	<u>5,250</u>	<u>5,250</u>	<u>0</u>
<b>County Development Funds</b>				
County Development Grants	18,201	0	18,201	28,890
	<u>18,201</u>	<u>0</u>	<u>18,201</u>	<u>28,890</u>
<b>Total Income</b>	<u>94,239</u>	<u>149,497</u>	<u>243,736</u>	<u>146,725</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2022

### 14 Detailed Resources Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
<b>County Operating Costs</b>				
<b>Governance Costs</b>				
Office costs including stationery & printing	1,890	0	1,890	1,711
Office Holders Expenses	245	0	245	899
Professional Fees & Licences	1,440	0	1,440	1,440
Legals re lease	0	0	0	8,991
Professional fees re lease	0	0	0	6,600
Bank & card Charges	282	0	282	250
Payroll Expenses	0	0	0	0
Joint Venture payment	0	0	0	0
<b>Programme &amp; Training</b>				
Courses	176	0	176	352
Equipment & Resources	90	0	90	333
Camping	25	0	25	0
Air Activities	0	0	0	11
Caving	0	0	0	25
Home Adventure	0	0	0	719
Support For All Districts	0	0	0	0
Water Sports	2,494	0	2,494	0
Badges	0	0	0	5,610
County Leadership expenses	0	0	0	0
Conferences/AGM	0	0	0	0
Website	1,104	0	1,104	7,198
Awards	0	0	0	0
Jamboree event expenses	0	0	0	0
HQ subscription	0	0	0	0
	<u>7,746</u>	<u>0</u>	<u>7,746</u>	<u>34,139</u>
<b>South London Scout Centre Operating Costs</b>				
South London Scout Centre	45,219	0	45,219	24,107
Lease costs	0	0	0	42,588
<b>Third Party Funds</b>				
Jamboree	0	25,625	25,625	0
County Trip 2023	0	16,370	16,370	0
Camp Canada	0	0	0	87
Roverway	0	0	0	0
DOE awards	0	1,070	1,070	466
Eurojam	0	31,734	31,734	2,609
	<u>0</u>	<u>74,799</u>	<u>74,799</u>	<u>3,162</u>
<b>Jack Petchey Funds</b>				
Awards and expenses		15,000	15,000	0
	<u>0</u>	<u>15,000</u>	<u>15,000</u>	<u>0</u>
<b>County Development Funds</b>				
County Development costs	41,230	0	41,230	40,767
	<u>41,230</u>	<u>0</u>	<u>41,230</u>	<u>40,767</u>
<b>Total Resources Expended</b>	<u>94,195</u>	<u>89,799</u>	<u>183,994</u>	<u>144,763</u>

# OUR MEMBERSHIP (as of 31 Jan. 2022)

	2022 Totals	2022 v 2021 Total	% change
<b>YOUTH MEMBERSHIP</b>			
Squirrel Scouts	10	+10	0%
Beaver Scouts	972	+261	+37%
Cub Scouts	1,422	+206	+17%
Scouts	1,392	+121	+10%
Explorer Scouts (including Young Leaders)	365	+52	+17%
Network Members	80	-22	-22%
<b>TOTAL YOUTH MEMBERSHIP</b>	<b>4,241</b>	<b>+628</b>	<b>+17%</b>
<b>PROGRAMME DELIVERY ROLES</b>			
Section Leaders	234	-31	-12%
Assistant Section Leaders	335	+26	+8%
Section Assistants	153	+41	+37%
<b>TOTAL ADULT PROGRAMME DELIVERY ROLES</b>	<b>722</b>	<b>+36</b>	<b>+5%</b>
Young Leaders*	151	+59	+64%
<b>TOTAL PROGRAMME DELIVERY ROLES</b>	<b>873</b>	<b>+95</b>	<b>+12%</b>
<b>LINE MANAGER ROLES</b>			
Group Scout Leaders	69	-	0%
District Explorer Scout Commissioners	2	-	0%
District Scout Network Commissioners	2	+1	+100%
District Commissioners	6	-	0%
County+ Scout Network Commissioners	0	-	0%
County+ Commissioners	1	-	0%
<b>TOTAL LINE MANAGER ROLES</b>	<b>80</b>	<b>+1</b>	<b>+1%</b>
<b>GOVERNANCE ROLES</b>			
Group Chair	69	-3	-4%
Group Secretary	53	-3	-5%
Group Treasurer	70	-3	-4%
Group Executive Members	136	-18	-12%
<b>TOTAL GROUP GOVERNANCE ROLES</b>	<b>328</b>	<b>-27</b>	<b>-8%</b>
District Chair	5	-	0%
District Secretary	3	-	0%
District Treasurer	4	-	0%
District Executive Members	20	-4	-17%
<b>TOTAL DISTRICT GOVERNANCE ROLES</b>	<b>32</b>	<b>-4</b>	<b>-11%</b>
County+ Chair	0	-1	-100%
County+ Secretary	0	-	0%
County+ Treasurer	1	+1	0%
County+ Executive Members	0	-2	-100%
<b>TOTAL COUNTY+ GOVERNANCE ROLES</b>	<b>1</b>	<b>-2</b>	<b>-67%</b>
<b>TOTAL GOVERNANCE ROLES</b>	<b>361</b>	<b>-33</b>	<b>-8%</b>

	2022 Totals	2022 v 2021	
		Total	% change
<b>SUPPORT ROLES</b>			
Deputy Group Scout Leaders	9	-8	-47%
Group Administrators ~	7	-3	-30%
Group Skills Instructors	16	-	0%
Other Group Adults	111	+21	+23%
<b>TOTAL GROUP SUPPORT ROLES</b>	<b>143</b>	<b>+10</b>	<b>+8%</b>
Deputy District Commissioners	1	-	0%
District Youth Commissioners	1	-	0%
Deputy District Youth Commissioners	4	+2	+100%
Assistant District Commissioners	3	-2	-40%
District Leaders	6	+3	+100%
District Scouters Incl in Leaders	0	-	0%
District Administrators ~	3	-2	-40%
District Skills Instructors	2	-	0%
Other District Support roles	4	+1	+33%
<b>TOTAL DISTRICT SUPPORT ROLES</b>	<b>24</b>	<b>+2</b>	<b>+9%</b>
Deputy County+ Commissioners	1	-	0%
County Youth Commissioners	0	-	0%
Deputy County Youth Commissioners	0	-	0%
Assistant County+ Commissioners	0	-2	-100%
County Leaders	0	-	0%
County Scouters incl in Leader	0	-	0%
County+ Administrators ~	1	+1	0%
County Skills Instructors	0	-	0%
Other County+ Support roles	1	-9	-90%
<b>TOTAL COUNTY+ SUPPORT ROLES</b>	<b>3</b>	<b>-10</b>	<b>-77%</b>
Scout Active Support	149	-31	-17%
<b>TOTAL SUPPORT ROLES</b>	<b>319</b>	<b>-29</b>	<b>-8%</b>
<b>TOTAL ADULT ROLES</b>	<b>1,482</b>	<b>-25</b>	<b>-2%</b>
<b>TOTAL MEMBERSHIP</b>	<b>5,723</b>	<b>+603</b>	<b>+12%</b>

# OUR PROVISION (as of 31 Jan. 2021)



EXPLORERS  
**26**

Districts  
**5**

network  
**5**

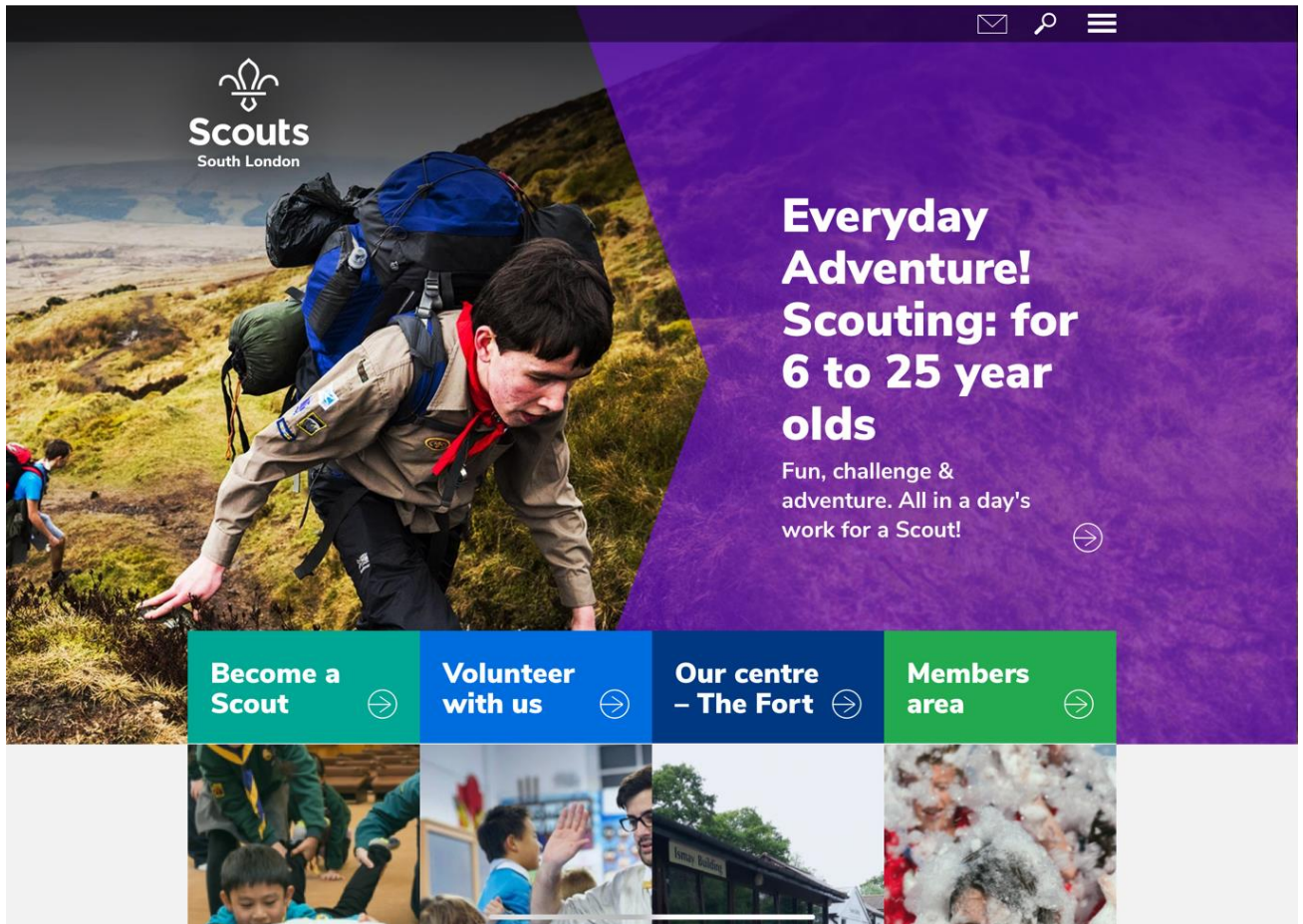
BEAVERS  
**77**

Scout  
Groups  
**89**

Squirrels  
**2**

cubs  
**85**

SCOUTS  
**85**



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)

visit our members area to find out about our:

**Latest communications**

**Adult learning programme**

**Executive committee toolkit**

**Recruitment resources**

**Nominate a Shining Star!**

**Resources to help you plan nights away**

**Programme ideas**

**Going for growth badges**

**Volunteering agreement**

**Tools and resources to help you achieve our plan**

**and much, much more..!**



**South London  
Scout Centre**

## **Easy to organise weekend adventure**



**With wonderful facilities and easy access to local transport connections, the South London Scout Centre is a great way to explore central London.**



**15 minutes by  
train from  
central London**



**[southlondonscouts.org.uk/our-centre](https://southlondonscouts.org.uk/our-centre)**



# Scouts

## South London



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)



[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)



[#SouthLondonScouts](https://www.youtube.com/hashtag/southlondonscouts)

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**

England & Wales - Charity number 303883

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# Accounts

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# Bouncing Back!

Annual  
Report  
2021



**Scouts**  
South London

# Skills for Life

## Our plan to 2025



### Our vision

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life. Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

### Perception

Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

### People

More adults and young people joining scouting from every community in South London.

### Places

We provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults. All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

### Programme

We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

**Find out more and see what you can do to help your group or unit achieve our goals at:**

**[southlondonscouts.org.uk/ourplan](https://southlondonscouts.org.uk/ourplan)**

# Greater London South County Scout Council

Greater London South County Scout Council (known as South London Scouts), is an unincorporated association constituted in accordance with the Rules of The Scout Association (Registered No. 139, Charity No. 303883) covering the London Boroughs of Lambeth, Lewisham, Royal Greenwich, Southwark and Wandsworth.

The Scout Association (Registered Charity No. 306101) is incorporated by Royal Charter to actively engage and support young people in their personal development, empowering them to make a positive contribution to society. The Charter of The Association provides for the making of Bye-Laws approved by Her Majesty in Council which, in turn, authorise the making of the rules referred to above (known as 'Policy, Organisation and Rules', or 'P.O.R.'). The County's charity trustees are the County Executive Committee, who cannot act outside the Royal Charter, Bye-Laws and Rules of The Scout Association.

**County Headquarters** South London Scout Centre, Grange Lane, London, SE21 7LH

**President** William M. Stern

**Vice-Presidents** Howard B. Strong Peter James Linda Hurford  
Roger Cooke Gordon Carr Mike Jackson  
John Kingsmell

**Trustees – County Executive Committee - July 2019 to July 2020**

<b>Ex-Officio</b>	County Chairman	Martyn Bain**
	County Commissioner	Darren Lodge
	County Treasurer	<i>vacant</i>
	County Secretary	<i>vacant</i>

## **Elected**

Linda Moore\*, Russell Jones, Cheryl Stonebridge, Ben Ensom, David Attenborough, Victoria Wilcox

## **Nominated**

Terry Wiggins, Ross Whittome, Adam Cole, Andy Melia, Stuart Cummingham

\* also Chair of County Appointments Sub-Committee

\*\* also Chair of County Finance Sub-Committee

## **Principal Bankers**

Barclays Bank

## **Auditor**

Latham Lambourne, Chartered Accountants and Registered Auditors.  
18 Woodlands Park, Bexley, Kent, DA5

## **General enquiries**

Email: [contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)

Telephone: 0843 289 0712



## Investment and Reserves Policy

The work of the Executive Committee involves issues concerning financial control, particularly in the budgeting of events, activities and building maintenance as well as regularly monitoring the financial risks to which the County may be exposed. The income to the County is generated from investments, donations, grants and the membership subscription paid by members of the County. The Investment Policy of the County is such that our reserves continue to be held in low risk managed portfolios; the Executive Committee has reviewed the investments to ensure we are able to achieve a fair rate of return on the capital reserves held. The Reserves Policy was declared by the County Executive Committee to be the 'maintenance of available funds, excluding known commitments and contingent liabilities, equal to a minimum of one year's budgeted revenue expenditure'.

## Statement of Trustees' Responsibilities

Law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payments basis). In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organisation will continue in business

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable it to ensure that the financial statements comply with applicable laws and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## 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 our perception team 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.

# Our structure

The County Commissioner is primarily responsible for the provision and development of scouting across South London. He is responsible for putting into place a management and support structure that underpins the needs of our county and districts and is responsible for generating a county strategic plan that meets the needs of the county and our districts, groups, units and networks.

Our county structure consists of five areas of work or functions, these are:

**PLACES**    **PROGRAMME**    **PEOPLE**  
**GOVERNANCE**    **PERCEPTION**

## Heads of functions

Each of the functions has a 'head of' these are:

Places	- County Commissioner
Programme	- Deputy County Commissioner responsible for programme
People	- Deputy County Commissioner responsible for people
Governance	- County Chair
Perception	- Deputy County Commissioner responsible for perception

## The County Leadership Team

The county leadership team manages the strategic leadership of scouting in the county and provides support at all levels. This overarching team is responsible for:

- the day-to-day management of the support and services provided by the county
- the management of scouting at county level
- the management of scouting in each of our districts (led by the appropriate district commissioners)
- sharing success, great ideas and good practice
- the county strategic plan
- discussion of and decisions relating to the growth and development of scouting across the county
- the support provided to our district commissioners

The county leadership team meets bi-monthly and is committed to being an exemplar of good practice in leadership and management.

The county leadership team is made up of:

- County Commissioner
- County Youth Commissioner
- Deputy County Youth Commissioner
- Deputy County Commissioner responsible for people
- Deputy County Commissioner responsible for programme
- Deputy County Commissioner responsible for perception
- District Commissioners for Wandsworth
- District Commissioner for Lambeth
- District Commissioner for Southwark
- District Commissioner for Lewisham
- District Commissioner for Royal Greenwich
- County Chair
- County Development Officer

## **PLACES**

The places team supports the management, strategic approach and organisational development of scouting across the county at county and district level.

The places team is made up of:

1. County Commissioner
2. Assistant County Commissioner for District Support
3. District Commissioners for Wandsworth
4. District Commissioner for Lambeth
5. District Commissioner for Southwark
6. District Commissioner for Lewisham
7. District Commissioner for Royal Greenwich
8. Assistant County Commissioner for development
9. County Development Officer

## **PROGRAMME**

The programme team supports the provision of the 6-25 programme and adventurous outdoor activities, enabling our leaders to deliver challenging, exciting and relevant balanced programmes. They are also responsible for planning and implementing our county annual programme of activities, competitions and events for young people and promote youth shaped scouting, to help ensure that young people have a regular say in shaping their scouting experiences.

The programme team is made up of:

1. Deputy County Commissioner responsible for programme
2. County Youth Commissioner
3. Duty County Youth Commissioners
4. Assistant County Youth Commissioners
5. County Activities Manager
6. Assistant County Commissioner for International scouting
7. Assistant County Commissioner for top awards
8. County Event Managers (as appointed to lead on running of events and activities whilst the project is 'live')
9. County Activity Advisors
10. County Beaver Scout Leaders
11. County Cub Scout Leaders
12. County Scout Leaders
13. County Explorer Scout Leaders
14. County Scout Network Leaders

## **PEOPLE**

The people team is responsible for supporting our adult volunteers in specialist areas and the provision of adult training. They are also collectively responsible for inspiring our adults to be professional in their approach and in turn show a united professionally run organisation.

The People Team is made up of:

1. Deputy County Commissioner responsible for people
2. County Training Manager for training delivery
3. County Training Manager for training management
4. The wider county training team
5. Assistant County Commissioner for diversity
6. Assistant County Commissioner for inclusion
7. County Leader for Young Leaders
8. County Development Officer

## The County Development Service

Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support DCs, GSLs and section leadership teams as situations arise.



The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the 5 London Boroughs that we serve.

The strategic aim of the service is to work with the County Commissioner and our District Commissioners to ensure:

1. growth
2. organisational development
3. adult recruitment
4. volunteer support
5. membership retention

## Areas of support

Our strategic aims are achieved by providing support in the following areas:

### Growth

- **Adult recruitment:**
  - Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
  - promote flexible volunteering
  - Attend targeted adult recruitment events
  - Support groups and districts with targeted adult recruitment drives
  - Assist with parent engagement
  - improving the 'volunteer journey' including, welcome and induction, early training, support and review
- **Opening new provision:**
  - New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
  - New explorer scout units
  - New scout active support units (specialist, group, district and county units)
  - Sections in established groups (helping groups achieve the full family of scouting or start additional sections to tackle their waiting lists)
  - Supporting districts with targeted youth recruitment drives\*

### Development

- Facilitate group or unit health check workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

### **Support for line managers**

- Support district commissioners and group scout leaders with growth and organisational development initiatives
- Group scout leader inductions
- Support district commissioners to achieve action for growth
- Provide resources and advice to district commissioners to assist them with the appointment of effective group scout leaders

### **Resources**

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

### **Support to growth facilitators**

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth

### **GOVERNANCE**

Our governance is an important part of the day-to-day running of our county and exists to support the County team in meeting its responsibilities.

Our trustees, administrators and members of our sub-committees support the provision of our county services, strategy and development plan and act on matters relating to complying with the policies and rules of The Scout Association, protecting and maintaining our property and equipment, managing the county finances, promoting and supporting the development of scouting across the county and managing the South London's Scout Centre amongst many other things.

#### **Governance Structure**

The members of the County Executive Committee are appointed in accordance with Policy, Organisation and Rules (P.O.R.) of The Scout Association. The County Chairman, County Commissioner, County Treasurer and the County Secretary are ex-officio members of the Executive Committee. Other members are elected or appointed at the Annual General Meeting of the Greater London South County Scout Council. The members of Executive Committee, who are its trustees, have met on six occasions since the last AGM in July 2019.

The Executive has three principal sub-committees to assist with its responsibilities, these are: the finance sub-committee, the appointments advisory committee and the premises sub-committee they meet regularly, and the executive committee receives their reports and then considers their proposals and actions their recommendations as necessary.

#### **Appointments Advisory Committee**

The county appointments advisory committee is a panel of three advisers (drawn from a larger pool within the county) to interview adults who have been recommended for a variety of county appointments and in doing so determine their suitability for the role.

#### **Finance Sub Committee**

The Finance sub-committee is chaired by the County Chairman and includes the County Commissioner, the County Treasurer, a member of the county executive committee, one Deputy County Commissioner and the South London Scout Centre Warden.

The sub-committee has devolved operational responsibility for financial management on behalf of the county executive committee and makes recommendations on appropriate financial management controls to the trustees. The County Treasurer is the trustee with day-to-day responsibility for financial management, acting on behalf of County Executive Committee.

### Premises Sub Committee

This premises sub-committee monitors and controls the South London Scout Centre and our premises policies and budgeting controls on behalf of the county executive committee, including all health and safety relating to the use of the South London Scout Centre.

### Membership of the County Executive Committee

The CEC includes some people who are members because of their position (the *ex officio* members), specifically the County Commissioner, County Chairman, County Treasurer, County Secretary and County Youth Commissioner.

In addition to the *ex-officio* members, there are three other groups of people who may be members of the County Executive:

#### elected members

these are elected by the County Scout Council at the Annual General Meeting.

#### nominated members

these are nominated by the County Commissioner in consultation with the County Chairman at the Annual General Meeting of the County Scout Council and there must be no more than the number of elected members.

#### co-opted members

these are co-opted by the CEC as appropriate/necessary, there must be no more than the number that are elected.

Other people deemed appropriate for the CEC's current business may be invited to attend a meeting at the Chairman's discretion.

### PERCEPTION

The team's collectively responsibly for promoting our brand values, delivering positive external communications, publicising scouting's modern vibrant appeal, ensure that our communities know that scouting exists and how their children can access it.

The Perception Team is made up of:

1. Deputy County Commissioner responsible for Perception
2. County Media Manager and young spokesperson team
3. County Communications Manager
4. County Web Site Manager
5. County Social Media Manager



# Skills for Life – a plan for our county

Imagine scouting across South London where all our volunteers are truly committed to the mission of scouting, can clearly internalise what a quality program looks like and how to deliver it. This is a time and a place where new volunteers are not alone and are supported by experienced leaders. These same volunteers receive the feedback necessary to help them grow, and they strive to be the best mentors for our youth that they can possibly be.

Fundamentally, effective execution of our Skills for Life plan will lead precisely there.

---

## Our vision for scouting across South London

By 2025 we will have seen year on year growth and will be preparing more young people with skills for life.

Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

## Our county strategic objectives

As a county we aim to grow, become more inclusive and youth shaped, while making a positive impact in our communities.

## Our aims

Our aims within this plan is to ensure:

- we are relevant
- we are understood
- we are growing (young people and adults)
- we work smarter
- we function easier
- we are always striving to be better

## Our county programme pillars

Our plan is structured around four areas of work. These being the three national pillars and an organisational pillar which has been identified by the county leadership team. These areas focus on:

**People**

**Programme**

**Perception**

**Places**



# GOVERNANCE

Well another year has gone by and in my last annual report I said what a strange year it had been before but I don't think many of us expected to have the year we have just had. At the time of writing things are looking good to be able to open up our scout centres across the county to let groups return fully to indoor meetings and also the young people can now enjoy being able to get back to staying overnight on camps.

I am pleased to say the new lease for the South London Centre has been agreed and we have the facilities now for an agreed 25 years and with the option of extending up to 99 years. The work now starts to look at how we can develop the centre for the youth in the future which will be no mean task. We are looking for anyone with set skills that could offer time to support this task and wishes to get involved in the new look of the centre.

I am pleased to say the county supported all groups with financial help with membership fees this year and I understand some district did also, this I hope has helped and given groups the opportunity to stay financially safe.

This of course has meant that income to the county is lower for this coming year and with the non-use of the centre we are having to be careful with budgeting. As I expect most groups and district with headquarters are including Scout headquarters as I am sure people have heard of the selling of Downe camp site which is a great pity but at least as a county we have managed to secure The Fort.

As I do in my report each year, I would like to take the opportunity to thank a number of people that support the county. Firstly, thank you to the members of the county executive for their time and commitment to this role and the support they gave me this year. To Vicky Wilcox as she has stepped in to help me with looking at how we can move forward with the South London Centre extra to the normal role of an executive member. Also, to Debbie Jeacock for her role in minute taking at many county meetings. To Gordon for his time and effort he has still given to keeping the centre running even in lock down and to his support with the dealings of county finance and Duke of Edinburgh awards. To Matt for his work on development and supporting many people around the county with enquires they have and to supporting me with the administration side of my role.

I know Darren will have given thanks to the county team and to those that have moved on to other things through the year. But my thanks to Darren for his leadership though a strange year and to the district commissioners for just keeping on going sorting problems that come along and doing it with a smile (most of the time).

I also have to mention the fact that what a great pity it was that we did not manage to get our young people to Poland again this year for Euro jam but thank you to the leadership team for all the extra work they have had to do and they never got the chance to enjoy the main event either. But we do now have the next world scout Jamboree to look forward to as planning is already underway for this event and a unit to go from the county.

A much shorter report from me this year but here's hoping things will be back to as near normal this coming year and more to report on.

*Martyn Bain*

**County Chair**

[chairman@southlondonscouts.org.uk](mailto:chairman@southlondonscouts.org.uk)

# COUNTY LEADERSHIP TEAM

As you all know it has been a very unusual time especially the last year and a half, but hopefully we are getting closer to getting some kind of normality back in the world. I am very proud of how Groups and District sections throughout the county have embraced the changes and have tried their hardest to supply scouting to our young people. They have embraced the virtual world and tried their best which all that anyone can ask, so thank you to all of you.

Since the last AGM we have sadly had to cancel the Eurojam in Poland due to the pandemic which is a great shame for those young people booked to attend.

I would like to welcome Jason Hagan to the County team as (Deputy County Commissioner responsible for People and International events). Since taking on the role Jason has implemented the Shining star awards recognising our fantastic volunteers. He will also be planning the organisation of the next World Scout Jamboree, so watch this space.

Ross (Deputy County Commissioner responsible for Perception) and his team have been working extremely hard over the last year supporting the county with a lot of media coverage and support. Along with a very successful 'Scout down to Christmas' Facebook live events. I would like to thank them all for their continued hard work. Ross is also doing a sterling job managing the Jack Petchey Awards scheme, keeping the districts up to date on progress and awards. But Matt has continued to work very hard to manage the virtual offerings to our county and has been able to get our new county website up and running. Thank you for your continued efforts and assistance.

Scouting has changed quite considerably and will going forward, so can I ask that you continue to adhere to the ever-changing guidelines.

So on behalf of our young people, I would like to 'Thank you' all for the time and effort you put into scouting in South London.

Darren Lodge

**County Commissioner**

[cc@southlondonscouts.org.uk](mailto:cc@southlondonscouts.org.uk)



# PERCEPTION & PROGRAMME

South London Scouts members' engagement in response to Covid restrictions has been nothing short of amazing and in true Scouting spirit lots of groups stepped up to the new digital challenge they faced. Social media played a huge role in keeping groups informed and engaged with their groups.

The 150 Taskmaster Challenges setup and run by Matt on social media and our website was a huge success and a great way to engage with not only our own Scouts but many others across the UK and the world! and more importantly our communities showcasing the very best Scouting in South London has to offer.

The Home Adventure Challenge 2020 was another amazing campaign that was the first of its kind in UK scouting even beating HQ!, providing a more structured set of badges aimed at Scouting during Lockdown for our own SLS and from home. There was huge engagement with this campaign across the county and in the UK and globally badge sales have been through the roof! and it helped our groups to keep providing fun and engaging scouting whilst locked down! A huge BRAVO to Matt for the amount of hard work, love and hours he put into this it was awesome!

Six Weeks of Summer Challenge 2020 was another campaign run last summer during lock down again aimed at helping kids stay active at home during the summer holidays and was well received throughout our County.

Scout down to Christmas 2020 was all about having allot of fun at Christmas and engaging with our groups through our social channels, we had many people donate some amazing prizes and our live shows were well received with lots of laughter and engagement. Dues to restrictions its been hard to get the prizes to people but they should have all been delivered now :)

Some other great online campaigns run online were our South London Scouts Facebook Photo Competition 2020, we loved seeing everyone's images they submitted and also the South London Scouts & Japanese Exchange Online 2020 run by David was allot of fun and only came about due to engaging with our amazing social media. I would like to thank David for all the effort and energy he puts into creating engaging, fun and relevant content online which has created so many new and exciting opportunities for our South London Scouts.

One of our most treasured resources is our South London Scouts website and during lockdown Matt has been working tirelessly to launch our refresh and enhanced website with more functionality and a fresh new look, making it easier than ever to use for external and internal users. One of the newest features that has already proved to be invaluable was the new Online "find your local group" tool. Meaning groups can now in realm time automate their recruitment and also have an online presence making it easier for them to be found and grow their groups. Great work Matt excited for the future of the new website.

Hosting Levi Roots launch of The Scouts #ThankYouDay at The Fort was an amazing way to meet face to face and to engage with lots of other youth members and more importantly eat lots of food made on fire, check out our social for the video and pictures. Thanks David for organising.

We also welcomed 3 new team members to the Perception team and setup The SLS SAS unit for social and digital, Haley, Kai & Joseph are now part of the team and now we are getting back to face to face scouting more and more expect to see them around the County in their shiny new neckers.

Other Stuff SLS have been involved with that is worth a mention:

1. Parliament Week 2020
2. Gilwell Reunion 2020
3. Members online group / section zoom meetings
4. 1st Virtual Scout Group (launched by member)
5. Jack Petchey Awards
6. Virtual "scouting" London Marathon 2020

It may have been a restricted year but I think it is fair to say we have seriously rocked as a team.

If you are looking to get more involved with the County do drop us a line we would love to hear from you.

Ross, David, Debbie, Alfie, Joseph, Haley, Kai & Matt

**County perception team**

[perception.team@southlondonscouts.org.uk](mailto:perception.team@southlondonscouts.org.uk)



# PLACES

## County Development Service

Our County Development Service has had another busy and productive year working alongside new and existing volunteers and in partnership with our scout districts, scout groups, explorer scout units and local communities to support the growth of scouting across South London, ensuring we continue to provide life changing adventure to more young people.

Throughout the year Matt has continued to assist with successfully driving adult recruitment, promoting the opportunities we have to volunteer. This has been a multilevel approach with him actively working with different promotional channels, networking with local community groups, supporting some targeted campaigns and through providing support and resources, on request, to empower districts, groups and units to recruit locally.

Our 'become a scout' and 'volunteer with us platform' has been live for 19 months now and over this period we have received 1393 youth enquiries to join us and 478 adult enquiries to volunteer with us.

This shows us that the system is working as planned, providing an effective countywide joining system which is being actively used by the general public. It also provides each of our groups and units with their own recruitment page to use locally to promote the opportunities they have for young people and adults to get involved.

Since the start of the pandemic, our organisational and development priorities have been refocussed to support and sustain our provision, assist with membership retention (particularly when young people move sections), acknowledge the amazing dedication of our adults and provide home scouting programme support. Matt continues to support these initiatives and has now also moved towards working with communities to open new provision, working with our groups that are interested in starting early years scouting – squirrels and supporting groups in getting back together safely.

## Home Adventures

The main aim of this scheme was to provide our leadership teams with a structure to help them provide regular activities for their members through organised online meetings or by providing the information on the scheme to their members for them to work on remotely at their own pace during the 'lockdown periods'.

We had an overwhelming response to the scheme, and over 10,000 badges were ordered by members of the county, groups across the UK and much further afield!



Another aim of this workstream was to ensure that the scheme can be repurposed and therefore can continue to be use once 'normality' resumes. Work to create county bronze, silver and gold challenge awards is due to start later this year. This also helps us meet our commitment in the county plan to provide online programme ideas.



### **Moving on to a new section**

To help with the retention of members that are currently in the process of moving section during this time Matt produced some independent elements that complement our county link badges. This included activities that young people moving sections can do at home to find out about their new section and start to join in from home. You can find these at:

[www.southlondonscouts.org.uk/welcome-our-members-area/places/county-development-service/tools-and-resources/growing-scouting-0-0](http://www.southlondonscouts.org.uk/welcome-our-members-area/places/county-development-service/tools-and-resources/growing-scouting-0-0)

## Volunteer recruitment

With our regular face to face meetings gradually restarting, there is lots of opportunity for our groups and units to engage with the families of their members and promote the opportunities available to them to get involved and help make a difference to the lives of young people in their community.

To help with this Matt has worked on enriching our 4-week challenge offering, with the launch of lots of tools and resources and a new challenge badge which has been added to our existing suite of Going for Growth badges. Details can be found at: [www.southlondonscouts.org.uk/4-week-challenge](http://www.southlondonscouts.org.uk/4-week-challenge)

**Scouting is for adults too...**

Volunteering is great fun and doesn't mean making a regular commitment

**4 weeks**

**Take our 4 week challenge!**

1: Come along and see what we get up to

2: Start to help out

3: Get a little more involved - maybe run a game or activity

4: Decide if scouting is for you

**Give just 1 hour**  
A week, a month or a term whatever suits you!

Scouts South London

**Click here to take the challenge!**

## Supporting groups plan their volunteer recruitment

Matt has also recently launched our new 'recruiting more adults' toolkit, which is a comprehensive systematic guide to planning a recruitment strategy covering the following steps:

- 1 Understand your needs
- 2 Organise your team
- 3 Assess your image
- 4 Design your message
- 5 Decide how to recruit
- 6 Find volunteers
- 7 Screen volunteers
- 8 Provide a warm welcome
- 9 Support volunteers

These can be worked through or dipped into depending on a group's approach or support needs.

## Young Leaders

Another area that Matt has been focusing on is providing support to enhance the young leaders training scheme run by our districts. Particularly focussing on the resources to support the scheme and a new leadership award that focusses on the qualities of leadership. The group works for these have now been completed and will launch in the new scouting year.

## Looking forward

Matt continues to support our districts and groups with their ad-hoc day-to-day and ongoing needs, identified through meetings with DCs, and calls from GSLs and section leadership teams and remains committed to providing practical support to anyone in our county that needs it.

He also continues to work on the commitments we made in our 'skills for life county plan' and to provide the support identified by the county leadership team in the areas of people, programme, perception, places and governance.

He has also continued to maintain and develop the areas of our website that the CDS is responsible for, these are the become a scout, volunteer with us and members area and these have recently undergone a complete update and redesign.

As you can see, it has been another busy and productive 12 months for our development service. This will continue as we start to return to regular face to face meetings and have the need, more than ever, to provide support to enable all our groups and units to develop and grow and to promote the opportunities they have to get involved as a member or a volunteer.

Our development service remains central to our approach to prioritising and enabling the growth and organisational development of scouting across our five districts, providing effective, focussed, impactful guidance and support to groups, units and districts and prioritising resources to areas where they can have the most impact, whilst ensuring that all parts of the county receive the support that they need. The service also provides many of the support functions we offer our members, many of which would be hard to sustain, in a timely manner, if they were carried out by volunteers. We remain committed to ensuring the longevity of the CDS, so it continues to support scouting throughout South London and provide its low-cost services, support and resources, to our volunteers at all levels, for many years to come.

You can contact Matt at [matt.butterfield@southlondonscouts.org.uk](mailto:matt.butterfield@southlondonscouts.org.uk) or on 07766 540 057.



Southwark Scouts, recent recruitment event at Decathlon in Surrey Quays

# PEOPLE

This year we started our shining star awards scheme, this is designed to celebrate our great leader/ helpers & volunteers by receiving awards for their excellent scouting contribution towards South London Scouts and the young people. Please do keep nominating these names as this is an ongoing scheme and we would like to recognise as many as we can for their efforts.

Recently after consultation with the District Commissioners we have implemented the 1-year service award for leaders who have completed their 1st year of volunteering in scouting in South London. This is hoped that it will encourage leaders to continue in their scouting journey as being rewarded for their service.

I am currently in talks with Matt and David (County Training Managers) about bringing the Training advisors into helping us with the ongoing mandatory training. Please check your compass record often to ensure that you are up to date on any training you require.

The next World Scout Jamboree, which will take place in South Korea during 2023, is in the early planning stage and we will soon be looking to start advertising for leaders' applicants who would like to be involved. So please keep an eye on the county website for the advert.

Jason Hagan

**Deputy County Commissioner responsible for our people team**

[dcc.people@southlondonscouts.org.uk](mailto:dcc.people@southlondonscouts.org.uk)



## Adult learning



# South London Scouts Training Team

In September 2020 we proudly launched our online training academy, our one stop shop for the learning needs of all our adults, whatever their role.

Since the launch we have supported over 50 people through their training requirements and have run all 13 section leader modules (module 5 to 19) at least twice, with over 30 module sessions run via zoom.

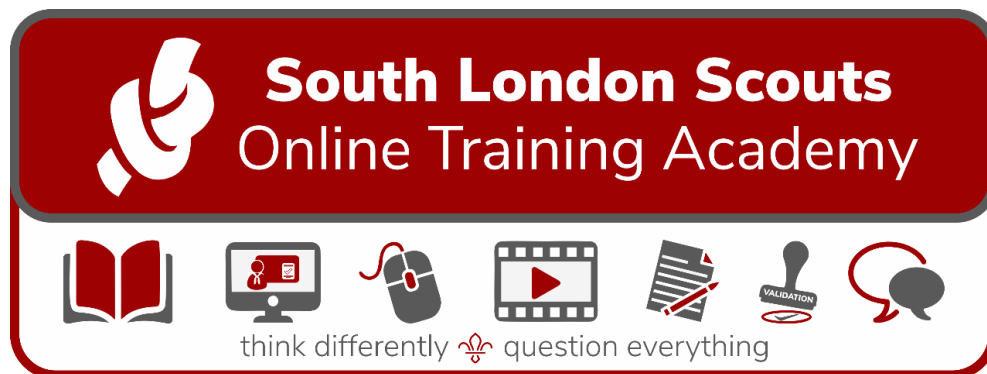
Since January we have run monthly first response training using the association's redesigned three-part training syllabus. To date we have supported over 150 people through the theoretical parts of the learning (parts 1&2) and we are aiming to start running part 3, the short practical session, from September this year (fingers crossed!).

During this reporting period we have proudly recommended 88 people for their wood badge.

Throughout the year we have also supported our districts and group scout leaders to ensure that all our adults complete their required ongoing, safety, safeguarding and first aid renewal compliance training.

Of course, all this would not be possible without the true dedication of our amazing county training team. Our sincere thanks go to all our team of training advisers, local training managers, facilitators, and trainers. Our particular thanks must go to Keith Frances, Wendy Hutcheson, John Sweeney, Kay Frances, and Simon Emmett. Without their dedication and passion for adult learning, and taking into consideration their other scouting roles and commitments, our online training just would not of happened.

If you haven't already, take a look at our learning academy.



[southlondonscouts.org.uk/adult-learning](https://southlondonscouts.org.uk/adult-learning)

Matt Butterfield

County Training Manager responsible for training delivery

[ctm.td@southlondonscouts.org.uk](mailto:ctm.td@southlondonscouts.org.uk)

David Liddle

County Training Manager responsible for training management

[ctm.tm@southlondonscouts.org.uk](mailto:ctm.tm@southlondonscouts.org.uk)



Our adult volunteers are at the heart of scouting across South London, they carry out a variety of roles that develop young people, so they have the skills they need to succeed in life.

Our leaders provide exciting programmes and activities, our managers support the delivery of scouting, our supporters provide specialist advice and programme support, and our trustees ensure scouting has the things it needs to succeed in the local community and all this happens at group, unit, district and county level.

We know that without the contributions of our leaders, managers and supporters weekly scouting, camps and activities would not happen.

We present our annual Shining Stars to people and groups of people whose outstanding commitment and achievements exemplify the positive impact we always strive to make within our communities.

This year we recognised and celebrated the achievements of:

**Group Scout Leader of the year**

Christina Wright  
12/14th Westside Scout Group

**Group Supporter of the year**

Anuara Ali  
9th Southside

**Group Supporter of the year**

Birgit Johnson  
1st Wandsworth

**Scout Group of the year**

3rd Royal Eltham scout group

**Leadership team of the year**

36th Woolwich Scout Group leadership team

**Explorer Scout Unit of the year**

phoenix ESU - Southwark

**Young Leader of the year**

Sam Sherrif  
19th Clapham / Endeavour Explorer Scout  
Unit – Lambeth

**Young Leader of the year**

Megan Conway  
4th Royal Eltham

**Young volunteer of the year**

Joseph Shippam  
46th Greenwich

**Cub Scout Leader of the Year**

Barbara Raggett  
34th Camberwell

**Cub Scout Leader of the Year**

Craig Hawes  
12th/14th Battersea (Westside) Group

**Cub Scout Leader of the Year**

Luke Williams  
16th Battersea Sea Scout Group

**Scout Leader of the Year**

Peter Jackson  
8th Wandsworth Scout Group

**Scout Leader of the year**

Steph Holgate  
12th Lewisham South Scout Group

**Explorer Scout Leader of the year**

Louis Pinto  
Severndroog Explorer Scout Unit – Royal Greenwich

**Explorer Scout Leader of the year**

Andrew Crompton  
Severndroog Explorer Scout Unit – Royal Greenwich

**Explorer Scout Leader of the year**

Elizabeth Crew  
Wandsworth Explorer Scout Unit - Wandsworth

**District supporter of the year**

Lindsay Wyles  
District Treasurer - Southwark

**Commissioner of the year**

Celia Wenban-Smith  
Southwark

**County Team Member of the year**

Simon Emmett  
County Training Team

**County Team Member of the year**

Wendy Hutcheson  
County Training Team

**New volunteer of the year**

Tim Barnett-Richards  
19th Clapham Scout Group

**Trustee of the year**

Linda Moore  
Southwark District Executive Committee

**Scouter of the year**

Kay Francis  
Southwark

**Scouter of the year**

Frances White  
1st Southwark Scout Group

**Fellowship Award for Outstanding Service**

Mick Moore  
Southwark



# OUR FINANCES

## Independent Examiners Report to the Trustees of Greater London South County Scout Council

I report on the accounts of the Council for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the trustees in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I may state to the charity's trustees those matters which I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept responsibility to anyone other than the charity and the charity's trustees for my examination work.

### Respective responsibilities of the trustees and examiners

As the charity trustees you are responsible for the preparation of the financial statements. You consider that the audit requirement of Section 144(2) of the Charities Act 2011 (the 2011 Act), does not apply.

It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act),
- to follow the procedures laid down in the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

### Basis of independent Examiners report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

### Independent Examiners Statement

In connection with my examination, no material matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep proper accounting records are kept (in accordance with Section 130 of the 2011 Act); and to prepare accounts which accord with the accounting records and comply with the methods and principles of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015).
  - the accounting requirements of the 2011 Act have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached,

John Lambourne FCA  
For and on behalf of Latham Lambourne Ltd  
Chartered Accountants  
18 Woodlands Park, Bexley, Kent, DA5 2EL  
8 July 2020

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Statement of Financial Activities for the Year Ended 31st March 2021

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
<b>Income and Expenditure</b>					
<b>Income</b>					
<b>Income 13</b>					
<b>Incoming Resources from Generated Funds</b>					
Income from donations and legacies		0	0	0	791
Investment Income		437	0	437	897
<b>Incoming Resources from Charitable Activities</b>					
County activities		92,365	28,890	121,255	45,893
Greater London South Scout Centre Activities		7,022	0	7,022	105,854
Petchey Fund		0	0	0	15,750
Third party funds		0	18,011	18,011	100,558
<b>Total Incoming Resources</b>		<b>99,824</b>	<b>46,901</b>	<b>146,725</b>	<b>269,743</b>
<b>Expenditure</b>					
<b>Expenditure 14</b>					
<b>Charitable Activities</b>					
Petchey Fund		0	0	0	12,500
Development Officers Fund		11,877	28,890	40,767	44,553
County activities - Support Costs		19,891	0	19,891	5,637
County activities - Programme & Training		14,248	0	14,248	23,686
Greater London South Scout Centre Activities		66,695	0	66,695	59,202
Third party funds		0	3,162	3,162	159,972
Share of Joint Venture (Profit)/Loss		0	0	0	0
Depreciation of fixed assets		0	0	0	0
(Gains)/losses on investment assets	4	81	0	81	56
<b>Total Resources Expended</b>		<b>112,792</b>	<b>32,052</b>	<b>144,844</b>	<b>305,606</b>
<b>Net Movement in Funds</b>					
Transfers		-12,968	14,849	1,881	-35,863
Balances Brought Forward at 1st April 2020		289,575	36,273	325,848	361,711
<b>Balances Carried Forward at 31st March 2021</b>		<b>285,777</b>	<b>41,952</b>	<b>327,729</b>	<b>325,848</b>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Balance Sheet at 31st March 2021

	Note	£	2021 £	£	2020 £
<b>Fixed Assets</b>					
Tangible Fixed Assets	3		0		0
Investments	4		5,684		5,765
Joint Venture	9		595		595
<b>Current Assets</b>					
Debtors	5		0		0
Cash at Bank and in Hand			<u>436,590</u>		<u>464,977</u>
			436,590		464,977
<b>Liabilities:</b> amounts falling due within one year	6		<u>115,140</u>		<u>145,489</u>
<b>Net Current Assets</b>			321,450		319,488
<b>Net Assets</b>			<u><u>327,729</u></u>		<u><u>325,848</u></u>
<b>Funds</b>					
Unrestricted	7		285,777		289,575
Restricted			41,952		36,273
			<u><u>327,729</u></u>		<u><u>325,848</u></u>

Approved by the Trustees on

2021 and signed on their behalf by:

Martyn Bain (Chairman)



# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2021

### 1 Accounting Policies

- a) **Basis of accounting**  
These accounts have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015). The financial statements have been prepared under the historical cost convention.
- b) **Income**  
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.
- c) **Expenditure**  
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to category.
- d) **Fixed Assets**  
Until 1st April 1996 all fixed assets, including the lease of the property, were written off when purchased as part of the income and expenditure account. Since that date all assets greater than £1,000 have been capitalised and are being depreciated at the following rates:
- |                       |   |
|-----------------------|---|
| Property improvements | over the length of the lease ( years remaining at the Scout Centre) |
| Equipment             | 15% on cost   |
| Fixtures and fittings | 10% on cost   |
- e) **Fund accounting**  
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- f) **Leasing commitments**  
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease period.
- g) **Pension costs**  
The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

### 2 Joint Venture

#### Greater London Scout Region

The County, together with five other Counties in the Greater London area, has an equal interest in the Greater London Scout Region. This was set up to provide a forum for co-ordination and discussion at a London wide level, and the organization of regional activities. The project is accounted for on a joint venture basis, each County including one sixth of the Region accounts within their own. These accounts were independently examined.

A summary of the financial result for the joint venture is included below.

	Greater London Scout Region	
	2021	2020
	£	£
Turnover		
County Contributions	0	0
Events	0	0
Donations	0	0
Total Income	<u>0</u>	<u>0</u>
Administration costs	0	0
Events	0	0
Accommodation charges	0	0
Other costs	0	0
Net receipts	<u>0</u>	<u>0</u>

**GREATER LONDON SOUTH COUNTY SCOUT COUNCIL**

Notes to the Accounts for the Year Ended 31st March 2021

3 Tangible Assets

	Leasehold Improvements £	Equipmen £	Fixtures and Fittings £	Total £
<b>COST or VALUATION</b>				
Bought forward	147311	63056	37118	247485
Additions	0	0	0	0
At 31 March 2021	147311	63056	37118	247485
<b>Depreciation</b>				
Brought forward	147311	63056	37118	247485
Charge for year	0	0	0	0
At 31 March 2021	147311	63056	37118	247485
<b>Net Book Value</b>				
At 31 March 2021	0	0	0	0
At 31 March 2020	0	0	0	0

The land and buildings at the South London Scout Centre were held on a full repairing lease for 30 years from 24th June 1988. A new lease has been agreed for a minimum 25 years.

4 Fixed Asset Investments

	2021 £	2020 £
Quoted Investments		
Market Value 1st April 2020	5765	5821
Net unrealized investment gains/(losses)	-81	-56
Market Value 31st March 2021	5684	5765

5 Debtors

	2021 £	2020 £
Prepayments and accrued interest	0	0
	0	0

6 Liabilities: Amounts Falling Due Within One Year

	2021 £	2020 £
Accruals	1354	1354
Deposits in advance	113786	142560
Other creditors	0	1575
	115140	145489

7 Analysis of Net Assets Between Funds

	Tangible Assets £	Investmen £	Net Current Assets £	Joint Ventures £	Total £
Unrestricted funds	0	5684	279498	595	285777
Restricted funds	0	0	41952	0	41952
	0	5684	321450	595	327729

## GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

### Notes to the Accounts for the Year Ended 31st March 2021

#### 8 Movement in Funds

	At 1.4.19	incoming resources			at 31.3.20
	£	resources	expended	transfers	£
		£	£	£	
<b>Unrestricted funds</b>					
General fund	289,575	99,824	-112,792	9,170	285,777
<b>Restricted Funds</b>					
Petchey	14,000	0	0		14,000
Jamboree - 3rd party	6,280	0	0		6,280
Camp Canada - 3rd party	9,257	0	-87	-9,170	0
Eurojam - 3rd party	6,689	17,538	-2,609		21,618
DOE awards	47	473	-466		54
District Officer	0	28,890	-28,890		0
	<u>36,273</u>	<u>46,901</u>	<u>-32,052</u>	<u>-9,170</u>	<u>41,952</u>
<b>Total Funds</b>	<u><u>325,848</u></u>	<u><u>146,725</u></u>	<u><u>-144,844</u></u>	<u><u>0</u></u>	<u><u>327,729</u></u>

#### 9 Joint Venture

	Greater London Scout Region	2020 Total
	£	£
Share		
Net Income	0	0
Net Payments	0	0
Brought forward balance	595	595
Balance written off	0	0
Value	<u>595</u>	<u>595</u>

#### 10 Employees Remuneration

	2021	2020
	£	£
Salary	36,613	36,008
Social Security Costs	0	682
Pension Costs	911	896
	<u>37,524</u>	<u>37,586</u>

At 31 March 2021 there was 1 employee (2020 - 2)

#### 11 Trustees Remuneration and Expenses

	2021	2020
	£	£
Remuneration paid to Trustees	0	0
Expenses Reimbursed to Trustees	899	1,162
Number of Trustees Reimbursed	2	2

Trustees were reimbursed for necessary out of pocket expenses spent on Council business at agreed rates, and for expenditure made by them on behalf of the Council..

#### 12 Independent Examination Fees

	2021	2020
	£	£
Independent Examination fee	1,200	1,200
Fees for other services	240	282
	<u>1,440</u>	<u>1,482</u>

## GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Notes to the Accounts for the Year Ended 31st March 2021

### 13 Detailed Incoming Resources

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
<b>Investment Income</b>				
<b>Interest &amp; Fund Raising</b>				
CAF	188	0	188	188
Bank Interest	249	0	249	709
	<u>437</u>	<u>0</u>	<u>437</u>	<u>897</u>
<b>County Income</b>				
Voluntary Income, Donations & Grants	0	0	0	791
LB Southwark grant	25,000	0	25,000	0
Membership Levy	56,858	0	56,858	20,521
Fees, Grants etc - courses	467	0	467	1,669
Camping	0	0	0	324
Air Activities	0	0	0	603
Caving	0	0	0	240
Home Adventure	10,040	0	10,040	0
Other activities	0	0	0	3,256
Water Sports	0	0	0	1,500
Joint Venture refund	0	0	0	462
	<u>92,365</u>	<u>0</u>	<u>92,365</u>	<u>29,366</u>
<b>South London Scout Centre Income</b>				
South London Scout Centre	7,022	0	7,022	105,854
<b>Third Party Funds</b>				
Jamboree	0	0	0	26,780
Camp Canada	0	0	0	38,441
DOE	0	473	473	1,151
Eurojam	0	17,538	17,538	34,186
	<u>0</u>	<u>18,011</u>	<u>18,011</u>	<u>100,558</u>
<b>Jack Petchey Funds</b>				
Awards and expenses	0	0	0	15,750
	<u>0</u>	<u>0</u>	<u>0</u>	<u>15,750</u>
<b>County Development Funds</b>				
County Development Grants	0	28,890	28,890	17,318
	<u>0</u>	<u>28,890</u>	<u>28,890</u>	<u>17,318</u>
<b>Total Income</b>	<u>99,824</u>	<u>46,901</u>	<u>146,725</u>	<u>269,743</u>

# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Notes to the Accounts for the Year Ended 31st March 2021

### 14 Detailed Resources Expenditure

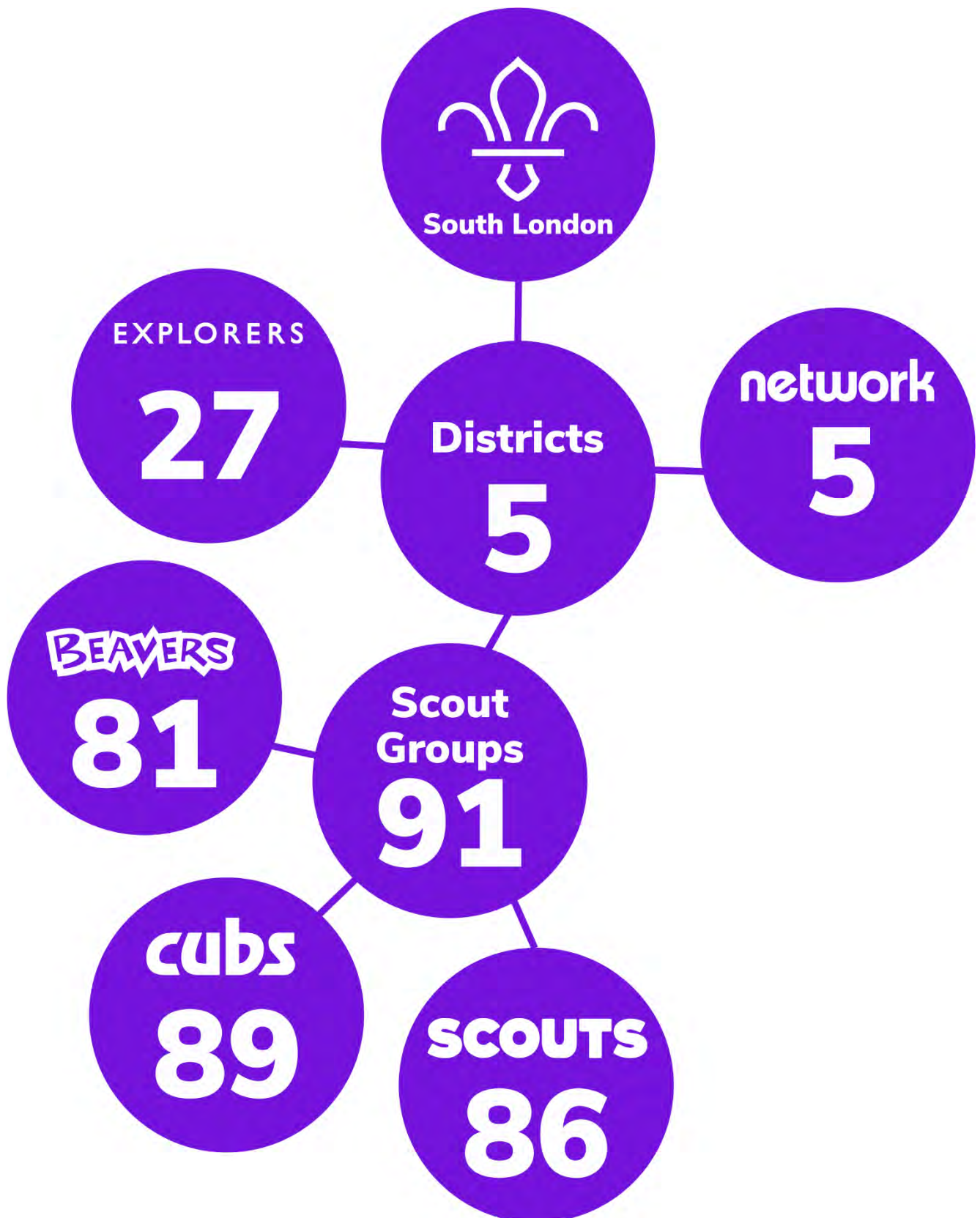
	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Fund 2020
	£	£	£	£
<b>County Operating Costs</b>				
<b>Governance Costs</b>				
Office costs including stationery & printing	1,711	0	1,711	949
Office Holders Expenses	899	0	899	493
Professional Fees & Licences	1,440	0	1,440	1,440
Legals re lease	8,991	0	8,991	1,176
Professional fees re lease	6,600	0	6,600	0
Bank & card Charges	250	0	250	655
Payroll Expenses	0	0	0	0
Joint Venture payment	0	0	0	924
<b>Programme &amp; Training</b>				
Courses	352	0	352	4,156
Equipment & Resources	333	0	333	256
Camping	0	0	0	564
Air Activities	11	0	11	1,047
Caving	25	0	25	119
Home Adventure	719	0	719	0
Support For All Districts	0	0	0	0
Water Sports	0	0	0	0
Badges	5,610	0	5,610	0
County Leadership expenses	0	0	0	1,162
Conferences/AGM	0	0	0	0
Website	7,198	0	7,198	16,382
Awards	0	0	0	0
Jamboree event expenses	0	0	0	0
HQ subscription	0	0	0	0
	<u>34,139</u>	<u>0</u>	<u>34,139</u>	<u>29,323</u>
<b>South London Scout Centre Operating Costs</b>				
South London Scout Centre	24,107	0	24,107	59,202
Lease costs	42,588	0	42,588	0
<b>Third Party Funds</b>				
Jamboree	0	0	0	48,711
Camp Canada	0	87	87	79,669
Roverway	0	0	0	0
DOE awards	0	466	466	1,104
Eurojam	0	2,609	2,609	30,488
	<u>0</u>	<u>3,162</u>	<u>3,162</u>	<u>159,972</u>
<b>Jack Petchey Funds</b>				
Awards and expenses			0	12,500
	<u>0</u>	<u>0</u>	<u>0</u>	<u>12,500</u>
<b>County Development Funds</b>				
County Development costs	11,877	28,890	40,767	44,553
	<u>11,877</u>	<u>28,890</u>	<u>40,767</u>	<u>44,553</u>
<b>Total Resources Expended</b>	<u>112,711</u>	<u>32,052</u>	<u>144,763</u>	<u>305,550</u>

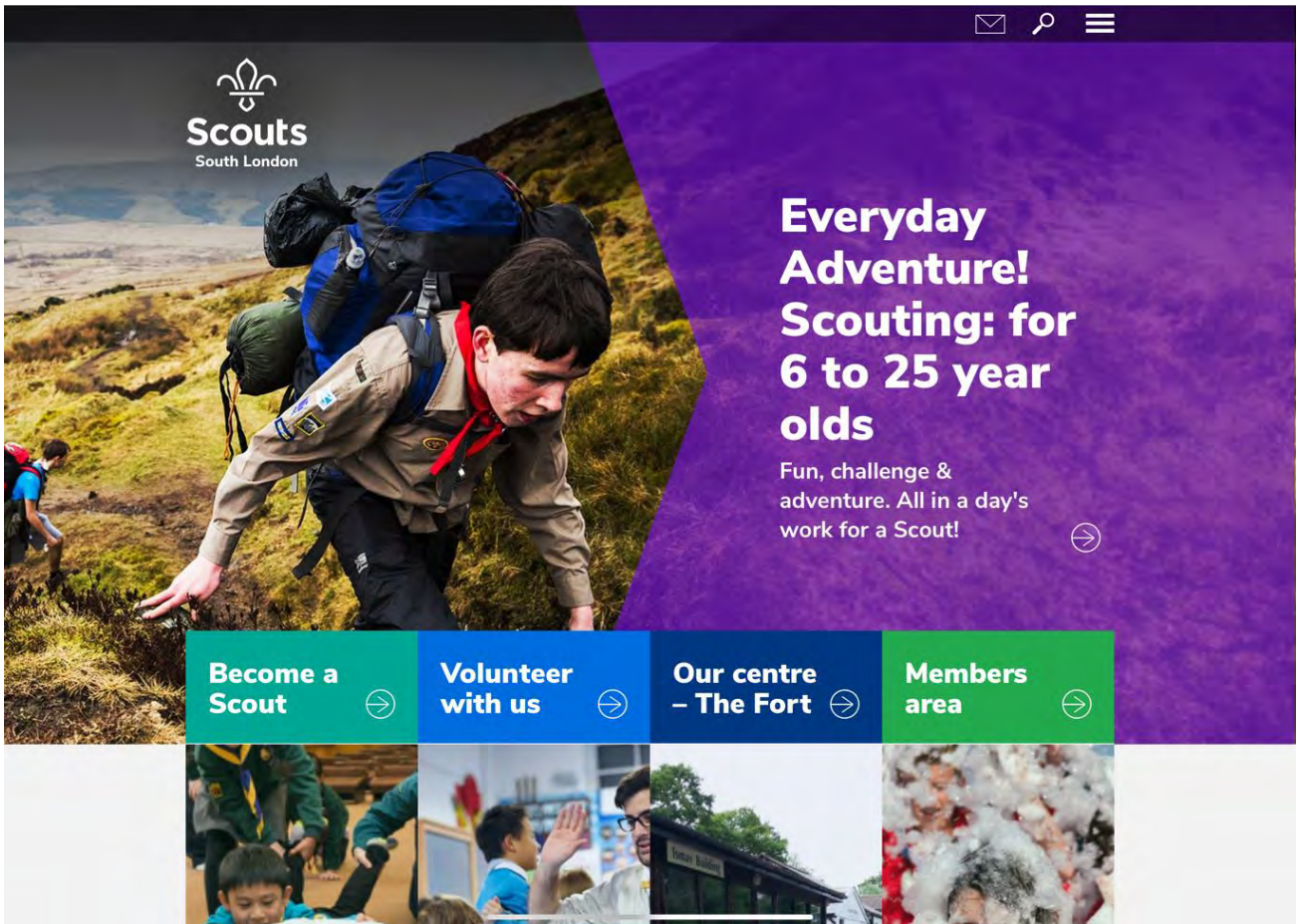
# OUR MEMBERSHIP (as of Jan. 2021)

	2021	2021 v 2020	
	Total	Total	% change
<b>YOUTH MEMBERSHIP</b>			
Beaver Scouts	711	-410	-37%
Cub Scouts	1,216	-435	-26%
Scouts	1,271	-302	-19%
Explorer Scouts (including Young Leaders)	313	-120	-28%
Network Members	102	-41	-29%
<b>TOTAL YOUTH MEMBERSHIP</b>	<b>3,613</b>	<b>-1,308</b>	<b>-27%</b>
<b>PROGRAMME DELIVERY ROLES</b>			
Section Leaders	265	-44	-14%
Assistant Section Leaders	309	-27	-8%
Section Assistants	112	-2	-2%
<b>TOTAL ADULT PROGRAMME DELIVERY ROLES</b>	<b>686</b>	<b>-73</b>	<b>-10%</b>
Young Leaders*	92	-52	-36%
<b>TOTAL PROGRAMME DELIVERY ROLES</b>	<b>778</b>	<b>-125</b>	<b>-14%</b>
<b>LINE MANAGER ROLES</b>			
Group Scout Leaders	69	+4	+6%
District Explorer Scout Commissioners	2	-2	-50%
District Scout Network Commissioners	1	+1	0%
District Commissioners	6	+1	+20%
County+ Commissioners	1	-	0%
<b>TOTAL LINE MANAGER ROLES</b>	<b>79</b>	<b>+4</b>	<b>+5%</b>
<b>GOVERNANCE ROLES</b>			
Chair	78	+5	+7%
Secretary	59	-4	-7%
Treasurer	77	-1	-1%
Executive Members	180	-25	-14%
<b>TOTAL GOVERNANCE ROLES</b>	<b>394</b>	<b>-35</b>	<b>+8%</b>
<b>SUPPORT ROLES</b>			
<b>TOTAL GROUP SUPPORT ROLES</b>	<b>133</b>	<b>-46</b>	<b>-26%</b>
<b>TOTAL DISTRICT SUPPORT ROLES</b>	<b>22</b>	<b>-2</b>	<b>-8%</b>
<b>TOTAL COUNTY+ SUPPORT ROLES</b>	<b>13</b>	<b>-9</b>	<b>-41%</b>
Scout Active Support	180	-21	-10%
<b>TOTAL SUPPORT ROLES</b>	<b>348</b>	<b>-78</b>	<b>-18%</b>
<b>TOTAL ADULT ROLES</b>	<b>1,507</b>	<b>-177</b>	<b>-11%</b>
<b>TOTAL MEMBERSHIP</b>	<b>5,120</b>	<b>-1,485</b>	<b>-22%</b>

# OUR OPERATIONAL UNITS

(as of Jan. 2021)





**southlondonscouts.org.uk**

**visit our members area to find out about our:**

**Latest communications**

**Adult training dates**

**Executive committee toolkit**

**Recruitment resources**

**Group Scout Leaders toolkit**

**Resources to help you plan nights away**

**Programme ideas**

**Going for growth badges**

**Volunteering agreement**

**Tools and resources to help you achieve our plan**

**and much, much more..!**



# Scouts

## South London



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)



[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)



[#SouthLondonScouts](https://www.instagram.com/SouthLondonScouts)