

HEREFORD AND WORCESTER SCOUT COUNTY

England & Wales · Charity number 505004

Details

Other names	HEREFORD AND WORCESTER COUNTY SCOUT COUNCIL, HEREFORD AND WORCESTER SCOUTS
Status	Registered
Legal form	Other
Registered	1976-03-09
Register	View on the Charity Commission register

Contact

Address	Kinver Camp The Compa Kinver Staffordshire DY7 6HR
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Website	www.scoutshw.org.uk

Activities

Objects: TO PROMOTE THE DEVELOPMENT OF YOUNG PEOPLE IN ACHIEVING THEIR FULL PHYSICAL, INTELLECTUAL, SOCIAL AND SPIRITUAL POTENTIALS AS INDIVIDUALS, AS RESPONSIBLE CITIZENS AND AS MEMBERS OF THEIR LOCAL, NATIONAL AND INTERNATIONAL COMMUNITIES.

Activities: TO SUPPORT AND DEVELOP SCOUTING IN HEREFORDSHIRE AND WORCESTERSHIRE ACCORDING TO THE PROVISIONS OF THE SCOUT ASSOCIATION POLICY, ORGANISATION & RULES. THIS INCLUDES THE PROVISION OF TRAINING OPPORTUNITIES FOR LEADERS AND VOLUNTEERS. TO PROVIDE CAMPING AND ACTIVITY FACILITIES AT KINVER, STAFFORDSHIRE.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Herefordshire
- Staffordshire
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£646,586	£685,152	£385,981	3
2024-03-31	£602,966	£654,390	£425,099	3
2023-03-31	£297,174	£325,773	-	-
2022-03-31	£158,234	£166,435	-	-
2021-03-31	£142,949	£156,300	-	-

Trustees

Name	Role	Appointed
ROBERT GEOFFREY CHARLES WILLIAMS	Chair	2014-06-26
Abigail McFarlane		2021-06-30
Felicity Jones		2023-09-27
IAN NEWMAN		
Mark Bache		2026-01-12
Thomas Palmer		2023-09-27

HEREFORD AND WORCESTER SCOUT COUNTY

England & Wales - Charity number 505004

Accounts

Annual Report 2024 - 2025



Scouts

Hereford & Worcester

Charity Number: 505004
Hereford and Worcester Scout County

Welcome & Goodbye from Harry!



I am thrilled to begin this report by celebrating the remarkable journey of Scouting in Hereford & Worcester over the past five years. Our young people have demonstrated unwavering dedication, resilience, and a passion for making a positive impact in our communities.

Reflecting on our achievements, the Shirejam County Camps in 2019 and 2023 stand out as vibrant celebrations of Scouting spirit, camaraderie, and adventure. These events brought together Scouts from across the county, fostering friendships and creating lasting memories.

Our youth leaders have been at the forefront of various forums and camps, showcasing their skills and passion. They have represented Scouts with distinction, engaging in meaningful discussions and contributing to the growth and development of our community. Notably, Scouts from Herefordshire and Worcestershire joined 500 others from across the UK to help shape the future of the movement.

We have also embarked on extraordinary trips, such as our journey to Norway, which broadened the horizons of our Scouts and enriched their understanding of different cultures and environments. These experiences have strengthened bonds and fostered a global perspective among our youth.

Throughout these years, Scouting in our county has been in full swing. Our youth have displayed extraordinary dedication, resilience, and commitment to making a positive impact in our society. Their involvement in significant national events, such as Jubilees, the late Queen's funeral, and the coronation of our new King, has showcased their unwavering commitment to service and community.

The incredible youth forums have been a testament to the creativity, passion, and maturity of our Scouts. Their ideas, perspectives, and dreams for our county highlight their limitless potential and the bright future they will help shape in the coming years.

Through their participation in Scouting activities and programs, our youth have not only developed essential life skills but have also become compassionate, responsible, and empowered individuals. They are our community's future leaders, and it is a privilege to witness their growth and journey towards becoming the change-makers our county needs.

None of this would be possible without the dedicated and passionate volunteers who tirelessly support our Scouts. Their unwavering commitment, guidance, and mentorship have been instrumental in empowering our young people and helping them discover their true potential.

As we look to the future, I am excited to announce the handover of responsibilities to our new County Youth Leads: Billy, Fliss, Daisy, Bryn, and Marc. Their enthusiasm and fresh perspectives will undoubtedly propel our youth initiatives to new heights.

Let us continue to nurture and support these exceptional individuals as they shape our county and contribute to a brighter future for all.

Thank you for your continued support and belief in the power of Scouting.

Harry Bantham-Jones
County Youth Lead

An Introduction from the Chair

It's a real pleasure to share this year's annual report on behalf of the Board of Trustees. I'm incredibly proud of everything we've achieved together over the past year - our staff, our trustees, our volunteers, and most of all, the amazing young people at the heart of everything we do.

Our young people continue to inspire us with their ambition, creativity, and courage. This year, we've seen them try new things, take part in new experiences, and speak out on issues that matter to them. Their achievements are a testament not just to their own determination, but to the supportive environment nurtured by our community of dedicated volunteers. We are proud of each and every one of them.

This year has not been without its challenges. As trustees, we have had to make some difficult decisions, balancing our long-term goals with immediate realities. One of these was a short-term change of direction for Shirejam. While this was not an easy choice, we believe it was the right one for the sustainability of the event and to allow us to develop skills in a team that can bring it back bigger and better, in the future.

We've also started to see the positive impact of introducing a dedicated County Safety Advisor following the Prevention of Future Deaths report, which came out of the inquest into the tragic incident on the Great Orme in 2018. Paul has helped us strengthen risk assessments, improve training, and embed a culture of safety and accountability across our entire volunteer team through his advice and training sessions.

There are many more things I could talk about but most importantly I want to say thank you.

To the young people - you are the reason we do what we do. Thank you for your trust, your energy, and your determination.

And to our volunteers - your time, your care, and your belief in the next generation are what make everything we do possible.

With heartfelt thanks

Jamie
😊

Scouting by the County Lead Volunteer

The Scout Association is currently developing its strategy for 2025 and beyond, building upon the successes and lessons of the “Skills for Life” plan. This new strategy aims to ensure that Scouting remains relevant, inclusive, and impactful in a rapidly changing world.

For Scouts Hereford & Worcester, aligning with this national vision offers an opportunity to strengthen local Scouting, address community-specific challenges, and contribute meaningfully to the broader movement.

National Strategic Priorities

The upcoming strategy focuses on several key areas:

- Growth and Inclusivity - Expanding membership by reaching underrepresented communities and ensuring that Scouting is accessible to all young people.
- Youth Shaped Scouting - Empowering young people to take the lead in shaping their Scouting experience, fostering leadership and decision-making skills.
- Community Impact - Encouraging Scouts to engage with and contribute positively to their local communities, reinforcing the movement’s commitment to social responsibility.
- Digital Transformation - Leveraging technology to enhance the volunteer experience, streamline administrative processes, and improve communication across the organisation.

Hereford & Worcester: Local Context and Opportunities

The 2025 Census data for Hereford & Worcester provides valuable insights into the region’s current standing and areas for development:

- Membership Trends - The total number of Beavers, Cubs, Scouts, and Explorers in 2025 is 5,143, which is approximately 88% of the 2020 figure of 5,849. While this indicates a strong recovery post-pandemic, there remains a gap to bridge to reach the 2026 target of 6,142 members.
- Squirrels Section - Introduced after 2020, the Squirrels section has grown to 356 members in 2025, achieving nearly 47% of the 2026 target of 762. This growth demonstrates the potential for engaging younger age groups and their families in Scouting.
- Volunteer Engagement - The success of Scouting in the region heavily relies on the dedication of volunteers. Embracing the national strategy’s emphasis on digital tools and streamlined processes can alleviate administrative burdens and enhance volunteer satisfaction.

Strategic Alignment and Action Steps

To align with the national strategy and address local needs, Scouts Hereford & Worcester can consider the following actions:

- Targeted Recruitment: Implement outreach programs to attract new members, particularly in underserved communities, ensuring diversity and inclusivity.
- Youth Empowerment: Establish platforms for young people to voice their ideas and participate in decision-making processes, reinforcing the youth-shaped aspect of Scouting.
- Community Projects: Develop initiatives that encourage Scouts to engage with local issues, fostering a sense of civic responsibility and community connection.
- Volunteer Support: Provide training and resources to volunteers, focusing on digital literacy and leadership development, to enhance their effectiveness and satisfaction.
- Monitoring and Evaluation: Regularly assess progress towards membership and engagement goals, using data to inform strategies and make necessary adjustments.

Conclusion

The development of the Scout Association's strategy for 2025 and beyond presents a pivotal moment for Scouts Hereford & Worcester. By aligning local efforts with national priorities, embracing innovation, and focusing on inclusivity and community impact, the region can continue to provide meaningful and transformative experiences for young people. Through collective commitment and strategic action, Scouts Hereford & Worcester can contribute significantly to the future success of the Scouting movement.

Sid



What we are good at!

- Positive Teams
- Positive Programme
- Awards coming Through
- Increase in Top Awards
- Positive Growth from Census
- Driving Compliance

Where we will GROW over the next year...

- Squirrels
- Explorers
- Volunteer Drives
- More collaboration
- Transformation
- Leaders Weekend

Problems that we will face into...

- Rural Barriers
- Activity Provision within the County
- 10% Of our groups do not have GLV

On the plan to support in the next 2 years....

- Skill fade
- Volunteer Apathy
- Governance on Events, Safety and Adventure
- Drop in Cub Numbers

Census & Membership

The 2025 Census data for Hereford & Worcester reveals both encouraging progress and areas requiring further attention as the Scout Association continues its recovery and growth efforts following the disruptions of recent years.

Across Beavers, Cubs, Scouts, and Explorers, the total membership in 2025 stands at 5,143 young people, representing nearly 88% of the 2020 baseline figure of 5,849. Although there has been a decline of around 700 members since 2020, the region is on a promising trajectory, with current figures meeting approximately 84% of the 2026 growth target of 6,142. This demonstrates sustained momentum in the return to pre-pandemic levels and highlights the importance of continued local engagement and recruitment strategies.

The newer Squirrels section, introduced after the 2020 Census, has reached 356 members in 2025. While this is below the target of 762 by 2026, it represents substantial initial uptake, achieving nearly 47% of the goal in its early growth phase. Continued investment in supporting new sections and volunteers will be key to furthering this progress.

These figures are complemented by broader transformation efforts underway within the Scout Association. These include significant changes to the digital infrastructure and volunteer experience, with streamlined joining processes, improved learning resources, and revised volunteer role titles. The introduction of the new “Growing Roots” and “Branching Out” learning framework, along with making the Wood Badge optional and open to all, is expected to further enhance volunteer engagement and retention.

The data supports the strategic focus on growth and inclusion while recognising the challenges that remain. With an ambitious but achievable target for 2026 and the continued rollout of national transformation plans, Hereford & Worcester is well placed to sustain its progress. Local leadership and volunteers will be crucial in delivering the next phase of recovery, helping to realise a more vibrant and accessible Scouting experience for all young people across the county

Census January 2025 - Summary - Hereford & Worcester															
Name	Dreys	Colonies	Packs	Troops	Explorer Units	Networks	Squirrels	Beavers	Cubs	Scouts	Explorers	YP 4-18	Network Members	Total Adults*	Total
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	-	-	-	187
Avon Vale	-	8	9	9	2	1	-	102	135	134	18	389	9	181	570
Bromsgrove	3	9	11	11	6	1	31	158	203	225	89	706	17	301	1007
Redditch	2	7	8	7	1	1	23	114	133	119	51	440	8	160	600
Ross On Wye	-	2	3	3	-	-	-	18	42	41	-	101	-	49	150
South Marches	2	12	15	11	4	1	24	187	238	196	67	712	17	239	951
The Malverns	1	10	9	11	7	1	11	136	154	175	87	563	3	208	771
The Shire	1	3	3	3	-	-	11	27	43	43	-	124	-	42	166
Worcester	6	16	20	19	10	1	93	284	413	364	161	1315	9	422	1737
Wyre Forest	11	16	16	16	6	1	163	283	285	300	118	1149	3	445	1594
Totals	25	73	94	90	36	7	316	1309	1646	1577	591	5495	66	2231	7723
Change from 2024	+9	+2	+1	+1	+1	+0	+118	-2	-30	-79	-10	-3	+15	+329	+326
% change from 2024	+53%	+2%	+1%	+1%	+3%	+0%	+50%	-0%	-2%	-5%	-2%	-0%	+29%	+17%	+4%
Change from 2023	+14	-2	-3	-2	+3	+1	+188	-5	-89	-14	+62	+142	+27	+348	+490
% change from 2023	+117%	-2%	-3%	-2%	+9%	+17%	+112%	-0%	-5%	-1%	+12%	+3%	+69%	+18%	+7%
Change from 2020 (5 years)	+26	+83	-7	-5	+6	+0	+356	-189	-314	-175	-28	-350	-72	+0	-350
% change from 2020	-	-	-7%	-5%	+20%	+0%	-	-13%	-16%	-10%	-5%	-6%	-52%	+0%	-4%

*Numbers of Young People highlighted when the average is 12 or fewer per section

Adult Awards

Congratulations to all our members listed here.
All of whom fully deserve the recognition they have received.

Award

Silver Wolf

Silver Wolf

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

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Award for Merit

Award for Merit

Award for Merit

Chief Scout's Commendation for
Good Service

Awardee

Derek Barnes

John Martin Day

Nathan David Read

Susanna Louise Taylor

Wendy Carol Porteus

Kevin David Casey

Michael Charles Richardson

Michael John Thomas Chalk

Jane Preston

Simon Richard Turner

Andrew Rawlinson

Christopher Neil Packwood

Emily May Davies

Jessica Daisy Walker

Jo Watson

Andrew Mark Vincent

Ann Davies

Jennifer Mary Oliver

Lucy Hancock

Adam Johnson, Alice Jane Clark, Benjamin James Harris, Bethany Grace Taylor, Hannah Louise Willington, Harry Joshua Lees, Joseph Paolo Capaldi, Lee Tresigne, Louise Grace Davis, Michelle Smith, Oliver Paul Rowberry, Oliver Thomas Kingscott Lees, Aaron James Pinder, Aileen Carina Cockram, Alexandra Braticevici, Darren Paul Harffey, Erica Jenny Elizabeth Wilson, Hazel Bradley, Matthew Cann, Robert Andrew Farrington, Samuel Charles John Brookes, Stewart Brian Watkiss, Suzanne Maureen Harffey, Bethany Norwood, Cheryl Watson-Cumbes, Gareth Richard Griffiths, Keith Han-bury Preston, Matthew Taylor, Philip Moore, Ruth McNeill, Samantha Jane Panniers, Sarah Chedgzoy, Annette Pye, Anthony Sam Turbutt, Christopher Kevin Guest, Craig James Pedley, Ian Russell Wood, James Robert Thom-as Stanley, Louisa Coleman, Matthew Jennings, Cameron Jack Kelly, James Richard Rowberry



Squirrels



Wild about the outdoors? So are we.

Squirrels. The newest branch of the Scouts family tree. Where 4-6 year olds can join in too.

This is an age when minds are fizzing, when energy and curiosity levels are sky high, when little lives are full of wow and wonder.

Set them climbing the tree. Who knows how far they'll reach?

scoutshw.org.uk

#SkillsForLife

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Scouts

Hereford & Worcester

From the Treasurer

Financial Review:

The Charity's income sources are membership subscriptions, organised events, participant fees and campsite hire.

The increase in membership subscriptions income has been used to ensure ongoing funding for the growth and development officer and to increase spending on adult member training and activity skills.

Organised events income and expenditure both increased significantly due to the trip to Kandersteg, Switzerland involving 250+ members.

Kinver Campsite income has been maintained in spite of several closures due to weather storms, which caused significant damage to the campsite resulting in increased expenditure on maintenance and repairs.

Full details are set out in the Financial Statements for the year ending 31st March 2025.

Reserves:

At the 31st March 2025, the charity had funds (Net Current Assets) equivalent to 10 months of expenditure.

The Trustees' aim is to hold a reserve equivalent to 12 months of operating costs to be able to continue its charitable activities should income sources fall short due to circumstances outside its control.

Investment Policy:

It is the Trustees' policy to hold funds in interest-bearing bank accounts and investment in a medium risk income and growth fund.

Jan Newman

Why volunteering at Scouts is

#GOODFORYOU

1. It's good for your skills and your future

84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)



Scouts spend on average **1.1** more days a week being physically active (Scouts Experience Survey 2020)



Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)

3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34. (Time Well Spent Survey NCVO 2019)



Our People

The Scout Association is undergoing a major transformation to make volunteering simpler, more accessible, and more rewarding. This includes a comprehensive digital overhaul, with new systems introduced to help manage membership data, welcome new volunteers, and access learning resources more easily. A refreshed volunteer experience is being rolled out, featuring a new joining journey and warm welcome process. Learning has also been redesigned, now structured around “Growing Roots” and “Branching Out”, with the Wood Badge becoming optional and available to all volunteers. In addition, many volunteer role titles have been updated to reflect a more inclusive and streamlined approach.

A revised edition of the Policy, Organisation and Rules (POR) has been published, incorporating these changes as well as integrating Scottish Variations. Badge updates include the merging of the Astronomer and Astronautics Activity Badges into a single Space Activity Badge, with a transition period in place until 30 June 2025.

Looking ahead, Scouts is reimagining the 14–24 year old programme, with a test-and-learn phase launching from 1 April 2025. The digital system will continue to evolve, with ongoing enhancements to volunteer management, criminal record checks, and disclosure processes. We also welcome Dwayne Fields as our new Chief Scout, following Bear Grylls’ tenure.

Trustee Support

By working together, and following our Scouts values, we'll make sure everyone has a positive, safe and rewarding experience.

The Scout County provides:

- Volunteering development for county teams including District Lead Volunteers.
- Adventurous activity assessors and events which are better delivered at scale.
- Operational support throughout the County.

We have been briefing changes for the upcoming transformation changes to ensure that alongside each District Lead Volunteer, together form the County Leadership Team.

- Leadership Team
- Volunteering Development Team
- Programme Team
- Support Team



Team Lead Report: 14-24

The 14 to 24 age group across the county continue to go from strength to strength with more Explorer Units opening allowing more Young People to carry on their Scouting journey and experience more.

Top Awards

In the last 12 months, we have celebrated plenty of Top Awards successes including:

- 8 King's Scout Awards, the highest award that can be achieved in Scouting
- 2 Explorer Belt trips
- Bronze, Silver and Gold Duke of Edinburgh awards

A huge congratulations to everyone on your achievements. We are all incredibly proud of you!

Scouts of the World Award

Hereford & Worcester held our first Scouts of the World Award (SOWA) discovery weekend allowing Network members to begin their journey to complete their projects to "make the world a better place". Good luck to everyone as you undertake this award. We look forward to hearing all about your projects.

The Young Leaders' Scheme is a programme of training modules and missions (projects) designed to help and support those aged between 14 to 18 who work with a section (Beaver Scouts, Cub Scouts and Scouts) as a Young Leader.

Modules give them the knowledge and the missions are where this learning can be put into practice to develop the learning, skills and understanding needed in their role, which can be built on if they decide to take out an adult appointment.

Our county is incredibly fortunate to have a remarkable group of young leaders who are truly the future of our scouting community. Their dedication, passion, and enthusiasm are commendable, and their contributions have made a significant impact on the youth-led focus we strive for. These young leaders embody the values of scouting and serve as inspiring role models for their peers.

We have organised training events that have been extremely well attended, further highlighting the commitment and eagerness of our young leaders including a full weekend at Barnt Green Scout and Guide Centre and a First Aid Masterclass held at Perdiswell Young People's Leisure Club.

It is through initiatives like these that we nurture and empower our young leaders, providing them with the necessary tools to lead and guide their fellow scouts. Their enthusiasm for learning, growth, and service is truly inspiring, and their impact on our scouting community is immeasurable. We are immensely proud of our young leaders and are confident that they will continue to positively shape the future of scouting in our county.

Our income includes bookings from Scouts, third-party providers for schools, LARPs (Live Action Role-Playing), Compa Hall hirers and activity courses.

The total income for the site in the year 2024-2025, including donations, was **£118,935**



Scouts

Pride



Scouts embraces and welcomes individuals of all gender identities and sexual orientations. We take great pride in celebrating the values of inclusivity and diversity. Therefore, we are delighted to announce our active involvement in supporting and participating in Pride events throughout the nation in 2024/5.

Scouts Hereford and Worcester wholeheartedly supports all Pride events, including the one held in Worcester. It was a tremendous success, with our Jamboree unit and numerous leaders from across the county attending to show their support for our youth members and the wider LGBTQ+ community. We are committed to fostering an environment where everyone feels valued and accepted, and our presence at Pride events is a testament to this commitment.

Leaders continue to face and meet the challenges of keeping, their programmes fun and challenging while being inclusive to all.

Scouts is an inclusive, values-based Movement. Membership is open to all those who share our fundamental values. The Equal Opportunities Policy outlines what we do to ensure the movement is open and accessible; and that people are treated equally and with respect. This policy is reflective of the ethos of Scouts, expressed by our fundamental values (integrity, care, co-operation, respect and belief) and our commitment to delivering Scouts for all.

By removing any real or perceived barriers to participation, we can ensure that even more young people can enjoy the adventure of Scouts and that Scouts will be as diverse as the communities in which we live.

More strategically, a new national Inclusion team launched this year, so far delivering talks and workshops for mental health awareness week and recruitment for advisory groups to inform the national volunteer recruitment strategy, cascaded to members via newsletters and social media.





In 2025, Scouts Hereford & Worcester continued to offer enriching and adventurous experiences for young people across the county. This year featured a variety of activities that not only fostered personal growth but also strengthened community bonds.

One of the highlights was the County Cub Camp held from 14th to 16th June at Warren Oak, Ledbury. With a vibrant “Pirates Ahoy!” theme, the camp brought together approximately 300 Cubs and leaders for a weekend filled with treasure hunts, water fights, and campfire camaraderie. The event emphasized self-led activities and adventurous challenges, encouraging Cubs to develop teamwork and problem-solving skills in a fun and engaging environment.

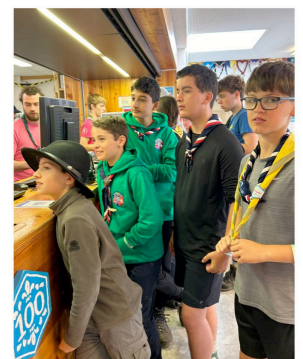
In March, the annual Shirehike event took place, attracting 970 participants and around 100 adult volunteers. Starting and finishing in Colwall, the event offered various walking routes ranging from 5km to 37km, catering to all sections from Squirrel Scouts to Scout Network members. This well-established event not only promoted physical activity and appreciation for the outdoors but also reinforced the values of perseverance and community support.

The county also focused on youth leadership development. The Young Leaders' Scheme continued to thrive, providing training modules and missions designed to equip young people aged 14 to 18 with the skills necessary for leadership roles within their sections. Training camps, including a First Aid Training Weekend at Kinver campsite, were well-attended, highlighting the commitment of our young leaders to personal development and service.

Looking ahead, the county is excited to welcome a new team of County Youth Leads: Billy, Fliss, Daisy, Bryn, and Marc. Their enthusiasm and fresh perspectives are anticipated to bring new energy to youth initiatives and ensure that the voices of young people continue to shape the future of Scouting in Hereford & Worcester.

These activities and developments underscore the county's commitment to providing diverse and meaningful opportunities for young people. Through camps, hikes, and leadership programs, Scouts Hereford & Worcester continues to empower youth, foster community engagement, and uphold the values of Scouting.

12 months of county Activity in photos



Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, 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.

Trustees

Ex Officio

Robert Sidley - County Lead Volunteer

Jamie Sandison - Chair

Ian Newman - Treasurer

Felicity Jones - County Youth Lead Team representative

Appointed

Callum Walters

Abbie McFarlane

Ellen Cockram

Tom Palmer

Robert Williams

Our Governance

Other Key Roles during the year:

Team People Lead	Vacant
Team Media & Comms Lead	Peter Dodman
Team 14-25 Lead	Lauren Wheeldon
Team Programme Lead	Rob Williams
Team Leader Kinver	Vacant
County Youth Lead Team	Fliss Jones, Billy Bantham Jones, Bryn Jones, Daisy Mawby, Marc Chorley
County Volunteering Learning Manager	Vacant
Young Leaders Support	Vacant
Explorers Team Leader	Vacant
Network Team Leader	Vacant
Inclusion Team Leader	Andy Hopkins
Pride Team Leader	Phil Lacey
Transformation Lead	John Day & Dr. Derek Barnes
County Activity Team Manager	Vacant
County BushScout Team Manager	Lee Russell
County Safeguarding Advisor	Vacant
County Safety Advisor	Paul Howard
County Legal Advisor	Vacant
County MAPS	Rob Williams
County Badge Secretary	Vacant
County Hillwalking Team Leader	Mark Graham
County Presidents	To be Appointed

Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Sub teams and a County Team. Scouting in the County is run by the County Team led by the County Lead Volunteer and supported by the County Trustees.

Trustees comprise the ex officio County Trustees (County Lead Volunteer and County Youth Lead Volunteer), 8 appointed County Trustees (including Chair and Treasurer) appointed by the County Scout Council at the AGM and, if required, co-opted Trustees appointed annually by the County Trustee Board. The number of co-opted members must not exceed the actual number of appointed Trustees, excluding Chair and Treasurer. Upcoming vacancies will be announced prior to the AGM and nominations invited.

Our Governance

The County Trustee Board manages the County infrastructure and support services, meeting four times a year. The Trustee Board exists to support the County Lead Volunteer in meeting the responsibilities of the appointment.

Members of the Trustee Board act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Team Leaders to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Support Teams in the County as necessary.

The Trustee Board members also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Trustee Board business.

Risk and Internal Controls

The County has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Lead Volunteer. A number of training initiatives and updates have taken place including the revision of The Scout Association's yellow card policy.

Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

Our Paid Staff

The County currently has three members of staff. The pensions provision is provided for by the Scouts Association.

County Administrator; full time part time hours contract

Operations Manager for Kinver; full time fixed term contract.

Growth & Development Officer; full time fixed term contract.

Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

Our Governance

Declaration:

The Trustees declare that they have approved this annual report at their virtual meeting on Thursday 19th June

Signed on behalf of the charity Trustees:

Signature:



Full Name: **Jamie Sandison**

Position: **Chair**

Date: **19th June 2025**

Registered Address:

Hereford & Worcester Scout County
Kinver Outdoors
The Compa
Kinver
Staffordshire DY7 6HR
e-mail: heretohelp@scoutshw.org.uk
website: <https://www.scoutshw.org.uk>

**Independent Examiner's Report to the Trustees of
Hereford & Worcester Scout County**

Independent examiner's report to the trustees of Hereford & Worcester Scout County

I report to the charity trustees on my examination of the accounts of Hereford & Worcester Scout County (the Trust) for the year ended 31st March 2025.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Melissa Godwin ACA ACCA
The Institute of Chartered Accountants in England and Wales

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Date: 17-07-25

Hereford & Worcester Scout County

Statement of Financial Activities
for the Year Ended 31st March 2025

				2025	2024
	Notes	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	91,459	680	-	92,139
Charitable activities					
Events and activities	7	431,827	238	-	432,065
Kinver campsite		-	99,270	-	99,270
Other trading activities	5	-	18,684	-	18,684
Investment income	6	4,365	63	-	4,428
Total		527,651	118,935	-	646,586
EXPENDITURE ON					
Raising funds	8	-	1,169	-	1,169
Charitable activities					
Events and activities	9	433,420	-	-	433,420
Kinver campsite		-	175,007	-	175,007
Admin training and support		75,556	-	-	75,556
Total		508,976	176,176	-	685,152
Net gains/(losses) on investments		(552)	-	-	(552)
NET INCOME/(EXPENDITURE)		18,123	(57,241)	-	(39,118)
Transfers between funds	20	(7,500)	-	7,500	-
Net movement in funds		10,623	(57,241)	7,500	(39,118)
RECONCILIATION OF FUNDS					
Total funds brought forward		96,808	321,291	7,000	425,099
TOTAL FUNDS CARRIED FORWARD		107,431	264,050	14,500	385,981

The notes form part of these financial statements

Hereford & Worcester Scout County

**Balance Sheet
31st March 2025**

					2025	2024
	Notes	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £	Total funds £
FIXED ASSETS						
Tangible assets	15	1,680	164,264	-	165,944	216,334
Investments	16	<u>37,601</u>	-	-	<u>37,601</u>	<u>37,150</u>
		39,281	164,264	-	203,545	253,484
CURRENT ASSETS						
Stocks	17	-	1,131	-	1,131	1,231
Debtors	18	144,742	15,186	-	159,928	85,334
Cash at bank		<u>341,032</u>	<u>84,332</u>	<u>14,500</u>	<u>439,864</u>	<u>745,602</u>
		485,774	100,649	14,500	600,923	832,167
CREDITORS						
Amounts falling due within one year	19	<u>(417,624)</u>	<u>(863)</u>	-	<u>(418,487)</u>	<u>(660,552)</u>
NET CURRENT ASSETS		<u>68,150</u>	<u>99,786</u>	<u>14,500</u>	<u>182,436</u>	<u>171,615</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>107,431</u>	<u>264,050</u>	<u>14,500</u>	<u>385,981</u>	425,099
NET ASSETS		<u><u>107,431</u></u>	<u><u>264,050</u></u>	<u><u>14,500</u></u>	<u><u>385,981</u></u>	<u><u>425,099</u></u>
FUNDS	20					
Unrestricted funds					371,481	418,099
Restricted funds					<u>14,500</u>	<u>7,000</u>
TOTAL FUNDS					<u><u>385,981</u></u>	<u><u>425,099</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on ...19th June 2025..... and were signed on its behalf by:



.....
J Sandison - Trustee

Hereford & Worcester Scout County

**Cash Flow Statement
for the Year Ended 31st March 2025**

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(309,163)</u>	<u>224,625</u>
Net cash (used in)/provided by operating activities		<u>(309,163)</u>	<u>224,625</u>
Cash flows from investing activities			
Purchase of fixed asset investments		(1,003)	(930)
Interest received		<u>4,428</u>	<u>4,268</u>
Net cash provided by investing activities		<u>3,425</u>	<u>3,338</u>
Change in cash and cash equivalents in the reporting period		(305,738)	227,963
Cash and cash equivalents at the beginning of the reporting period		<u>745,602</u>	<u>517,639</u>
Cash and cash equivalents at the end of the reporting period		<u>439,864</u>	<u>745,602</u>

The notes form part of these financial statements

Hereford & Worcester Scout County

**Notes to the Cash Flow Statement
for the Year Ended 31st March 2025**

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(39,118)	(49,567)
Adjustments for:		
Depreciation charges	50,390	50,390
Losses/(gain) on investments	552	(1,857)
Interest received	(4,428)	(4,268)
Decrease/(increase) in stocks	100	(857)
(Increase)/decrease in debtors	(74,594)	97,042
(Decrease)/increase in creditors	(242,065)	<u>133,742</u>
Net cash (used in)/provided by operations	<u>(309,163)</u>	<u>224,625</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net cash			
Cash at bank	<u>745,602</u>	<u>(305,738)</u>	<u>439,864</u>
	<u>745,602</u>	<u>(305,738)</u>	<u>439,864</u>
Total	<u>745,602</u>	<u>(305,738)</u>	<u>439,864</u>

Hereford & Worcester Scout County

Notes to the Financial Statements for the Year Ended 31st March 2025

1. STATUTORY INFORMATION

Hereford & Worcester Scout County is an unincorporated charity registered with the Charity Commission for England and Wales. The charity's principal address is 16 Northwick Close, Worcester, WR3 7EF.

2. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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.

Income from grants and donations is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income from grants is only deferred when the charity has to fulfil conditions not yet met before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Amounts collected by the charity as agent on behalf of The Scout Association are not accounted for as income of the charity.

Legacies are recognised when probate is granted and there is sufficient information to measure them. Where there is insufficient information to reliably measure any outstanding legacies, these are instead treated as contingent assets (and details of any such legacies will be disclosed in the notes to these financial statements).

Income relating to services provided in the course of undertaking direct charitable activities represents the value of services provided to the extent that there is a right to consideration and is recorded at the fair value of the consideration received or receivable.

Rental income is measured on a straight line basis over the period of the lease.

Investment income is recognised when the relating investments issue notice of distribution to its investors.

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 the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

GRANTS PAYABLE

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property - land	- not depreciated
Freehold property - buildings and static caravans	- 10% on cost
Scouting equipment	- 10% on cost

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2025

2. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

Assets costing less than £500 are not capitalised.

Property of the charity held by Custodian

The freehold land and buildings are held by The Scout Association Trust Corporation.

INVESTMENTS

Listed investments are stated at market value. Increases/(decreases) on revaluations of listed investments are transferred to/(from) the Statement of Financial Activities.

STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

TAXATION

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction cost.

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Accounting estimates and judgement are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting judgements - tangible fixed asset depreciation policies

Freehold property includes land which is not depreciated and buildings and static caravans which are depreciated at an annual depreciation rate of 10% on cost.

The charity first adopted FRS 102 in the year ended 31 March 2019, prior to which it prepared financial statements on the receipts and payments methodology. On first time adoption of FRS 102 the charity elected to depreciate freehold buildings and static caravans from the date of transition and did not provide for any depreciation on this sub-class of tangible fixed assets for periods prior to the date of transition to FRS 102, on the basis that the charity undertook significant annual maintenance work of the buildings and static caravans (a depreciation policy that is not consistent with FRS 102).

Critical accounting judgements - agency transactions re The Scout Association

The charity collects a single combined membership fee which includes an element deemed payable to the charity and an element deemed payable to The Scout Association. The element of membership income deemed payable to The Scout Association has been accounted for as an agency transaction and has been netted against gross subscription income received, rather than shown as an expense of the charity.

4. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	17,762	1,221
Gift aid	216	220
Gross subscriptions received (including amounts payable to The Scout Association)	280,586	256,085
Subscriptions paid over to The Scout Association	(206,425)	(190,174)
	<u>92,139</u>	<u>67,352</u>

A proportion of subscription income collected by the charity is deemed to be collected on behalf of The Scout Association. Under FRS 102 this is considered an agency transaction and is not revenue of the charity. However in the above disclosure gross receipts and element of those receipts subsequently paid over to The Scout Association have been disclosed separately in order to provide an analysis of funds received and paid by the charity as agent.

5. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Shop income	204	1,967
Kinver hall rental income	18,480	16,055
	<u>18,684</u>	<u>18,022</u>

6. INVESTMENT INCOME

	2025	2024
	£	£
Bank interest	3,635	3,338
Investment income	793	930
	<u>4,428</u>	<u>4,268</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

7. INCOME FROM CHARITABLE ACTIVITIES

		2025	2024
	Activity	£	£
Young Leaders Camps	Events and activities	1,818	3,168
Operation Bald Eagle	Events and activities	8,868	11,194
World Scout Jamboree	Events and activities	-	160,992
Shirejam	Events and activities	-	189,521
Duke of Edinburgh	Events and activities	1,285	1,856
Explorer Scouts	Events and activities	-	3,711
Norway / Nepal	Events and activities	-	155
Hillwalking weekend	Events and activities	2,600	3,705
Scotland	Events and activities	15,100	550
Poland	Events and activities	1,420	34,344
Shirehike	Events and activities	5,850	2,900
Roverway	Events and activities	14,579	-
Cub Camp	Events and activities	7,070	-
Costa Rica Ball	Events and activities	1,450	-
Kandersteg	Events and activities	371,950	-
SOWA Weekend	Events and activities	75	-
Kinver Camping & Activity	Kinver campsite	91,585	96,521
Courses	Kinver campsite	7,685	4,707
		<u>531,335</u>	<u>513,324</u>

8. RAISING FUNDS

OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Purchases	<u>1,169</u>	<u>2,320</u>

9. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 10) £	Support costs (see note 11) £	Totals £
Events and activities	432,120	1,300	-	433,420
Kinver campsite	125,755	-	49,252	175,007
Admin training and support	58,820	-	16,736	75,556
	<u>616,695</u>	<u>1,300</u>	<u>65,988</u>	<u>683,983</u>

10. GRANTS PAYABLE

	2025	2024
	£	£
Events and activities	<u>1,300</u>	<u>25,525</u>

The total grants paid to institutions during the year was as follows:

	2025	2024
	£	£
Grants to institutions	<u>-</u>	<u>1,435</u>

The total grants paid to individuals during the year was as follows:

	2025	2024
	£	£
Grants to individuals	<u>1,985</u>	<u>24,090</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

11. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Kinver campsite	47,725	1,527	-	49,252
Admin training and support	<u>14,528</u>	<u>288</u>	<u>1,920</u>	<u>16,736</u>
	<u>62,253</u>	<u>1,815</u>	<u>1,920</u>	<u>65,988</u>

Support costs, included in the above, are as follows:

			2025	2024
	Kinver campsite £	Admin training and support £	Total activities £	Total activities £
Telephone	704	-	704	595
Postage and stationery	-	1,818	1,818	1,566
Meetings and conference	-	5,918	5,918	3,012
Maintenance and repairs	45,505	815	46,320	35,666
Computer and website	1,516	3,997	5,513	3,270
Professional fees	-	1,980	1,980	2,160
Bank charges	1,527	288	1,815	1,720
Independent examination	-	<u>1,920</u>	<u>1,920</u>	<u>1,830</u>
	<u>49,252</u>	<u>16,736</u>	<u>65,988</u>	<u>49,819</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2025 nor for the year ended 31st March 2024.

TRUSTEES' EXPENSES

During the year the charity reimbursed 4 (2024 - 4) trustees expenses relating to travel costs totalling £952 (2024 - £2,259).

During the year the charity advanced R Sidley (Trustee) a total of £2,006 (2024: £10,538) to pay later overseas costs associated with arranging and attending overseas scouting trips.

13. STAFF COSTS

	2025 £	2024 £
Wages and salaries	56,627	53,558
Other pension costs	<u>1,468</u>	<u>1,372</u>
	<u>58,095</u>	<u>54,930</u>

The average monthly number of employees during the year was as follows:

	2025	2024
Campsite Operations Manager	1	1
Administrator	1	1
Growth & Development Officer	<u>1</u>	<u>1</u>
	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	66,691	661	-	67,352
Charitable activities				
Events and activities	412,096	-	-	412,096
Kinver campsite	-	101,228	-	101,228
Other trading activities	-	18,022	-	18,022
Investment income	<u>4,268</u>	<u>-</u>	<u>-</u>	<u>4,268</u>
Total	<u>483,055</u>	<u>119,911</u>	<u>-</u>	<u>602,966</u>
EXPENDITURE ON				
Raising funds	-	2,320	-	2,320
Charitable activities				
Events and activities	429,988	-	-	429,988
Kinver campsite	-	157,758	-	157,758
Admin training and support	<u>64,324</u>	<u>-</u>	<u>-</u>	<u>64,324</u>
Total	<u>494,312</u>	<u>160,078</u>	<u>-</u>	<u>654,390</u>
Net gains on investments	<u>1,857</u>	<u>-</u>	<u>-</u>	<u>1,857</u>
NET INCOME/(EXPENDITURE)	(9,400)	(40,167)	-	(49,567)
Transfers between funds	<u>17,070</u>	<u>(9,570)</u>	<u>(7,500)</u>	<u>-</u>
Net movement in funds	7,670	(49,737)	(7,500)	(49,567)
RECONCILIATION OF FUNDS				
Total funds brought forward	<u>89,138</u>	<u>371,028</u>	<u>14,500</u>	<u>474,666</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>96,808</u></u>	<u><u>321,291</u></u>	<u><u>7,000</u></u>	<u><u>425,099</u></u>

15. TANGIBLE FIXED ASSETS

	Freehold property £	Scouting equipment £	Totals £
COST			
At 1st April 2024 and 31st March 2025	<u>531,483</u>	<u>2,400</u>	<u>533,883</u>
DEPRECIATION			
At 1st April 2024	317,069	480	317,549
Charge for year	<u>50,150</u>	<u>240</u>	<u>50,390</u>
At 31st March 2025	<u>367,219</u>	<u>720</u>	<u>367,939</u>
NET BOOK VALUE			
At 31st March 2025	<u>164,264</u>	<u>1,680</u>	<u>165,944</u>
At 31st March 2024	<u>214,414</u>	<u>1,920</u>	<u>216,334</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

16. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2024	37,150
Additions	1,003
Revaluations	<u>(552)</u>
At 31st March 2025	<u>37,601</u>
NET BOOK VALUE	
At 31st March 2025	<u>37,601</u>
At 31st March 2024	<u>37,150</u>

17. STOCKS

	2025 £	2024 £
Kinver shop stock	<u>1,131</u>	<u>1,231</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other debtors	2,321	2,883
Accrued income	11,609	7,214
Prepayments	<u>145,998</u>	<u>75,237</u>
	<u>159,928</u>	<u>85,334</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Pensions	873	827
Deferred income	412,262	651,469
Accrued expenses	<u>5,352</u>	<u>8,256</u>
	<u>418,487</u>	<u>660,552</u>

Deferred income

	2025 £	2024 £
Gross subscription income relating to the next financial year	252,648	278,613
Event income relating to future events:		
- collected in the year ended 31 March 2023	-	99,002
- collected in the year ended 31 March 2024	29,920	273,854
- collected in the year ended 31 March 2025	<u>129,694</u>	<u> </u>
	<u>412,262</u>	<u>651,469</u>

Gross subscription income includes a proportion deemed collected on behalf of The Scout Association.

The event income carried forward relates to Costa Rica, Adult Skills Weekend and Scout Camp 2025.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

20. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	82,653	3,676	(11,373)	74,956
Kinver designated fund	321,291	(57,241)	-	264,050
International fund	6,655	-	(6,655)	-
Support Fund	7,500	15,210	2,928	25,638
World Scout Jamboree	-	(763)	7,600	6,837
	<u>418,099</u>	<u>(39,118)</u>	<u>(7,500)</u>	<u>371,481</u>
Restricted funds				
Mary Cotterell Trust	7,000	-	7,500	14,500
	<u>7,000</u>	<u>-</u>	<u>7,500</u>	<u>14,500</u>
TOTAL FUNDS	<u>425,099</u>	<u>(39,118)</u>	<u>-</u>	<u>385,981</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	511,641	(507,413)	(552)	3,676
Kinver designated fund	118,935	(176,176)	-	(57,241)
Support Fund	16,010	(800)	-	15,210
World Scout Jamboree	-	(763)	-	(763)
	<u>646,586</u>	<u>(685,152)</u>	<u>(552)</u>	<u>(39,118)</u>
TOTAL FUNDS	<u>646,586</u>	<u>(685,152)</u>	<u>(552)</u>	<u>(39,118)</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	53,838	11,745	17,070	82,653
Kinver designated fund	371,028	(40,167)	(9,570)	321,291
International fund	27,300	(20,645)	-	6,655
Support Fund	8,000	(500)	-	7,500
	<u>460,166</u>	<u>(49,567)</u>	<u>7,500</u>	<u>418,099</u>
Restricted funds				
Mary Cotterell Trust	14,500	-	(7,500)	7,000
	<u>14,500</u>	<u>-</u>	<u>(7,500)</u>	<u>7,000</u>
TOTAL FUNDS	<u>474,666</u>	<u>(49,567)</u>	<u>-</u>	<u>425,099</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2025

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	483,055	(473,167)	1,857	11,745
Kinver designated fund	119,911	(160,078)	-	(40,167)
International fund	-	(20,645)	-	(20,645)
Support Fund	-	(500)	-	(500)
	<u>602,966</u>	<u>(654,390)</u>	<u>1,857</u>	<u>(49,567)</u>
TOTAL FUNDS	<u>602,966</u>	<u>(654,390)</u>	<u>1,857</u>	<u>(49,567)</u>

PURPOSE OF INDIVIDUAL FUNDS

Unrestricted funds (including designated funds)

General Fund

The unrestricted general fund can be used for any charitable purpose within the charity's objects and approved by the Trustees.

Kinver Fund

The Trustees have designated net proceeds from Kinver camp activities to be used to maintain and develop the County Campsite at Kinver.

International Fund

These are funds which have been designated for the purpose of supporting members attending Scouting events in other countries. Note that £800 of grants have been committed from this fund and have were put towards trips in the year. During the year, this fund was closed and merged into the support fund.

Support Fund (Formerly Hardship fund)

These are funds which have been designated for the purpose of supporting members to participate in Scouting events that they otherwise could not afford. This now also incorporates the International fund, allowing support to be given to any type and location of scouting event.

Restricted funds

Mary Cotterell Trust fund

This fund is restricted for the purpose of supporting children in Herefordshire as far as this may be possible.

TRANSFERS BETWEEN FUNDS

Current Year

During the year the Hardship Fund was renamed to Support Fund, and the International fund merged to create the one fund. To facilitate this, £6,655 was transferred from the International Fund. Other transfers included a transfer from the Support Fund to General funds to cover a deficit in the Poland Trip, and £5,700 from general funds to the Jamboree fund, being the annual contribution agreed by trustees this year. Furthermore £1,900 was designated into the Jamboree fund as directed by the trustees.

During the prior year £7,500 was transferred from the restricted Mary Cotterell Trust fund to the General Unrestricted fund to contribute towards the salary of the County Development Office (in support of Scouting development in Herefordshire). The trustees considered that this was not needed and have since transferred the £7,500 back into the fund this year.

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

21. RELATED PARTY DISCLOSURES

During the year the charity received donations from trustees totalling £27 (2024 - £24).

Hereford & Worcester Scout County
Detailed Statement of Financial Activities
for the Year Ended 31st March 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	17,762	1,221
Gift aid	216	220
Gross subscriptions received (including amounts payable to The Scout Association)	280,586	256,085
Subscriptions paid over to The Scout Association	<u>(206,425)</u>	<u>(190,174)</u>
	92,139	67,352
Other trading activities		
Shop income	204	1,967
Kinver hall rental income	<u>18,480</u>	<u>16,055</u>
	18,684	18,022
Investment income		
Bank interest	3,635	3,338
Investment income	<u>793</u>	<u>930</u>
	4,428	4,268
Charitable activities		
Kinver Camping & Activity	91,585	96,521
Young Leaders Camps	1,818	3,168
Operation Bald Eagle	8,868	11,194
World Scout Jamboree	-	160,992
Shirejam	-	189,521
Duke of Edinburgh	1,285	1,856
Explorer Scouts	-	3,711
Norway / Nepal	-	155
Hillwalking weekend	2,600	3,705
Courses	7,685	4,707
Scotland	15,100	550
Poland	1,420	34,344
Shirehike	5,850	2,900
Roverway	14,579	-
Cub Camp	7,070	-
Costa Rica Ball	1,450	-
Kandersteg	371,950	-
SOWA Weekend	<u>75</u>	<u>-</u>
	531,335	513,324
Total incoming resources	646,586	602,966
EXPENDITURE		
Other trading activities		
Shop purchases	1,169	2,320
Charitable activities		
Warden honorarium and travel	1,958	2,422
Wages	56,627	53,558
Carried forward	58,585	55,980

This page does not form part of the statutory financial statements

Hereford & Worcester Scout County
Detailed Statement of Financial Activities
for the Year Ended 31st March 2025

	2025 £	2024 £
Charitable activities		
Brought forward	58,585	55,980
Pensions	1,468	1,372
Insurance	7,793	7,664
Light, heat and rates	27,879	30,056
Sundry expenses	1,340	809
Activity Instructors	1,405	1,679
Young Leaders Camps	1,308	2,401
Operation Bald Eagle	8,555	10,305
World Scout Jamboree	-	160,412
Shirejam	375	182,129
Duke of Edinburgh	1,222	1,493
Scout Sections	3,137	3,874
Adult Training	7,615	4,057
Regional Levy	600	-
Explorer Scouts	-	2,202
Travelling	2,588	3,889
Online youth manager	7,607	7,679
Growth and development	3,851	2,516
Hillwalking weekend	2,533	2,758
Courses	10,950	2,111
Inclusion, Pride and YL	52	427
Scotland	16,660	806
Poland	-	40,146
Shirehike	2,870	1,571
Cub Camp	8,701	-
Roverway	14,577	-
Kandersteg	373,111	-
Costa Rica Ball	1,450	-
SOWA Weekend	73	-
Depreciation of freehold property	50,150	50,150
Plant and machinery	240	240
Grants to institutions	-	1,435
Grants to individuals	<u>1,300</u>	<u>24,090</u>
	617,995	602,251
Support costs		
Management		
Telephone	704	595
Postage and stationery	1,818	1,566
Meetings and conference	5,918	3,012
Maintenance and repairs	46,320	35,666
Computer and website	5,513	3,270
Professional fees	<u>1,980</u>	<u>2,160</u>
	62,253	46,269
Finance		
Bank charges	1,815	1,720
	<u>1,920</u>	<u>1,830</u>
Total resources expended	<u>685,152</u>	<u>654,390</u>
Net expenditure before gains and losses	(38,566)	(51,424)
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	<u>(552)</u>	<u>1,857</u>
Net expenditure	<u>(39,118)</u>	<u>(49,567)</u>

This page does not form part of the statutory financial statements

HEREFORD AND WORCESTER SCOUT COUNTY

England & Wales - Charity number 505004

Accounts

Annual Report 2023 - 2024



Scouts

Hereford & Worcester

Charity Number: 505004
Hereford and Worcester Scout County

Hereford & Worcester Scout County

**Contents of the Financial Statements
for the Year Ended 31st March 2024**

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Welcome from Harry!

I am thrilled to begin this report by expressing our collective awe and admiration for the remarkable journey of Scouting in our county over the past five years. It is with great pride and joy that we share with you the outstanding accomplishments of our young people and the invaluable contributions they have made to our community.



Reflecting on the past five years, we have witnessed incredible milestones, starting with the unforgettable Shirejam County Camps in 2019 and 2023. These camps were more than just gatherings; they were vibrant celebrations of Scouting spirit, camaraderie, and adventure. Our Scouts demonstrated their enthusiasm and dedication, making these events truly memorable.

In addition to these major events, our young leaders have been at the forefront of various forums and camps, showcasing their skills and passion. They have represented Scouts with distinction, engaging in meaningful discussions, and contributing to the growth and development of our community. The support and guidance provided during these forums have been instrumental in shaping their leadership qualities and empowering them to take on greater responsibilities.

We have also had the privilege of embarking on extraordinary trips, such as our journey to Norway. These experiences have not only broadened the horizons of our Scouts but have also strengthened their bonds and enriched their understanding of different cultures and environments.

Throughout these years, Scouting in our county has been in full swing, with our youth displaying extraordinary dedication, resilience, and commitment to making a positive impact in our society. Their involvement in significant national events, such as Jubilees, the late Queen's funeral, and the coronation of our new King, has showcased their unwavering commitment to service and community.

The incredible youth forums have been a testament to the creativity, passion, and maturity of our Scouts. Their ideas, perspectives, and dreams for our county highlight their limitless potential and the bright future they will help shape in the coming years.

Through their participation in Scouting activities and programs, our youth have not only developed essential life skills but have also become compassionate, responsible, and empowered individuals. They are our community's future leaders, and it is a privilege to witness their growth and journey towards becoming the change-makers our county needs.

None of this would be possible without the dedicated and passionate volunteers who tirelessly support our Scouts. Their unwavering commitment, guidance, and mentorship have been instrumental in empowering our young people and helping them discover their true potential.

As we reflect on the achievements of the past five years, let us celebrate the amazing youth we have in our midst. Their energy, enthusiasm, and drive continue to inspire us all and remind us of the limitless possibilities that lie ahead. Together, let us nurture and support these exceptional individuals as they shape our county and contribute to a brighter future for all.

Thank you for your continued support and belief in the power of Scouting.

Harry Bantham-Jones
County Youth Lead

An Introduction from the Chair

Hello Scouts, Volunteers, and Friends!

Wow, what a year it has been! I'm immensely proud to have played my small part in a very big year of Scouting.

First off, a huge shout-out to our amazing Explorers, Scouts, Cubs, Beavers and Squirrels. You've rocked it this year! From earning badges to tackling adventurous projects, your spirit and determination have been phenomenal. Whether you were camping under the stars, mastering new skills, or helping out in your communities, you've shown what true Scouting is all about. Your resilience and positivity have made this year unforgettable. You've created memories and friendships that will last a lifetime. Keep shining!

None of this would have been possible without our fantastic volunteers. To our leaders, parents, and supporters, thank you from the bottom of my heart. Your dedication and enthusiasm have been the driving force behind our successes. You've spent countless hours planning, guiding, and cheering on our young people, ensuring they had the best experiences possible. You've helped create moments that change lives. You're the best!

This year wasn't without its challenges, including the widely reported difficulties at the World Scout Jamboree in South Korea. Several of our own County team were in Korea and rallied to support all the UK participants as well as our own contingent of young people. They faced the challenges head-on and came out stronger.

We also had some amazing events including the second Shirejam county camp and many other events organised by dedicated County and District teams. We will continue to build on these successes and hope to deliver more of the same in the future.

As we look ahead, there's so much to be excited about. We're planning even more awesome activities, new adventures, and opportunities for growth. Together, we'll continue to make a positive impact.

Thank you all for an incredible year. Here's to more fun, adventure, and success in the year to come!

Jamie
😊

Community Impact

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

By 2025::

- at least 547,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the top awards

As a result of supporting the UK Visions the County as a result will:

- Continue to grow groups and build upon the Districts growth and development
- Continue to improve Scouting provision in highly deprived areas of the County with support of the Regional Development Service
- Work on increased ethnic membership to fully reflect local communities.
- Appoint Deputy County Youth Commissioner to improve our focus on Youth Shaped Scouting throughout the County.
- Build the County activity provision and support leaders in building their programmes
- Make sure we have an effective Young Leaders Leader in each District and build upon our County Young Leaders camps (which includes training).
- Review the support towards top awards and the pathways to them
- Maintain a great level of young people on the County Executive and focus on all Districts achieving similar.
- Focus on supporting the Explorer age ranges to build on retention
- Ensure Youth Forums are happening in every District and as appropriate at County level.
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

Supporting the Strategy

To support the UK strategy the County has prepared and is implementing an orbit plan, detailed on the next page. Which sets out targets and priorities.

<p>What we are good at!</p> <ul style="list-style-type: none"> - Positive Teams - Positive Programme - Awards coming Through - Increase in Top Awards - Positive Growth from Census - Driving Compliance 	<p>Where we will GROW over the next year...</p> <ul style="list-style-type: none"> - Squirrels - Explorers - Volunteer Drives - More collaboration - Transformation - Leaders Weekend
<p>Problems that we will face into...</p> <ul style="list-style-type: none"> - Rural Barriers - Activity Provision within the County - 10% Of our groups do not have GLV 	<p>On the plan to support in the next 2 years....</p> <ul style="list-style-type: none"> - Skill fade - Volunteer Apathy - Governance on Events, Safety and Adventure - Drop in Cub Numbers

Census & Membership

Avon Vale, with 7 colonies and 9 packs, has 570 total members, a slight overall increase. Bromsgrove, having a significant number of sections across all categories, recorded 961 total members, showing substantial growth, particularly in the Beaver and Scout sections. Redditch, with 554 total members, also saw a notable increase, especially in Squirrels and Explorers.

Ross On Wye's figures are modest, with only 167 total members, but there's steady participation across all sections. South Marches boasts strong numbers, particularly in Cubs and Scouts, contributing to a total of 974 members. The Malverns, with a similar section spread, has 813 members, indicating stable growth.

The Shire and Worcester demonstrate varying trends; Worcester, with the highest total of 1693 members, showed a significant increase in Beavers and Cubs. Wyre Forest also stands out with a large membership of 1543, particularly strong in the younger sections.

Overall, the total number of youth members aged 4-18 is 5502, with a total membership of 7407. Year-on-year comparisons indicate positive changes, with a 3% increase from 2023 and a 9% rise from 2022. However, there's a notable 10% decrease compared to 2019, reflecting broader challenges in maintaining growth over a longer period.

Census January 2024 - Summary - Hereford & Worcester																
Name	Dreys	Colonies	Packs	Troops	Explorer Units	Networks	Squirrels	Beavers	Cubs	Scouts	Explorers	YP 4-18	Network Members	Total Adults *	Total	
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5
Avon Vale	-	7	9	9	2	1	-	93	133	136	21	383	11	187	570	
Bromsgrove	1	9	11	11	6	1	9	162	208	233	95	707	10	254	961	
Redditch	1	7	7	7	1	1	11	107	146	118	49	431	16	123	554	
Ross On Wye	-	2	2	3	1	-	-	18	40	45	16	119	-	48	167	
South Marches	1	11	15	11	3	1	10	196	244	216	70	736	3	238	974	
The Malverns	1	10	11	11	7	1	10	143	170	200	70	593	4	220	813	
The Shire	-	3	3	3	-	-	-	23	44	34	-	101	-	26	127	
Worcester	5	16	19	18	10	1	81	282	391	388	176	1318	5	375	1693	
Wyre Forest	8	16	16	16	5	1	117	287	300	306	104	1114	2	429	1543	
Totals	17	81	93	89	35	7	238	1311	1676	1676	601	5502	51	1905	7407	
Change from 2023	+5	-4	-4	-3	+2	+1	+70	-3	-59	+65	+72	+145	+12	+19	+164	
% change from 2023	+42%	-5%	-4%	-3%	+6%	+17%	+42%	-0%	-3%	+4%	+14%	+3%	+31%	+1%	+2%	
Change from 2022	+13	-9	-6	-7	+5	+0	+216	+37	+44	+132	+99	+528	+10	+95	+623	
% change from 2022	+325%	-10%	-6%	-7%	+17%	+0%	+982%	+3%	+3%	+9%	+20%	+11%	+24%	+5%	+9%	
Change from 2019 (5 years)	+17	+81	-14	-6	+4	-1	+238	-304	-304	-43	+31	-382	-74	-471	-853	
% change from 2019	-	-	-13%	-6%	+13%	-13%	-	-19%	-15%	-3%	+5%	-6%	-59%	-20%	-10%	

*Numbers of Young People highlighted when the average is 12 or fewer per section

Adult Awards

Congratulations to all our members listed here.
All of whom fully deserve the recognition they have received.

Nicola	Dean	Bar to the Award for Merit
Kathryn	Farr	Award for Merit
David	Fish	Award for Merit
Nigel Roy	Harris	Award for Merit
Suzanne	Packwood	Award for Merit
Jennifer Louise	Robson	Silver Acorn
Matthew Mario	Vas	Award for Merit



Squirrels



Wild about the outdoors? So are we.

Squirrels. The newest branch of the Scouts family tree. Where 4-6 year olds can join in too.

This is an age when minds are fizzing, when energy and curiosity levels are sky high, when little lives are full of wow and wonder.

Set them climbing the tree. Who knows how far they'll reach?

scoutshw.org.uk

#SkillsForLife

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Scouts

Hereford & Worcester

Financial Review:

The Charity's principal income sources are members subscriptions, events and campsite fees.

Overall membership increased as did income from Kinver Campsite.

As well as the usual events, 40 members went to the 25th World Scout Jamboree in South Korea, 3,500 attended Shirejam 2023, and there was a trip to Poland in 2024. These three events significantly increased overall income and expenditure, which were twice the level of the previous year.
(income £603k up from £297k, Expenditure £654k up from £325k).

Full details are set out in the Financial Statements for the year ending 31st March 2024..

Reserves:

At the 31st March 2024, the charity held (net current assets) £164,615, equivalent to nine months of running costs.

The Trustees policy is to work to increase this to the equivalent of 12 months of running costs to be able to continue its charitable activities should income and fundraising fall short.

Investment Policy

It is the Trustees' policy to invest funds in interest bearing bank accounts and in low risk charity income funds.

Why volunteering at Scouts is

#GOODFORYOU

1. It's good for your skills and your future

84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)



Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



Scouts spend on average **1.1** more days a week being physically active (Scouts Experience Survey 2020)

3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34. (Time Well Spent Survey NCVO 2019)

Scouting by the County Lead Volunteer

The Scout County's development plan is aligned directly with The Scout Association's vision that by 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. As a County we will support this wider vision:

Growth

We will be growing, be more inclusive, and be shaped by young people, making a bigger impact in our communities.

As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

By 2025, in the UK we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

Inclusivity

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

By 2025:

- we will have started Scouts in 500 more UK areas of deprivation reaching young people who could benefit the most
- our adult volunteers will reflect the demographics of our society

Youth Shaped

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

By 2025:

- 547,000 young people will be shaping their experiences at Scouts
- 40% of young people will be achieving the top awards
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

There are a number of challenges to overcome to make these aims a reality; the key one of which is finding and recruiting the right adult volunteers.



Our People

Simplifying Roles and Structures is a crucial step towards clarity and efficiency within our organisation. By aligning with Charity Commission structures, we will transition to calling our committee the Board of Trustees, with individual members referred to as Trustees. While most executive roles will remain the same, such as Chair and Treasurer, we will streamline the governance focus of the Board, allowing operational teams to handle tasks like fundraising. To improve understanding and attract new volunteers, we will update role titles to accurately reflect the associated responsibilities, addressing the confusion identified through external research.

In order to foster More Engaging Learning for our Trustees, we are implementing accessible and personalised learning pathways. Trustees will have easy access to required modules and will receive specific learning opportunities tailored to their role. We aim to make learning more accessible and relevant, acknowledging that our current training matrix is outdated after 20 years.

The introduction of New Digital Tools and Support will enhance the overall experience for our Trustees. By accessing Welcome, Membership, and Learning systems through a single log-in on scouts.org.uk, our volunteers will enjoy seamless access across multiple devices. These tools have been extensively tested by our own volunteers to ensure user-friendliness and reliability.

Through these initiatives, we are committed to strengthening our organisation by simplifying roles and structures, providing engaging learning opportunities, and leveraging digital tools for support. These improvements will enhance the efficiency, effectiveness, and overall experience of our dedicated Trustees and volunteers, enabling us to continue positively impacting the lives of young people in our community.

Trustee Support

By working together, and following our Scouts values, we'll make sure everyone has a positive, safe and rewarding experience.

The Scout County provides:

- Volunteering development for county teams including District Commissioners.
- Adventurous activity assessors and events which are better delivered at scale.
- Operational support throughout the County.

We have been briefing changes for the upcoming transformation changes to ensure that alongside each District Commissioner, together form the County Leadership Team.

- Leadership Team
- Volunteering Development Team
- Programme Team
- Support Team



Young Leaders

The Young Leaders' Scheme is a programme of 10 training modules and four missions (projects) designed to help and support those aged between 14 to 18 who work with a section (Beaver Scouts, Cub Scouts and Scouts) as a Young Leader. It gives Young Leaders the skills and knowledge to act as part of the section leadership team, and covers subjects such as a balanced, quality programme, Child Protection, First Aid and leadership skills.

Completion of the Young Leaders' Scheme modules are based on attendance. The Missions are where this learning can be put into practice (a similar concept to validation in the Adult Training Scheme).

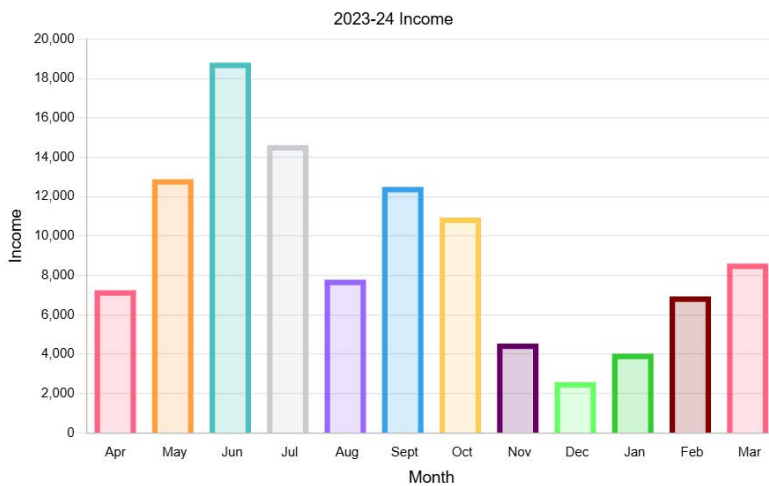
The Young Leaders' Scheme is designed to help Young Leaders to develop the knowledge, skills and understanding needed in their current role, which can be built on if they decide to take out an adult appointment.

Our county is incredibly fortunate to have a remarkable group of young leaders who are truly the future of our scouting community. Their dedication, passion, and enthusiasm are commendable, and their contributions have made a significant impact on the youth-led focus we strive for. These young leaders embody the values of scouting and serve as inspiring role models for their peers.

We have recently organised several training camps that have garnered exceptional attendance, further highlighting the commitment and eagerness of our young leaders. One such example is the First Aid Training Weekend held at our esteemed Kinver Campsite. This weekend provided an invaluable opportunity for our young leaders to enhance their skills in first aid, equipping them with the knowledge and confidence to handle emergency situations. The event was met with enthusiasm and participation, a testament to the dedication of our young leaders to continuously improve and expand their abilities.

It is through initiatives like these that we nurture and empower our young leaders, providing them with the necessary tools to lead and guide their fellow scouts. Their enthusiasm for learning, growth, and service is truly inspiring, and their impact on our scouting community is immeasurable. We are immensely proud of our young leaders and are confident that they will continue to positively shape the future of scouting in our county.

Kinver's income for 2023-24 has been generated by bookings from Scouts, Girlguiding, 3rd-party providers, schools, DofE, LARPs (Live Action Role-Playing), Compa Hall hirers, activity/training courses and other youth/charity organisations.



The total income for the year including donations was £119,911.

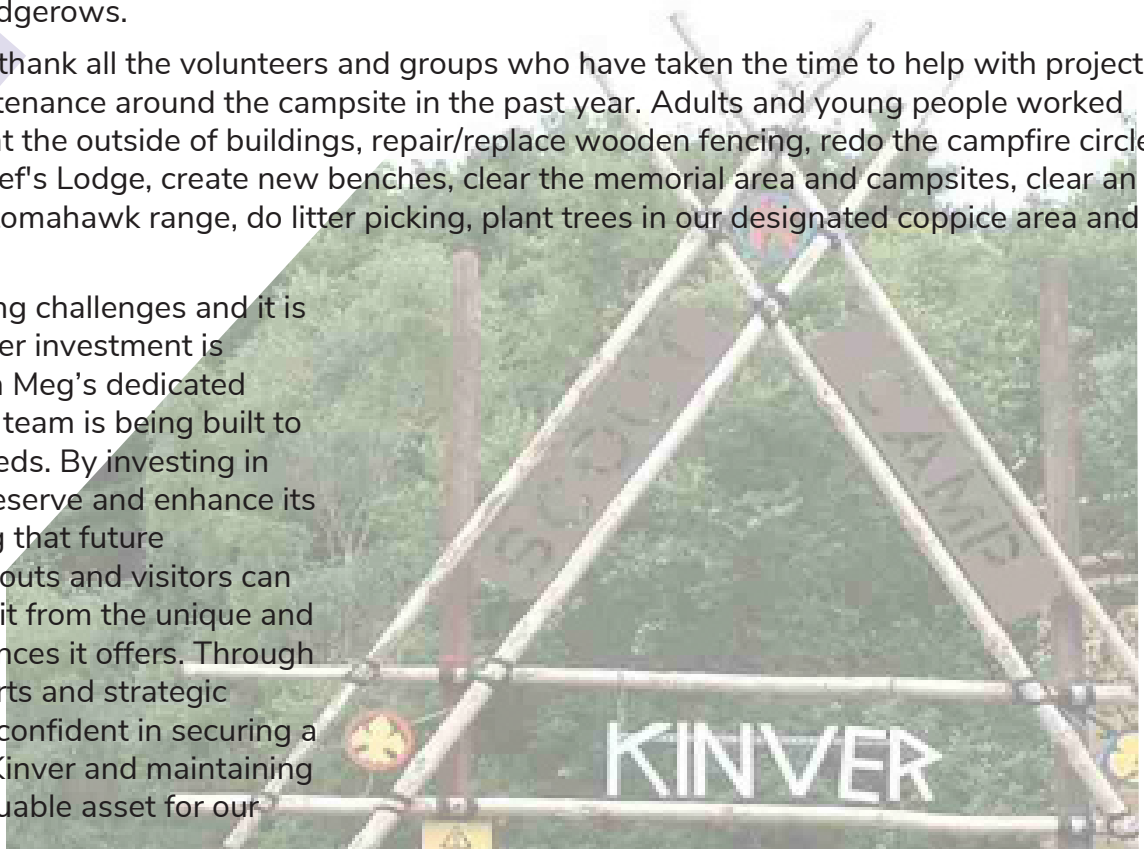
This figure includes revenue from the campsite shop and is the highest income Kinver has ever had.

The County has benefited directly from free site bookings (valued at £320), freestorage facilities, and equipment loans. Furthermore, Kinver was a sponsor of ShireJam2023 giving £10,000 to support the event, as well as providing extensive ongoing storage for ShireJam equipment. The campsite continues to support District events with hosting and activities.

In the past year we have focused on improving the security on the campsite. New fencing has been installed in certain areas as well as more outdoor lighting. We have also taken steps to follow the County Climate Declaration by, for example, changing lighting to LEDs and planting more native trees to create hedgerows.

We would like to thank all the volunteers and groups who have taken the time to help with projects and general maintenance around the campsite in the past year. Adults and young people worked together to repaint the outside of buildings, repair/replace wooden fencing, redo the campfire circle outside of the Chief's Lodge, create new benches, clear the memorial area and campsites, clear an area for the new tomahawk range, do litter picking, plant trees in our designated coppice area and much more!

The estate is facing challenges and it is evident that further investment is required, but with Meg's dedicated efforts, a support team is being built to address these needs. By investing in Kinver we can preserve and enhance its facilities, ensuring that future generations of Scouts and visitors can continue to benefit from the unique and enriching experiences it offers. Through collaborative efforts and strategic planning, we are confident in securing a bright future for Kinver and maintaining its status as a valuable asset for our community.



Scouts

Pride



Scouts embraces and welcomes individuals of all gender identities and sexual orientations. We take great pride in celebrating the values of inclusivity and diversity. Therefore, we are delighted to announce our active involvement in supporting and participating in Pride events throughout the nation in 2023.

Scouts Hereford and Worcester wholeheartedly supports all Pride events, including the one held in Worcester. It was a tremendous success, with our Jamboree unit and numerous leaders from across the county attending to show their support for our youth members and the wider LGBTQ+ community. We are committed to fostering an environment where everyone feels valued and accepted, and our presence at Pride events is a testament to this commitment.

This year has seen challenges for all leaders, considering how to keep their programmes inclusive, both whilst being virtual and when returning face to face under the restrictions. Common queries have focussed on how to explain the new rules, clarity around having additional adults attending for 1:1 support, and the perennial questions around making adjustments to badge criteria to balance accessibility with equal levels of challenge. Some groups have also made use of the time to focus on their Inclusivity RAGs and action plans, with support given to facilitate that discussion with the full leader team.

Scouts is an inclusive, values based movement. Membership is open to all those who share our fundamental values. The Equal Opportunities Policy outlines what we do to ensure the movement is open and accessible; and that people are treated equally and with respect.

This policy is reflective of the ethos of Scouts, expressed by our fundamental values (integrity, care, co-operation, respect and belief) and our commitment to delivering Scouts for all.

By removing any real or perceived barriers to participation, we can ensure that even more young people can enjoy the adventure of Scouts and that Scouts will be as diverse as the communities in which we live.





This second ShireHike event was truly amazing, with an impressive turnout of over 500 young people. It received exceptional support from various organizations, including our local BP Guild, which added to the overall success and excitement of the occasion.

This exciting event continued from last year's success, using the freedom to venture outside and explore our stunning Area of Outstanding Natural Beauty (AONB). A hiking challenge designed to captivate and engage participants of all ages.

So, embracing the mud, on Saturday 9th March, the Malvern Hills and surrounding areas were awash with Scouts of all ages, equipped with maps, tracking devices and warm clothing, not to mention a lot of sandwiches and sugary snacks.

A range of thrilling trails were on offer, providing diverse options for all participants.

The 37km and 21km hikes were open to Scouts, Explorers, and Network members and presented a challenging opportunity to undertake a long-distance hike along the picturesque Malvern Hills and the lower elevations to the west. Teams left Colwall in the dark and returned in the dark after a full day on the hills.

For Cubs and Scouts, the 12km Day Hike Challenge enabled our Young People to explore the Malvern Hills and the lower elevations, giving both physical and navigational challenges.

Even our younger members, including Cubs, Beavers and Squirrels, were not left out. The 5km Adventure, tailored for their age group, was an introduction to hiking and we hope that all participants are looking forward to increasing their challenge and distances at our next event.

county ski trip to poland february 2024



Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, 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.

Trustees

Ex Officio

Robert Sidley - County Lead Volunteer

Jamie Sandison - Chair

Ian Newman - Treasurer

Jo Turnbull - Secretary (Until 27th September 2024)

Harry Bantham-Jones - County Youth Lead (Until 31st March 2024)

Elected

Callum Walters

Abbie McFarlane

Ellen Cockram

Nominated

Felicity Jones (Nominated 27th September 2023)

Tom Palmer (Nominated 27th September 2024)

Robert Williams

Alan Lane (Until 27th September 2024)

Our Governance

Other Key Roles during the year:

Team People Lead	Vacant
Team Perception Lead	Peter Dodman
Team 14-25 Lead	Lauren Wheeldon
Team Programme Lead	Rob Williams
Team Activities Lead	Vacant
Team Leader Kinver	Vacant
County Youth Lead	Harry Bantham-Jones
International Adviser	Ann Clark
Young Leaders Support	Vacant
Explorer Team Leader	Vacant
Network Team Leader	Vacant
Inclusion Team Leader	Andy Hopkins
Pride Team Leader	Phil Lacey
Exec. Support Team Leader	John Day & Dr Derek Barnes
County Training Administrator	Mark Strain
County Activate SAS Manager	Vacant
County BushScout SAS Manager	Lee Russell
County Appointments Chair	Alan Lane
County Appointments & Awards Secretary	Gareth Roberts
County Safeguarding Advisor	Val Leddington
County Safety Adviser	Paul Howard
County Legal Adviser	Mike Thompson
County MAPS	Rob Williams
County Badge Secretary	Jacky Green
County Presidents	To be appointed

Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Active Support Units and a County Team. Scouting in the County is run by the County Team lead by the County Commissioner and supported by the County Executive (the Trustees).

Trustees comprise 3 County Officers, the County Commissioner, the County Youth Commissioner, up to 4 persons nominated by the County Commissioner and approved by the County Scout Council plus up to 4 persons elected by members of the County Scout Council at the annual meeting. Proposals are invited prior to the annual meeting for elected trustees. The number of nominated trustees may not exceed the number of elected trustees.

Our Governance

The County Executive Committee manage the County infrastructure and support services, meeting four times a year. The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment.

Members of the Executive Committee act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Chairmen to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Scout Active Support Units in the County as necessary.
- Appoint and manage the operation of an Appointments Advisory Committee, including appointing an Appointments Committee Chairperson to lead it.

The Executive Committee also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Executive Committee business.

Risk and Internal Controls

The County has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Commissioner. A number of training initiative and updates have taken place including the revision of The Scout Association's yellow card policy.

Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

Our Paid Staff

The County currently has three members of staff. The pensions provision is provided for by the Scouts Association.

County Administrator; full time part time hours contract

Operations Manager for Kinver; full time fixed term contract.

Growth & Development Officer; full time fixed term contract.

Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

Our Governance

Declaration:

The Trustees declare that they have approved this annual report at their virtual meeting on Wednesday 26th June, 2024.

Signed on behalf of the charity Trustees:

Signature:



Full Name: Jamie Sandison

Position: Chair

Date: 11 July 2024

County Office

Hereford & Worcester Scout County
Kinver Outdoors, The Compa, Kinver DY6 7HR

e-mail: heretohelp@scoutshw.org.uk

Website: www.scoutshw.org.uk

**Independent Examiner's Report to the Trustees of
Hereford & Worcester Scout County**

Independent examiner's report to the trustees of Hereford & Worcester Scout County

I report to the charity trustees on my examination of the accounts of Hereford & Worcester Scout County (the Trust) for the year ended 31st March 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Melissa Godwin ACA ACCA
The Institute of Chartered Accountants in England and Wales

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Date:27.10.24.....

Hereford & Worcester Scout County

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

				2024	2023
	Notes	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	66,691	661	-	67,352
Charitable activities					
Events and activities	7	412,096	-	-	412,096
Kinver campsite		-	101,228	-	101,228
Admin training and support		-	-	-	-
Other trading activities	5	-	18,022	-	18,022
Investment income	6	4,268	-	-	4,268
Total		483,055	119,911	-	602,966
EXPENDITURE ON					
Raising funds	8	-	2,320	-	2,320
Charitable activities					
Events and activities	9	429,988	-	-	429,988
Kinver campsite		-	157,758	-	157,758
Admin training and support		64,324	-	-	64,324
Total		494,312	160,078	-	654,390
Net gains/(losses) on investments		1,857	-	-	1,857
NET INCOME/(EXPENDITURE)		(9,400)	(40,167)	-	(49,567)
Transfers between funds	20	17,070	(9,570)	(7,500)	-
Net movement in funds		7,670	(49,737)	(7,500)	(49,567)
RECONCILIATION OF FUNDS					
Total funds brought forward		89,138	371,028	14,500	474,666
TOTAL FUNDS CARRIED FORWARD		96,808	321,291	7,000	474,666

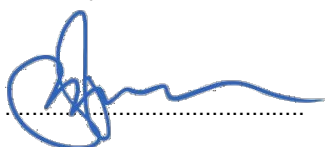
The notes form part of these financial statements

Hereford & Worcester Scout County

**Balance Sheet
31st March 2024**

		Unrestricted funds	Kinver designated fund	Restricted funds	2024	2023
	Notes	£	£	£	Total funds £	Total funds £
FIXED ASSETS						
Tangible assets	15	1,920	214,414	-	216,334	266,724
Investments	16	<u>37,150</u>	-	-	<u>37,150</u>	<u>34,363</u>
		39,070	214,414	-	253,484	301,087
CURRENT ASSETS						
Stocks	17	-	1,231	-	1,231	374
Debtors	18	76,418	8,916	-	85,334	182,376
Cash at bank		<u>636,510</u>	<u>102,092</u>	<u>7,000</u>	<u>745,602</u>	<u>517,639</u>
		712,928	112,239	7,000	832,167	700,389
CREDITORS						
Amounts falling due within one year	19	<u>(655,190)</u>	<u>(5,362)</u>	-	<u>(660,552)</u>	<u>(526,810)</u>
NET CURRENT ASSETS		<u>57,738</u>	<u>106,877</u>	<u>7,000</u>	<u>171,615</u>	<u>173,579</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>96,808</u>	<u>321,291</u>	<u>7,000</u>	<u>425,099</u>	474,666
NET ASSETS		<u><u>96,808</u></u>	<u><u>321,291</u></u>	<u><u>7,000</u></u>	<u><u>425,099</u></u>	<u><u>474,666</u></u>
FUNDS	20					
Unrestricted funds					418,099	460,166
Restricted funds					<u>7,000</u>	<u>14,500</u>
TOTAL FUNDS					<u><u>425,099</u></u>	<u><u>474,666</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on ...11 July 2024..... and were signed on its behalf by:



J Sandison, Chair

Hereford & Worcester Scout County

**Cash Flow Statement
for the Year Ended 31st March 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>224,625</u>	<u>121,595</u>
Net cash provided by operating activities		<u>224,625</u>	<u>121,595</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(2,400)
Purchase of fixed asset investments		(930)	(1,316)
Interest received		<u>4,268</u>	<u>2,297</u>
Net cash provided by/(used in) investing activities		<u>3,338</u>	<u>(1,419)</u>
Change in cash and cash equivalents in the reporting period		227,963	120,176
Cash and cash equivalents at the beginning of the reporting period		<u>517,639</u>	<u>397,463</u>
Cash and cash equivalents at the end of the reporting period		<u>745,602</u>	<u>517,639</u>

The notes form part of these financial statements

Hereford & Worcester Scout County

Notes to the Cash Flow Statement
for the Year Ended 31st March 2024

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(49,567)	(32,367)
Adjustments for:		
Depreciation charges	50,390	52,007
(Gain)/losses on investments	(1,857)	3,768
Interest received	(4,268)	(2,297)
(Increase)/decrease in stocks	(857)	303
Decrease/(increase) in debtors	97,042	(98,576)
Increase in creditors	<u>133,742</u>	<u>198,757</u>
Net cash provided by operations	<u>224,625</u>	<u>121,595</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	<u>517,639</u>	<u>227,963</u>	<u>745,602</u>
	<u>517,639</u>	<u>227,963</u>	<u>745,602</u>
Total	<u>517,639</u>	<u>227,963</u>	<u>745,602</u>

Hereford & Worcester Scout County

Notes to the Financial Statements for the Year Ended 31st March 2024

1. STATUTORY INFORMATION

Hereford & Worcester Scout County is an unincorporated charity registered with the Charity Commission for England and Wales. The charity's principal address is 16 Northwick Close, Worcester, WR3 7EF.

2. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

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.

Income from grants and donations is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income from grants is only deferred when the charity has to fulfil conditions not yet met before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Amounts collected by the charity as agent on behalf of The Scout Association are not accounted for as income of the charity.

Legacies are recognised when probate is granted and there is sufficient information to measure them. Where there is insufficient information to reliably measure any outstanding legacies, these are instead treated as contingent assets (and details of any such legacies will be disclosed in the notes to these financial statements).

Income relating to services provided in the course of undertaking direct charitable activities represents the value of services provided to the extent that there is a right to consideration and is recorded at the fair value of the consideration received or receivable.

Rental income is measured on a straight line basis over the period of the lease.

Investment income is recognised when the relating investments issue notice of distribution to its investors.

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 the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

GRANTS PAYABLE

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property - land	- not depreciated
Freehold property - buildings and static caravans	- 10% on cost
Scouting equipment	- 10% on cost

Assets costing less than £500 are not capitalised.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2024

2. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

Property of the charity held by Custodian

The freehold land and buildings are held by The Scout Association Trust Corporation.

INVESTMENTS

Listed investments are stated at market value. Increases/(decreases) on revaluations of listed investments are transferred to/(from) the Statement of Financial Activities.

STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

TAXATION

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction cost.

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2024**

**3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION
UNCERTAINTY**

Accounting estimates and judgement are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting judgements - tangible fixed asset depreciation policies

Freehold property includes land which is not depreciated and buildings and static caravans which are depreciated at an annual depreciation rate of 10% on cost.

The charity first adopted FRS 102 in the year ended 31 March 2019, prior to which it prepared financial statements on the receipts and payments methodology. On first time adoption of FRS 102 the charity elected to depreciate freehold buildings and static caravans from the date of transition and did not provide for any depreciation on this sub-class of tangible fixed assets for periods prior to the date of transition to FRS 102, on the basis that the charity undertook significant annual maintenance work of the buildings and static caravans (a depreciation policy that is not consistent with FRS 102).

Critical accounting judgements - agency transactions re The Scout Association

The charity collects a single combined membership fee which includes an element deemed payable to the charity and an element deemed payable to The Scout Association. The element of membership income deemed payable to The Scout Association has been accounted for as an agency transaction and has been netted against gross subscription income received, rather than shown as an expense of the charity.

4. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	1,221	872
Gift aid	220	218
Gross subscriptions received (including amounts payable to The Scout Association)	256,085	230,175
Subscriptions paid over to The Scout Association	(190,174)	<u>(171,603)</u>
	<u>67,352</u>	<u>59,662</u>

A proportion of subscription income collected by the charity is deemed to be collected on behalf of The Scout Association. Under FRS 102 this is considered an agency transaction and is not revenue of the charity. However in the above disclosure gross receipts and element of those receipts subsequently paid over to The Scout Association have been disclosed separately in order to provide an analysis of funds received and paid by the charity as agent.

5. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Shop income	1,967	3,214
Kinver hall rental income	16,055	<u>15,291</u>
	<u>18,022</u>	<u>18,505</u>

6. INVESTMENT INCOME

	2024	2023
	£	£
Bank interest	3,338	982
Investment income	930	<u>1,315</u>
	<u>4,268</u>	<u>2,297</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

7. INCOME FROM CHARITABLE ACTIVITIES

		2024	2023
	Activity	£	£
Activate Scout Support Unit	Events and activities	-	1,628
Young Leaders Camps	Events and activities	3,168	-
Operation Bald Eagle	Events and activities	11,194	10,125
World Scout Jamboree	Events and activities	160,992	-
Shirejam	Events and activities	189,521	-
Duke of Edinburgh	Events and activities	1,856	1,585
Explorer Scouts	Events and activities	3,711	-
Shire District Camp	Events and activities	-	2,181
Norway / Nepal	Events and activities	155	93,910
Hillwalking weekend	Events and activities	3,705	2,735
Scotland	Events and activities	550	9,650
Poland	Events and activities	34,344	-
Shirehike	Events and activities	2,900	-
Kinver Camping & Activity	Kinver campsite	96,521	90,186
Courses	Kinver campsite	4,707	2,167
Shire District Camp	Admin training and support	-	1,973
Inclusions, Pride and YL	Admin training and support	-	310
Trooping the Colour	Admin training and support	-	260
		<u>513,324</u>	<u>216,710</u>

8. RAISING FUNDS

OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Purchases	<u>2,320</u>	<u>2,954</u>

9. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 10)	Support costs (see note 11)	Totals
	£	£	£	£
Events and activities	404,463	25,525	-	429,988
Kinver campsite	120,089	-	37,669	157,758
Admin training and support	52,174	-	12,150	64,324
	<u>576,726</u>	<u>25,525</u>	<u>49,819</u>	<u>652,070</u>

10. GRANTS PAYABLE

	2024	2023
	£	£
Events and activities	<u>25,525</u>	<u>3,500</u>

The total grants paid to institutions during the year was as follows:

	2024	2023
	£	£
Grants to institutions	<u>1,435</u>	<u>-</u>

The total grants paid to individuals during the year was as follows:

	2024	2023
	£	£
Grants to individuals	<u>24,090</u>	<u>3,500</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2024**

11. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Kinver campsite	36,261	1,408	-	37,669
Admin training and support	<u>10,008</u>	<u>312</u>	<u>1,830</u>	<u>12,150</u>
	<u>46,269</u>	<u>1,720</u>	<u>1,830</u>	<u>49,819</u>

Support costs, included in the above, are as follows:

			2024	2023
	Kinver campsite £	Admin training and support £	Total activities £	Total activities £
Telephone	595	-	595	675
Postage and stationery	-	1,566	1,566	1,807
Meetings and conference	-	3,012	3,012	4,431
Maintenance and repairs	35,666	-	35,666	19,054
Computer and website	-	3,270	3,270	2,762
Professional fees	-	2,160	2,160	2,580
Bank charges	1,408	312	1,720	1,205
Independent examination	-	<u>1,830</u>	<u>1,830</u>	<u>1,746</u>
	<u>37,669</u>	<u>12,150</u>	<u>49,819</u>	<u>34,260</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

TRUSTEES' EXPENSES

During the year the charity reimbursed 4 (2023 - 3) trustees expenses relating to travel costs totalling £2,259 (2023 - £1,066).

During the year the charity advanced R Sidley (Trustee) a total of £10,537.50 to pay later overseas costs associated with arranging and attending overseas scouting trips.

13. STAFF COSTS

	2024 £	2023 £
Wages and salaries	53,558	50,301
Other pension costs	<u>1,372</u>	<u>1,273</u>
	<u>54,930</u>	<u>51,574</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Kinver staff	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2024**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	59,140	522	-	59,662
Charitable activities				
Events and activities	121,814	-	-	121,814
Kinver campsite	-	92,353	-	92,353
Admin training and support	2,543	-	-	2,543
Other trading activities	-	18,505	-	18,505
Investment income	<u>2,226</u>	<u>71</u>	<u>-</u>	<u>2,297</u>
Total	<u>185,723</u>	<u>111,451</u>	<u>-</u>	<u>297,174</u>
EXPENDITURE ON				
Raising funds	-	2,954	-	2,954
Charitable activities				
Events and activities	118,170	-	1,500	119,670
Kinver campsite	-	130,374	423	130,797
Admin training and support	<u>72,352</u>	<u>-</u>	<u>-</u>	<u>72,352</u>
Total	<u>190,522</u>	<u>133,328</u>	<u>1,923</u>	<u>325,773</u>
Net gains/(losses) on investments	<u>(3,768)</u>	<u>-</u>	<u>-</u>	<u>(3,768)</u>
NET INCOME/(EXPENDITURE)	(8,567)	(21,877)	(1,923)	(32,367)
RECONCILIATION OF FUNDS				
Total funds brought forward	97,705	392,905	16,423	507,033
TOTAL FUNDS CARRIED FORWARD	<u>89,138</u>	<u>371,028</u>	<u>14,500</u>	<u>474,666</u>

15. TANGIBLE FIXED ASSETS

	Freehold property £	Scouting equipment £	Totals £
COST			
At 1st April 2023 and 31st March 2024	<u>531,483</u>	<u>2,400</u>	<u>533,883</u>
DEPRECIATION			
At 1st April 2023	266,919	240	267,159
Charge for year	<u>50,150</u>	<u>240</u>	<u>50,390</u>
At 31st March 2024	<u>317,069</u>	<u>480</u>	<u>317,549</u>
NET BOOK VALUE			
At 31st March 2024	<u>214,414</u>	<u>1,920</u>	<u>216,334</u>
At 31st March 2023	<u>264,564</u>	<u>2,160</u>	<u>266,724</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

16. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2023	34,363
Additions	930
Revaluations	<u>1,857</u>
At 31st March 2024	<u>37,150</u>
NET BOOK VALUE	
At 31st March 2024	<u>37,150</u>
At 31st March 2023	<u>34,363</u>

17. STOCKS

	2024 £	2023 £
Kinver shop stock	<u>1,231</u>	<u>374</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	2,883	4,346
Accrued income	7,214	4,657
Prepayments	<u>75,237</u>	<u>173,373</u>
	<u>85,334</u>	<u>182,376</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Pensions	827	2,212
Deferred income	651,469	517,137
Accrued expenses	<u>8,256</u>	<u>7,461</u>
	<u>660,552</u>	<u>526,810</u>

Deferred income

	2024 £	2023 £
Gross subscription income relating to the next financial year	278,613	256,065
Event income relating to future events:		
- collected in the year ended 31 March 2022	-	28,463
- collected in the year ended 31 March 2023	99,002	232,609
- collected in the year ended 31 March 2024	<u>273,854</u>	
	<u>651,469</u>	<u>517,137</u>

Gross subscription income includes a proportion deemed collected on behalf of The Scout Association.

The event income carried forward relates to Kanderstag 2024, Roverway and Costa Rica.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

20. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	53,838	11,745	17,070	82,653
Kinver designated fund	371,028	(40,167)	(9,570)	321,291
International fund	27,300	(20,645)	-	6,655
Hardship fund	8,000	(500)	-	7,500
	<u>460,166</u>	<u>(49,567)</u>	<u>7,500</u>	<u>418,099</u>
Restricted funds				
Mary Cotterell Trust	14,500	-	(7,500)	7,000
	<u>14,500</u>	<u>-</u>	<u>(7,500)</u>	<u>7,000</u>
TOTAL FUNDS	<u>474,666</u>	<u>(49,567)</u>	<u>-</u>	<u>425,099</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	483,055	(473,167)	1,857	11,745
Kinver designated fund	119,911	(160,078)	-	(40,167)
International fund	-	(20,645)	-	(20,645)
Hardship fund	-	(500)	-	(500)
	<u>602,966</u>	<u>(654,390)</u>	<u>1,857</u>	<u>(49,567)</u>
TOTAL FUNDS	<u>602,966</u>	<u>(654,390)</u>	<u>1,857</u>	<u>(49,567)</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	59,755	(6,567)	650	53,838
Kinver designated fund	392,905	(21,877)	-	371,028
International fund	23,600	(2,000)	5,700	27,300
Hardship fund	8,000	-	-	8,000
County Building Set Up fund	5,000	-	(5,000)	-
New Scout Logo - Group Signs fund	1,350	-	(1,350)	-
	<u>490,610</u>	<u>(30,444)</u>	<u>-</u>	<u>460,166</u>
Restricted funds				
Mary Cotterell Trust	16,000	(1,500)	-	14,500
South Staffordshire Water PLC fund	423	(423)	-	-
	<u>16,423</u>	<u>(1,923)</u>	<u>-</u>	<u>14,500</u>
TOTAL FUNDS	<u>507,033</u>	<u>(32,367)</u>	<u>-</u>	<u>474,666</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2024**

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	185,723	(188,522)	(3,768)	(6,567)
Kinver designated fund	111,451	(133,328)	-	(21,877)
International fund	-	(2,000)	-	(2,000)
	<u>297,174</u>	<u>(323,850)</u>	<u>(3,768)</u>	<u>(30,444)</u>
Restricted funds				
Mary Cotterell Trust	-	(1,500)	-	(1,500)
South Staffordshire Water PLC fund	-	(423)	-	(423)
	<u>-</u>	<u>(1,923)</u>	<u>-</u>	<u>(1,923)</u>
TOTAL FUNDS	<u>297,174</u>	<u>(325,773)</u>	<u>(3,768)</u>	<u>(32,367)</u>

PURPOSE OF INDIVIDUAL FUNDS

Unrestricted funds (including designated funds)

General Fund

The unrestricted general fund can be used for any charitable purpose within the charity's objects and approved by the Trustees.

Kinver Fund

The Trustees have designated net proceeds from Kinver camp activities to be used to maintain and develop the County Campsite at Kinver.

International Fund

These are funds which have been designated for the purpose of supporting members attending Scouting events in other countries. Note that £800 of grants have been committed from this fund and have been put towards trips taking place in 2024/25.

Hardship fund

These are funds which have been designated for the purpose of supporting members to participate in Scouting events that they otherwise could not afford.

County Building Set Up fund

These are funds which have been designated for the purpose of equipping a suitable property as a County HQ.

New Scout Logo - Group Signs fund

These are funds which have been designated for the purpose of grants towards the cost of Scout Group HQ signs with the new Scout brand logo.

Restricted funds

Mary Cotterell Trust fund

This fund is restricted for the purpose of supporting children in Herefordshire as far as this may be possible.

South Staffordshire Water PLC fund

This fund is restricted for the purpose of landscaping at the Kinver Campsite.

TRANSFERS BETWEEN FUNDS

During the year £7,500 was transferred from the restricted Mary Cotterell Trust fund to the General Unrestricted fund to contribute towards the salary of the County Development Office (in support of Scouting development in Herefordshire).

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2024**

21. RELATED PARTY DISCLOSURES

During the year the charity received donations from trustees totalling £24 (2023 - £101).

HEREFORD AND WORCESTER SCOUT COUNTY

England & Wales - Charity number 505004

Accounts

Annual Report 2022 - 2023



Scouts

Hereford & Worcester

Charity Number: 505004
Hereford and Worcester Scout County

Hereford & Worcester Scout County

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for the Year Ended 31st March 2023**

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Welcome from Harry!

I am thrilled to begin this report by expressing our collective awe and admiration for the remarkable resurgence of Scouting in our county. It is with great pride and joy that we share with you the outstanding accomplishments of our young people and the invaluable contributions they have made to our community.



Over the past year, Scouting has been in full swing, and the enthusiasm displayed by our youth has been nothing short of extraordinary. Their dedication, resilience, and commitment to making a positive impact in our society have been truly inspiring. From supporting significant national events such as Jubilees, the late Queen's funeral, to the coronation of our new King, our Scouts have showcased their unwavering commitment to service and community.

We have had the privilege of witnessing incredible youth forums, where young minds have come together to share their ideas, perspectives, and dreams for our county. The level of creativity, passion, and maturity demonstrated by our Scouts is a testament to their limitless potential and the bright future they will help shape over the next few years.

Through their participation in Scouting activities and programs, our youth have not only developed essential life skills but have also become compassionate, responsible, and empowered individuals. They are our community's future leaders, and it is a privilege to witness their growth and journey towards becoming the change-makers our county needs.

None of this would be possible without the dedicated and passionate volunteers who tirelessly support our Scouts. Their unwavering commitment, guidance, and mentorship have been instrumental in empowering our young people and helping them discover their true potential.

As we reflect on the achievements of the past year, let us celebrate the amazing youth we have in our midst. Their energy, enthusiasm, and drive continue to inspire us all and remind us of the limitless possibilities that lie ahead. Together, let us nurture and support these exceptional individuals, as they shape our county and contribute to a brighter future for all.

Thank you for your continued support and belief in the power of Scouting.
Harry Bantham-Jones
County Youth Commissioner

An Introduction from the Chair

I am delighted to share with you all the incredible journey we have embarked upon together over the past year. As Chair of Trustees, I am immensely proud of the extraordinary efforts and achievements of our Scouts, volunteers, and supporters.

We have been buzzing with activity, from the highly successful Shirehike, expedition to Norway and to the extensive preparations for an exciting year of camps. Our dedicated volunteers have poured their hearts and souls into ensuring that every event is a memorable and enriching experience for our Scouts. I would like to extend my heartfelt gratitude to each and every one of them for their unwavering dedication and boundless enthusiasm.

Shirehike was a resounding success, bringing together Scouts from across our beautiful County for a truly unforgettable adventure. The spirit of camaraderie and teamwork displayed during the event was awe-inspiring, and it is a testament to the strong community we have built within Scouts Hereford and Worcester.

Looking ahead, we are eagerly preparing for a calendar packed with thrilling camps, including the highly anticipated Jamboree, Shirejam, and a range of District camps. These events will provide our Scouts with opportunities for personal growth, new friendships, and unforgettable memories. None of this would be possible without the tremendous support of our dedicated volunteers, who consistently go above and beyond to ensure our Scouts have the best experiences possible.

To our incredible volunteers, I want to express my deepest appreciation for your invaluable contributions. Your passion, commitment, and tireless efforts are what make Scouts Hereford and Worcester the vibrant and flourishing community it is today. Your selfless dedication is an inspiration to us all, and I cannot thank you enough for the impact you have on the lives of our young people.

As we continue on this exciting journey, let us celebrate the achievements of our Scouts, the commitment of our volunteers, and the unwavering support of our wider community. Together, we will create memories, forge lifelong friendships, and empower the next generation of leaders.

Thank you once again for your incredible efforts, and I look forward to an unforgettable year of growth, adventure, and camaraderie.

Jamie

Scouting by the County Commissioner

The Scout County's development plan is aligned directly with The Scout Association's vision that by 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. As a County we will support this wider vision:

Growth

We will be growing, be more inclusive, and be shaped by young people, making a bigger impact in our communities.

As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

By 2025, in the UK we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

Inclusivity

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

By 2025:

- we will have started Scouts in 500 more UK areas of deprivation reaching young people who could benefit the most
- our adult volunteers will reflect the demographics of our society

Youth Shaped

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

By 2025:

- 547,000 young people will be shaping their experiences at Scouts
- 40% of young people will be achieving the top awards
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

There are a number of challenges to overcome to make these aims a reality; the key one of which is finding and recruiting the right adult volunteers.

Community Impact

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

By 2025::

- at least 547,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the top awards

As a result of supporting the UK Visions the County as a result will:

- Continue to grow groups and build upon the Districts growth and development
- Continue to improve Scouting provision in highly deprived areas of the County with support of the Regional Development Service
- Work on increased ethnic membership to fully reflect local communities.
- Appoint Deputy County Youth Commissioner to improve our focus on Youth Shaped Scouting throughout the County.
- Build the County activity provision and support leaders in building their programmes
- Make sure we have an effective Young Leaders Leader in each District and build upon our County Young Leaders camps (which includes training).
- Review the support towards top awards and the pathways to them
- Maintain a great level of young people on the County Executive and focus on all Districts achieving similar.
- Focus on supporting the Explorer age ranges to build on retention
- Ensure Youth Forums are happening in every District and as appropriate at County level.
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

Supporting the Strategy

To support the UK strategy the County has prepared and is implementing an orbit plan, detailed on the next page. Which sets out targets and priorities.

Census & Membership

In 2023, the number of young people (including Squirrels) in different Districts showed varying levels of growth. Avon Vale experienced an increase from 362 to 385, indicating a growth of 23 individuals. Conversely, Bromsgrove witnessed a decline from 770 to 712, resulting in a decrease of 58 young people. Redditch, on the other hand, saw a positive change with an increase from 371 to 417, indicating a growth of 46 individuals. Similarly, Ross On Wye experienced a rise from 124 to 136, reflecting a growth of 12 young people. South Marches witnessed a more substantial increase from 658 to 725, resulting in a growth of 67 individuals. The Malverns, however, saw a decrease from 642 to 588, indicating a decline of 54 young people. The Shire witnessed an increase from 68 to 86, reflecting a growth of 18 individuals. Worcester experienced significant growth, with an increase from 1059 to 1213, indicating a growth of 154 young people. Finally, Wyre Forest witnessed a substantial increase from 920 to 1095, reflecting a growth of 175 individuals. Overall, the total number of young people across all regions increased from 4974 to 5357, with a total growth of 383 individuals.

Dreys/Squirrels: There are 12 sections with 168 young people, averaging 14 people per section.

Colonies/Beavers: There are 85 sections with 1,314 young people, averaging 15 people per section.

Packs/Cubs: There are 97 sections with 1,735 young people, averaging 18 people per section.

Troops/Scouts: There are 92 sections with 1,611 young people, averaging 18 people per section.

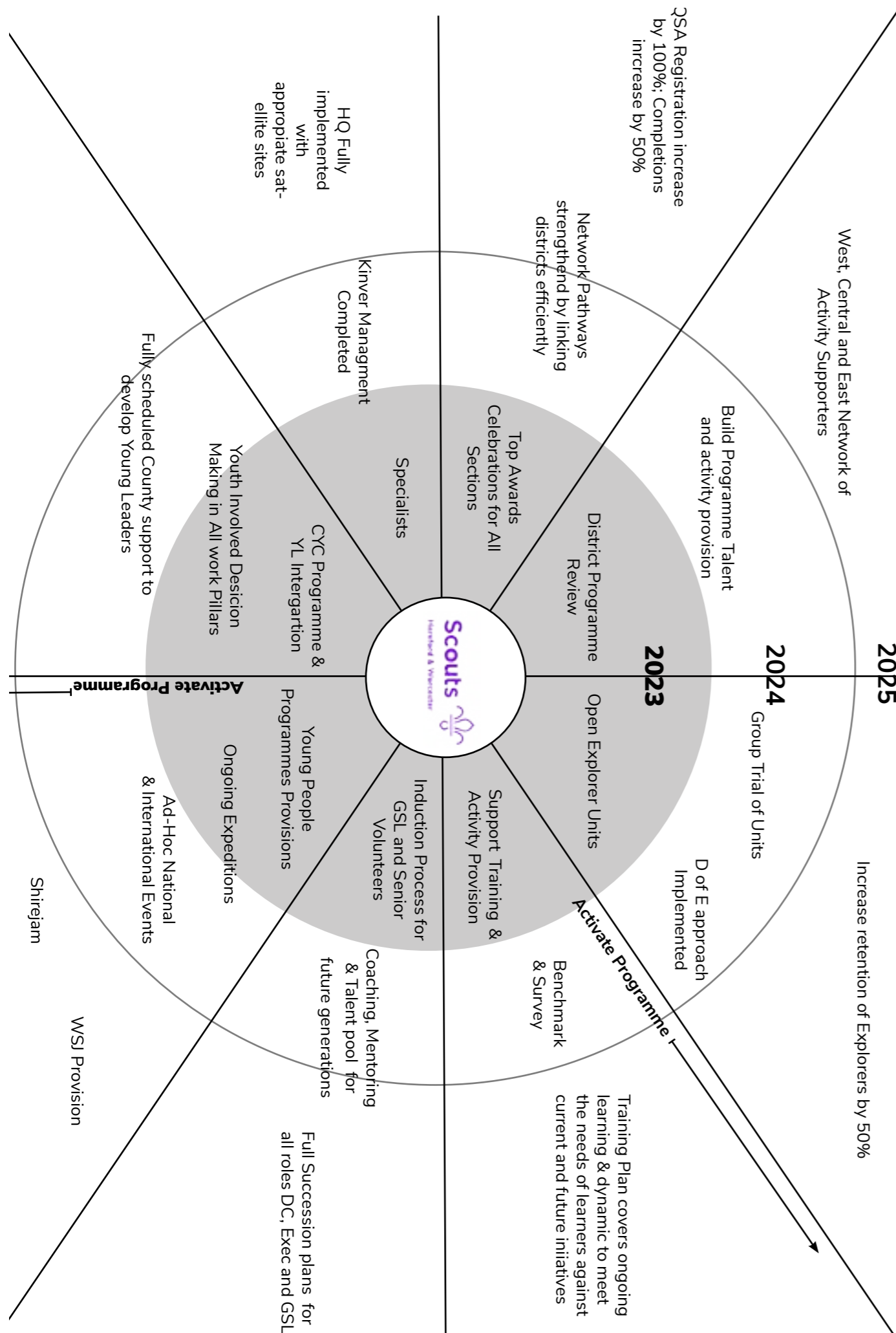
“Group Sections/Young People”: There are 286 sections with 4,828 young people, averaging 17 people per section.

Units #/Explorers: There are 33 sections with 529 young people, averaging 16 people per section.

Network: There are 6 sections with 39 young people, averaging 6 people per

Census January 2023 - Summary - Hereford & Worcester															
Name	Dreys	Colonies	Packs	Troops	Explorer Units	Networks	Squirrels	Beavers	Cubs	Scouts	Explorers	YP 4-18	Network Members	Total Adults*	Total
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	-	-	24	24
Avon Vale	-	9	9	9	3	1	92	142	140	12	385	11	187	572	
Bromsgrove	1	10	12	11	5	1	159	245	222	84	712	3	239	951	
Redditch	1	7	7	7	1	1	10	113	119	130	41	417	13	116	533
Ross On Wye	-	2	2	2	1	1	-	27	42	46	21	136	-	49	185
South Marches	-	12	14	13	3	-	-	196	264	198	87	725	-	234	959
The Malverns	-	10	12	12	7	1	-	134	206	185	81	588	4	204	792
The Shire	-	3	3	3	-	-	29	34	23	-	86	-	-	29	114
Worcester	4	15	20	18	8	1	43	271	381	369	549	1213	4	357	1579
Wyre Forest	6	17	18	17	5	1	115	294	302	298	84	1095	4	448	1543
Totals	12	85	97	92	33	6	168	1314	1735	1811	328	3337	39	1886	7243
Change from 2022	+8	-5	-2	-4	+3	-1	+546	+40	+103	+67	+27	+383	-2	+76	+459
% change from 2022	+100%	-6%	-2%	-4%	+12%	-14%	+664%	+3%	+6%	+4%	+5%	+8%	-5%	+4%	+7%
Change from 2021	+12	-5	-3	-4	+5	-2	+168	+358	+272	+68	+121	+995	-11	-3	+999
% change from 2021	-	-6%	-3%	-4%	+18%	-25%	-	+87%	+19%	+6%	+37%	+29%	-22%	-6%	+16%
Change from 2018 (5 years)	+12	+85	-3	-1	+3	-1	+188	+258	+207	+155	+43	+500	+37	+374	+874
% change from 2018	-	-	-8%	-1%	+10%	-1%	-	+16%	+11%	+8%	+8%	+9%	+49%	+17%	+11%

*Numbers of Young People highlighted when the average is 12 or fewer per section



Adult Awards

Congratulations to all our members listed here.
All of whom fully deserve the recognition they have recieved.

Name	Award
Chris Stacey	Commissioners Commendation
Karen Whiting	Commissioners Commendation
Joe Angel	Chief Scout's Commendation for Good Service
Jay Ashcroft	Chief Scout's Commendation for Good Service
Amanda Ashton	Chief Scout's Commendation for Good Service
Gail Bishop	Chief Scout's Commendation for Good Service
Aaron Bourne	Chief Scout's Commendation for Good Service
Vicky Burrows	Chief Scout's Commendation for Good Service
Phil Capewell	Chief Scout's Commendation for Good Service
Anna Carpenter	Chief Scout's Commendation for Good Service
Ali Chapman	Chief Scout's Commendation for Good Service
Iain Dawson	Chief Scout's Commendation for Good Service
Chloe Field	Chief Scout's Commendation for Good Service
Tasha George	Chief Scout's Commendation for Good Service
Samantha Green	Chief Scout's Commendation for Good Service
Richard Green	Chief Scout's Commendation for Good Service
Liam Green	Chief Scout's Commendation for Good Service
Daniel Hollamby	Chief Scout's Commendation for Good Service
Hannah Hopkins	Chief Scout's Commendation for Good Service
Sharon Hudson	Chief Scout's Commendation for Good Service
Sonia Ineson	Chief Scout's Commendation for Good Service
Ben Johnstone	Chief Scout's Commendation for Good Service
Adele Jolley	Chief Scout's Commendation for Good Service
Kirsten Littley	Chief Scout's Commendation for Good Service
Heather Mace	Chief Scout's Commendation for Good Service
Karen Maiden	Chief Scout's Commendation for Good Service
Kelly Mayall	Chief Scout's Commendation for Good Service
Sue Page	Chief Scout's Commendation for Good Service
Pete Pearson	Chief Scout's Commendation for Good Service
Stewart Philpotts	Chief Scout's Commendation for Good Service
Gareth Powell	Chief Scout's Commendation for Good Service
Rob Pugh	Chief Scout's Commendation for Good Service
Sarah Recker	Chief Scout's Commendation for Good Service
Toby Rhodes	Chief Scout's Commendation for Good Service
Paul Richardson	Chief Scout's Commendation for Good Service
Philip Sheldon	Chief Scout's Commendation for Good Service
Adeline Sims	Chief Scout's Commendation for Good Service
Emilia Sinden	Chief Scout's Commendation for Good Service
Owen Southan	Chief Scout's Commendation for Good Service
Meg Stanley	Chief Scout's Commendation for Good Service

Roland Twelftree	Chief Scout's Commendation for Good Service
Dylan Weston	Chief Scout's Commendation for Good Service
Michael Wood	Chief Scout's Commendation for Good Service
Elizabeth Ashcroft	Award for Merit
Graeme Barclay	Award for Merit
Jeremy Baxter	Award for Merit
Rebecca Baxter	Award for Merit
Richard Burton	Award for Merit
Christopher Day	Award for Merit
Deborah Graham	Award for Merit
Mark Graham	Award for Merit
Robin Gray	Award for Merit
Allison Haines	Award for Merit
Debbie Harrison	Award for Merit
Mark Hawkins	Award for Merit
Ben Haynes	Award for Merit
Kim Hitchings	Award for Merit
Karen Hobson	Award for Merit
Valerie Holland	Award for Merit
Dale Humphries	Award for Merit
Sats Jefferies	Award for Merit
Andrew Lee	Award for Merit
Sarah Little	Award for Merit
Andrew Massey	Award for Merit
Elizabeth McGain	Award for Merit
Angela Oleksy	Award for Merit
Allan Page	Award for Merit
Ben Pedley	Award for Merit
Jenni Rastall	Award for Merit
Pete Reeve	Award for Merit
Nicki Richardson-Jack	Award for Merit
Ashleigh Simester	Award for Merit
Sarah Soames	Award for Merit
Mark Soames	Award for Merit
Paul Stanley	Award for Merit
Paul Thornley	Award for Merit
Lauren Wheeldon	Award for Merit
Marilyn Wood	Award for Merit
Peter Dodman	Bar to the Award for Merit
Alan Lane	Bar to the Silver Acorn
Simon Sharpe	Silver Acorn
Nigel Spencer	Silver Acorn
David Owen	Silver Wolf



Squirrels

Wild about
the outdoors?
So are we.

Squirrels. The newest branch of the Scouts family tree. Where 4-6 year olds can join in too.

This is an age when minds are fizzing, when energy and curiosity levels are sky high, when little lives are full of wow and wonder.

Set them climbing the tree. Who knows how far they'll reach?

Email us on squirrels@scoutshw.org.uk to support you opening your new drey!

scoutshw.org.uk

#SkillsForLife

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Scouts
Hereford & Worcester

The Money

Financial Review:

The Charity's principal income sources are members subscriptions, events and campsite fees.

Although membership and subscriptions in 2022 had declined after the Covid-19 pandemic, the return to a full programme of major events and full operation of Kinver campsite has increased overall income to £297,174 from £158,234 last year.

Overall expenditure increased to £325,773 from £166,435 last year.

Please see the separate Financial Statements for the year ending 31st March 2023 for further details.

Reserves Policy:

The Charity's policy is to have sufficient resources to continue its charitable activities should income and fundraising fall short. The trustees consider that this should be equivalent to 12 months of running costs - £205,680 in 2022-23

As at 31st March 2023, the charity held £159,079 . Whilst this is less than the reserves policy requires, this is because of strengthening reserves policy from the former 6-12 months of running costs. It is the trustees aim to fully meet the reserves policy over the next two years.

Investment Policy

Investment Policy:

It is the policy of the Trustees to invest reserves in interest bearing bank accounts and in low risk charity investment bonds.

Why volunteering at Scouts is

#GOODFORYOU

1. It's good for your skills and your future

84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)

Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



Scouts spend on average **1.1** more days a week being physically active (Scouts Experience Survey 2020)

3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34). (Time Well Spent Survey NCVO 2019)

Our People



Simplifying Roles and Structures is a crucial step towards clarity and efficiency within our organisation. By aligning with Charity Commission structures, we will transition to calling our committee the Board of Trustees, with individual members referred to as Trustees. While most executive roles will remain the same, such as Chair and Treasurer, we will streamline the governance focus of the Board, allowing operational teams to handle tasks like fundraising. To improve understanding and attract new volunteers, we will update role titles to accurately reflect the associated responsibilities, addressing the confusion identified through external research.

In order to foster More Engaging Learning for our Trustees, we are implementing accessible and personalised learning pathways. Trustees will have easy access to required modules and will receive specific learning opportunities tailored to their role. We aim to make learning more accessible and relevant, acknowledging that our current training matrix is outdated after 20 years.

The introduction of New Digital Tools and Support will enhance the overall experience for our Trustees. By accessing Welcome, Membership, and Learning systems through a single log-in on scouts.org.uk, our volunteers will enjoy seamless access across multiple devices. These tools have been extensively tested by our own volunteers to ensure user-friendliness and reliability.

Through these initiatives, we are committed to strengthening our organisation by simplifying roles and structures, providing engaging learning opportunities, and leveraging digital tools for support. These improvements will enhance the efficiency, effectiveness, and overall experience of our dedicated Trustees and volunteers, enabling us to continue positively impacting the lives of young people in our community.

Trustee Support

By working together, and following our Scouts values, we'll make sure everyone has a positive, safe and rewarding experience.

The Scout County provides:

- Volunteering development for county teams including District Commissioners.
- Adventurous activity assessors and events which are better delivered at scale.
- Operational support throughout the County.

We have been briefing changes for the upcoming transformation changes to ensure that alongside each District Commissioner, together form the County Leadership Team.

- Leadership Team
- Volunteering Development Team
- Programme Team
- Support Team

Young Leaders

The Young Leaders' Scheme is a programme of 10 training modules and four missions (projects) designed to help and support those aged between 14 to 18 who work with a section (Beaver Scouts, Cub Scouts and Scouts) as a Young Leader. It gives Young Leaders the skills and knowledge to act as part of the section leadership team, and covers subjects such as a balanced, quality programme, Child Protection, First Aid and leadership skills.

Completion of the Young Leaders' Scheme modules are based on attendance. The Missions are where this learning can be put into practice (a similar concept to validation in the Adult Training Scheme).

The Young Leaders' Scheme is designed to help Young Leaders to develop the knowledge, skills and understanding needed in their current role, which can be built on if they decide to take out an adult appointment.

Our county is incredibly fortunate to have a remarkable group of young leaders who are truly the future of our scouting community. Their dedication, passion, and enthusiasm are commendable, and their contributions have made a significant impact on the youth-led focus we strive for. These young leaders embody the values of scouting and serve as inspiring role models for their peers.

We have recently organised several training camps that have garnered exceptional attendance, further highlighting the commitment and eagerness of our young leaders. One such example is the First Aid Training Weekend held at our esteemed Kinver Campsite. This weekend provided an invaluable opportunity for our young leaders to enhance their skills in first aid, equipping them with the knowledge and confidence to handle emergency situations. The event was met with enthusiasm and participation, a testament to the dedication of our young leaders to continuously improve and expand their abilities.

It is through initiatives like these that we nurture and empower our young leaders, providing them with the necessary tools to lead and guide their fellow scouts. Their enthusiasm for learning, growth, and service is truly inspiring, and their impact on our scouting community is immeasurable. We are immensely proud of our young leaders and are confident that they will continue to positively shape the future of scouting in our county.



Kinver

Our income includes bookings from Scouts, third-party providers for schools, LARPs (Live Action Role-Playing), our Compa Hall hirers, and activity courses. Based on the current bookings, the projected minimum income for the site this year is £112,000.00. It is worth noting that this year's income includes revenue generated from the shop, making it the highest income Kinver would have ever had. Additionally, the County has also benefited from £2,489.30 worth of free site bookings.

In order to ensure the continued legacy of Kinver, it is evident that investment is required. The estate is facing challenges, but with Meg's dedicated efforts, a support team is being built to address these needs. By investing in Kinver, we can preserve and enhance its facilities, ensuring that future generations of Scouts and visitors can continue to benefit from the unique and enriching experiences it offers. Through collaborative efforts and strategic planning, we are confident in securing a bright future for Kinver and maintaining its status as a valuable asset for our community.



Pride



Scouts embraces and welcomes individuals of all gender identities and sexual orientations. We take great pride in celebrating the values of inclusivity and diversity. Therefore, we are delighted to announce our active involvement in supporting and participating in Pride events throughout the nation in 2023.

Scouts Hereford and Worcester wholeheartedly supports all Pride events, including the one held in Worcester. It was a tremendous success, with our Jamboree unit and numerous leaders from across the county attending to show their support for our youth members and the wider LGBTQ+ community. We are committed to fostering an environment where everyone feels valued and accepted, and our presence at Pride events is a testament to this commitment.

Inclusion

This year has seen challenges for all leaders, considering how to keep their programmes inclusive, both whilst being virtual and when returning face to face under the restrictions. Common queries have focussed on how to explain the new rules, clarity around having additional adults attending for 1:1 support, and the perennial questions around making adjustments to badge criteria to balance accessibility with equal levels of challenge. Some groups have also made use of the time to focus on their Inclusivity RAGs and action plans, with support given to facilitate that discussion with the full leader team.

Scouts is an inclusive, values based movement. Membership is open to all those who share our fundamental values. The Equal Opportunities Policy outlines what we do to ensure the movement is open and accessible; and that people are treated equally and with respect.

This policy is reflective of the ethos of Scouts, expressed by our fundamental values (integrity, care, co-operation, respect and belief) and our commitment to delivering Scouts for all.

By removing any real or perceived barriers to participation, we can ensure that even more young people can enjoy the adventure of Scouts and that Scouts will be as diverse as the communities in which we live.



The event was truly amazing, with an impressive turnout of over 500 young people. It received exceptional support from various organizations, including our local BP Guild, which added to the overall success and excitement of the occasion.

This exciting event marked a departure from the previous ShireHike Virtual Walking Festival, which Scouts Hereford and Worcester successfully organized during 2020 and 2021. Now, with the freedom to venture outside and explore our stunning Area of Outstanding Natural Beauty (AONB), this new hiking challenge was designed to captivate and engage participants of all ages.

A range of thrilling events were on offer, providing diverse options for participants. The 24 Hour Challenge, open to Scouts, Explorers, and Network members, presented a thrilling opportunity to undertake a 50km or 40km hike along the picturesque Malvern Hills or the lower elevations to the west. The event commenced on Saturday, 25th March, with staggered departures between 9:30 am and 9:45 am. Participants were equipped with a detailed kit list and additional information, with the goal of completing the challenge by 7 am on Sunday, followed by a pick-up at 9 am.

For Cubs and Scouts, the Day Hike Challenge offered an exhilarating experience covering a distance of 15km to 18km. Participants arrived on Saturday, 25th March, at 10 am, with staged departures between 10:30 am and 10:45 am. The challenge aimed to conclude by 4:30 pm on Saturday, allowing participants to revel in their accomplishments.

Even our younger members, including Cubs, Beavers, and Squirrels, were not left out. The Day



county expedition to norway summer 2022



Our Governance

Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, 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.

Trustees

Ex Officio

Robert Sidley - County Commissioner
Jamie Sandison - Chair
Ian Newman - Treasurer
Joanne Turnbull - Secretary
Harry Bantham-Jones - County Youth Commissioner

Elected

Callum Walters
Abbie McFarlane
Ellen Cockram

Nominated

Alan Lane
Robert Williams

Our Governance

Other Key Roles during the year:

Deputy County Commissioner People	Mel Brammer (Unit Sept 2022)
Deputy County Commissioner Perception	Peter Dodman
Deputy County Commissioner 14-25	Lauren Wheeldon
Deputy County Commissioner Programme	Rob Williams
Deputy County Commissioner Activities	Edd Hogan
Deputy County Commissioner Kivner	Vacant
County Youth Commissioner	Harry Bantham Jones

Assistant County Commissioner International	Ann Clark
Assistant County Commissioner Young Leaders	Sian Telfer
Assistant County Commissioner Explorers	Vacant
Assistant County Commissioner Network	Vacant
Assistant County Commissioner Inclusion	Andy Hopkins
Assistant County Commissioner Pride	Phil Lacey
Assistant County Commissioner Exec. Support	John Day & Dr. Derek Barnes
County Training Administrator	Mark Strain
County Activate SAS Manager	Vacant
County BushScout SAS Manager	Lee Russell
County Appointments Chair	Alan Lane
County Appointments Secretary	Gareth Roberts
County Safeguarding Advisor	Val Leddington
County Safety Advisor	Vacant
County Legal Advisor	Mike Thompson
County MAPS	Rob Williams
County Badge Secretary	Jacky Green
County Presidents	To Be Appointed

Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Active Support Units and a County Team. Scouting in the County is run by the County Team lead by the County Commissioner and supported by the County Executive (the Trustees).

Trustees comprise 3 County Officers, the County Commissioner, the County Youth Commissioner, up to 4 persons nominated by the County Commissioner and approved by the County Scout Council plus up to 4 persons elected by members of the County Scout Council at the annual meeting. Proposals are invited prior to the annual meeting for elected trustees. The number of nomi-

Our Governance

The County Executive Committee manage the County infrastructure and support services, meeting four times a year. The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment.

Members of the Executive Committee act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Chairmen to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Scout Active Support Units in the County as necessary.
- Appoint and manage the operation of an Appointments Advisory Committee, including appointing an Appointments Committee Chairman to lead it.

The Executive Committee also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Executive Committee business.

Our Governance

Risk and Internal Controls

The County has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Commissioner. A number of training initiative and updates have taken place including the revision of The Scout Association's yellow card policy.

Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

Our Paid Staff

The County currently has three members of staff. The pensions provision is provided for by the Scouts Association.

County Administrator; full time part time hours contract

Operations Manager for Kinver; full time fixed term contract.

Growth & Development Officer; full time fixed term contract.

Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

Our Governance

Declaration:

The Trustees declare that they have approved this annual report at their virtual meeting on the 22nd June 2023.

Signed on behalf of the charity Trustees:

Signature:

Full Name: Jamie Sandison

Position: Chairman

Date:

County Secretary

Joanne Turnbull,
16 Northwick Close, Worcester, WR3 7EF
e-mail: heretofhelp@scoutshw.org.uk
Website: www.scoutshw.org.uk

**Independent Examiner's Report to the Trustees of
Hereford & Worcester Scout County**

Independent examiner's report to the trustees of Hereford & Worcester Scout County

I report to the charity trustees on my examination of the accounts of Hereford & Worcester Scout County (the Trust) for the year ended 31st March 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Robert Iestyn Richards (FCA CTA FCCA)
The Institute of Chartered Accountants in England and Wales

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Date:

Hereford & Worcester Scout County

Statement of Financial Activities
for the Year Ended 31st March 2023

				2023	2022
	Notes	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	59,140	522	-	59,662
Charitable activities					
Events and activities		121,814	-	-	121,814
Kinver campsite		-	92,353	-	92,353
Admin training and support		2,543	-	-	2,543
Other trading activities	5	-	18,505	-	18,505
Investment income	6	2,226	71	-	2,297
Total		185,723	111,451	-	297,174
EXPENDITURE ON					
Raising funds		-	2,954	-	2,954
Charitable activities					
Events and activities	7	118,170	-	1,500	119,670
Kinver campsite		-	130,374	423	130,797
Admin training and support		72,352	-	-	72,352
Total		190,522	133,328	1,923	325,773
Net gains/(losses) on investments		(3,768)	-	-	(3,768)
NET INCOME/(EXPENDITURE)		(8,567)	(21,877)	(1,923)	(32,367)
RECONCILIATION OF FUNDS					
Total funds brought forward		97,705	392,905	16,423	507,033
TOTAL FUNDS CARRIED FORWARD		89,138	371,028	14,500	474,666

The notes form part of these financial statements

Hereford & Worcester Scout County

**Balance Sheet
31st March 2023**

		Unrestricted funds £	Kinver designated fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS						
Tangible assets	15	2,160	264,564	-	266,724	316,331
Investments	16	<u>34,363</u>	<u>-</u>	-	<u>34,363</u>	<u>36,815</u>
		36,523	264,564	-	301,087	353,146
CURRENT ASSETS						
Stocks	17	-	374	-	374	677
Debtors	18	175,367	7,009	-	182,376	83,800
Cash at bank		<u>397,439</u>	<u>105,700</u>	<u>14,500</u>	<u>517,639</u>	<u>397,463</u>
		572,806	113,083	14,500	700,389	481,940
CREDITORS						
Amounts falling due within one year	19	<u>(520,191)</u>	<u>(6,619)</u>	-	<u>(526,810)</u>	<u>(328,053)</u>
NET CURRENT ASSETS		<u>52,615</u>	<u>106,464</u>	<u>14,500</u>	<u>173,579</u>	<u>153,887</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>89,138</u>	<u>371,028</u>	<u>14,500</u>	<u>474,666</u>	507,033
NET ASSETS		<u><u>89,138</u></u>	<u><u>371,028</u></u>	<u><u>14,500</u></u>	<u><u>474,666</u></u>	<u><u>507,033</u></u>
FUNDS	20					
Unrestricted funds					460,166	490,610
Restricted funds					<u>14,500</u>	<u>16,423</u>
TOTAL FUNDS					<u><u>474,666</u></u>	<u><u>507,033</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
J Turnbull - Trustee

Hereford & Worcester Scout County

Notes to the Financial Statements for the Year Ended 31st March 2023

1. STATUTORY INFORMATION

Hereford & Worcester Scout County is an unincorporated charity registered with the Charity Commission for England and Wales. The charity's principal address is 16 Northwick Close, Worcester, WR3 7EF.

2. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

EXEMPTION FROM PREPARING A CASH FLOW STATEMENT

The charity is exempt from preparing a cashflow statement because it is not a larger charity.

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.

Income from grants and donations is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income from grants is only deferred when the charity has to fulfil conditions not yet met before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Amounts collected by the charity as agent on behalf of The Scout Association are not accounted for as income of the charity.

Legacies are recognised when probate is granted and there is sufficient information to measure them. Where there is insufficient information to reliably measure any outstanding legacies, these are instead treated as contingent assets (and details of any such legacies will be disclosed in the notes to these financial statements).

Income relating to services provided in the course of undertaking direct charitable activities represents the value of services provided to the extent that there is a right to consideration and is recorded at the fair value of the consideration received or receivable.

Rental income is measured on a straight line basis over the period of the lease.

Investment income is recognised when the relating investments issue notice of distribution to its investors.

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 the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

GRANTS PAYABLE

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2023

2. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property - land	- not depreciated
Freehold property - buildings and static caravans	- 10% on cost
Scouting equipment	- 10% on cost

Assets costing less than £500 are not capitalised.

INVESTMENTS

Listed investments are stated at market value. Increases/(decreases) on revaluations of listed investments are transferred to/(from) the Statement of Financial Activities.

STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

TAXATION

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction cost.

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2023**

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Accounting estimates and judgement are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting judgements - tangible fixed asset depreciation policies

Freehold property includes land which is not depreciated and buildings and static caravans which are depreciated at an annual depreciation rate of 10% on cost.

The charity first adopted FRS 102 in the year ended 31 March 2019, prior to which it prepared financial statements on the receipts and payments methodology. On first time adoption of FRS 102 the charity elected to depreciate freehold buildings and static caravans from the date of transition and did not provide for any depreciation on this sub-class of tangible fixed assets for periods prior to the date of transition to FRS 102, on the basis that the charity undertook significant annual maintenance work of the buildings and static caravans (a depreciation policy that is not consistent with FRS 102).

Critical accounting judgements - agency transactions re The Scout Association

The charity collects a single combined membership fee which includes an element deemed payable to the charity and an element deemed payable to The Scout Association. The element of membership income deemed payable to The Scout Association has been accounted for as an agency transaction and has been netted against gross subscription income received, rather than shown as an expense of the charity.

4. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	872	1,792
Gift aid	218	422
Grants	-	24,584
Gross subscriptions received (including amounts payable to The Scout Association)	230,175	206,233
Subscriptions paid over to The Scout Association	(171,603)	(156,972)
	<u>59,662</u>	<u>76,059</u>

A proportion of subscription income collected by the charity is deemed to be collected on behalf of The Scout Association. Under FRS 102 this is considered an agency transaction and is not revenue of the charity. However in the above disclosure gross receipts and element of those receipts subsequently paid over to The Scout Association have been disclosed separately in order to provide an analysis of funds received and paid by the charity as agent.

Grants received, included in the above, are as follows:

	2023	2022
	£	£
HMRC - Coronavirus Job Retention Grant	-	21,334
South Staffordshire Water PLC	-	3,250
	<u>-</u>	<u>24,584</u>

5. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Shop income	3,214	1,276
Kinver hall rental income	15,291	16,711
	<u>18,505</u>	<u>17,987</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

6. INVESTMENT INCOME

	2023	2022
	£	£
Bank interest	982	22
Investment income	<u>1,315</u>	<u>1,099</u>
	<u>2,297</u>	<u>1,121</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 8)	Support costs (see note 9)	Totals
	£	£	£	£
Events and activities	116,170	3,500	-	119,670
Kinver campsite	109,944	-	20,853	130,797
Admin training and support	<u>58,945</u>	-	<u>13,407</u>	<u>72,352</u>
	<u>285,059</u>	<u>3,500</u>	<u>34,260</u>	<u>322,819</u>

8. GRANTS PAYABLE

	2023	2022
	£	£
Events and activities	<u>3,500</u>	<u>-</u>

The total grants paid to individuals during the year was as follows:

	2023	2022
	£	£
Grants to individuals	<u>3,500</u>	<u>-</u>

9. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Kinver campsite	20,028	825	-	20,853
Admin training and support	<u>11,281</u>	<u>380</u>	<u>1,746</u>	<u>13,407</u>
	<u>31,309</u>	<u>1,205</u>	<u>1,746</u>	<u>34,260</u>

Support costs, included in the above, are as follows:

		Admin training and support	2023	2022
	Kinver campsite	£	Total activities	Total activities
	£	£	£	£
Telephone	675	-	675	669
Postage and stationery	-	1,807	1,807	862
Sundries	-	-	-	1,381
Meetings and conference	-	4,431	4,431	937
Maintenance and repairs	19,054	-	19,054	13,990
Computer and website	299	2,463	2,762	2,981
Professional fees	-	2,580	2,580	-
Bank charges	825	380	1,205	1,263
Independent examination	-	1,746	1,746	2,118
	<u>20,853</u>	<u>13,407</u>	<u>34,260</u>	<u>24,201</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2023 nor for the year ended 31st March 2022.

TRUSTEES' EXPENSES

During the year the charity reimbursed 3 (2022 - 3) trustees expenses relating to travel costs totalling £1,066 (2022 - £605).

11. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	50,301	32,773
Social security costs	-	(547)
Other pension costs	<u>1,273</u>	<u>909</u>
	<u>51,574</u>	<u>33,135</u>

Prior year social security costs relate to adjustments to past HMRC employment allowances recognised in 2021.

The average monthly number of employees during the year was as follows:

	2023	2022
Kinver staff	<u>3</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2023**

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	49,922	22,887	3,250	76,059
Charitable activities				
Events and activities	10,294	-	-	10,294
Kinver campsite	6	52,767	-	52,773
Other trading activities	-	17,987	-	17,987
Investment income	<u>1,121</u>	<u>-</u>	<u>-</u>	<u>1,121</u>
Total	<u>61,343</u>	<u>93,641</u>	<u>3,250</u>	<u>158,234</u>
EXPENDITURE ON				
Raising funds	-	1,685	-	1,685
Charitable activities				
Events and activities	49,588	-	2,827	52,415
Kinver campsite	-	102,502	-	102,502
Admin training and support	<u>9,833</u>	<u>-</u>	<u>-</u>	<u>9,833</u>
Total	<u>59,421</u>	<u>104,187</u>	<u>2,827</u>	<u>166,435</u>
Net gains/(losses) on investments	<u>(2,749)</u>	<u>-</u>	<u>-</u>	<u>(2,749)</u>
NET INCOME/(EXPENDITURE)	(827)	(10,546)	423	(10,950)
RECONCILIATION OF FUNDS				
Total funds brought forward	<u>98,532</u>	<u>403,451</u>	<u>16,000</u>	<u>517,983</u>
TOTAL FUNDS CARRIED FORWARD	<u>97,705</u>	<u>392,905</u>	<u>16,423</u>	<u>507,033</u>

13. PRIOR YEAR ADJUSTMENT

The comparative figures have been restated to remove a funds transfer of £39,247 from the designated Kinver fund to the unrestricted General fund. As a result the Kinver fund balance as at 31 March 2022 was restated from £353,658 to £392,905 and the General fund balance was restated from £99,002 to £59,755.

14. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Independent examiner's fee in respect of external scrutiny	1,746	1,668
Independent examiner's fee in respect of other services	<u>-</u>	<u>450</u>
	<u>1,746</u>	<u>2,118</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2023**

15. TANGIBLE FIXED ASSETS

	Freehold property £	Scouting equipment £	Totals £
COST			
At 1st April 2022	531,483	-	531,483
Additions	<u>-</u>	<u>2,400</u>	<u>2,400</u>
At 31st March 2023	<u>531,483</u>	<u>2,400</u>	<u>533,883</u>
DEPRECIATION			
At 1st April 2022	215,152	-	215,152
Charge for year	<u>51,767</u>	<u>240</u>	<u>52,007</u>
At 31st March 2023	<u>266,919</u>	<u>240</u>	<u>267,159</u>
NET BOOK VALUE			
At 31st March 2023	<u>264,564</u>	<u>2,160</u>	<u>266,724</u>
At 31st March 2022	<u>316,331</u>	<u>-</u>	<u>316,331</u>

16. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2022	36,815
Additions	1,316
Revaluations	<u>(3,768)</u>
At 31st March 2023	<u>34,363</u>
NET BOOK VALUE	
At 31st March 2023	<u>34,363</u>
At 31st March 2022	<u>36,815</u>

17. STOCKS

	2023 £	2022 £
Kinver shop stock	<u>374</u>	<u>677</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Other debtors	4,346	422
Accrued income	4,657	12,457
Prepayments	<u>173,373</u>	<u>70,921</u>
	<u>182,376</u>	<u>83,800</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Social security and other taxes	-	527
Pensions	2,212	1,345
Deferred income	517,137	321,105
Accrued expenses	7,461	5,076
	<u>526,810</u>	<u>328,053</u>

Deferred income

	2023	2022
	£	£
Gross subscription income relating to the next financial year	256,065	212,923
Event income relating to future events:		
- collected in the year ended 31 March 2021	-	30,440
- collected in the year ended 31 March 2022	28,463	77,742
- collected in the year ended 31 March 2023	232,609	-
	<u>517,137</u>	<u>321,105</u>

Gross subscription income includes a proportion deemed collected on behalf of The Scout Association.

Due to travel restrictions relating to Covid-19, a planned trip was cancelled for which income was collected in the year ended 31 March 2021. The majority of trip participants then signed up to an alternative trip planned for this financial year, although some refunds were made.

The event income carried forward relates the 25th World Scout Jamboree, Kanderstag 2024 and Shirejam 2023.

20. MOVEMENT IN FUNDS

	At 1.4.22	Net movement	Transfers between	At
	£	in funds	funds	31.3.23
	£	£	£	£
Unrestricted funds				
General fund	59,755	(6,567)	650	53,838
Kinver designated fund	392,905	(21,877)	-	371,028
International fund	23,600	(2,000)	5,700	27,300
Hardship fund	8,000	-	-	8,000
County Building Set Up fund	5,000	-	(5,000)	-
New Scout Logo - Group Signs fund	1,350	-	(1,350)	-
	<u>490,610</u>	<u>(30,444)</u>	-	<u>460,166</u>
Restricted funds				
Mary Cotterell Trust	16,000	(1,500)	-	14,500
South Staffordshire Water PLC fund	423	(423)	-	-
	<u>16,423</u>	<u>(1,923)</u>	-	<u>14,500</u>
TOTAL FUNDS	<u>507,033</u>	<u>(32,367)</u>	-	<u>474,666</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	185,723	(188,522)	(3,768)	(6,567)
Kinver designated fund	111,451	(133,328)	-	(21,877)
International fund	-	(2,000)	-	(2,000)
	<u>297,174</u>	<u>(323,850)</u>	<u>(3,768)</u>	<u>(30,444)</u>
Restricted funds				
Mary Cotterell Trust	-	(1,500)	-	(1,500)
South Staffordshire Water PLC fund	-	(423)	-	(423)
	<u>-</u>	<u>(1,923)</u>	<u>-</u>	<u>(1,923)</u>
TOTAL FUNDS	<u>297,174</u>	<u>(325,773)</u>	<u>(3,768)</u>	<u>(32,367)</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	66,782	(827)	(6,200)	59,755
Kinver designated fund	403,451	(10,546)	-	392,905
International fund	17,400	-	6,200	23,600
Hardship fund	8,000	-	-	8,000
County Building Set Up fund	5,000	-	-	5,000
New Scout Logo - Group Signs fund	1,350	-	-	1,350
	<u>501,983</u>	<u>(11,373)</u>	<u>-</u>	<u>490,610</u>
Restricted funds				
Mary Cotterell Trust	16,000	-	-	16,000
South Staffordshire Water PLC fund	-	423	-	423
	<u>16,000</u>	<u>423</u>	<u>-</u>	<u>16,423</u>
TOTAL FUNDS	<u>517,983</u>	<u>(10,950)</u>	<u>-</u>	<u>507,033</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	61,343	(59,421)	(2,749)	(827)
Kinver designated fund	93,641	(104,187)	-	(10,546)
	<u>154,984</u>	<u>(163,608)</u>	<u>(2,749)</u>	<u>(11,373)</u>
Restricted funds				
South Staffordshire Water PLC fund	3,250	(2,827)	-	423
	<u>3,250</u>	<u>(2,827)</u>	<u>-</u>	<u>423</u>
TOTAL FUNDS	<u>158,234</u>	<u>(166,435)</u>	<u>(2,749)</u>	<u>(10,950)</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2023

20. MOVEMENT IN FUNDS - continued

PURPOSE OF INDIVIDUAL FUNDS

Unrestricted funds (including designated funds)

General Fund

The unrestricted general fund can be used for any charitable purpose within the charity's objects and approved by the Trustees.

Kinver Fund

The Trustees have designated net proceeds from Kinver camp activities to be used to maintain and develop the County Campsite at Kinver.

International Fund

These are funds which have been designated for the purpose of supporting members attending Scouting events in other countries. Note that £18,400 of grants have been committed from this fund and have been put towards trips taking place in 2023/24.

Hardship fund

These are funds which have been designated for the purpose of supporting members to participate in Scouting events that they otherwise could not afford.

County Building Set Up fund

These are funds which have been designated for the purpose of equipping a suitable property as a County HQ.

New Scout Logo - Group Signs fund

These are funds which have been designated for the purpose of grants towards the cost of Scout Group HQ signs with the new Scout brand logo.

Restricted funds

Mary Cotterell Trust fund

This fund is restricted for the purpose of supporting children in Herefordshire as far as this may be possible.

South Staffordshire Water PLC fund

This fund is restricted for the purpose of landscaping at the Kinver Campsite.

TRANSFERS BETWEEN FUNDS

During the year £5,700 (2022 - £6,200) was transferred from general unrestricted funds to the International fund in order to increase the funds available for grant awards.

During the year £1,350 (2022 - £nil) was transferred from the designated New Scout Logo fund to general unrestricted funds. £5,000 (2022 - £nil) was also transferred from the designated County Building Setup fund to unrestricted general funds. These designated funds were no longer required so the balances were re-designated.

21. RELATED PARTY DISCLOSURES

During the year the charity received donations from trustees totalling £101 (2022 - £133).

HEREFORD AND WORCESTER SCOUT COUNTY

England & Wales - Charity number 505004

Accounts

Annual Report 2021 - 2022



Scouts

Hereford & Worcester

Charity Number: 505004
Hereford and Worcester Scout County

Welcome from Harry!



I think we can all agree that this last year has been amazing. We have started to see a real return to Scouting. Lots of activities offered during the year from Shirehike to various other join in camps and activities.

It's been great to see young people and leaders return and reignite our campfires, scouting skills and helping our communities come back together again.

Thank you everyone for all you do!

Yours in Scouting

**Harry Bantham-Jones
County Youth Commissioner**

An Introduction from the Chair

Another amazing year of scouting has passed in the blink of an eye.

We started the year with aspirations to bounce back and grow and I think as a County we have achieved all we expected and more. It has been fantastic to see so much 'normal' scouting going on in all corners of Hereford and Worcester.

I have had the pleasure of getting involved in more scouting activity in the past year than at any other time in my tenure as County Chair. It really has brought home to me how important this organisation is, both to the young people who get so much out of it, but also to the adult volunteers. Seeing the smile on a young person's face when they do something new for the first time, or when their peers encourage them to achieve things they thought impossible, really is good for the soul, regardless how much of a cliché it may sound!

In the past 12 months we have reinstated an Operations Manager at Kinver and appointed a new Growth and Development Officer for the County. We have supported the introduction of Squirrel Dreys into numerous groups, bringing a whole new age group into scouting. We have seen changes in the County team and developed new volunteer roles to support growth and our aims to support the environment. We are in a strong position and I'm looking forward to seeing what we can accomplish as we build on the foundations we have put in place.

As a County we have so much to look forward to in the coming years with sustainability, growth and the environment at the forefront.

Jamie
😊

Scouting by the County Commissioner

The Scout County's development plan is aligned directly with The Scout Association's vision that by 2023 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. As a County we will support this wider vision:

Growth

We will be growing, be more inclusive, and be shaped by young people, making a bigger impact in our communities.

As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

By 2023, in the UK we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

Inclusivity

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

By 2023:

- we will have started Scouts in 500 more UK areas of deprivation reaching young people who could benefit the most
- our adult volunteers will reflect the demographics of our society

Youth Shaped

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

By 2023:

- 250,000 young people will be shaping their experiences at Scouts
- 50% of young people will be achieving the top awards
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

There are a number of challenges to overcome to make these aims a reality; the key one of which is finding and recruiting the right adult volunteers.

Community Impact

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

By 2023:

- at least 250,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the top awards

As a result of supporting the UK Visions the County as a result will:

- Continue to grow groups and build upon the Districts growth and development
- Continue to improve Scouting provision in highly deprived areas of the County with support of the Regional Development Service
- Work on increased ethnic membership to fully reflect local communities.
- Appoint Deputy County Youth Commissioner to improve our focus on Youth Shaped Scouting throughout the County.
- Build the County activity provision and support leaders in building their programmes
- Make sure we have an effective Young Leaders Leader in each District and build upon our County Young Leaders camps (which includes training).
- Review the support towards top awards and the pathways to them
- Maintain a great level of young people on the County Executive and focus on all Districts achieving similar.
- Focus on supporting the Explorer age ranges to build on retention
- Ensure Youth Forums are happening in every District and as appropriate at County level.
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

Supporting the Strategy

To support the UK strategy the County has prepared and is implementing an orbit plan, detailed on the next page. Which sets out targets and priorities.

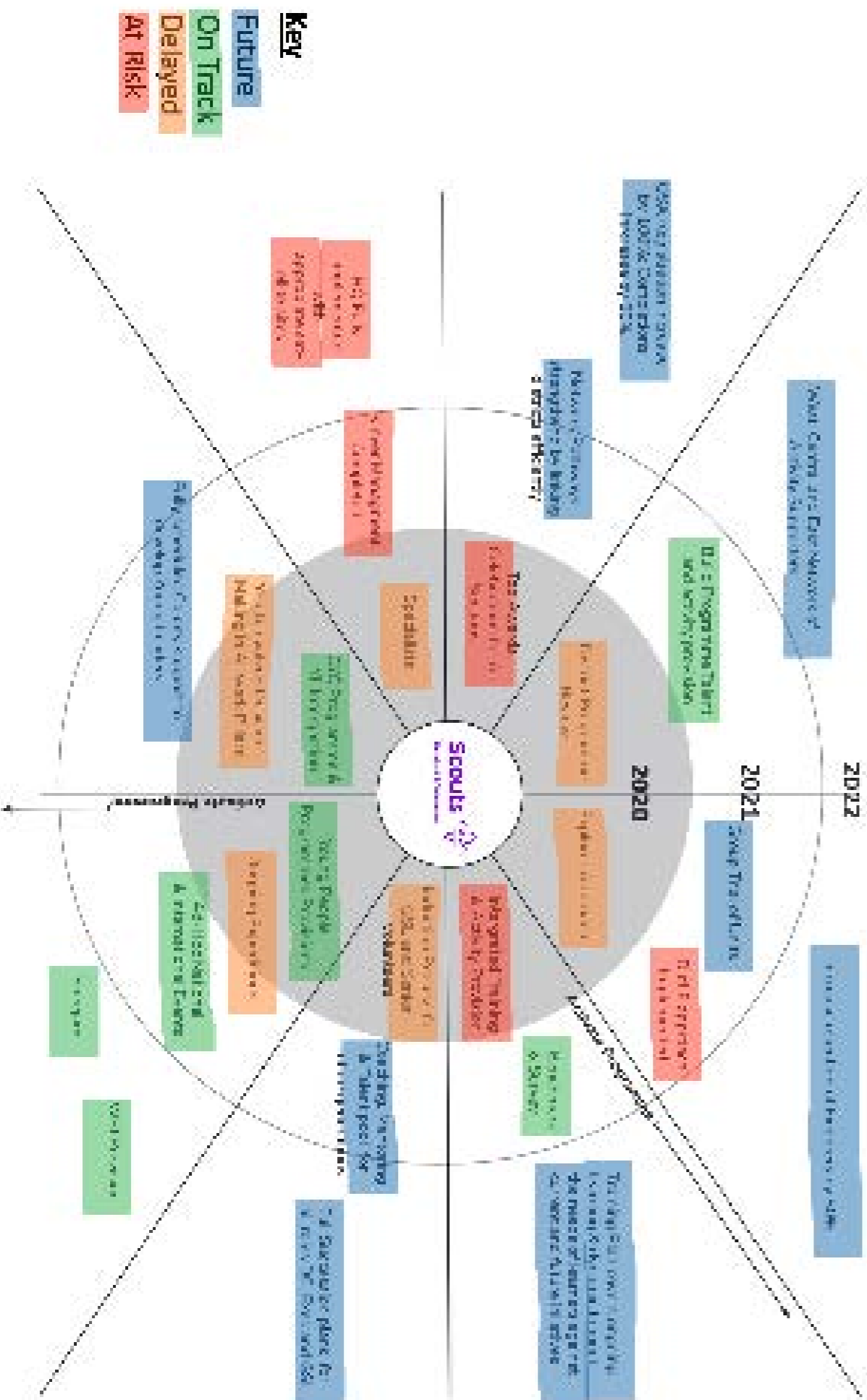
Census & Membership

Following lockdowns we have bounced back with success. We are up 10% on average across the County.

The County has recruited a Growth and Development officer, and has targeted adult recruitment with various campaigns in the county. Some of the main focuses of support will be:

- o Explorers provision in Worcester and Wyre Forest is increasing in numbers
- o Tenbury – new group
- o Bromyard – new group being formed
- o Leominster – developing the group
- o Recruitment Campaign
- o Bromsgrove GSL recruitment
- o Various rural groups in all Districts
- o Redditch district general leaders

There are also a number of projects that will be supported by RST and us in the next year, complete with national support and campaigns.



Census January 2022 - Summary - Hereford & Worcester															
Name	Days	Colonies	Packs	Troops	Explorer Units	Networks	Squirrels	Beavers	Cubs	Scouts	Explorers	YP 4-18	Network Members	Total Adults *	Total
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18
Avon Vale	-	10	11	10	3	1	-	79	131	121	31	362	3	552	514
Bromsgrove	-	10	11	11	5	1	-	191	238	221	118	770	4	235	1005
Redditch	-	8	8	8	1	1	-	107	112	106	46	371	13	131	502
Ross On Wye	-	4	5	4	1	-	-	25	36	45	18	124	-	60	184
South Marishes	-	12	14	13	5	1	-	179	213	206	60	658	2	222	880
The Malverns	-	10	12	12	7	1	-	151	217	222	68	658	8	238	894
The Shire	-	2	2	2	-	-	-	18	21	27	-	66	-	18	86
Worcester	2	18	18	19	6	1	22	251	363	315	108	1055	5	335	1394
Wyre Forest	2	18	18	17	2	1	-	273	299	279	69	920	2	401	1321
Totals	4	90	99	96	30	7	22	1274	1632	1544	518	4990	41	1810	6800
Change from 2021	+4	+0	-1	+0	+2	-1	+22	+1274	+169	+1	+118	+628	-11	-81	+547
% change from 2021	+0%	-1%	-1%	+0%	+7%	-13%	-	+133%	+12%	+0%	+30%	+14%	-21%	-4%	+9%
Change from 2020	+4	+1	-2	+1	+0	+0	+22	-224	-328	-228	-101	-859	-97	-424	-1283
% change from 2020	+4%	+1%	-2%	+1%	+0%	+0%	+22%	-15%	-17%	-13%	-18%	-15%	-70%	-19%	-18%
Change from 2017 (5 years)	+4	+90	+1	+1	+0	-2	+22	+1274	-273	-180	-40	-781	-153	-612	-1393
% change from 2017	-	-	+1%	+1%	+0%	-22%	-	-	-14%	-10%	-8%	-14%	-29%	-25%	-17%

Adult Awards

Congratulations to all our members listed here.
All of whom fully deserve the recognition they have received.

Name	Award for Merit
Trevor Albutt	Award for Merit
Angela Barclay	Award for Merit
David Keith Barthorpe	Award for Merit
Karen Anne Bayley	Award for Merit
Alison Jane Calcutt	Award for Merit
Kathleen Canning	Award for Merit
Mary Champion	Award for Merit
Mandy Ann Dent	Award for Merit
Sarah Duffin	Award for Merit
Stephen Gathergood	Award for Merit
Tracy Genever	Award for Merit
Graham Godwin	Award for Merit
Martin Harris	Award for Merit
Brian Jackson	Award for Merit
Sonya Johnson	Award for Merit
Nicholas Jones	Award for Merit
Lynn Lee	Award for Merit
James Lloyd	Award for Merit
Graham Penny	Award for Merit
Dawn Phelps	Award for Merit
Suzanne Price	Award for Merit
Janice Rose Price	Award for Merit
Michael Price	Award for Merit
Leslie Rowberry	Award for Merit
Harry Sargent	Award for Merit
Nicholas Shaw	Award for Merit
Jake Kieran Sherwood	Award for Merit
Anthony Spinks	Award for Merit
Ian Melville Strongman	Award for Merit
Vivien Carol Ware	Award for Merit
Brian John Warmington	Award for Merit
Martin Watkins	Award for Merit
Ian David Wyllie	Award for Merit
Nicola Karen Hitchcock	Bar to the Award for Merit
Jeremy Mayfield	Bar to the Award for Merit
Michael Rees	Bar to the Award for Merit
John Airey	Chief Scout's Commendation for Good Service
Timothy Allen	Chief Scout's Commendation for Good Service

Name	Award for Merit
Roger John Alltree	Chief Scout's Commendation for Good Service
Clare Angel	Chief Scout's Commendation for Good Service
Graham Archer	Chief Scout's Commendation for Good Service
Richard Eric Baldwin	Chief Scout's Commendation for Good Service
Christopher Barclay	Chief Scout's Commendation for Good Service
Jemma Bayley	Chief Scout's Commendation for Good Service
Clare Beddows	Chief Scout's Commendation for Good Service
Jack William Brookes	Chief Scout's Commendation for Good Service
Nichol Sarah Brown	Chief Scout's Commendation for Good Service
Stephen Brown	Chief Scout's Commendation for Good Service
Hadleigh Burns	Chief Scout's Commendation for Good Service
Helen Capaldi	Chief Scout's Commendation for Good Service
Amanda Capaldi	Chief Scout's Commendation for Good Service
Timothy Carsberg	Chief Scout's Commendation for Good Service
Irene Casey	Chief Scout's Commendation for Good Service
Fleur Clarke	Chief Scout's Commendation for Good Service
Robert Clarke-Davies	Chief Scout's Commendation for Good Service
Sarah Davies	Chief Scout's Commendation for Good Service
Billy Davison	Chief Scout's Commendation for Good Service
Joanne Ellis	Chief Scout's Commendation for Good Service
Roger Fairman	Chief Scout's Commendation for Good Service
Steven Faulds	Chief Scout's Commendation for Good Service
Darren John Fletcher	Chief Scout's Commendation for Good Service
Janet Fox	Chief Scout's Commendation for Good Service
Scott Gale	Chief Scout's Commendation for Good Service
David Green	Chief Scout's Commendation for Good Service
Rita Christine Grimes	Chief Scout's Commendation for Good Service
Natalie Louise Harris	Chief Scout's Commendation for Good Service
Sian Louise Haynes	Chief Scout's Commendation for Good Service
Caroline Hemming	Chief Scout's Commendation for Good Service
Felicity Holt	Chief Scout's Commendation for Good Service
Andrew Hopkins	Chief Scout's Commendation for Good Service
Amie Humphries	Chief Scout's Commendation for Good Service
Anna Humphries	Chief Scout's Commendation for Good Service
James Jarvis	Chief Scout's Commendation for Good Service
Gemma Laishley	Chief Scout's Commendation for Good Service
Paul Lees	Chief Scout's Commendation for Good Service
Joanne Lewis	Chief Scout's Commendation for Good Service
Andrew Moore	Chief Scout's Commendation for Good Service
Ian Denison Moreton	Chief Scout's Commendation for Good Service
Rachel Moulton	Chief Scout's Commendation for Good Service
Jill Mustard	Chief Scout's Commendation for Good Service
Claire Nicholls	Chief Scout's Commendation for Good Service
Jennifer Nock	Chief Scout's Commendation for Good Service
Keith Norledge	Chief Scout's Commendation for Good Service

Name		Award for Merit
Ruth	Palmer	Chief Scout's Commendation for Good Service
Fiona	Picken	Chief Scout's Commendation for Good Service
Angela	Potter	Chief Scout's Commendation for Good Service
James	Price	Chief Scout's Commendation for Good Service
Robert	Roberts	Chief Scout's Commendation for Good Service
John Edward	Sparrow	Chief Scout's Commendation for Good Service
Allan Michael	Tomlin	Chief Scout's Commendation for Good Service
Joanne	Turnbull	Chief Scout's Commendation for Good Service
Jayne Marie	Vander	Chief Scout's Commendation for Good Service
Macaulay	Warren	Chief Scout's Commendation for Good Service
Joanne	Watkins	Chief Scout's Commendation for Good Service
Sharon	Webb	Chief Scout's Commendation for Good Service
Andrew	Willets	Chief Scout's Commendation for Good Service
Arthur	Williams	Chief Scout's Commendation for Good Service
Jennifer	Robson	Commissioners Commendation
Cyril John	Blewett	Silver Acorn
Roger	Davies	Silver Acorn
Susan	Hensley	Silver Acorn
Merrill Lesley	Kirby	Silver Acorn
Michael	McAuliffe	Silver Acorn
Anne	Poulter	Silver Acorn
Robert	Sidley	Silver Acorn
Lesley Ann	Spencer	Silver Acorn
Barbel	Wolstencroft	Silver Acorn
Malcolm	Timmis	Silver Wolf

Financial Review:

The Charity's principal funding sources are membership subscriptions, activity and camping fees.

Membership declined following the Covid-19 restrictions in 2020 although easing of restrictions during 2021 enabled Kinver campsite to re-open. With the addition of Covid-19 support and re-start grants, overall income increased to £158,234 .

Overall expenditure increased to £166,435 reflecting the easing of Covid-19 restrictions compared to the previous year.

Please see the separate Financial Statements for the year ending 31st March 2022 for further details.

Reserves Policy:

The Charity's policy is to hold sufficient resources to continue its charitable activities should income and fundraising fall short. The trustees consider that this should be equivalent to 12 months of running costs, i.e. £114,668 in 2021-22.

As at 31st March 2022, the charity held £69,410 . This is lower than the policy requires due to strengthening reserves policy from the former 6-12 months of running costs. It is the trustees aim for the charity to meet this reserves policy within the next 3 years.

Investment Policy:

It is the policy of the Trustees to invest reserves in interest bearing bank accounts and in low risk charity investment bonds.



Why volunteering at Scouts is

#GOODFORYOU

1. It's good for your skills and your future

84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

71%

of young people in the UK aged 14-18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)

Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



Scouts spend on average **1.1** more days a week being physically active (Scouts Experience Survey 2020)

3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18-24 and **76%** for those aged 25-34). (Time Well Spent Survey NCVO 2019)

Our People



Our People Team have been as busy as ever this year supporting our adult volunteers across the County.

Our training team have continued to deliver courses throughout the pandemic, seamlessly switching to online delivery. As we emerged on the other side we began offering a hybrid training programme. We were keen to keep all the positives of delivering online training, which makes it more accessible for volunteers with young families or long distances to travel, but we've also added back in the face-to-face element again which allows people to get together, share experiences and make new friends.

A new batch of First Aid Trainers have got to work sharing their knowledge and experiences and catching up on a large back-log of First Aid training.

Across our People Team, we have been working with our volunteer managers to develop Scouting, ensuring that trustees are recorded properly on Compass and supported in their roles, looking at how diverse and inclusive we are, ensuring that all our volunteers are up-to-date on Safety and Safeguarding training and looking after our volunteers, ensuring that their volunteering is a positive and fulfilling part of their lives.

Trustee Support

Over the last twelve months we have not been able to run our usual programme of Executive Committee training workshops. However we have provided some on-line resources and prepared a series of videos which cover the content of the workshops. Unfortunately, the uptake of the videos has been low. Hopefully, we will be able to re-commence workshops in the not-too-distant future.

We have been supporting individual groups and districts across the County understand their approach to governance in Scouting.

Young Leaders

Since taking on the ACC role in September 2020 myself and a group of other volunteers have continued to build on the great work done in previous years. We have held two very successful training camps,

Future plans for County Young Leaders involves us build on these success of this last year. This includes us getting Young Leaders getting more involved with what we run and how we run it, working in conjunction with the County Youth Commissioner Team & offering training and experiences other than just the module training weekends. We also want to offer more support for adult leaders working with young leaders & Explorer Scout Leaders - Young Leaders to better help Young Leaders at a grass roots level.

Sian Telfer
ACC Young Leaders



Kinver

During 2021 we reinstated the role of Operations Manager at Kinver. As the site reopened a number of maintenance issues were addressed. Going forward there is a commitment to invest resources into the site to allow outdoor activities to continue.

As we move forward into the year several research projects were conducted ready for 2022. This includes, rebranding, investing in the existing infrastructures and repairing the tired estate.

A supporting committee has been set up along with a new volunteer warden team to bring Kinver into a consistent operating model which is self-sustaining.



Pride



2021/2022 has been a quiet year in role. Prides were cancelled and with restrictions no attendance possible.

However, #TeamPride have been busy building support and resources ready for 2022.

Inclusion

This year has seen challenges for all leaders, considering how to keep their programmes inclusive, both whilst being virtual and when returning face to face under the restrictions. Common queries have focussed on how to explain the new rules, clarity around having additional adults attending for 1:1 support under Covid, and the perennial questions around making adjustments to badge criteria to balance accessibility with equal levels of challenge. Some groups have also made use of the time to focus on their Inclusivity RAGs and action plans, with support given to facilitate that discussion with the full leader team.

shirehike



The Shirejam team have worked hard to provide a series of challenges for all our members, from Beavers to Network, including Adult Leaders and Executive Members as a legacy from our Shirejam portfolio.

There was also a whole host events from Shirehike, BeaverXmas and much more. Thank you to all the organising leaders, supporting parents and carers who have helped making Scouting at Home so special and its own unique adventure!



Our Governance

Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, 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.

Trustees

Ex Officio

Robert Sidley - County Commissioner
Jamie Sandison - Chair
Ian Newman - Treasurer
Joanne Turnbull - Secretary

Elected

Abbie McFarlane
Harry Bantham-Jones - County Youth Commissioner

Nominated

Alan Lane
Robert Williams

Our Governance

Other Key Roles during the year:

Deputy County Commissioner People	Mel Brammer
Deputy County Commissioner Perception	Peter Dodman
Deputy County Commissioner Programme	Rob Williams
Deputy County Commissioner Activities	Edd Hogan (March 2022)
County Youth Commissioner	Harry Bantham Jones

Assistant County Commissioner International	Ann Clark
Assistant County Commissioner Young Leaders	Sian Telfer
Assistant County Commissioner Explorers	Vacant
Assistant County Commissioner Awards Co-ordinator	Matt Fox
Assistant County Commissioner Inclusion	Andy Hopkins
Assistant County Commissioner Pride	Phil Lacey
Assistant County Commissioner Exec. Support	John Day
County Training Administrator	Mark Strain
County Activate SAS Manager	Vacant
County BushScout SAS Manager	Lee Russell
County Appointments Chair	Alan Lane
County Appointments Secretary	Gareth Roberts
County Safeguarding Advisor	Val Leddington
County Safety Advisor	Vacant
County Legal Advisor	Mike Thompson
County MAPS	Robert Williams
County Badge Secretary	Jacky Green
County Presidents	To Be Appointed

Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Active Support Units and a County Team. Scouting in the County is run by the County Team lead by the County Commissioner and supported by the County Executive (the Trustees).

Trustees comprise 3 County Officers, the County Commissioner, the County Youth Commissioner, up to 4 persons nominated by the County Commissioner and approved by the County Scout Council plus up to 4 persons elected by members of the County Scout Council at the annual meeting. Proposals are invited prior to the annual meeting for elected trustees. The number of nominated trustees may not exceed the number of elected trustees.

Our Governance

The County Executive Committee manage the County infrastructure and support services, meeting four times a year. The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment.

Members of the Executive Committee act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Chairmen to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Scout Active Support Units in the County as necessary.
- Appoint and manage the operation of an Appointments Advisory Committee, including appointing an Appointments Committee Chairman to lead it.

The Executive Committee also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Executive Committee business.

Our Governance

Risk and Internal Controls

The County has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Commissioner. A number of training initiative and updates have taken place including the revision of The Scout Association's yellow card policy.

Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

Our Paid Staff

The County currently has two members of staff. The pensions provision is provided for by the Scouts Association.

County Administrator; full time part time hours contract

Operations Manager for Kinver; full time permanent contract.

Growth & Development Officer; part-time fixed term contract.

Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

Our Governance

Declaration:

The Trustees declare that they have approved this annual report at their virtual meeting on the 09 June 2022.

Signed on behalf of the charity Trustees:

Signature:

Full Name: Jamie Sandison

Position: Chairman

Date:

County Secretary

Joanne Turnbull,
16 Northwick Close, Worcester, WR3 7EF
e-mail: info@scoutshw.org.uk
Website: www.scoutshw.org.uk

**Report of the Trustees and
Financial Statements for the Year Ended 31st March 2021
for
Hereford & Worcester Scout County**

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Hereford & Worcester Scout County

**Contents of the Financial Statements
for the Year Ended 31st March 2021**

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Hereford & Worcester Scout County

**Report of the Trustees
for the Year Ended 31st March 2021**

The trustees present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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 2019).

Please refer to the separate annual report as presented by the trustees.

**Independent Examiner's Report to the Trustees of
Hereford & Worcester Scout County**

Independent examiner's report to the trustees of Hereford & Worcester Scout County

I report to the charity trustees on my examination of the accounts of Hereford & Worcester Scout County (the Trust) for the year ended 31st March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Robert Iestyn Richards (FCA CTA FCCA)
ICAEW
The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Date: 10/6/2021

Hereford & Worcester Scout County

Statement of Financial Activities
for the Year Ended 31st March 2021

					2021	2020
	Notes	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	72,742	34,987	16,000	123,729	61,556
Charitable activities						
Kinver campsite		-	6,389	-	6,389	75,524
Administration, adult training & support		366	-	-	366	-
Events and activities		11,179	-	-	11,179	328,318
Other trading activities	4	-	6	-	6	4,462
Investment income	5	1,280	-	-	1,280	1,157
Total		85,567	41,382	16,000	142,949	471,017
EXPENDITURE ON						
Raising funds		-	261	-	261	2,725
Charitable activities						
Kinver campsite	6	-	88,552	-	88,552	131,411
Administration, adult training & support		54,995	999	-	55,994	47,727
Events and activities		11,313	-	-	11,313	337,383
Grants		180	-	-	180	16,839
Total		66,488	89,812	-	156,300	536,085
Net gains/(losses) on investments		1,631	-	-	1,631	(1,246)
NET INCOME/(EXPENDITURE)		20,710	(48,430)	16,000	(11,720)	(66,314)
RECONCILIATION OF FUNDS						
Total funds brought forward		77,822	451,881	-	529,703	596,017
TOTAL FUNDS CARRIED FORWARD		98,532	403,451	16,000	517,983	529,703

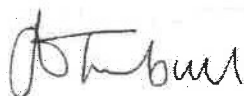
The notes form part of these financial statements

Hereford & Worcester Scout County

Balance Sheet
31st March 2021

	Notes	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS						
Tangible assets	13	-	368,098	-	368,098	421,280
Investments	14	38,466	-	-	38,466	35,613
		38,466	368,098	-	406,564	456,893
CURRENT ASSETS						
Stocks	15	-	1,405	-	1,405	1,665
Debtors	16	1,753	3,680	-	5,433	23,794
Cash at bank		273,452	31,337	16,000	320,789	285,543
		275,205	36,422	16,000	327,627	311,002
CREDITORS						
Amounts falling due within one year	17	(215,139)	(1,069)	-	(216,208)	(238,192)
NET CURRENT ASSETS		60,066	35,353	16,000	111,419	72,810
TOTAL ASSETS LESS CURRENT LIABILITIES		98,532	403,451	16,000	517,983	529,703
NET ASSETS		98,532	403,451	16,000	517,983	529,703
FUNDS						
Unrestricted funds	18				501,983	529,703
Restricted funds					16,000	-
TOTAL FUNDS					517,983	529,703

The financial statements were approved by the Board of Trustees and authorised for issue on10th June, 2021..... and were signed on its behalf by:



.....
J Turnbull - Trustee

Hereford & Worcester Scout County

Notes to the Financial Statements for the Year Ended 31st March 2021

1. STATUTORY INFORMATION

Hereford & Worcester Scout County is an unincorporated charity registered with the Charity Commission for England and Wales. The charity's principal address is 16 Northwick Close, Worcester, WR3 7EF.

2. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The charity is exempt from preparing a cashflow statement because it is not a larger charity.

INCOME

Income from grants and donations is recognised on a performance basis in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Government grant income has been received by way of the Coronavirus Job Retention Support Scheme and the Coronavirus Retail, Hospitality & Leisure Grant. The income has been classed as grant income and has been recognised on a performance basis.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Income from charitable activities for services provided is recognised in line with the provision of those services.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Investment income is recognised when the relating investments issue notice of distribution to its investors.

Interest income is recognised for all interest-bearing instruments on an accruals basis.

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 the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 10% on cost
Scouting equipment	- 10% on cost
Motor vehicles	- 20% on cost

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

2. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

Included within Freehold Property is the Don Vince Building Extension at a cost of £16,170 and this is being depreciated on a straight line over ten years. The remainder of Freehold Buildings includes Freehold Land and Buildings, Caravans and Stores. The Freehold Land has a value of £13,815 and is not depreciated. The remaining buildings are being depreciated on a straight line over 10 years, commencing from 1 April 2018. Previously these buildings were not depreciated due to the high level of maintenance required for upkeep, however since the buildings are a mix of construction types it has been deemed appropriate to apply depreciation at the same rate of the Don Vince building from the transition to FRS 102. In the future the Trustees may source a professional assessment of the condition and current lifespan of these buildings.

Assets costing less than £500 are not capitalised.

INVESTMENTS

Investments quoted on a recognised stock exchange or whose value derives from them (CIFs, etc) are valued at market value at the year end. Both realised and unrealised gains are shown under 'net gains / (losses) on investments' on the face of the SoFA.

STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

TAXATION

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction cost.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	2,814	1,314
Gift aid	304	290
Legacies	16,000	-
Grants	37,348	-
Gross subscription income - including subs collected as agent of The Scout Association	233,960	220,800
Subscription income paid over to The Scout Association	(166,697)	(160,848)
	<u>123,729</u>	<u>61,556</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Coronavirus Job Retention Grant	9,013	-
Coronavirus Retail, Hospitality & Leisure Grant	28,335	-
	<u>37,348</u>	<u>-</u>

4. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Shop income	<u>6</u>	<u>4,462</u>

5. INVESTMENT INCOME

	2021	2020
	£	£
Bank interest	59	80
Investment income	1,221	1,077
	<u>1,280</u>	<u>1,157</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 7)	Support costs (see note 8)	Totals
	£	£	£	£
Kinver campsite	87,521	-	1,031	88,552
Administration, adult training & support	51,606	-	4,388	55,994
Events and activities	11,313	-	-	11,313
Grants	-	180	-	180
	<u>150,440</u>	<u>180</u>	<u>5,419</u>	<u>156,039</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

7. GRANTS PAYABLE

	2021	2020
	£	£
Grants	<u>180</u>	<u>16,839</u>

The total grants paid to individuals during the year was as follows:

	2021	2020
	£	£
Grants to individuals	<u>180</u>	<u>16,839</u>

8. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Kinver campsite	962	69	-	1,031
Administration, adult training & support	<u>2,134</u>	<u>328</u>	<u>1,926</u>	<u>4,388</u>
	<u>3,096</u>	<u>397</u>	<u>1,926</u>	<u>5,419</u>

Support costs, included in the above, are as follows:

	Kinver campsite £	Administration, adult training & support £	2021 Total activities £	2020 Total activities £
Telephone	962	-	962	916
Postage and stationery	-	2,134	2,134	1,915
AGM Meetings & Conference	-	-	-	5,130
Bank charges	69	328	397	323
Independent examination	-	<u>1,926</u>	<u>1,926</u>	<u>1,488</u>
	<u>1,031</u>	<u>4,388</u>	<u>5,419</u>	<u>9,772</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

TRUSTEES' EXPENSES

During the year ended 31 March 2021 travel expenses totalling £196 were reimbursed to two trustees for travel whilst performing Scouting roles. In the prior year travel expenses totalling £4,396 were reimbursed to five trustees.

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	31,714	5,178
Social security costs	(377)	377
Other pension costs	<u>757</u>	<u>124</u>
	<u>32,094</u>	<u>5,679</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Kinver staff	<u>2</u>	<u>2</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

10. STAFF COSTS - continued

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	61,086	470	-	61,556
Charitable activities				
Kinver campsite	-	75,524	-	75,524
Events and activities	328,318	-	-	328,318
Other trading activities	-	4,462	-	4,462
Investment income	<u>1,157</u>	<u>-</u>	<u>-</u>	<u>1,157</u>
Total	390,561	80,456	-	471,017
EXPENDITURE ON				
Raising funds	-	2,725	-	2,725
Charitable activities				
Kinver campsite	-	131,411	-	131,411
Administration, adult training & support	47,727	-	-	47,727
Events and activities	337,383	-	-	337,383
Grants	16,839	-	-	16,839
Total	401,949	134,136	-	536,085
Net gains/(losses) on investments	<u>(1,246)</u>	<u>-</u>	<u>-</u>	<u>(1,246)</u>
NET INCOME/(EXPENDITURE)	(12,634)	(53,680)	-	(66,314)
RECONCILIATION OF FUNDS				
Total funds brought forward	90,456	505,561	-	596,017
TOTAL FUNDS CARRIED FORWARD	<u><u>77,822</u></u>	<u><u>451,881</u></u>	<u><u>-</u></u>	<u><u>529,703</u></u>

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Independent examiner's fee in respect of external scrutiny	<u>1,926</u>	<u>1,488</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

13. TANGIBLE FIXED ASSETS

	Freehold property £	Scouting equipment £	Motor vehicles £	Totals £
COST				
At 1st April 2020 and 31st March 2021	<u>531,483</u>	<u>63,421</u>	<u>7,080</u>	<u>601,984</u>
DEPRECIATION				
At 1st April 2020	111,619	63,421	5,664	180,704
Charge for year	<u>51,766</u>	-	<u>1,416</u>	<u>53,182</u>
At 31st March 2021	<u>163,385</u>	<u>63,421</u>	<u>7,080</u>	<u>233,886</u>
NET BOOK VALUE				
At 31st March 2021	<u>368,098</u>	-	-	<u>368,098</u>
At 31st March 2020	<u>419,864</u>	-	<u>1,416</u>	<u>421,280</u>

14. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2020	35,613
Revaluations	<u>2,853</u>
At 31st March 2021	<u>38,466</u>
NET BOOK VALUE	
At 31st March 2021	<u>38,466</u>
At 31st March 2020	<u>35,613</u>

There were no investment assets outside the UK.

15. STOCKS

	2021 £	2020 £
Kinver shop stock	<u>1,405</u>	<u>1,665</u>

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	298	1,950
Social security	2,134	-
Accrued income	322	-
Prepayments	<u>2,679</u>	<u>21,844</u>
	<u>5,433</u>	<u>23,794</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	-	1,185
Pensions	1,827	300
Other creditors	956	-
Deferred income	211,690	233,861
Accrued expenses	1,735	2,846
	<u>216,208</u>	<u>238,192</u>

Of the deferred income of £211,690, £32,575 relates to income received for trips taking places after the year end. The remaining £179,115 relates to membership fees received prior to the year end but which relate to 21/22. As per the accounting policy for subscription income, this income is recognised on a pro rata basis for the period to which it relates.

	2020	2020
	£	£
Deferred income brought forward	233,861	157,232
Subscription income released in the year	(189,120)	-
Event income released in the year as the event takes place(or cancelled due to Covid-19)	(44,316)	(155,255)
Subscription income deferred	179,115	189,120
Event income deferred	32,150	42,764
	<u>211,690</u>	<u>233,861</u>

18. MOVEMENT IN FUNDS

	At 1.4.20	Net movement	Transfers	At
	£	in funds	between	31.3.21
	£	£	funds	£
Unrestricted funds				
General fund	61,722	19,464	(14,404)	66,782
Unrestricted Kinver fund	451,881	(48,430)	-	403,451
International fund	1,750	1,246	14,404	17,400
New Scout Logo - Group Signs fund	1,350	-	-	1,350
Hardship fund	8,000	-	-	8,000
County Building Set Up fund	5,000	-	-	5,000
	<u>529,703</u>	<u>(27,720)</u>	-	<u>501,983</u>
Restricted funds				
Mary Cotterell Trust	-	16,000	-	16,000
	<u>529,703</u>	<u>(11,720)</u>	-	<u>517,983</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	84,107	(66,274)	1,631	19,464
Unrestricted Kinver fund	41,382	(89,812)	-	(48,430)
International fund	1,460	(214)	-	1,246
	<u>126,949</u>	<u>(156,300)</u>	<u>1,631</u>	<u>(27,720)</u>
Restricted funds				
Mary Cotterell Trust	16,000	-	-	16,000
	<u>142,949</u>	<u>(156,300)</u>	<u>1,631</u>	<u>(11,720)</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	63,340	4,205	(5,823)	61,722
Unrestricted Kinver fund	505,561	(53,680)	-	451,881
International fund	7,000	(10,950)	5,700	1,750
New Scout Logo - Group Signs fund	1,365	(15)	-	1,350
New S.A.S Unit fund	1,000	(1,123)	123	-
Hardship fund	8,000	-	-	8,000
Legacy fund	4,751	(4,751)	-	-
County Building Set Up fund	5,000	-	-	5,000
	<u>596,017</u>	<u>(66,314)</u>	<u>-</u>	<u>529,703</u>
TOTAL FUNDS	<u>596,017</u>	<u>(66,314)</u>	<u>-</u>	<u>529,703</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	390,561	(385,110)	(1,246)	4,205
Unrestricted Kinver fund	80,456	(134,136)	-	(53,680)
International fund	-	(10,950)	-	(10,950)
New Scout Logo - Group Signs fund	-	(15)	-	(15)
New S.A.S Unit fund	-	(1,123)	-	(1,123)
Legacy fund	-	(4,751)	-	(4,751)
	<u>471,017</u>	<u>(536,085)</u>	<u>(1,246)</u>	<u>(66,314)</u>
TOTAL FUNDS	<u>471,017</u>	<u>(536,085)</u>	<u>(1,246)</u>	<u>(66,314)</u>

TRANSFERS BETWEEN FUNDS

During the year £14,404 was transferred from the General fund to the International fund in order to increase the funds available for grant awards.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

19. RELATED PARTY DISCLOSURES

During the year ended 31 March 2021 expenses totalling £169 were waived by two trustees. This balance has been included within donations and no conditions have been attached to these donations. In the prior year expenses totalling £435 were waived by five trustees.

20. PURPOSE OF FUNDS

UNRESTRICTED FUNDS

General Fund

The unrestricted general fund can be used for any charitable purpose within the charity's objects and approved by the Trustees.

DESIGNATED FUNDS

Kinver Fund

The Trustees have designated net proceeds from Kinver camp activities to be used to maintain and develop the County Campsite at Kinver.

International Fund

These are funds which have been designated for the purpose of supporting members attending Scouting events in other countries.

New Scout Logo - Group Signs fund

These are funds which have been designated for the purpose of grants towards the cost of Scout Group HQ signs with the new Scout brand logo.

New S.A.S Unit fund

These are funds which have been designated for the provision of outdoor activities for Scouts & Guides.

Hardship fund

These are funds which have been designated for the purpose of supporting members to participate in Scouting events that they otherwise could not afford.

Legacy fund

These are funds which have been designated for the purpose of purchasing equipment for Shirejam 2019 which can be re-used at future events.

County Building Set Up fund

These are funds which have been designated for the purpose of equipping a suitable property as a County HQ.

RESTRICTED FUNDS

Mary Cotterell Trust fund

This fund is restricted for the purpose of supporting children in Herefordshire as far as this may be possible.

**Report of the Trustees and
Financial Statements for the Year Ended 31st March 2021
for
Hereford & Worcester Scout County**

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Hereford & Worcester Scout County

**Contents of the Financial Statements
for the Year Ended 31st March 2021**

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Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4
Notes to the Financial Statements	5 to 13

Hereford & Worcester Scout County

**Report of the Trustees
for the Year Ended 31st March 2021**

The trustees present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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 2019).

Please refer to the separate annual report as presented by the trustees.

**Independent Examiner's Report to the Trustees of
Hereford & Worcester Scout County**

Independent examiner's report to the trustees of Hereford & Worcester Scout County

I report to the charity trustees on my examination of the accounts of Hereford & Worcester Scout County (the Trust) for the year ended 31st March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Robert Iestyn Richards (FCA CTA FCCA)
ICAEW
The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Date: 10/6/2021

Hereford & Worcester Scout County

Statement of Financial Activities
for the Year Ended 31st March 2021

					2021	2020
	Notes	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	72,742	34,987	16,000	123,729	61,556
Charitable activities						
Kinver campsite		-	6,389	-	6,389	75,524
Administration, adult training & support		366	-	-	366	-
Events and activities		11,179	-	-	11,179	328,318
Other trading activities	4	-	6	-	6	4,462
Investment income	5	1,280	-	-	1,280	1,157
Total		85,567	41,382	16,000	142,949	471,017
EXPENDITURE ON						
Raising funds		-	261	-	261	2,725
Charitable activities						
Kinver campsite	6	-	88,552	-	88,552	131,411
Administration, adult training & support		54,995	999	-	55,994	47,727
Events and activities		11,313	-	-	11,313	337,383
Grants		180	-	-	180	16,839
Total		66,488	89,812	-	156,300	536,085
Net gains/(losses) on investments		1,631	-	-	1,631	(1,246)
NET INCOME/(EXPENDITURE)		20,710	(48,430)	16,000	(11,720)	(66,314)
RECONCILIATION OF FUNDS						
Total funds brought forward		77,822	451,881	-	529,703	596,017
TOTAL FUNDS CARRIED FORWARD		98,532	403,451	16,000	517,983	529,703

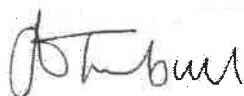
The notes form part of these financial statements

Hereford & Worcester Scout County

Balance Sheet
31st March 2021

	Notes	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS						
Tangible assets	13	-	368,098	-	368,098	421,280
Investments	14	38,466	-	-	38,466	35,613
		38,466	368,098	-	406,564	456,893
CURRENT ASSETS						
Stocks	15	-	1,405	-	1,405	1,665
Debtors	16	1,753	3,680	-	5,433	23,794
Cash at bank		273,452	31,337	16,000	320,789	285,543
		275,205	36,422	16,000	327,627	311,002
CREDITORS						
Amounts falling due within one year	17	(215,139)	(1,069)	-	(216,208)	(238,192)
NET CURRENT ASSETS		60,066	35,353	16,000	111,419	72,810
TOTAL ASSETS LESS CURRENT LIABILITIES		98,532	403,451	16,000	517,983	529,703
NET ASSETS		98,532	403,451	16,000	517,983	529,703
FUNDS						
Unrestricted funds	18				501,983	529,703
Restricted funds					16,000	-
TOTAL FUNDS					517,983	529,703

The financial statements were approved by the Board of Trustees and authorised for issue on10th June, 2021..... and were signed on its behalf by:



.....
J Turnbull - Trustee

Hereford & Worcester Scout County

Notes to the Financial Statements for the Year Ended 31st March 2021

1. STATUTORY INFORMATION

Hereford & Worcester Scout County is an unincorporated charity registered with the Charity Commission for England and Wales. The charity's principal address is 16 Northwick Close, Worcester, WR3 7EF.

2. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The charity is exempt from preparing a cashflow statement because it is not a larger charity.

INCOME

Income from grants and donations is recognised on a performance basis in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Government grant income has been received by way of the Coronavirus Job Retention Support Scheme and the Coronavirus Retail, Hospitality & Leisure Grant. The income has been classed as grant income and has been recognised on a performance basis.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Income from charitable activities for services provided is recognised in line with the provision of those services.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Investment income is recognised when the relating investments issue notice of distribution to its investors.

Interest income is recognised for all interest-bearing instruments on an accruals basis.

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 the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 10% on cost
Scouting equipment	- 10% on cost
Motor vehicles	- 20% on cost

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

2. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

Included within Freehold Property is the Don Vince Building Extension at a cost of £16,170 and this is being depreciated on a straight line over ten years. The remainder of Freehold Buildings includes Freehold Land and Buildings, Caravans and Stores. The Freehold Land has a value of £13,815 and is not depreciated. The remaining buildings are being depreciated on a straight line over 10 years, commencing from 1 April 2018. Previously these buildings were not depreciated due to the high level of maintenance required for upkeep, however since the buildings are a mix of construction types it has been deemed appropriate to apply depreciation at the same rate of the Don Vince building from the transition to FRS 102. In the future the Trustees may source a professional assessment of the condition and current lifespan of these buildings.

Assets costing less than £500 are not capitalised.

INVESTMENTS

Investments quoted on a recognised stock exchange or whose value derives from them (CIFs, etc) are valued at market value at the year end. Both realised and unrealised gains are shown under 'net gains / (losses) on investments' on the face of the SoFA.

STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

TAXATION

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction cost.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	2,814	1,314
Gift aid	304	290
Legacies	16,000	-
Grants	37,348	-
Gross subscription income - including subs collected as agent of The Scout Association	233,960	220,800
Subscription income paid over to The Scout Association	(166,697)	(160,848)
	<u>123,729</u>	<u>61,556</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Coronavirus Job Retention Grant	9,013	-
Coronavirus Retail, Hospitality & Leisure Grant	28,335	-
	<u>37,348</u>	<u>-</u>

4. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Shop income	<u>6</u>	<u>4,462</u>

5. INVESTMENT INCOME

	2021	2020
	£	£
Bank interest	59	80
Investment income	<u>1,221</u>	<u>1,077</u>
	<u>1,280</u>	<u>1,157</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 7)	Support costs (see note 8)	Totals
	£	£	£	£
Kinver campsite	87,521	-	1,031	88,552
Administration, adult training & support	51,606	-	4,388	55,994
Events and activities	11,313	-	-	11,313
Grants	-	180	-	180
	<u>150,440</u>	<u>180</u>	<u>5,419</u>	<u>156,039</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

7. GRANTS PAYABLE

	2021	2020
	£	£
Grants	<u>180</u>	<u>16,839</u>

The total grants paid to individuals during the year was as follows:

	2021	2020
	£	£
Grants to individuals	<u>180</u>	<u>16,839</u>

8. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Kinver campsite	962	69	-	1,031
Administration, adult training & support	<u>2,134</u>	<u>328</u>	<u>1,926</u>	<u>4,388</u>
	<u>3,096</u>	<u>397</u>	<u>1,926</u>	<u>5,419</u>

Support costs, included in the above, are as follows:

	Kinver campsite £	Administration, adult training & support £	2021 Total activities £	2020 Total activities £
Telephone	962	-	962	916
Postage and stationery	-	2,134	2,134	1,915
AGM Meetings & Conference	-	-	-	5,130
Bank charges	69	328	397	323
Independent examination	-	<u>1,926</u>	<u>1,926</u>	<u>1,488</u>
	<u>1,031</u>	<u>4,388</u>	<u>5,419</u>	<u>9,772</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

TRUSTEES' EXPENSES

During the year ended 31 March 2021 travel expenses totalling £196 were reimbursed to two trustees for travel whilst performing Scouting roles. In the prior year travel expenses totalling £4,396 were reimbursed to five trustees.

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	31,714	5,178
Social security costs	(377)	377
Other pension costs	<u>757</u>	<u>124</u>
	<u>32,094</u>	<u>5,679</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Kinver staff	<u>2</u>	<u>2</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

10. STAFF COSTS - continued

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	61,086	470	-	61,556
Charitable activities				
Kinver campsite	-	75,524	-	75,524
Events and activities	328,318	-	-	328,318
Other trading activities	-	4,462	-	4,462
Investment income	<u>1,157</u>	<u>-</u>	<u>-</u>	<u>1,157</u>
Total	390,561	80,456	-	471,017
EXPENDITURE ON				
Raising funds	-	2,725	-	2,725
Charitable activities				
Kinver campsite	-	131,411	-	131,411
Administration, adult training & support	47,727	-	-	47,727
Events and activities	337,383	-	-	337,383
Grants	16,839	-	-	16,839
Total	401,949	134,136	-	536,085
Net gains/(losses) on investments	<u>(1,246)</u>	<u>-</u>	<u>-</u>	<u>(1,246)</u>
NET INCOME/(EXPENDITURE)	(12,634)	(53,680)	-	(66,314)
RECONCILIATION OF FUNDS				
Total funds brought forward	90,456	505,561	-	596,017
TOTAL FUNDS CARRIED FORWARD	<u>77,822</u>	<u>451,881</u>	<u>-</u>	<u>529,703</u>

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Independent examiner's fee in respect of external scrutiny	<u>1,926</u>	<u>1,488</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

13. TANGIBLE FIXED ASSETS

	Freehold property £	Scouting equipment £	Motor vehicles £	Totals £
COST				
At 1st April 2020 and 31st March 2021	<u>531,483</u>	<u>63,421</u>	<u>7,080</u>	<u>601,984</u>
DEPRECIATION				
At 1st April 2020	111,619	63,421	5,664	180,704
Charge for year	<u>51,766</u>	-	<u>1,416</u>	<u>53,182</u>
At 31st March 2021	<u>163,385</u>	<u>63,421</u>	<u>7,080</u>	<u>233,886</u>
NET BOOK VALUE				
At 31st March 2021	<u>368,098</u>	-	-	<u>368,098</u>
At 31st March 2020	<u>419,864</u>	-	1,416	<u>421,280</u>

14. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2020	35,613
Revaluations	<u>2,853</u>
At 31st March 2021	<u>38,466</u>
NET BOOK VALUE	
At 31st March 2021	<u>38,466</u>
At 31st March 2020	<u>35,613</u>

There were no investment assets outside the UK.

15. STOCKS

	2021 £	2020 £
Kinver shop stock	<u>1,405</u>	<u>1,665</u>

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	298	1,950
Social security	2,134	-
Accrued income	322	-
Prepayments	<u>2,679</u>	<u>21,844</u>
	<u>5,433</u>	<u>23,794</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	-	1,185
Pensions	1,827	300
Other creditors	956	-
Deferred income	211,690	233,861
Accrued expenses	<u>1,735</u>	<u>2,846</u>
	<u>216,208</u>	<u>238,192</u>

Of the deferred income of £211,690, £32,575 relates to income received for trips taking places after the year end. The remaining £179,115 relates to membership fees received prior to the year end but which relate to 21/22. As per the accounting policy for subscription income, this income is recognised on a pro rata basis for the period to which it relates.

	2020	2020
	£	£
Deferred income brought forward	233,861	157,232
Subscription income released in the year	(189,120)	-
Event income released in the year as the event takes place(or cancelled due to Covid-19)	(44,316)	(155,255)
Subscription income deferred	179,115	189,120
Event income deferred	<u>32,150</u>	<u>42,764</u>
Deferred income carried forward	<u>211,690</u>	<u>233,861</u>

18. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
General fund	61,722	19,464	(14,404)	66,782
Unrestricted Kinver fund	451,881	(48,430)	-	403,451
International fund	1,750	1,246	14,404	17,400
New Scout Logo - Group Signs fund	1,350	-	-	1,350
Hardship fund	8,000	-	-	8,000
County Building Set Up fund	<u>5,000</u>	-	-	<u>5,000</u>
	529,703	(27,720)	-	501,983
Restricted funds				
Mary Cotterell Trust	-	16,000	-	16,000
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>529,703</u>	<u>(11,720)</u>	<u> </u>	<u>517,983</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	84,107	(66,274)	1,631	19,464
Unrestricted Kinver fund	41,382	(89,812)	-	(48,430)
International fund	1,460	(214)	-	1,246
	<u>126,949</u>	<u>(156,300)</u>	<u>1,631</u>	<u>(27,720)</u>
Restricted funds				
Mary Cotterell Trust	16,000	-	-	16,000
	<u>142,949</u>	<u>(156,300)</u>	<u>1,631</u>	<u>(11,720)</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	63,340	4,205	(5,823)	61,722
Unrestricted Kinver fund	505,561	(53,680)	-	451,881
International fund	7,000	(10,950)	5,700	1,750
New Scout Logo - Group Signs fund	1,365	(15)	-	1,350
New S.A.S Unit fund	1,000	(1,123)	123	-
Hardship fund	8,000	-	-	8,000
Legacy fund	4,751	(4,751)	-	-
County Building Set Up fund	5,000	-	-	5,000
	<u>596,017</u>	<u>(66,314)</u>	<u>-</u>	<u>529,703</u>
TOTAL FUNDS	<u>596,017</u>	<u>(66,314)</u>	<u>-</u>	<u>529,703</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	390,561	(385,110)	(1,246)	4,205
Unrestricted Kinver fund	80,456	(134,136)	-	(53,680)
International fund	-	(10,950)	-	(10,950)
New Scout Logo - Group Signs fund	-	(15)	-	(15)
New S.A.S Unit fund	-	(1,123)	-	(1,123)
Legacy fund	-	(4,751)	-	(4,751)
	<u>471,017</u>	<u>(536,085)</u>	<u>(1,246)</u>	<u>(66,314)</u>
TOTAL FUNDS	<u>471,017</u>	<u>(536,085)</u>	<u>(1,246)</u>	<u>(66,314)</u>

TRANSFERS BETWEEN FUNDS

During the year £14,404 was transferred from the General fund to the International fund in order to increase the funds available for grant awards.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

19. RELATED PARTY DISCLOSURES

During the year ended 31 March 2021 expenses totalling £169 were waived by two trustees. This balance has been included within donations and no conditions have been attached to these donations. In the prior year expenses totalling £435 were waived by five trustees.

20. PURPOSE OF FUNDS

UNRESTRICTED FUNDS

General Fund

The unrestricted general fund can be used for any charitable purpose within the charity's objects and approved by the Trustees.

DESIGNATED FUNDS

Kinver Fund

The Trustees have designated net proceeds from Kinver camp activities to be used to maintain and develop the County Campsite at Kinver.

International Fund

These are funds which have been designated for the purpose of supporting members attending Scouting events in other countries.

New Scout Logo - Group Signs fund

These are funds which have been designated for the purpose of grants towards the cost of Scout Group HQ signs with the new Scout brand logo.

New S.A.S Unit fund

These are funds which have been designated for the provision of outdoor activities for Scouts & Guides.

Hardship fund

These are funds which have been designated for the purpose of supporting members to participate in Scouting events that they otherwise could not afford.

Legacy fund

These are funds which have been designated for the purpose of purchasing equipment for Shirejam 2019 which can be re-used at future events.

County Building Set Up fund

These are funds which have been designated for the purpose of equipping a suitable property as a County HQ.

RESTRICTED FUNDS

Mary Cotterell Trust fund

This fund is restricted for the purpose of supporting children in Herefordshire as far as this may be possible.

HEREFORD AND WORCESTER SCOUT COUNTY

England & Wales - Charity number 505004

Accounts

Annual Report 2020 - 2021



Scouts

Hereford & Worcester

Charity Number: 505004
Hereford and Worcester Scout County

Welcome from Harry!



I think we can all agree that this last year has been different to say the least. The whole world shut down, and so did Scouts as we knew it, but being Scouts we didn't give up. We made that transition into the digital age and managed to keep Scouts going in a virtual setting. Of course, it made things like climbing a bit tricky, unless you were fortunate enough to have a climbing wall in your garden, but it did lead to some great online activities, including virtual escape rooms. There was one escape room that was developed in our county and even managed to spread to Scouts worldwide.

Even with things like they are, we have still managed to put on some successful County events over the last year and it's great to see so many of you getting involved however you can. We have seen virtual camps, including the Beavers on a bear hunt and camp pow wow. There has been Shirehike, which was a great event to give people the opportunity to get out and get active. Also, we gave the young people the chance to get their voices heard and help shape the County by taking part in Shirevoice, our County youth forum.

I am really looking forward to seeing what the next year brings, we are already beginning to see the transition back into some sort of normality and as we all hope that we can get back to how we were I can't wait to see how the County develops and how you all continue to make me proud to be part of an organisation where we can all work together and achieve greatness even in the toughest of times.

Thank you everyone for all you do!

Yours in Scouting

Harry Bantham-Jones
County Youth Commissioner

An Introduction from the Chair

What a year!

We have all had to find new ways of doing everyday things and I am truly in awe of the innovative and imaginative new ways that our amazing volunteers have found to keep scouting alive through some of the most challenging times in its history.

With our virtual programme elements and online events, Scouts Hereford and Worcester has been recognised time and again by our peers and senior members of the organisation throughout the pandemic. Virtual programme elements produced within our county, both as county led and personal projects, have been enjoyed by scouters across the UK and around the world through direct participation and through imitation; and they do say 'imitation is the highest form of flattery'.

In my view we have been ahead of the pack from day one in terms of providing for our young people and keeping them engaged. Our young people and volunteers haven't shied away from finding new ways to do things to keep scouting alive and this has paid off in the way that they are all still so hungry to get back outdoors with each other even after one or two 'false starts' and this should be a source of enormous pride for all our members, as it is for me.

To all our members, old and young I say: Keep up the good work, keep inspiring each other and keep on scouting.

Jamie
😊

Scouting by the County Commissioner

The Scout County's development plan is aligned directly with The Scout Association's vision that by 2023 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. As a County we will support this wider vision:

Growth

We will be growing, be more inclusive, and be shaped by young people, making a bigger impact in our communities.

As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

By 2023, in the UK we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

Inclusivity

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

By 2023:

- we will have started Scouts in 500 more UK areas of deprivation reaching young people who could benefit the most
- our adult volunteers will reflect the demographics of our society

Youth Shaped

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

By 2023:

- 250,000 young people will be shaping their experiences at Scouts
- 50% of young people will be achieving the top awards
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

There are a number of challenges to overcome to make these aims a reality; the key one of which is finding and recruiting the right adult volunteers.

Community Impact

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

By 2023:

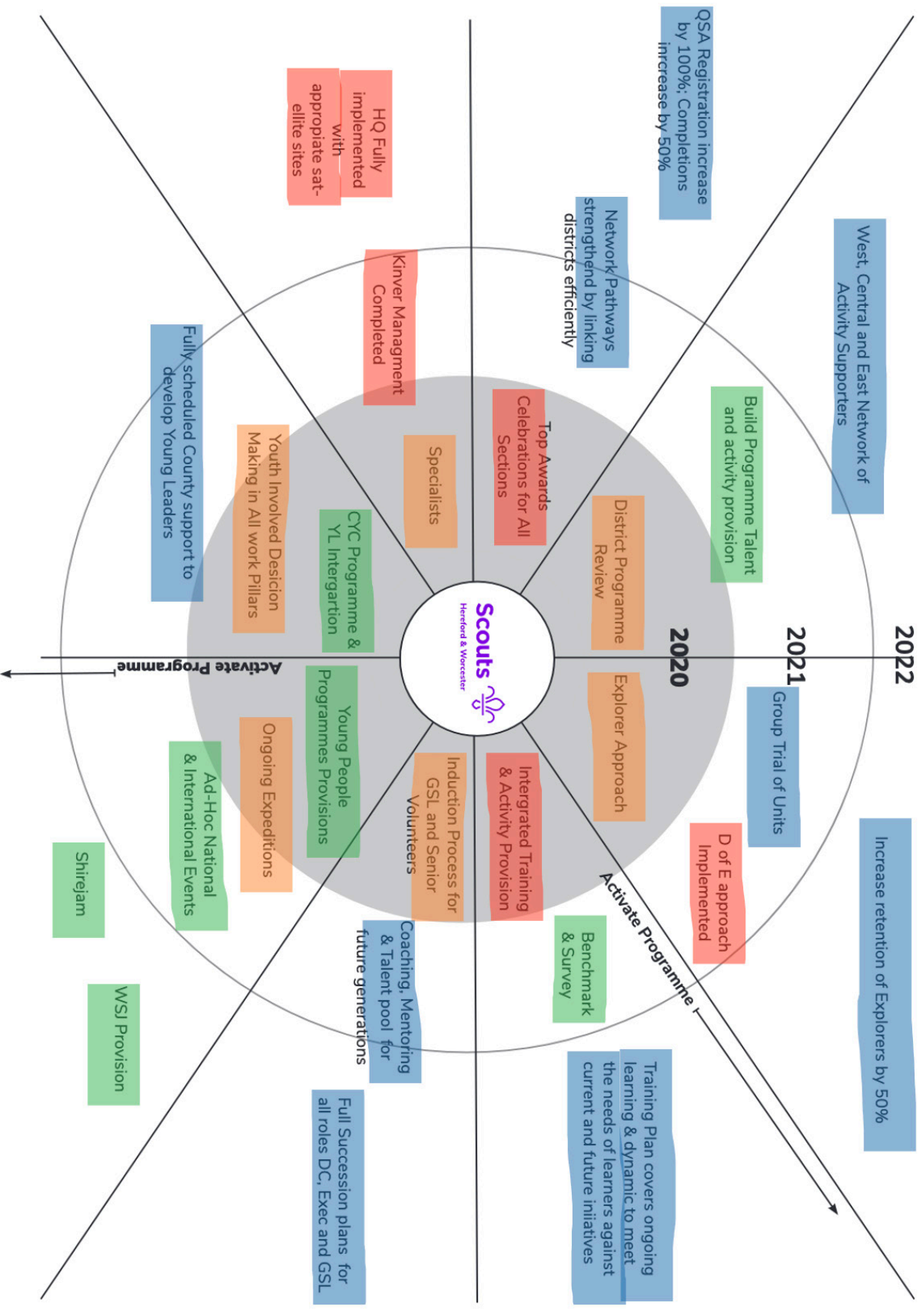
- at least 250,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the top awards

As a result of supporting the UK Visions the County as a result will:

- Continue to grow groups and build upon the Districts growth and development
- Continue to improve Scouting provision in highly deprived areas of the County with support of the Regional Development Service
- Work on increased ethnic membership to fully reflect local communities.
- Appoint Deputy County Youth Commissioner to improve our focus on Youth Shaped Scouting throughout the County.
- Build the County activity provision and support leaders in building their programmes
- Make sure we have an effective Young Leaders Leader in each District and build upon our County Young Leaders camps (which includes training).
- Review the support towards top awards and the pathways to them
- Maintain a great level of young people on the County Executive and focus on all Districts achieving similar.
- Focus on supporting the Explorer age ranges to build on retention
- Ensure Youth Forums are happening in every District and as appropriate at County level.
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

Supporting the Strategy

To support the UK strategy the County has prepared and is implementing an orbit plan, detailed on the next page. Which sets out targets and priorities.



Census & Membership

Due to covid we predicted a 30-35% loss, so were pleased to find that we came in lower than this. The table below illustrates our current position. Overall, despite the challenges we now face in terms of finding new adult volunteers, the management teams across the County are in a positive position to re-open Scouting as we progress through the new frameworks. It is generally felt that section numbers will bounce back when we fully return to face to face scouting.

The County has recruited a Growth and Development officer, and has targeted adult recruitment with various campaigns in the county. Some of the main focuses of support will be:

- o Explorers provision in Worcester and Avon Vale
- o Tenbury – new group
- o Bromyard – new group
- o Leominster – developing the group
- o Recruitment Campaign
- o Bromsgrove GSL recruitment
- o Various rural groups in all Districts
- o Redditch district general leaders

There are also a number of projects that will be supported by RST and us in the next year, complete with national support and campaigns.

Census January 2021 - Summary - Hereford & Worcester													
Name	Colonies	Packs	Troops	Explorer Units	Networks	Beavers	Cubs	Scouts	Explorers	YP 5-18	Network Members	Total Adults*	Total
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	76	76
Avon Vale	11	10	11	4	1	54	88	123	26	291	12	182	473
Bromsgrove	10	11	11	5	1	168	196	230	101	695	4	238	933
Redditch	8	8	8	1	1	67	102	86	47	302	6	130	432
Ross On Wye	4	5	4	1	1	15	47	58	5	125	-	48	173
South Marches	12	16	13	5	1	123	211	229	58	621	7	230	851
The Malverns	10	12	12	7	1	126	217	194	37	574	6	223	797
The Shire	2	2	2	-	-	8	17	15	-	40	-	8	48
Worcester	16	18	19	2	1	228	323	352	76	979	15	377	1356
Wyre Forest	17	18	16	3	1	167	262	256	50	735	2	379	1114
Totals	90	100	96	28	8	956	1463	1543	400	4362	52	1891	6253
Change from previous year	+1	-1	+1	-2	+1	-542	-497	-229	-219	-1487	-86	-343	-1830
% change from previous year	+1%	-1%	+1%	-7%	+14%	-36%	-25%	-13%	-35%	-25%	-62%	-15%	-23%
Change from 2016 (5 years)	-3	+2	+3	+2	+2	-602	-468	-143	-117	-1330	-133	+191	-1139
% change from 2016	-3%	+2%	+3%	+8%	+33%	-39%	-24%	-8%	-23%	-23%	-72%	+11%	-15%

Adult Awards

Congratulations to all our members listed here.
All of whom fully deserve the recognition they have received.

Name		Award for Merit
John	Askew	Chief Scout's Commendation for Good Service
David	Crump	Chief Scout's Commendation for Good Service
Eugenia	Davies	Bar to the Award for Merit
Andrew	Gowthorpe	Chief Scout's Commendation for Good Service
Sarah	Payne	Award for Merit
Paul	Preece	Award for Merit
Neil	Storey	Chief Scout's Commendation for Good Service
Sandra	Watkins	Chief Scout's Commendation for Good Service
Nicola	Ashdown	Chief Scout's Commendation for Good Service
Georgina	Braley	Chief Scout's Commendation for Good Service
Mireya	Carrillo Enriquez	Chief Scout's Commendation for Good Service
Ryan	Clarke	Chief Scout's Commendation for Good Service
Deborah	Corlett	Chief Scout's Commendation for Good Service
Holly	Ferris	Chief Scout's Commendation for Good Service
Daniel	Field	Chief Scout's Commendation for Good Service
Jessica	Field	Chief Scout's Commendation for Good Service
Mark	Garnier	Chief Scout's Commendation for Good Service
Amanda	GreenowLangford	Chief Scout's Commendation for Good Service
Michele	Guinan	Chief Scout's Commendation for Good Service
Charlotte	Paddock	Award for Merit
Lorraine	Penlington	Award for Merit
Denyse	Plant	Award for Merit
Rosemary	Rayner	Chief Scout's Commendation for Good Service
Martin	Scholefield	Chief Scout's Commendation for Good Service
Jane	Sharpe	Chief Scout's Commendation for Good Service
Steven	Eddies	Commissioners Commendation
Kelly	Prosser	Commissioners Commendation
Valerie	Leddington	Commissioners Commendation
Philip	Love	Commissioners Commendation
Alison	Shaw	Commissioners Commendation
James	Telfer	Commissioners Commendation
Matthew	Bayley	Award for Merit
Kathy	Baylis	Bar to the Award for Merit
Andrew	Channell	Award for Merit
Marcus	Hart	Bar to the Award for Merit
Chloe	Field	Commissioners Commendation
Benjamin	Johnstone	Commissioners Commendation

Name		Award for Merit
Ian	Newman	Commissioners Commendation
Denise	Anderson	Bar to the Award for Merit
Julie	Billingham	Chief Scout's Commendation for Good Service
Melanie	Brammer	Bar to the Award for Merit
Michelle	Brooks	Award for Merit
Leslie	Deakin	Silver Acorn
Emily	Denton	Chief Scout's Commendation for Good Service
Ian	Dovey	Award for Merit
Ashley	Gillam	Chief Scout's Commendation for Good Service
Robert	Greenfield	Silver Acorn
Lynne	Griffin	Chief Scout's Commendation for Good Service
Joanne	Hanslow	Chief Scout's Commendation for Good Service
Julie	Hardiman	Award for Merit
Timothy	Higgins	Award for Merit
Tara	Kelly-Hulbert	Chief Scout's Commendation for Good Service
Philip	Lewis	Award for Merit
Kim	Marston	Bar to the Award for Merit
Joseph	Nock	Silver Acorn
Jennifer	Packer	Award for Merit
Mark	Reece	Chief Scout's Commendation for Good Service
Marina	Robinson	Chief Scout's Commendation for Good Service
Gwynne	Robinson	Chief Scout's Commendation for Good Service
Christine	Southan	Award for Merit
Leo	Stockford	Chief Scout's Commendation for Good Service
Joseph	Timney	Chief Scout's Commendation for Good Service
Craig	Wood	Chief Scout's Commendation for Good Service



Financial Review:

The charity's principal funding sources are membership subscriptions, activity and camping fees.

These are used to provide support, adult training, activities and camping facilities.

In 2020 cancellation of the European Jamboree and the trip to Norway due to Coronavirus reduced income and expenditure on the charity's activities.

The pandemic also led to partial closure of Kinver campsite reducing income to £6,389 with expenditure of £36,629 before depreciation. Covid-19 support grants of £34,185 helped towards the deficit and to maintain Kinver's cash position.

Please see the separate, Financial Statements for the year ended 31st March 2021 for further details.

Reserves Policy:

The Trustees consider that the reserves of the Charity should equate to between six and twelve months of the Charity's annual expenditure excluding self funding events and activities i.e. between £72,493 and £144,987 based on the accounts for the year ended 31st March 2021.

Why volunteering at Scouts is

#GOODFORYOU

1. It's good for your skills and your future

84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)



Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



Scouts spend on average **1.1** more days a week being physically active (Scouts Experience Survey 2020)

3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34). (Time Well Spent Survey NCVO 2019)

A photograph of two children in outdoor gear. The child in the background is wearing a black jacket and a harness, with their arms raised in excitement. The child in the foreground is wearing a white helmet with 'CAMP' written on it, a grey jacket, and a yellow scarf, smiling broadly. A yellow banner with the text 'Our People' is overlaid on the top right of the image.

Our People

The covid crisis this year has meant that all our volunteers across the County have been in an unusual situation and with some new pressures to contend with. Our People Team has been focused on:

Compliance – we took the opportunity while many people were not meeting face-to-face to encourage all our volunteers to ensure that their mandatory training in areas such as Safety and Safeguarding were up to date. We are pleased with our progress in this area and all our volunteer line managers continue to have a focus on this to ensure the safe running of our fantastic programme.

Training – While our normal face-to-face courses and meetings with Training Advisers have not been possible, that doesn't mean that our training provision has been closed down. Quite the reverse! We have made use of technology and taken our training online. Through the year 2020 – 2021 we delivered over 25 courses to participants throughout Hereford and Worcester and beyond. Our most distant participant tuned in to Module 25 from Mauritius! Our training advisers have continued to work remotely with learners to validate modules where possible and we have continued to award Wood Badges. Congratulations to you if you have earned your Wood Badge this year!

Managers and Supporters – I'd like to take this opportunity to say how amazing our volunteer managers have been this year. They have ensured that their premises are safe and looked after while meetings haven't taken place, have learned and applied new rules and regulations around covid safety, have worked with trustees to ensure that their Group continues to be financially viable in a year where income has been variable and fundraising nearly impossible and have worked with their teams to get Scouting back up and running again as soon as possible. Well done!

Moving Forward - We know that while our usual Scouting offering was not possible, some 10% of adult volunteers moved on to other things. Recruiting new adults in this situation has been hard. With UK HQ supporting recruitment nationally and with the hard work of our County Development Officer, we will be focusing on supporting our Districts with their recruitment plans.

Trustee Support

Over the last twelve months we have not been able to run our usual programme of Executive Committee training workshops. However we have provided some on-line resources and prepared a series of videos which cover the content of the workshops. Unfortunately, the uptake of the videos has been low. Hopefully, we will be able to re-commence workshops in the not-too-distant future.

In September 2020 new training requirements for all members of Executive Committees were introduced and these requirements apply retrospectively. As part of the plan to meet the national compliance objectives we will continue to monitor the uptake of these new training requirements.



Young Leaders

Since taking on the ACC role in September 2020 myself and a group of other volunteers have continued to build on the great work done in previous years. We have held two very successful training camps, one in October covering the First Aid Module & one in February covering 5 modules, these camps were extremely well attended with around 60 young leaders attending each. For our February Camp we offered a new opportunity for Young Leaders who had already completing the training to come back and help to deliver modules to other Young Leaders as part of their top award. This went extremely well with 6 young Leaders taking this up & giving good feedback about the experience.

Future plans for County Young Leaders involves us build on these success of this last year. This includes us getting Young Leaders getting more involved with what we run and how we run it, working in conjunction with the County Youth Commissioner Team & offering training and experiences other than just the module training weekends. We also want to offer more support for adult leaders working with young leaders & Explorer Scout Leaders - Young Leaders to better help Young Leaders at a grass roots level.

Sian Telfer
ACC Young Leaders



Due to Covid-19, Kinver has been closed for business.

A small dedicated Team has visited the site to complete safety inspections and ensure the site remains secure and in a safe position, when it is able to open again.

A number of Safety fences have been erected around areas of concern during the mothballing. Tree maintenance and general works have been carried out across the site.

This year was supposed to be a centenary celebration, which has been postponed until it is safe to carry out suitable celebrations.

The future of Kinver requires a level of investment and the Trustees of the County will be examining these approaches next year in order to best understand how to operate Kinver going forward.

The County would like to thank Rob Williams for visiting the site and carrying out various jobs across the site during lockdowns.





2020/2021 has been a quiet year in role. Prides were cancelled and with restrictions no attendance possible.

The rainbow café was set up offering a safe space for yp and leaders to come for a chat and get access to outside sources of help.

Whilst the pride role has been quiet, I have been busy with running events for Beavers, we had the Bear Hunt Camp last year and we are just about to launch the 35th Birthday Circus camp. Although virtual, feedback has been amazing and participant level are good. Beavers has really stepped up and joined in with any event offered to them including Shire Hike and the Egg Hunt.

Pride workshops have been run in different sections virtually and again feed back has been great.

With restrictions easing, we are looking at the possibility of attending just Worcestershire Pride this year in September, whether this will be just adult attendance or will include yp, we will decide when guidance is given

This year has seen challenges for all leaders, considering how to keep their programmes inclusive, both whilst being virtual and when returning face to face under the restrictions. Common queries have focussed on how to explain the new rules, clarity around having additional adults attending for 1:1 support under Covid, and the perennial questions around making adjustments to badge criteria to balance accessibility with equal levels of challenge. Some groups have also made use of the time to focus on their Inclusivity RAGs and action plans, with support given to facilitate that discussion with the full leader team.

By the AGM, we will have delivered two well attended Module 7: Scouting For All sessions. The engagement of participants showed a clear interest exists for further training in this area, leading to the provision of optional Module 36: Adjustments to Scouts with a workshopping focus on sharing knowledge and developing practical ideas for identifying and making reasonable adjustments. New mini-modules around Autism and Dyslexia & Dyspraxia are currently in development within the national network, and will be delivered within the County in the coming year. Leader Stewart Watkiss has developed his own autism workshop based on his leader and personal experience of supporting scouts with autism, informed by his professional study. The first delivery of this prompted some excellent sharing of good practise by the attendees, and requests from groups to deliver more localised offers to their leader teams.





The Shirejam team have worked hard to provide a series of challenges for all our members, from Beavers to Network, including Adult Leaders and Executive Members too during lockdown! 100's of members completed the challenges and submitted evidence to the Shirejam team.

There were also a whole host of events from The Quest, ShireHike through to a Beavers Virtual Sleepover. Thank you to all the organising leaders, supporting parents and carers who have helped making Scouting at Home so special and its own unique adventure!



other shirejam activities in 2020-21

The Quest



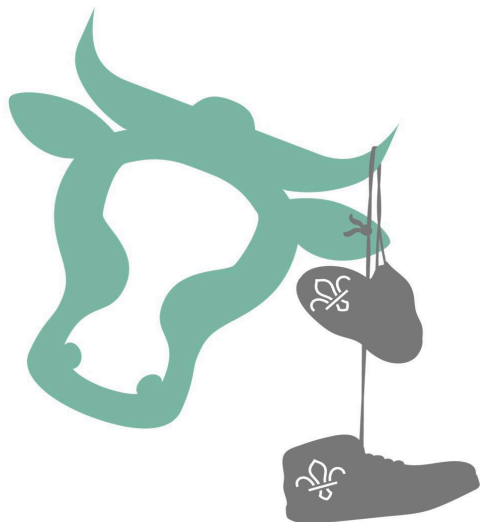
24th - 26th July



SHIREJAM
EVENTS



shirehike



Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, 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.

Trustees

Ex Officio

Robert Sidley - County Commissioner

Jamie Sandison - Chair

Ian Newman - Treasurer

Joanne Turnbull - Secretary

Elected

Matthew Fox (Until September 2020)

Abbie McFarlane (From September 2020)

Robert Williams

Harry Bantham-Jones - County Youth Commissioner

Hannah Oliver

Nominated

Alan Lane

Robert Nichols

Nicola Hedley - Deputy County Youth Commissioner

Our Governance

Other Key Roles during the year:

Deputy County Commissioner People	Mel Brammer
Deputy County Commissioner Perception	Peter Dodman
Deputy County Commissioner Programme	Rob Williams
Deputy County Commissioner Activities	Vacant
Deputy County Commissioner Kivner	Rob K Williams
County Youth Commissioner	Harry Bantham Jones
Assistant County Commissioner International	Ann Clark
Assistant County Commissioner Young Leaders	Sian Telfer
Assistant County Commissioner Explorers	Vacant
Assistant County Commissioner Network	Matt Fox
Assistant County Commissioner Inclusion	Andy Hopkins
Assistant County Commissioner Pride	Phil Lacey
Assistant County Commissioner Exec. Support	John Day
County Training Administrator	Mark Strain
County Activate SAS Manager	John Stribblehill
County BushScout SAS Manager	Lee Russell
County Appointments Chair	Alan Lane
County Appointments Secretary	Gareth Roberts
County Safeguarding Advisor	Val Leddington
County Safety Advisor	Vacant
County Legal Advisor	Mike Thompson
County MAPS	Vacant
County Badge Secretary	Jacky Green
County Presidents	To Be Appointed

Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Active Support Units and a County Team. Scouting in the County is run by the County Team lead by the County Commissioner and supported by the County Executive (the Trustees).

Trustees comprise 3 County Officers, the County Commissioner, the County Youth Commissioner, up to 4 persons nominated by the County Commissioner and approved by the County Scout Council plus up to 4 persons elected by members of the County Scout Council at the annual meeting. Proposals are invited prior to the annual meeting for elected trustees. The number of nominated trustees may not exceed the number of elected trustees.

Our Governance

The County Executive Committee manage the County infrastructure and support services, meeting four times a year. The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment.

Members of the Executive Committee act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Chairmen to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Scout Active Support Units in the County as necessary.
- Appoint and manage the operation of an Appointments Advisory Committee, including appointing an Appointments Committee Chairman to lead it.

The Executive Committee also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Executive Committee business.

Risk and Internal Controls

The County has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Commissioner. A number of training initiative and updates have taken place including the revision of The Scout Association's yellow card policy.

Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

Our Paid Staff

The County currently has two members of staff. The pensions provision is provided for by the Scouts Association.

County Administrator; full time part time hours contract

Operations Manager for Kinver; full time fixed term contract.

Growth & Development Officer; full time fixed term contract.

Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

Our Governance

Declaration:

The Trustees declare that they have approved this annual report at their virtual meeting on the 10th June 2021.

Signed on behalf of the charity Trustees:

Signature: 

Full Name: Jamie Sandison

Position: Chairman

Date: 14/06/2021

County Secretary

Joanne Turnbull,
16 Northwick Close, Worcester, WR3 7EF
e-mail: info@scoutshw.org.uk
Website: www.scoutshw.org.uk

Annual Report 2020 - 2021



Scouts

Hereford & Worcester

Charity Number: 505004
Hereford and Worcester Scout County

Welcome from Harry!



I think we can all agree that this last year has been different to say the least. The whole world shut down, and so did Scouts as we knew it, but being Scouts we didn't give up. We made that transition into the digital age and managed to keep Scouts going in a virtual setting. Of course, it made things like climbing a bit tricky, unless you were fortunate enough to have a climbing wall in your garden, but it did lead to some great online activities, including virtual escape rooms. There was one escape room that was developed in our county and even managed to spread to Scouts worldwide.

Even with things like they are, we have still managed to put on some successful County events over the last year and it's great to see so many of you getting involved however you can. We have seen virtual camps, including the Beavers on a bear hunt and camp pow wow. There has been Shirehike, which was a great event to give people the opportunity to get out and get active. Also, we gave the young people the chance to get their voices heard and help shape the County by taking part in Shirevoice, our County youth forum.

I am really looking forward to seeing what the next year brings, we are already beginning to see the transition back into some sort of normality and as we all hope that we can get back to how we were I can't wait to see how the County develops and how you all continue to make me proud to be part of an organisation where we can all work together and achieve greatness even in the toughest of times.

Thank you everyone for all you do!

Yours in Scouting

Harry Bantham-Jones
County Youth Commissioner

An Introduction from the Chair

What a year!

We have all had to find new ways of doing everyday things and I am truly in awe of the innovative and imaginative new ways that our amazing volunteers have found to keep scouting alive through some of the most challenging times in its history.

With our virtual programme elements and online events, Scouts Hereford and Worcester has been recognised time and again by our peers and senior members of the organisation throughout the pandemic. Virtual programme elements produced within our county, both as county led and personal projects, have been enjoyed by scouters across the UK and around the world through direct participation and through imitation; and they do say 'imitation is the highest form of flattery'.

In my view we have been ahead of the pack from day one in terms of providing for our young people and keeping them engaged. Our young people and volunteers haven't shied away from finding new ways to do things to keep scouting alive and this has paid off in the way that they are all still so hungry to get back outdoors with each other even after one or two 'false starts' and this should be a source of enormous pride for all our members, as it is for me.

To all our members, old and young I say: Keep up the good work, keep inspiring each other and keep on scouting.

Jamie
😊

Scouting by the County Commissioner

The Scout County's development plan is aligned directly with The Scout Association's vision that by 2023 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. As a County we will support this wider vision:

Growth

We will be growing, be more inclusive, and be shaped by young people, making a bigger impact in our communities.

As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

By 2023, in the UK we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

Inclusivity

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

By 2023:

- we will have started Scouts in 500 more UK areas of deprivation reaching young people who could benefit the most
- our adult volunteers will reflect the demographics of our society

Youth Shaped

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

By 2023:

- 250,000 young people will be shaping their experiences at Scouts
- 50% of young people will be achieving the top awards
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

There are a number of challenges to overcome to make these aims a reality; the key one of which is finding and recruiting the right adult volunteers.

Community Impact

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

By 2023:

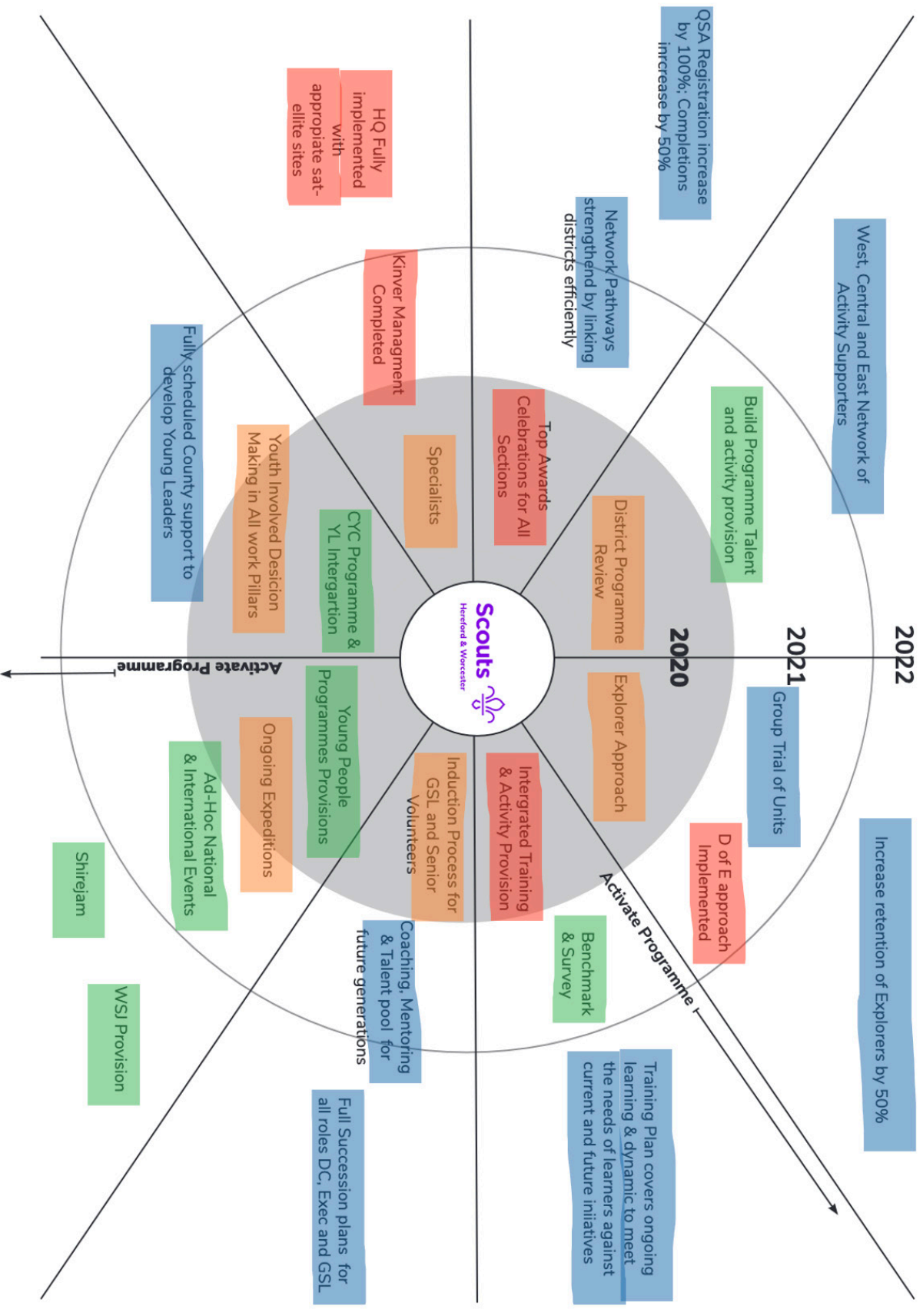
- at least 250,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the top awards

As a result of supporting the UK Visions the County as a result will:

- Continue to grow groups and build upon the Districts growth and development
- Continue to improve Scouting provision in highly deprived areas of the County with support of the Regional Development Service
- Work on increased ethnic membership to fully reflect local communities.
- Appoint Deputy County Youth Commissioner to improve our focus on Youth Shaped Scouting throughout the County.
- Build the County activity provision and support leaders in building their programmes
- Make sure we have an effective Young Leaders Leader in each District and build upon our County Young Leaders camps (which includes training).
- Review the support towards top awards and the pathways to them
- Maintain a great level of young people on the County Executive and focus on all Districts achieving similar.
- Focus on supporting the Explorer age ranges to build on retention
- Ensure Youth Forums are happening in every District and as appropriate at County level.
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

Supporting the Strategy

To support the UK strategy the County has prepared and is implementing an orbit plan, detailed on the next page. Which sets out targets and priorities.



Census & Membership

Due to covid we predicted a 30-35% loss, so were pleased to find that we came in lower than this. The table below illustrates our current position. Overall, despite the challenges we now face in terms of finding new adult volunteers, the management teams across the County are in a positive position to re-open Scouting as we progress through the new frameworks. It is generally felt that section numbers will bounce back when we fully return to face to face scouting.

The County has recruited a Growth and Development officer, and has targeted adult recruitment with various campaigns in the county. Some of the main focuses of support will be:

- o Explorers provision in Worcester and Avon Vale
- o Tenbury – new group
- o Bromyard – new group
- o Leominster – developing the group
- o Recruitment Campaign
- o Bromsgrove GSL recruitment
- o Various rural groups in all Districts
- o Redditch district general leaders

There are also a number of projects that will be supported by RST and us in the next year, complete with national support and campaigns.

Census January 2021 - Summary - Hereford & Worcester													
Name	Colonies	Packs	Troops	Explorer Units	Networks	Beavers	Cubs	Scouts	Explorers	YP 5-18	Network Members	Total Adults*	Total
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	76	76
Avon Vale	11	10	11	4	1	54	88	123	26	291	12	182	473
Bromsgrove	10	11	11	5	1	168	196	230	101	695	4	238	933
Redditch	8	8	8	1	1	67	102	86	47	302	6	130	432
Ross On Wye	4	5	4	1	1	15	47	58	5	125	-	48	173
South Marches	12	16	13	5	1	123	211	229	58	621	7	230	851
The Malverns	10	12	12	7	1	126	217	194	37	574	6	223	797
The Shire	2	2	2	-	-	8	17	15	-	40	-	8	48
Worcester	16	18	19	2	1	228	323	352	76	979	15	377	1356
Wyre Forest	17	18	16	3	1	167	262	256	50	735	2	379	1114
Totals	90	100	96	28	8	956	1463	1543	400	4362	52	1891	6253
Change from previous year	+1	-1	+1	-2	+1	-542	-497	-229	-219	-1487	-86	-343	-1830
% change from previous year	+1%	-1%	+1%	-7%	+14%	-36%	-25%	-13%	-35%	-25%	-62%	-15%	-23%
Change from 2016 (5 years)	-3	+2	+3	+2	+2	-602	-468	-143	-117	-1330	-133	+191	-1139
% change from 2016	-3%	+2%	+3%	+8%	+33%	-39%	-24%	-8%	-23%	-23%	-72%	+11%	-15%

Adult Awards

Congratulations to all our members listed here.
All of whom fully deserve the recognition they have received.

Name		Award for Merit
John	Askew	Chief Scout's Commendation for Good Service
David	Crump	Chief Scout's Commendation for Good Service
Eugenia	Davies	Bar to the Award for Merit
Andrew	Gowthorpe	Chief Scout's Commendation for Good Service
Sarah	Payne	Award for Merit
Paul	Preece	Award for Merit
Neil	Storey	Chief Scout's Commendation for Good Service
Sandra	Watkins	Chief Scout's Commendation for Good Service
Nicola	Ashdown	Chief Scout's Commendation for Good Service
Georgina	Braley	Chief Scout's Commendation for Good Service
Mireya	Carrillo Enriquez	Chief Scout's Commendation for Good Service
Ryan	Clarke	Chief Scout's Commendation for Good Service
Deborah	Corlett	Chief Scout's Commendation for Good Service
Holly	Ferris	Chief Scout's Commendation for Good Service
Daniel	Field	Chief Scout's Commendation for Good Service
Jessica	Field	Chief Scout's Commendation for Good Service
Mark	Garnier	Chief Scout's Commendation for Good Service
Amanda	GreenowLangford	Chief Scout's Commendation for Good Service
Michele	Guinan	Chief Scout's Commendation for Good Service
Charlotte	Paddock	Award for Merit
Lorraine	Penlington	Award for Merit
Denyse	Plant	Award for Merit
Rosemary	Rayner	Chief Scout's Commendation for Good Service
Martin	Scholefield	Chief Scout's Commendation for Good Service
Jane	Sharpe	Chief Scout's Commendation for Good Service
Steven	Eddies	Commissioners Commendation
Kelly	Prosser	Commissioners Commendation
Valerie	Leddington	Commissioners Commendation
Philip	Love	Commissioners Commendation
Alison	Shaw	Commissioners Commendation
James	Telfer	Commissioners Commendation
Matthew	Bayley	Award for Merit
Kathy	Baylis	Bar to the Award for Merit
Andrew	Channell	Award for Merit
Marcus	Hart	Bar to the Award for Merit
Chloe	Field	Commissioners Commendation
Benjamin	Johnstone	Commissioners Commendation

Name		Award for Merit
Ian	Newman	Commissioners Commendation
Denise	Anderson	Bar to the Award for Merit
Julie	Billingham	Chief Scout's Commendation for Good Service
Melanie	Brammer	Bar to the Award for Merit
Michelle	Brooks	Award for Merit
Leslie	Deakin	Silver Acorn
Emily	Denton	Chief Scout's Commendation for Good Service
Ian	Dovey	Award for Merit
Ashley	Gillam	Chief Scout's Commendation for Good Service
Robert	Greenfield	Silver Acorn
Lynne	Griffin	Chief Scout's Commendation for Good Service
Joanne	Hanslow	Chief Scout's Commendation for Good Service
Julie	Hardiman	Award for Merit
Timothy	Higgins	Award for Merit
Tara	Kelly-Hulbert	Chief Scout's Commendation for Good Service
Philip	Lewis	Award for Merit
Kim	Marston	Bar to the Award for Merit
Joseph	Nock	Silver Acorn
Jennifer	Packer	Award for Merit
Mark	Reece	Chief Scout's Commendation for Good Service
Marina	Robinson	Chief Scout's Commendation for Good Service
Gwynne	Robinson	Chief Scout's Commendation for Good Service
Christine	Southan	Award for Merit
Leo	Stockford	Chief Scout's Commendation for Good Service
Joseph	Timney	Chief Scout's Commendation for Good Service
Craig	Wood	Chief Scout's Commendation for Good Service



Financial Review:

The charity's principal funding sources are membership subscriptions, activity and camping fees.

These are used to provide support, adult training, activities and camping facilities.

In 2020 cancellation of the European Jamboree and the trip to Norway due to Coronavirus reduced income and expenditure on the charity's activities.

The pandemic also led to partial closure of Kinver campsite reducing income to £6,389 with expenditure of £36,629 before depreciation. Covid-19 support grants of £34,185 helped towards the deficit and to maintain Kinver's cash position.

Please see the separate, Financial Statements for the year ended 31st March 2021 for further details.

Reserves Policy:

The Trustees consider that the reserves of the Charity should equate to between six and twelve months of the Charity's annual expenditure excluding self funding events and activities i.e. between £72,493 and £144,987 based on the accounts for the year ended 31st March 2021.

Why volunteering at Scouts is

#GOODFORYOU

1. It's good for your skills and your future

84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)



Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



Scouts spend on average **1.1** more days a week being physically active (Scouts Experience Survey 2020)

3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34). (Time Well Spent Survey NCVO 2019)

A photograph of two children in outdoor gear. The child in the background is wearing a black jacket and a harness, with their arms raised in excitement. The child in the foreground is wearing a grey jacket, a white helmet with 'CAMP' written on it, and a yellow scarf, smiling broadly. A yellow banner with the text 'Our People' is overlaid on the top right of the image.

Our People

The covid crisis this year has meant that all our volunteers across the County have been in an unusual situation and with some new pressures to contend with. Our People Team has been focused on:

Compliance – we took the opportunity while many people were not meeting face-to-face to encourage all our volunteers to ensure that their mandatory training in areas such as Safety and Safeguarding were up to date. We are pleased with our progress in this area and all our volunteer line managers continue to have a focus on this to ensure the safe running of our fantastic programme.

Training – While our normal face-to-face courses and meetings with Training Advisers have not been possible, that doesn't mean that our training provision has been closed down. Quite the reverse! We have made use of technology and taken our training online. Through the year 2020 – 2021 we delivered over 25 courses to participants throughout Hereford and Worcester and beyond. Our most distant participant tuned in to Module 25 from Mauritius! Our training advisers have continued to work remotely with learners to validate modules where possible and we have continued to award Wood Badges. Congratulations to you if you have earned your Wood Badge this year!

Managers and Supporters – I'd like to take this opportunity to say how amazing our volunteer managers have been this year. They have ensured that their premises are safe and looked after while meetings haven't taken place, have learned and applied new rules and regulations around covid safety, have worked with trustees to ensure that their Group continues to be financially viable in a year where income has been variable and fundraising nearly impossible and have worked with their teams to get Scouting back up and running again as soon as possible. Well done!

Moving Forward - We know that while our usual Scouting offering was not possible, some 10% of adult volunteers moved on to other things. Recruiting new adults in this situation has been hard. With UK HQ supporting recruitment nationally and with the hard work of our County Development Officer, we will be focusing on supporting our Districts with their recruitment plans.

Trustee Support

Over the last twelve months we have not been able to run our usual programme of Executive Committee training workshops. However we have provided some on-line resources and prepared a series of videos which cover the content of the workshops. Unfortunately, the uptake of the videos has been low. Hopefully, we will be able to re-commence workshops in the not-too-distant future.

In September 2020 new training requirements for all members of Executive Committees were introduced and these requirements apply retrospectively. As part of the plan to meet the national compliance objectives we will continue to monitor the uptake of these new training requirements.



Young Leaders

Since taking on the ACC role in September 2020 myself and a group of other volunteers have continued to build on the great work done in previous years. We have held two very successful training camps, one in October covering the First Aid Module & one in February covering 5 modules, these camps were extremely well attended with around 60 young leaders attending each. For our February Camp we offered a new opportunity for Young Leaders who had already completing the training to come back and help to deliver modules to other Young Leaders as part of their top award. This went extremely well with 6 young Leaders taking this up & giving good feedback about the experience.

Future plans for County Young Leaders involves us build on these success of this last year. This includes us getting Young Leaders getting more involved with what we run and how we run it, working in conjunction with the County Youth Commissioner Team & offering training and experiences other than just the module training weekends. We also want to offer more support for adult leaders working with young leaders & Explorer Scout Leaders - Young Leaders to better help Young Leaders at a grass roots level.

Sian Telfer
ACC Young Leaders



Due to Covid-19, Kinver has been closed for business.

A small dedicated Team has visited the site to complete safety inspections and ensure the site remains secure and in a safe position, when it is able to open again.

A number of Safety fences have been erected around areas of concern during the mothballing. Tree maintenance and general works have been carried out across the site.

This year was supposed to be a centenary celebration, which has been postponed until it is safe to carry out suitable celebrations.

The future of Kinver requires a level of investment and the Trustees of the County will be examining these approaches next year in order to best understand how to operate Kinver going forward.

The County would like to thank Rob Williams for visiting the site and carrying out various jobs across the site during lockdowns.





2020/2021 has been a quiet year in role. Prides were cancelled and with restrictions no attendance possible.

The rainbow café was set up offering a safe space for yp and leaders to come for a chat and get access to outside sources of help.

Whilst the pride role has been quiet, I have been busy with running events for Beavers, we had the Bear Hunt Camp last year and we are just about to launch the 35th Birthday Circus camp. Although virtual, feedback has been amazing and participant level are good. Beavers has really stepped up and joined in with any event offered to them including Shire Hike and the Egg Hunt.

Pride workshops have been run in different sections virtually and again feed back has been great.

With restrictions easing, we are looking at the possibility of attending just Worcestershire Pride this year in September, whether this will be just adult attendance or will include yp, we will decide when guidance is given

This year has seen challenges for all leaders, considering how to keep their programmes inclusive, both whilst being virtual and when returning face to face under the restrictions. Common queries have focussed on how to explain the new rules, clarity around having additional adults attending for 1:1 support under Covid, and the perennial questions around making adjustments to badge criteria to balance accessibility with equal levels of challenge. Some groups have also made use of the time to focus on their Inclusivity RAGs and action plans, with support given to facilitate that discussion with the full leader team.

By the AGM, we will have delivered two well attended Module 7: Scouting For All sessions. The engagement of participants showed a clear interest exists for further training in this area, leading to the provision of optional Module 36: Adjustments to Scouts with a workshopping focus on sharing knowledge and developing practical ideas for identifying and making reasonable adjustments. New mini-modules around Autism and Dyslexia & Dyspraxia are currently in development within the national network, and will be delivered within the County in the coming year. Leader Stewart Watkiss has developed his own autism workshop based on his leader and personal experience of supporting scouts with autism, informed by his professional study. The first delivery of this prompted some excellent sharing of good practise by the attendees, and requests from groups to deliver more localised offers to their leader teams.





The Shirejam team have worked hard to provide a series of challenges for all our members, from Beavers to Network, including Adult Leaders and Executive Members too during lockdown! 100's of members completed the challenges and submitted evidence to the Shirejam team.

There were also a whole host of events from The Quest, ShireHike through to a Beavers Virtual Sleepover. Thank you to all the organising leaders, supporting parents and carers who have helped making Scouting at Home so special and its own unique adventure!



other shirejam activities in 2020-21

The Quest



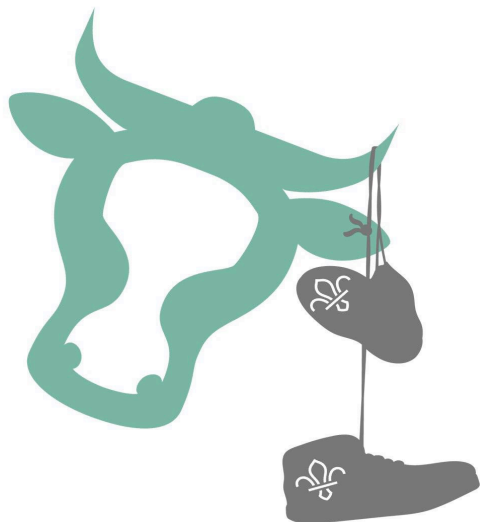
24th - 26th July



SHIREJAM



shirehike



Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, 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.

Trustees

Ex Officio

Robert Sidley - County Commissioner

Jamie Sandison - Chair

Ian Newman - Treasurer

Joanne Turnbull - Secretary

Elected

Matthew Fox (Until September 2020)

Abbie McFarlane (From September 2020)

Robert Williams

Harry Bantham-Jones - County Youth Commissioner

Hannah Oliver

Nominated

Alan Lane

Robert Nichols

Nicola Hedley - Deputy County Youth Commissioner

Our Governance

Other Key Roles during the year:

Deputy County Commissioner People	Mel Brammer
Deputy County Commissioner Perception	Peter Dodman
Deputy County Commissioner Programme	Rob Williams
Deputy County Commissioner Activities	Vacant
Deputy County Commissioner Kivner	Rob K Williams
County Youth Commissioner	Harry Bantham Jones
Assistant County Commissioner International	Ann Clark
Assistant County Commissioner Young Leaders	Sian Telfer
Assistant County Commissioner Explorers	Vacant
Assistant County Commissioner Network	Matt Fox
Assistant County Commissioner Inclusion	Andy Hopkins
Assistant County Commissioner Pride	Phil Lacey
Assistant County Commissioner Exec. Support	John Day
County Training Administrator	Mark Strain
County Activate SAS Manager	John Stribblehill
County BushScout SAS Manager	Lee Russell
County Appointments Chair	Alan Lane
County Appointments Secretary	Gareth Roberts
County Safeguarding Advisor	Val Leddington
County Safety Advisor	Vacant
County Legal Advisor	Mike Thompson
County MAPS	Vacant
County Badge Secretary	Jacky Green
County Presidents	To Be Appointed

Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Active Support Units and a County Team. Scouting in the County is run by the County Team lead by the County Commissioner and supported by the County Executive (the Trustees).

Trustees comprise 3 County Officers, the County Commissioner, the County Youth Commissioner, up to 4 persons nominated by the County Commissioner and approved by the County Scout Council plus up to 4 persons elected by members of the County Scout Council at the annual meeting. Proposals are invited prior to the annual meeting for elected trustees. The number of nominated trustees may not exceed the number of elected trustees.

Our Governance

The County Executive Committee manage the County infrastructure and support services, meeting four times a year. The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment.

Members of the Executive Committee act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Chairmen to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Scout Active Support Units in the County as necessary.
- Appoint and manage the operation of an Appointments Advisory Committee, including appointing an Appointments Committee Chairman to lead it.

The Executive Committee also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Executive Committee business.

Risk and Internal Controls

The County has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Commissioner. A number of training initiative and updates have taken place including the revision of The Scout Association's yellow card policy.

Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

Our Paid Staff

The County currently has two members of staff. The pensions provision is provided for by the Scouts Association.

County Administrator; full time part time hours contract

Operations Manager for Kinver; full time fixed term contract.

Growth & Development Officer; full time fixed term contract.

Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

Our Governance

Declaration:

The Trustees declare that they have approved this annual report at their virtual meeting on the 10th June 2021.

Signed on behalf of the charity Trustees:

Signature: 

Full Name: Jamie Sandison

Position: Chairman

Date: 14/06/2021

County Secretary

Joanne Turnbull,
16 Northwick Close, Worcester, WR3 7EF
e-mail: info@scoutshw.org.uk
Website: www.scoutshw.org.uk

**Report of the Trustees and
Financial Statements for the Year Ended 31st March 2021
for
Hereford & Worcester Scout County**

The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Hereford & Worcester Scout County

**Contents of the Financial Statements
for the Year Ended 31st March 2021**

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Balance Sheet	4
Notes to the Financial Statements	5 to 13

Hereford & Worcester Scout County

**Report of the Trustees
for the Year Ended 31st March 2021**

The trustees present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of 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 2019).

Please refer to the separate annual report as presented by the trustees.

**Independent Examiner's Report to the Trustees of
Hereford & Worcester Scout County**

Independent examiner's report to the trustees of Hereford & Worcester Scout County

I report to the charity trustees on my examination of the accounts of Hereford & Worcester Scout County (the Trust) for the year ended 31st March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Robert Iestyn Richards (FCA CTA FCCA)
ICAEW
The Richards Sandy Partnership
Thorneloe House
25 Barbourne Road
Worcester
Worcestershire
WR1 1RU

Date: 10/6/2021

Hereford & Worcester Scout County

Statement of Financial Activities
for the Year Ended 31st March 2021

					2021	2020
	Notes	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	Total funds £	Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	72,742	34,987	16,000	123,729	61,556
Charitable activities						
Kinver campsite		-	6,389	-	6,389	75,524
Administration, adult training & support		366	-	-	366	-
Events and activities		11,179	-	-	11,179	328,318
Other trading activities	4	-	6	-	6	4,462
Investment income	5	1,280	-	-	1,280	1,157
Total		85,567	41,382	16,000	142,949	471,017
EXPENDITURE ON						
Raising funds		-	261	-	261	2,725
Charitable activities						
Kinver campsite	6	-	88,552	-	88,552	131,411
Administration, adult training & support		54,995	999	-	55,994	47,727
Events and activities		11,313	-	-	11,313	337,383
Grants		180	-	-	180	16,839
Total		66,488	89,812	-	156,300	536,085
Net gains/(losses) on investments		1,631	-	-	1,631	(1,246)
NET INCOME/(EXPENDITURE)		20,710	(48,430)	16,000	(11,720)	(66,314)
RECONCILIATION OF FUNDS						
Total funds brought forward		77,822	451,881	-	529,703	596,017
TOTAL FUNDS CARRIED FORWARD		98,532	403,451	16,000	517,983	529,703

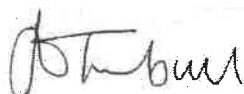
The notes form part of these financial statements

Hereford & Worcester Scout County

Balance Sheet
31st March 2021

	Notes	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS						
Tangible assets	13	-	368,098	-	368,098	421,280
Investments	14	38,466	-	-	38,466	35,613
		38,466	368,098	-	406,564	456,893
CURRENT ASSETS						
Stocks	15	-	1,405	-	1,405	1,665
Debtors	16	1,753	3,680	-	5,433	23,794
Cash at bank		273,452	31,337	16,000	320,789	285,543
		275,205	36,422	16,000	327,627	311,002
CREDITORS						
Amounts falling due within one year	17	(215,139)	(1,069)	-	(216,208)	(238,192)
NET CURRENT ASSETS		60,066	35,353	16,000	111,419	72,810
TOTAL ASSETS LESS CURRENT LIABILITIES		98,532	403,451	16,000	517,983	529,703
NET ASSETS		98,532	403,451	16,000	517,983	529,703
FUNDS						
Unrestricted funds	18				501,983	529,703
Restricted funds					16,000	-
TOTAL FUNDS					517,983	529,703

The financial statements were approved by the Board of Trustees and authorised for issue on10th June, 2021..... and were signed on its behalf by:



.....
J Turnbull - Trustee

Hereford & Worcester Scout County

Notes to the Financial Statements for the Year Ended 31st March 2021

1. STATUTORY INFORMATION

Hereford & Worcester Scout County is an unincorporated charity registered with the Charity Commission for England and Wales. The charity's principal address is 16 Northwick Close, Worcester, WR3 7EF.

2. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The charity is exempt from preparing a cashflow statement because it is not a larger charity.

INCOME

Income from grants and donations is recognised on a performance basis in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Government grant income has been received by way of the Coronavirus Job Retention Support Scheme and the Coronavirus Retail, Hospitality & Leisure Grant. The income has been classed as grant income and has been recognised on a performance basis.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Income from charitable activities for services provided is recognised in line with the provision of those services.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Investment income is recognised when the relating investments issue notice of distribution to its investors.

Interest income is recognised for all interest-bearing instruments on an accruals basis.

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 the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

TANGIBLE FIXED ASSETS

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 10% on cost
Scouting equipment	- 10% on cost
Motor vehicles	- 20% on cost

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

2. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

Included within Freehold Property is the Don Vince Building Extension at a cost of £16,170 and this is being depreciated on a straight line over ten years. The remainder of Freehold Buildings includes Freehold Land and Buildings, Caravans and Stores. The Freehold Land has a value of £13,815 and is not depreciated. The remaining buildings are being depreciated on a straight line over 10 years, commencing from 1 April 2018. Previously these buildings were not depreciated due to the high level of maintenance required for upkeep, however since the buildings are a mix of construction types it has been deemed appropriate to apply depreciation at the same rate of the Don Vince building from the transition to FRS 102. In the future the Trustees may source a professional assessment of the condition and current lifespan of these buildings.

Assets costing less than £500 are not capitalised.

INVESTMENTS

Investments quoted on a recognised stock exchange or whose value derives from them (CIFs, etc) are valued at market value at the year end. Both realised and unrealised gains are shown under 'net gains / (losses) on investments' on the face of the SoFA.

STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

TAXATION

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction cost.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	2,814	1,314
Gift aid	304	290
Legacies	16,000	-
Grants	37,348	-
Gross subscription income - including subs collected as agent of The Scout Association	233,960	220,800
Subscription income paid over to The Scout Association	(166,697)	(160,848)
	<u>123,729</u>	<u>61,556</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Coronavirus Job Retention Grant	9,013	-
Coronavirus Retail, Hospitality & Leisure Grant	28,335	-
	<u>37,348</u>	<u>-</u>

4. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Shop income	<u>6</u>	<u>4,462</u>

5. INVESTMENT INCOME

	2021	2020
	£	£
Bank interest	59	80
Investment income	<u>1,221</u>	<u>1,077</u>
	<u>1,280</u>	<u>1,157</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 7)	Support costs (see note 8)	Totals
	£	£	£	£
Kinver campsite	87,521	-	1,031	88,552
Administration, adult training & support	51,606	-	4,388	55,994
Events and activities	11,313	-	-	11,313
Grants	-	180	-	180
	<u>150,440</u>	<u>180</u>	<u>5,419</u>	<u>156,039</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

7. GRANTS PAYABLE

	2021	2020
	£	£
Grants	<u>180</u>	<u>16,839</u>

The total grants paid to individuals during the year was as follows:

	2021	2020
	£	£
Grants to individuals	<u>180</u>	<u>16,839</u>

8. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Kinver campsite	962	69	-	1,031
Administration, adult training & support	<u>2,134</u>	<u>328</u>	<u>1,926</u>	<u>4,388</u>
	<u>3,096</u>	<u>397</u>	<u>1,926</u>	<u>5,419</u>

Support costs, included in the above, are as follows:

			2021	2020
	Kinver campsite £	Administration, adult training & support £	Total activities £	Total activities £
Telephone	962	-	962	916
Postage and stationery	-	2,134	2,134	1,915
AGM Meetings & Conference	-	-	-	5,130
Bank charges	69	328	397	323
Independent examination	-	<u>1,926</u>	<u>1,926</u>	<u>1,488</u>
	<u>1,031</u>	<u>4,388</u>	<u>5,419</u>	<u>9,772</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

TRUSTEES' EXPENSES

During the year ended 31 March 2021 travel expenses totalling £196 were reimbursed to two trustees for travel whilst performing Scouting roles. In the prior year travel expenses totalling £4,396 were reimbursed to five trustees.

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	31,714	5,178
Social security costs	(377)	377
Other pension costs	<u>757</u>	<u>124</u>
	<u>32,094</u>	<u>5,679</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Kinver staff	<u>2</u>	<u>2</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

10. STAFF COSTS - continued

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Unrestricted Kinver fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	61,086	470	-	61,556
Charitable activities				
Kinver campsite	-	75,524	-	75,524
Events and activities	328,318	-	-	328,318
Other trading activities	-	4,462	-	4,462
Investment income	<u>1,157</u>	<u>-</u>	<u>-</u>	<u>1,157</u>
Total	390,561	80,456	-	471,017
EXPENDITURE ON				
Raising funds	-	2,725	-	2,725
Charitable activities				
Kinver campsite	-	131,411	-	131,411
Administration, adult training & support	47,727	-	-	47,727
Events and activities	337,383	-	-	337,383
Grants	16,839	-	-	16,839
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	401,949	134,136	-	536,085
Net gains/(losses) on investments	<u>(1,246)</u>	<u>-</u>	<u>-</u>	<u>(1,246)</u>
NET INCOME/(EXPENDITURE)	(12,634)	(53,680)	-	(66,314)
RECONCILIATION OF FUNDS				
Total funds brought forward	90,456	505,561	-	596,017
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD	<u>77,822</u>	<u>451,881</u>	<u>-</u>	<u>529,703</u>

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Independent examiner's fee in respect of external scrutiny	<u>1,926</u>	<u>1,488</u>

Hereford & Worcester Scout County

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2021**

13. TANGIBLE FIXED ASSETS

	Freehold property £	Scouting equipment £	Motor vehicles £	Totals £
COST				
At 1st April 2020 and 31st March 2021	<u>531,483</u>	<u>63,421</u>	<u>7,080</u>	<u>601,984</u>
DEPRECIATION				
At 1st April 2020	111,619	63,421	5,664	180,704
Charge for year	<u>51,766</u>	-	<u>1,416</u>	<u>53,182</u>
At 31st March 2021	<u>163,385</u>	<u>63,421</u>	<u>7,080</u>	<u>233,886</u>
NET BOOK VALUE				
At 31st March 2021	<u>368,098</u>	-	-	<u>368,098</u>
At 31st March 2020	<u>419,864</u>	-	1,416	<u>421,280</u>

14. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2020	35,613
Revaluations	<u>2,853</u>
At 31st March 2021	<u>38,466</u>
NET BOOK VALUE	
At 31st March 2021	<u>38,466</u>
At 31st March 2020	<u>35,613</u>

There were no investment assets outside the UK.

15. STOCKS

	2021 £	2020 £
Kinver shop stock	<u>1,405</u>	<u>1,665</u>

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	298	1,950
Social security	2,134	-
Accrued income	322	-
Prepayments	<u>2,679</u>	<u>21,844</u>
	<u>5,433</u>	<u>23,794</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Social security and other taxes	-	1,185
Pensions	1,827	300
Other creditors	956	-
Deferred income	211,690	233,861
Accrued expenses	1,735	2,846
	<u>216,208</u>	<u>238,192</u>

Of the deferred income of £211,690, £32,575 relates to income received for trips taking places after the year end. The remaining £179,115 relates to membership fees received prior to the year end but which relate to 21/22. As per the accounting policy for subscription income, this income is recognised on a pro rata basis for the period to which it relates.

	2020	2020
	£	£
Deferred income brought forward	233,861	157,232
Subscription income released in the year	(189,120)	-
Event income released in the year as the event takes place(or cancelled due to Covid-19)	(44,316)	(155,255)
Subscription income deferred	179,115	189,120
Event income deferred	32,150	42,764
	<u>211,690</u>	<u>233,861</u>

18. MOVEMENT IN FUNDS

	At 1.4.20	Net movement	Transfers	At
	£	in funds	between	31.3.21
	£	£	funds	£
Unrestricted funds				
General fund	61,722	19,464	(14,404)	66,782
Unrestricted Kinver fund	451,881	(48,430)	-	403,451
International fund	1,750	1,246	14,404	17,400
New Scout Logo - Group Signs fund	1,350	-	-	1,350
Hardship fund	8,000	-	-	8,000
County Building Set Up fund	5,000	-	-	5,000
	<u>529,703</u>	<u>(27,720)</u>	-	<u>501,983</u>
Restricted funds				
Mary Cotterell Trust	-	16,000	-	16,000
	<u>529,703</u>	<u>(11,720)</u>	-	<u>517,983</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	84,107	(66,274)	1,631	19,464
Unrestricted Kinver fund	41,382	(89,812)	-	(48,430)
International fund	1,460	(214)	-	1,246
	<u>126,949</u>	<u>(156,300)</u>	<u>1,631</u>	<u>(27,720)</u>
Restricted funds				
Mary Cotterell Trust	16,000	-	-	16,000
	<u>142,949</u>	<u>(156,300)</u>	<u>1,631</u>	<u>(11,720)</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	63,340	4,205	(5,823)	61,722
Unrestricted Kinver fund	505,561	(53,680)	-	451,881
International fund	7,000	(10,950)	5,700	1,750
New Scout Logo - Group Signs fund	1,365	(15)	-	1,350
New S.A.S Unit fund	1,000	(1,123)	123	-
Hardship fund	8,000	-	-	8,000
Legacy fund	4,751	(4,751)	-	-
County Building Set Up fund	5,000	-	-	5,000
	<u>596,017</u>	<u>(66,314)</u>	<u>-</u>	<u>529,703</u>
TOTAL FUNDS	<u>596,017</u>	<u>(66,314)</u>	<u>-</u>	<u>529,703</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	390,561	(385,110)	(1,246)	4,205
Unrestricted Kinver fund	80,456	(134,136)	-	(53,680)
International fund	-	(10,950)	-	(10,950)
New Scout Logo - Group Signs fund	-	(15)	-	(15)
New S.A.S Unit fund	-	(1,123)	-	(1,123)
Legacy fund	-	(4,751)	-	(4,751)
	<u>471,017</u>	<u>(536,085)</u>	<u>(1,246)</u>	<u>(66,314)</u>
TOTAL FUNDS	<u>471,017</u>	<u>(536,085)</u>	<u>(1,246)</u>	<u>(66,314)</u>

TRANSFERS BETWEEN FUNDS

During the year £14,404 was transferred from the General fund to the International fund in order to increase the funds available for grant awards.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued for the Year Ended 31st March 2021

19. RELATED PARTY DISCLOSURES

During the year ended 31 March 2021 expenses totalling £169 were waived by two trustees. This balance has been included within donations and no conditions have been attached to these donations. In the prior year expenses totalling £435 were waived by five trustees.

20. PURPOSE OF FUNDS

UNRESTRICTED FUNDS

General Fund

The unrestricted general fund can be used for any charitable purpose within the charity's objects and approved by the Trustees.

DESIGNATED FUNDS

Kinver Fund

The Trustees have designated net proceeds from Kinver camp activities to be used to maintain and develop the County Campsite at Kinver.

International Fund

These are funds which have been designated for the purpose of supporting members attending Scouting events in other countries.

New Scout Logo - Group Signs fund

These are funds which have been designated for the purpose of grants towards the cost of Scout Group HQ signs with the new Scout brand logo.

New S.A.S Unit fund

These are funds which have been designated for the provision of outdoor activities for Scouts & Guides.

Hardship fund

These are funds which have been designated for the purpose of supporting members to participate in Scouting events that they otherwise could not afford.

Legacy fund

These are funds which have been designated for the purpose of purchasing equipment for Shirejam 2019 which can be re-used at future events.

County Building Set Up fund

These are funds which have been designated for the purpose of equipping a suitable property as a County HQ.

RESTRICTED FUNDS

Mary Cotterell Trust fund

This fund is restricted for the purpose of supporting children in Herefordshire as far as this may be possible.