

# REDDITCH AND BROMSGROVE UNIT 595 OF THE SEA CADET CORPS

England & Wales · Charity number 516827

## Details

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<b>Other names</b>	SEA CADET CORPS - T S KINGFISHER - REDDITCH UNIT 595, TS KINGFISHER SCC REDDITCH AND BROMSGROVE UNIT SEA CADET CORPS, REDDITCH SEA CADETS, TS KINGFISHER
<b>Status</b>	Registered
<b>Legal form</b>	Other
<b>Registered</b>	1985-10-17
<b>Register</b>	<a href="#">View on the Charity Commission register</a>

## Contact

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<b>Website</b>	<a href="http://www.sea-cadets.org/redditchbromsgrove">www.sea-cadets.org/redditchbromsgrove</a>

## Activities

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**Objects:** The charitable purpose of the Unit (the Purpose) is to promote the development of young people in achieving their physical, intellectual and social potential as individuals and as responsible citizens by the provision of education and leisure time activities using a nautical theme and in accordance with the principles, ethos and practices of the Marine Society & Sea Cadets (MSSC).

**Activities:** The Unit exist for the benefit of its cadets who are aged 10 to 18 years. Our activities are educational and recreational. The recreational activities are mainly water based sailing etc. The cadets are able to take part in courses at HM Naval Bases.

## Classification

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- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Amateur Sport
- **Who:** Children/young People

## Geography

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- Warwickshire
- Worcestershire

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£41,002	£42,307	-	-
2024-03-31	£54,886	£53,494	-	-
2023-03-31	£24,577	£41,888	-	-
2022-03-31	£74,632	£86,398	-	-
2021-03-31	£50,496	£7,791	-	-

## Trustees

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Name	Role	Appointed
<b>Margaret Rose Blizzard</b>	Chair	2021-02-17
Jane Sweetman		2024-07-15
Lisa Anne Wood		2019-11-01
Victoria Saundry		2025-06-17

**REDDITCH AND BROMSGROVE UNIT 595 OF THE SEA CADET CORPS**

England & Wales - Charity number 516827

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# Accounts

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**REDDITCH & BROMSGROVE UNIT 595 OF THE SEA CADET CORPS  
TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2025**



**REGISTERED CHARITY NUMBER: 516827**

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## Statement from the Chair



It is with pleasure that I present the Trustees Annual Report for 2024/2025 on behalf of Redditch and Bromsgrove Sea Cadets and Royal Marines Cadets, aka TS Kingfisher, in this my fourth year as Chair.

2024/2025 has been another amazingly successful year for TS Kingfisher, that together with the Commanding Officer and our Cadet Force Adult Volunteers I am proud to lead. The enthusiasm and commitment of our Cadets and Volunteers never ceases to amaze me. We have estimated that over the course of a year our volunteers have donated over 25,000 hours of their time to Sea Cadet activity.

Regardless of what role they carry out every volunteer is a link in the chain and they/we are all here for the same reason, to provide our young people with the best head start in life and watch them grow and develop into responsible, caring young adults who are ready and willing to support their peers, so that they may follow in their footsteps, leading by example and being role models for the next generation of Sea Cadets.

Our waiting list is a testament to our success, and our previously increased maximum strength has once again had to be reviewed and we are maintaining a regular 70+ cadets on role. Our numbers are based on our ability to deliver the full Sea Cadet Experience with the Cadet Force Adult Volunteers we have on board. The more volunteers we have, the more young people we can provide with life-changing experiences.

Our finances have continued to be managed effectively, and all reserves are used for our charitable purposes. We have continued to make considerable investment in our building and facilities this year, over £14,000 and recognise the support from our grant funders. A building the size of ours requires continuous maintenance and we are so grateful to our volunteers for their hard work keeping us 'ship shape and Bristol fashion', without our volunteers the cost of maintaining our building would be considerably more.

With the support of our volunteers, we have made considerable improvements with our IT infrastructure and security.

- Changes made to verify our domain on our mass mailing platform
- extra security and the creation of a new SharePoint Site called the 'Instructors Hub' has developed a central location to host all documentation to future proof in the event of changing roles and volunteers.

Health and Safety has also featured heavily over the past 12 months requiring considerable investment in our regulatory compliance across fire safety, legionella and asbestos surveys, all of which were successful and only requiring management plans to be implemented.

From accessible historical records for the last 15 years, the result of our most recent Unit Review in October 2024 was the highest ever achieved for TS Kingfisher with an impressive 91/100. Looking ahead, I am enthusiastic about the opportunities that lie before us for both cadets and volunteers, the knowledge and experience of our instructional volunteers that continues to be developed will result in further enrichment of our cadets.

A handwritten signature in black ink, appearing to read 'Margaret Blizzard', written over a horizontal line.

**Margaret Blizzard**  
**Chair of the Board of Trustees**

# Report of the Commanding Officer



It is with immense pride and gratitude that I present the Annual Report for TS Kingfisher covering the 2024–2025 training year.

This period has marked one of the most successful and dynamic in our unit's history, reflecting the tireless commitment of our cadets, the professionalism and dedication of our volunteers, and the steadfast support from families, supporters, and the wider community.

TS Kingfisher's mission—to offer young people a structured, inclusive, and inspiring Sea Cadet Experience—remains at the heart of everything we do. This year, that mission has come to life in remarkable ways, both in our unit and across District, Area, and National platforms.

## Unit Review Success

This year's Unit Review (UR) and Royal Navy Parade (RNP) awarded TS Kingfisher a final score of 91—the highest in our history and among the top across the South West Area.

The inspection team commended the unit on its culture of excellence, strong leadership, and breadth of opportunity offered to cadets.

Highlights included:

- Cadet Boating Hours: A strong afloat programme showcasing our commitment to on-the-water experiences with over the national average boating hours.
- Cadet Promotion: Clear progression paths with numerous promotions in both Sea Cadet and Royal Marine Cadet sections.
- Retention: Cadets not only join but stay, compared to the national average — reflecting satisfaction, engagement, and pride in the unit.
- Junior Cadet Section: A vibrant and well-led section offering engaging, age-appropriate development.
- RMC Development: Strong field training, leadership, and promotion into senior cadet roles.

The Area Officer described TS Kingfisher as a *“top performing unit in the South West Area,”* while the Captain Sea Cadets praised the *“continued high-quality delivery of the Sea Cadet Experience and community impact.”*

## Leadership and Appointments

The development of our adult volunteers has been equally outstanding. Key appointments this year include:

- Lt (SCC) OJ Wilkins RMR was appointed 1 Troop Commander, Alpha Company, a distinguished senior RMC appointment. He remains at the unit as Executive Officer.
- Sgt (SCC) Perks was promoted to the role of Unit Detachment Commander, ensuring consistency and growth in our RMC training and leadership.

## Staff Training and Qualifications

Our Uniformed Volunteers have continued their professional development to enable them to deliver the best Sea Cadet Experience to our young people.

This year we have gained qualified instructors for:

- Intermediate Seamanship
- Catering and Stewarding
- Physical Training
- Ceremonial Drill
- Fixed Seat Rowing

Our CFAV's have also successfully completed

- First Aid (Mental Health) level 2
- Working with Young People foundation course
- Qualified as an Armoury Controller
- Water Safety Equipment (WSE) Authorised Maintainer (Buoyancy Aids ONLY)

We are also proud to report two CFAVs have completed Phase 2 of the Officer Development Programme and have been promoted to SLt (SCC) RNR and Lt (RMC) RMR respectively.










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## Cadet Achievements and Qualifications

Cadet Corporal Joshua has been appointed as the Lord Lieutenant's Cadet for Worcestershire—a prestigious civic role that recognises outstanding young people who have demonstrated exceptional leadership, dedication, and service. This appointment reflects not only Cadet Corporal Joshua's personal commitment and maturity but also the continued excellence of TS Kingfisher.

This marks the fifth time a cadet from our unit has been honoured with this distinguished role, underscoring the high standards, strong values, and positive reputation TS Kingfisher continues to uphold within both the Sea Cadet Corps and the wider community.

Cadets at TS Kingfisher continue to exceed expectations. Over the course of the year, cadets were awarded over 120 nationally recognised qualifications in areas including:

-  Boating - Rowing, Paddle sport, Powerboating, Dinghy Sailing, Offshore Sailing & Windsurfing
-  Navigation, Seamanship, Marine Engineering, Physical Training
-  First Aid (Basic and Intermediate Level)
-  STEM, Earthshot, Crest Awards and Commodores Pennants
-  BTEC Level 1 in Teamwork and Citizenship
-  Peer Educator Qualifications
-  Piping, Drill,
-  Campcraft, RMC Field Skills & Weapons Tests
-  Catering (Basic & Intermediate)

This is not an exhaustive list, but an indication of the level of the dedication of our cadets in their continuous personal development.

The introduction of new cadets to the Duke of Edinburgh's Award Scheme marks a renewed push into structured personal development. We are also encouraging wider take-up of CVQO BTEC opportunities, ensuring that our cadets leave with more than just memories—they gain life-enhancing skills and qualifications.

### **Competition Highlights**

TS Kingfisher has once again made its mark on the competitive stage:

- 🏆 Unarmed Drill Team – District and South West Area Champions, representing the region at the National Finals.
- 🥈 District Piping Silver Medallist – AC Oliver.
- 🏆 Gibraltar Cup Nomination – Our RMC Detachment were selected to represent 1 Troop at the elite Royal Marines Cadets competition at CTCRM Lympstone.

These achievements are not only a reflection of cadet effort but of the countless hours invested by our instructional staff. To all our Instructors, Coaches, and Support Team - thank you.

### **Community Engagement & Ceremonial Representation**

This year saw cadets and staff engage in numerous civic and commemorative events, strengthening ties with our community:

- Participation in Redditch and Bromsgrove Remembrance Services
- Attendance at events and local commemorations
- Civic representation at the Worcestershire Lord Lieutenants Awards Ceremony
- Joint projects with local Royal British Legion branches

These activities help instil civic pride, reinforce tradition, and remind us of the importance of service and remembrance.

### **Distinguished Visitors**

This year, we were exceptionally honoured to receive a visit from Major General Tim Hodgetts CBE KHS OStJ QHS DL, Surgeon General to His Majesty's Armed Forces. As the highest-ranking medical officer in the British Armed Forces, and also holding key positions such as Master General of the Army Medical Services and Chair of the NATO Committee of the Chiefs of Military Medical Services, Major General Hodgetts' visit was both prestigious and significant for our unit.

As a Worcestershire resident, the Surgeon General specifically requested to visit our Sea Cadet unit, as he had yet to experience our organisation firsthand. We were immensely proud to showcase TS Kingfisher as an example of excellence in youth maritime training and cadet development. During his visit, he was given a comprehensive overview of the Sea Cadets, including our training programmes, community engagement, and our unique contribution to the development of young people—particularly impressive given our location in the landlocked county of Worcestershire.

Cadets demonstrated a range of their skills, from ceremonial drill to piping and leadership training, and our senior cadets led a tour of the facilities. Major General Hodgetts spoke warmly of the discipline, commitment, and professionalism shown by the cadets and staff, and remarked on the value such organisations bring to the Armed Forces community and the nation.

In addition, we had the pleasure of welcoming Commander Philip Sparke RN, who addressed the entire Ship's Company. Commander Sparke delivered an engaging and inspiring talk on the operational capability of today's Royal Navy, the role it plays both domestically and internationally, and the exciting opportunities available to Sea Cadets who may be considering a future in either the Royal Navy or Royal Naval Reserve. His visit not only reinforced the strong ties between the Sea Cadet Corps and the Royal Navy but also served as a motivating insight into military life for those cadets aspiring to serve.

These visits have greatly enriched our cadets' understanding of the Armed Forces, strengthened our standing within the wider Naval and Defence community, and provided a memorable and inspiring experience for all involved. We remain incredibly grateful for the support and recognition shown to us by senior members of His Majesty's Armed Forces.

### **Looking Forward**

While we celebrate the successes of 2024–25, we are equally focused on continuous improvement. Our priorities for the coming year include:

- 📈 Expanding DofE and BTEC enrolments to reach more cadets
- 🚤 Enhancing boating access, including introduction to sailing and expanded afloat training
- 🤝 Strengthening community partnerships and school outreach
- 👤 Staff development, ensuring all instructors feel supported, skilled, and valued

### **Closing Remarks**

TS Kingfisher is more than just a Sea Cadet Unit - it is a community of people who care deeply about developing the next generation. This year's achievements are only possible because of the combined commitment of cadets, volunteers, parents, supporters, and trustees.

To our cadets - thank you for showing up, stepping up, and standing proud.

To our volunteers - thank you for giving your time, your skills, and your heart.

To our supporters - your belief in our mission keeps us afloat, literally and figuratively.

With a solid foundation and continued ambition, the future of TS Kingfisher is brighter than ever.

Bravo Zulu, Team Kingfisher.

Yours aye,

**S/Lt (SCC) Lisa A. Wood MA RNR  
Commanding Officer**

## Report of the Detachment Commander

**Drill Competition at HMS Raleigh:** The Drill Competition took place at HMS Raleigh. Cadets from across the area participated, showcasing their precision and discipline in drill routines.



**Easter and Summer Camps:** Cadets attended camps at Caerwent and Nescliff training areas. These camps provided opportunities for skill development and teamwork exercises in challenging environments.

**Promotion Boards and Tactics Packages at Sennybridge:** Promotion boards were conducted alongside tactics training at Sennybridge, enhancing leadership skills and strategic thinking among cadets.

**Skill at Arms Training Weekends at Caerwent** - focusing on marksmanship and weapon handling to improve cadet proficiency.

Guest Speakers from the Royal Marines shared their experiences, inspiring cadets with insights into military life and careers.

**Sergeant (SCC) Neil Perks**  
**Detachment Commander**

## Report of the Training Officer

Over the past year, the cadet training programme has continued to go well with cadets completing their relevant modules and gaining their promotions in a timely manner.

We have continued to actively encourage cadets to complete specialisation and proficiency training, these are an important part of their Sea Cadet Experience and lead to progression and promotion. As such, we have seen an increase in interest in cadets wishing to attend courses being held at other units as well as further afield such as at HMS Raleigh and Weymouth National Boat Station. These courses not only give them the opportunity to gain new skills and qualifications but also the opportunity to make new friends and experience life outside of their own unit.

Due to the commitment of our staff and instructors, we have been able to continue to offer courses at the unit including Seamanship, Marine Engineering and First Aid. Now we have a qualified Catering and Stewarding Instructor we will be able to offer this training locally. We have also delivered a variety of weekend courses for our Junior Sea Cadets.

We have had a number of cadets attend various offshore voyages. This included 3 of our cadets attending a 2 week voyage to take part in the D-Day 80 commemorations in France on our flagship, TS Royalist and TS John Jerwood. These cadets, along with others from across the country, had the honour of representing the Sea Cadet Corps during the many events and commemorations that took place. They have gained many wonderful memories during their time offshore and has encouraged more of our cadets to apply to take part in Offshore Voyages.. This type of activity can often be unaffordable for some of our cadets and families but bursaries are available for qualifying families to ensure everyone is given the opportunity to attend these events, regardless of their family circumstances.

We continue to promote the Duke of Edinburgh scheme and currently have a number of cadets undertaking their Bronze award which they should complete by the end of the year. We also continue to promote the BTEC level 1 and 2 award.

Looking forward to the next 12 months, we will continue to encourage more of the cadets to gain specialisations and proficiencies. We will also be encouraging them to enhance the qualifications they already have by attending intermediate and advanced courses and in November we will be hosting first unit Multi Activity Cadet Training (MACT) weekend.

**S/Lt (SCC) M Andrews RNR**

**Unit Training Officer**

### **Report of the Junior Training Officer**

During the reporting year we have welcomed 10 new Junior Sea Cadets and 12 have successfully move on to our senior section following their 12 birthday. We are maintaining a healthy cohort of Junior Sea Cadets and have a waiting list.

In August 2024, together with cadets and volunteers from other units within the district we attended a boating week at Thrapston Boat Station. Each cadet/junior came away with at least two qualifications in their chosen activities. We have also held a couple of weekend activities including a Christmas crafts day and two cooking weekends, our juniors were able to complete a variety of modules and worked towards their badges.

Our juniors have entered competitions including Piping and Rowing. These are a great way for the juniors to meet other cadets/juniors from other units. At the piping competition our Junior Section was awarded the Flotilla Sheild, The JSC Flotilla Shield is awarded to the best Junior Sea Cadet Section who scored the most points in District JSC Competitions. This was a huge achievement for our juniors and one that we are proud to say that our juniors achieved, they all worked so hard at competitions and showed such great enthusiasm at each and every competition they entered. We were also the Runners up for the Cleverly award, this is awarded to the best junior section in the area, this was such an amazing achievement to be the runners up.

We have awarded 6 Commodores Broad Pennants to our juniors, the highest award they can achieve. They need to have been awarded with each of their coloured modules and an additional 8 in each section, this is a lot of work as each section has between 15 and 24 modules! Juniors are also able to carry this over to be worn on the No1's Uniform for 2 years. We have also awarded 3 promotions to Leading Junior Cadet, the highest rank a Junior can achieve, it takes lots of work and dedication as it is not automatically awarded by time served. We have also awarded 9 Crest awards for completing 8 STEM modules, so for those that have achieved this we will be working towards their STEM Proficiency in the weekend we are currently planning.

During the Summer juniors will be at the lake gaining waterborne qualifications and completing Junior modules. We will be encouraging them and preparing for the Rowing competition. Over the summer they will have the opportunity to work on their rowing and Paddlesports skills. We will also be preparing for our next intake of juniors in September when we return to the unit.

**PO (SCC) Emma Burns**

**Junior Training Officer**

## Trustees Annual Report and Financial Statements

The Charity Trustees present their report together with the financial statements of the charity for the year ended 31st March 2025. The financial statements comply with both the Sea Cadet Standard Constitution 2017 and the Charities Act 2022.

### Vision, Mission and Values

#### **Our Vision for Sea Cadets: ‘Every young person launched for life.’**

We aspire to a world where every young person who might wish to, can be positively impacted by Sea Cadets and launched for their life ahead.

#### **Our Mission for Sea Cadets: Inspiring young people to achieve their potential through challenge and nautical adventure guided by the customs and traditions of today’s Royal Navy.’**

We seek to achieve this by exciting young people by offering them the opportunity to participate in challenging and nautical adventurous activity. Being guided by the Royal Navy reflects that we can learn much from its progress, and our young people benefit from even more engagement with its personnel. By highlighting today’s Royal Navy, we recognise its more modern customs – from an inclusive culture to the pioneering use of technology.

We do this through a combination and variety of outdoor and adventure activities, team building, waterborne and self-learning-based activities, such as Duke of Edinburgh, BTEC and other nationally recognised qualifications.

We are passionate about investing in all young people. We offer a unique mix of activities and experiences, delivered locally, regionally, nationally and offshore, which improve life opportunities at school, in work and for the community. Our trained and experienced volunteers and staff support and deliver learning through nautical adventure and challenge, with the customs and traditions of the Royal Navy at the core. Through this we create a sense of belonging and identity where young people flourish, gaining confidence, skills for life, values and qualifications, which help them seize a better future.

#### **Our Values**

- **Respect:** ‘To be inclusive, appreciate others and be considerate of all.’
- **Loyalty:** ‘To be faithful to those who value and support me.’
- **Self-Discipline:** ‘To do my best and do what I must.’
- **Commitment:** ‘To do what I say I will.’
- **Honesty & Integrity:** ‘To tell the truth and be a good person.’
- **Courage:** ‘To do what I know is right.’

### Charitable Purpose

The charitable purpose of the Unit is to promote the development of young people in achieving their physical, intellectual, and social potential as individuals and as responsible citizens. This is achieved by the provision of education and leisure time activities using a nautical theme, based on the traditions of today’s Royal Navy and in accordance with the principles, ethos, and practices of the Marine Society & Sea Cadets (MSSC).

In furtherance of the Purpose, the Unit offers young people a structured environment in which to develop; provides access to education and training including sailing, rowing, windsurfing, paddle sports, power boating, seamanship, navigation, marine engineering, cooking, music, first aid, drill, piping, and public services; it provides opportunities for young people to obtain a range of qualifications and a wide range of opportunities for community involvement.

## Public Benefit

The trustees continue to give regard to the Charity Commission's general guidance 'Charities and Public Benefit' provided by the Unit in relation to the charitable purpose of the Sea Cadets movement as set out in the activities and achievements outlined in this report.

To achieve its aim the Unit encourages recruitment of young people from all backgrounds and abilities including where possible, and within the realms of Health and Safety, those with disabilities and develops their skills and abilities by:

- Regular structured activities with a nautical theme
- Enabling young people to take part in activities connected with the wider Sea Cadet Corps
- Movement such as waterborne activities, events and competitions at District, Area, and National levels
- Availability of formal achievements whilst completing courses to earn badges and promotions.

We continue to target recruitment within the local area giving young people opportunities to take part in activities that in many cases would otherwise be unaffordable. We are only able to do this because we are volunteer led and all funds raised or received are used entirely for the charitable purposes of the Unit.

The aim of our structured Cadet Training Programme is to provide our young people with basic life skills: teamwork; leadership; communication; motivation; self-confidence and citizenship; all which will help them transition into responsible adulthood.

## Organisational Achievements and Performance

### Recognitions this year

We have received several recognitions for our work this reporting year.



In April 2024 our Chair, Mrs Margaret Blizzard, received the Lord Lieutenant of Worcestershire's Award for Meritorious Service in recognition of outstanding service and devotion to duty. Our thanks to Lt Cdr (SCC) Steve Warwick RNR, Warwickshire District Officer for the nomination.

As volunteers we do what we do because we enjoy it and not for recognition nor reward. However, because we are volunteers this is how we know what we are doing is the best we can, contributing to the success of the Sea Cadet Corps and especially to the lives of our young people.

## Roddie Casement Sword Nomination

Awarded to the CO/OIC, who has by example and dedication contributed the most to the aim of the SCC during the preceding year.

### Runner Up Nomination

SLt (SCC) Lisa Wood RNR  
Redditch & Bromsgrove



At the South West Area Volunteer Conference in March 2025 our Commanding Officer SLt (SCC) Lisa Wood MA RNR was runner up for the Roddie Casement Sword Nomination. This is awarded to the Commanding Officer who has by example and dedication contributed the most to the aim of the SCC during the preceding year.

Our Royal Marines Detachment has been nominated to represent Alpha Company Royal Marines Cadets to compete in the Gibraltar Cup in May 2025. This accolade is awarded to the best Royal Marines Cadet Detachment in the Alpha Company (South West Area) and is a huge honour for the unit.

## Gibraltar Cup Nomination

Awarded to the best Royal Marines Cadet Detachment.

### Area Nomination

Redditch & Bromsgrove



## Cleverly Award Nomination

Awarded to the Unit with the Best Junior Section in the Area.

### Joint Runners Up Nomination

Birmingham (Vernon)  
&  
Redditch & Bromsgrove



For the second time our Junior Sea Cadet Division has been recognised for their first-class work within the Area.

Our Junior Sea Cadets are the 'feeder' for our SCC and RMC Divisions. The better the experience we provide as a Junior, the more chance we have of retaining them through to adulthood.

We have achieved so much in the last 12 months but there is still much to do, and we are never complacent, and pledge, together with my fellow trustees, to leverage all available resources to ensure that opportunities continue to be maximised, so that we may continue to make a meaningful difference to the lives of our cadets.

All Sea Cadet Units are subject to rigorous controls and annual review of our training, management, safety, and efficiency. Based on this review we achieved another Burgee for our efforts in 2024 with a score of 91/100 (up from 83 in 2023), this puts us in the top 25% Nationally.

**Following our Unit Review in October 2024 the Area Officer, Commander Gary Mills RN noted:**

*I am delighted to report on another highly impressive year of operations at TS Kingfisher.*

*The UR scores reflect the statistical heights of the operation and the comments from the CO,*

*Chair and DO under-score the quality and richness of the SCE for our young people delivered by high calibre CFAVs.*

*TS Kingfisher has for a number of years steadily developed its status to a TOP performing Unit in the SWA.*

*Its wider SCE, support and participation to/at District, Area and National competitions and events and the community enterprise stand out.*

*I am delighted to recommend the award of another BURGEE which only serves to underpin the high regard the Unit is held. BZ*

***The Captain of the Sea Cadets – Captain Neil Downing RN further commented:***

*I fully endorse the comments and recommendations of the Area Officer.*

*I am extremely grateful to Team Kingfisher for the continued high-quality nature of their operations. Especially the Sea Cadet Experience that they offer our young people, coupled with the wider Corps and community impact.*

***BZ!***

These are fine endorsements from Senior RN Officers whom we hold in the highest regard.

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## Acknowledgements to our Funders and supporters

### Installation of Radiant Heating on the Maindeck



**Professor Paul Cadman  
and the Marine Society and  
Sea Cadets - Annual  
Premises Fund**



#### [Professor Paul Cadman - Birmingham Entrepreneur](#)

Entrepreneur, knowledge broker, super connector, charity ambassador and proud Brummie, made a personal donation towards the radiant heating. His motto is connect enthusiastically, give relentlessly, and lead bravely, do that, and the future is yours.

**Mrs Anita Arscott-Brookes** [Home | Arscott Brookes Consultancy](#) made a personal donation which we have set aside to support families in need towards resources and equipment.

#### **Graham and the team from Redditch Tree Care**

[Redditch Tree Care](#) have continued to support our efforts to clear the undergrowth from our outside areas and to develop outside training space.



**Our Parents and Supporters** through Easyfundraising, having signed up to shop through this platform. Over 8,000 retailers will now donate to us for FREE every time you use #easyfundraising to shop with them. These donations will help SO MUCH, so please sign up to support us – it's completely FREE and doesn't take long.

<https://www.easyfundraising.org.uk/causes/redditchbromsgrovesc>

## What our Beneficiaries say

The trustees are committed to ensuring the unit continues to develop and to be the organisation that every local child wants to be a part of but don't just take our word for it, what do our parents/guardians and cadets think, here are just a few of the testimonials we have received.

*We can honestly say that cadets has been the making of [REDACTED] From a 12-year-old child he has blossomed into a young adult gaining many life skills from his weekly attendance at cadets. Although he isn't the loudest person, he definitely has gained so much confidence through his experiences at cadets. We often joke that when we came for a look around and during colours and they were 'shouting', I said to dad he won't like this and then before we'd even got into the car he was asking if he could go next Thursday! I was flabbergasted! And he hasn't looked back since!*

*[REDACTED] become ill since joining cadets and the whole unit has supported him every step of the way. He has always been included in training, trips and residential courses. He has never been treated any differently due to his illness. This inclusion has been so important to [REDACTED] self esteem and as his parents we can't thank everyone enough. Even when [REDACTED] has been ill, he has wanted to come to cadets and we have allowed him to, even when he may not have been to school or college because we believe cadets is where his heart lies.*

*[REDACTED] has gained so many new skills from his cadets' experience. Not only many qualifications but his self-esteem has grown massively. With each year that has past [REDACTED] has risen to the opportunities and experiences provided by cadets on and offshore. Where else would he have qualified for national rowing competition in the landlocked west midlands? Or parade in front of the Royal Family in the Remembrance Parade and be on the BBC! [REDACTED] enjoys reminding us and I love showing people as a proud mummy!*

*[REDACTED] enthusiasm continues as he wishes to join the Royal Navy, and this is testament to his experiences with TS Kingfisher.*

*We thank the unit volunteers all the time, but a simple thank you doesn't seem enough! So I hope this helps with future funding/ sponsorship.*

-----  
*My son, [REDACTED] aged 14, started the Sea Cadets Redditch and Bromsgrove division in January.*

*[REDACTED] suffers with low confidence and self-esteem, however, I am absolutely amazed at how well [REDACTED] is getting on so far!*

*The staff have all been understanding, patient and supportive.*

*[REDACTED] can't wait to attend every week, which has really surprised me as thought it might be a bit too much for him to commit too, however he seems to have fitted straight in and has even made some friends!*

*[REDACTED] really enjoyed attempting knot/rope work last week.*

*Thank you so much all*

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## **The Trustees' Targets for 2024/2025 achieved:**

1. **Installation of Infrared Heating on the Main Deck**, funded through a very generous donation by Professor Paul Cadman and the MSSC - £12,660
2. **5 Year Electrical Installation Compliance** – from reserves £3,400
3. **Health and Safety Surveys** – Asbestos, Legionella and Fire Risk Assessment – from reserves £5,000
4. **Refurbishment of the Trailer** – from reserves £580

The £8,400+ investment in the regulatory Health & Safety Surveys and work has resulted in some of our targets for 2024-2025 slipping to next year.

1. **Replacement of signage on front elevation and fence** – upgrade in branded colours, with up-to-date information – Estimated Cost £500
2. **Replacement boiler to service heads to meet Legionella Survey recommendations** – Estimated cost £600
3. **Purchase a branded Gazebo** – Estimated Cost £1,800
4. **Replacement Galley Cooker** – Estimated Cost £1,000
5. **Outside Development to create training and recreational space** – Estimated Cost £2,000
6. **Refurbishment of the Boys Heads** – Estimated cost £2,000

## **Our long term goals for which we will need to raise considerable funds:**

- Blocking up of the main loading bay door, creating lower and upper instructional mezzanine space and organised storage and new fire exit.
- Installing a fully accessible disabled toilet and washroom.
- Insulation of the walls and roof of the unit.
- Replacement metal framed security front door
- Replacement double glazing to Junior classroom, wardroom and offices
- Replacement rear fire door
- Replace flooring in female and staff washrooms

## **Transport**

Having reliable accessible transport is essential for continuing our weekly activities but it is a major expense. Our Minibus is 11 years old and although still low mileage for its age we are governed by Section 19 Permit regulations. This means that in addition to the Road Fund tax, MOT and general costs for servicing and keeping it in good working order it requires a safety check every 6 weeks, costing an additional £600 per year.

Keeping the minibus operable this year has cost over £2,000.

## **Organisational Running Costs**

We are very fortunate to have a building like ours and we don't take it for granted, many other units operate from small hut style buildings with limited inside space, but it doesn't come cheaply.

Our overheads each month are over £1,400 per month. With additional costs for training materials, printing, stationery, badges, catering for special events, health and hygiene products etc our average total running cost per month is £1,800, that's £21,600 per year. Our guaranteed income from subs is around £1,500 per month if we maintain full

occupancy, leaving a shortfall of £200 per month for us to cover in other ways. Our Gift Aid claim which we make in April/May usually softens the blow but this would be much better spent on delivering the Sea Cadet Experience than paying the gas bill!

## You can help!

- Sign up to Easyfundraising <https://www.easyfundraising.org.uk/causes/redditchbromsgrovesc> for your online shopping and support us at zero cost to you.
- Using LinkedIn for your business contacts to promote our cause through their Corporate Social Responsibility [\(2\) Redditch & Bromsgrove Sea Cadets & Royal Marines Cadets: Company Page Admin | LinkedIn](#)
- Offering practical help and support with unit maintenance, plumbing, electrical work, decorating, cleaning, managing standeas, sewing, ironing, cooking Christmas dinner.

**Join us** - as a volunteer and see what difference you can make to the next generation. All training is provided, you don't need experience, just enthusiasm and time to commit. There are several different roles, just ask and we will explain what's available.



## Corporate Social Responsibility

Encourage your company to support us with an unrestricted donation to our cause or choose something from our list to sponsor us for.

Many companies have signed up to the Armed Forces Covenant. [Armed Forces Covenant: guidance and support - GOV.UK](#) The Covenant is a statement of the moral obligation between the nation, the government and the Armed Forces, companies who sign up to this can choose to include support to Cadet Forces in their agreement too.

They could choose one of the projects listed to sponsor, we are very happy to mention them in our dispatches and use their corporate logos in recognition of their support.

## Structure, Governance and Management

Units of the SCC are formed and operated entirely by volunteers from the local community with an interest in furthering the cause of Sea Cadets. Each Unit is a self-supporting youth organisation and an independent charity with a central support management and training structure provided primarily by the Marine Society and Sea Cadets (MSSC). The unit becomes a part of the SCC by virtue of its affiliation to the MSSC, the parent body of the SCC. In accepting this affiliation, the unit undertakes to comply with all regulations issued by, or on behalf of, the MSSC Council.

The Unit was registered as an unincorporated charity on 17th October 1985 and is governed by a constitution approved by the Charity Commission of England and Wales. A revised constitution issued by the Marine Society and Sea Cadets was ratified by the Board of Trustees at its meeting in December 2017.

### Recruitment and Appointment of the Trustees

Trustees serve and are re-elected on an annual basis. A minimum of 4 office holders: Chair, Secretary, Treasurer and Commanding Officer/Officer in Charge. Unit Management Team (UMT) office holders are elected at the first meeting following the Annual General Meeting (AGM). UMT members are elected from membership of the Sea Cadets Unit which is drawn loosely as being those with an interest in the unit. The constitution lays down specific controls for UMT membership and will be observed for all future recruitment.

In the event of a vacancy arising during the year (known as a casual vacancy), the trustees have the power to co-opt new trustees. All trustees will serve until the date of the next AGM, after which the post will be filled by election.

The trustees are represented by individuals drawn from the local community. Trustees have the power to appoint additional trustees to act jointly with them for all purposes. A trustee whose term of office has expired can be appointed for a further term of office.

### Responsibilities of the Trustees

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state affairs of the charity and of its financial position at the end of that year.

In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Make judgement and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice (SORP) have been followed, subject to any departure disclosed and explained in the financial statements.
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not continue existence.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charity (Accounts Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Thank you to our Volunteers!

No final report would be complete without acknowledging the efforts and dedicated service of the adult volunteers who make Training Ship Kingfisher a success. For any Sea Cadet Unit to succeed it is fully reliant on its teams to work together and deliver the best experience to our young people.

In this modern age, time is a precious commodity and like with all teachers and trainers there is a lot goes on behind the scenes, outside of parade times and over weekends that is not observed but makes the difference. We have estimated that over the course of a year our volunteers donate over 25,000 hours of their time to Sea Cadet activity.

This has been a year of regeneration and growth for us all. We are all invested with one common aim, that of delivering the best experience for our young people.

Thank you for your commitment and continued support as we look forward to another successful year here at TS Kingfisher.

This report was approved by the trustees on 19<sup>th</sup> October 2025 and recommended for adoption by the members.



**Margaret Blizzard**  
**Chair of the Board of Trustees**

## LEGAL AND ADMINISTRATIVE INFORMATION

### Charity Details:

<b>Charity Name:</b>	Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps
<b>Charity Status:</b>	Registered Unincorporated Charity
<b>Registered Charity No:</b>	516827
<b>Registered Office and Operational Address:</b>	Unit 3, Upper Crossgate Road Park Farm Industrial Estate Redditch B98 7SR
<b>Telephone Number</b>	01527 521835
<b>Email:</b>	enquiries@tskingfisher.org
<b>Website</b>	<a href="http://www.sea-cadets.org/redditchbromsgrove">www.sea-cadets.org/redditchbromsgrove</a>
<b>Trustees at the time of signing the report</b>	Margaret Blizzard – Chair Jane Sweetman – Treasurer Victoria Saundry - Secretary Lisa Wood – Ex-Officio - Commanding Officer James Smith - Trustee
<b>Other persons who were charity trustees of the Charity at any time in the financial year</b>	Lauren Jones Lisa Marriott
<b>Holding (Custodian) Trustees</b>	The Marine Society & Sea Cadets (MSSC)
<b>Bank</b>	Lloyds Bank
<b>Independent Examiner</b>	Alison Dunmore MICB BA(Hons) Ichthus Bookkeeping 5 Park Way Droitwich WR9 9HE

## Financial Review

The trustees continue to review the charity's requirements for reserves, considering the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the reserves, in total that are not invested in tangible fixed assets held by the Unit, should be up to 6 months total overheads costs of the charity.

The opening balance across all accounts was £20,853 with a closing balance of £19,339, the charity ended the year with a deficit of £1,514 on the previous year. Despite significant investment in both infrastructure and training resources we have maintained a healthy level of reserves and has enabled us to plan for further designated funds for equipment, and facilities improvements. Restricted and Designated funds totalling £7,945 leaving reserves of £11,394 to cover operating costs for 7.6 months, exceeding the reserves policy by 1.6 months.

The increase in cadet numbers has reflected an increase in subscriptions, Gift Aid is up to date and increased our income by £3,972 for this financial year.

Our total expenditure for this financial year was over £42,000. Operating costs have amounted to 21,107 of which 69%, (around £14,645) being spent on the building infrastructure and maintenance. A unit such as ours will always need to be maintained to strict controls for health and safety and to be able to offer the best Sea Cadet Experience. However, this figure would be considerably more if it weren't for our volunteers who spend many hours each week maintaining the building and relieving the burden of labour costs.

To them we are truly grateful.

### **Appointment of the Independent Examiner**

Alison Dunmore (previously Bevins) MICB BA(Hons), Ichthus Bookkeeping has been reappointed by the Trustees to provide the Independent Examination of Accounts for this financial year, her report follows.

# Independent Examiner's Report to the Trustees of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps

I report on the financial statements of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps for the year ended 31 March 2025 which are set out over the following 4 pages.

## Responsibilities and basis of report

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

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

- Accounting records were not kept in accordance with section 130 of the Act or
- The accounts do not accord with the accounting records

## Independent Examiner's statement

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

**Alison Dunmore MICB**

**Date: 2 October 2025**

On behalf of:  
Ichthus Bookkeeping  
5 Park Way  
Droitwich  
WR9 9HE

## Receipts and Payments Account for the period 1 April 2024 to 31 March 2025

	Note	Unrestricted £	Restricted £	2025 £	2024 £
<b>RECEIPTS</b>					
Donations	1	18,121	5,000	23,121	18,878
Fundraising Generated	2 3	1,656 3,378	0 0	1,656 3,378	2,614
Grants	4	2,319	6,000	8,319	30,351
Training	5	556	0	556	0
Unearned	6	3,972	0	3,972	3,044
<b>TOTAL RECEIPTS</b>		<b>30,002</b>	<b>11,000</b>	<b>41,002</b>	<b>54,886</b>
<b>PAYMENTS</b>					
Charitable Activities	7	4,348	558	4,906	9,507
Operating Costs	8	8,039	13,068	21,107	31,243
Overheads	9	9,891	1,800	11,691	9,256
Fees Charged	10	755	0	755	202
Fundraising Costs	11	3,842	6	3,848	3,286
<b>TOTAL PAYMENTS</b>		<b>26,875</b>	<b>15,432</b>	<b>42,307</b>	<b>53,494</b>
<b>ASSETS &amp; INVESTMENTS</b>					
Fixed Assets	12	40	169	209	1,750
Investments					
		<b>40</b>	<b>169</b>	<b>209</b>	<b>1,750</b>
<b>TOTAL PAYMENTS</b>		<b>26,915</b>	<b>15,601</b>	<b>42,516</b>	<b>55,244</b>
<b>Net Incoming Resources</b>		<b>3,087</b>	<b>-4,601</b>	<b>-1,514</b>	<b>-357</b>
<b>Transfer between Funds</b>		0	0	0	0
<b>Cash funds from last year</b>		14,015	6,838	20,853	21,210
<b>TOTAL CASH FUNDS</b>		<b>17,102</b>	<b>2,237</b>	<b>19,339</b>	<b>20,852</b>

## Redditch & Bromsgrove Unit 595 of the Sea Cadet Corps.

### Statement of Assets and Liabilities as at 31 March 2025

	Unrestricted	Restricted	2025	2024
	£	£	£	£
<b>CASH FUNDS</b>				
Treasurers Account	16,092	2,237	18,329	19,920
Equals Card Account	646		646	818
Petty Cash Account	364		364	115
	<b>17,102</b>	<b>2,237</b>	<b>19,339</b>	<b>20,853</b>

#### OTHER MONETARY ASSETS

#### INVESTMENT ASSETS

#### ASSETS RETAINED FOR THE CHARITY'S OWN USE

Premises	737,693
Boats	38,750
Minibus	4,500
Computers & other equipment	4,000
	<u>784,943</u>

#### LIABILITIES

Independent Examination	250
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The financial statements were approved by the Board of Trustees on 20th October 2025 and were signed on its behalf by

**Margaret Blizzard**  
Chair of the Board of Trustees

**Jane Sweetman**  
Treasurer

## Redditch & Bromsgrove Unit 595 of the Sea Cadet Corps.

### Notes to the Accounts

	Unrestricted	Restricted	2025	2024
	£	£	£	£
<b>1 Donations</b>				
Cadet	17,452	0	17,452	18,246
Donations	669	5,000	5,669	632
	<b>18,121</b>	<b>5,000</b>	<b>23,121</b>	<b>18,878</b>
<b>2 Fundraising</b>				
Fundraising Activities	0	0	0	0
Fundraising Events	1,656	0	1,656	0
	<b>1,656</b>	<b>0</b>	<b>1,656</b>	<b>0</b>
<b>3 Generated</b>				
Property Rental	208	0	208	0
Sale of Goods	3,170	0	3,170	2,614
	<b>3,378</b>	<b>0</b>	<b>3,378</b>	<b>2,614</b>
<b>4 Grants</b>				
Charitable Trusts & Foundation	2,319	0	2,319	4,351
MS-SC Grant	0	6,000	6,000	26,000
	<b>2,319</b>	<b>6,000</b>	<b>8,319</b>	<b>30,351</b>
<b>5 Training</b>				
Course Fees - Internal	556	0	556	0
	<b>556</b>	<b>0</b>	<b>556</b>	<b>0</b>
<b>6 Unearned</b>				
Gift Aid Claim	3,972	0	3,972	<b>3,044</b>
	<b>3,972</b>	<b>0</b>	<b>3,972</b>	<b>3,044</b>
<b>7 Charitable Activities</b>				
Course Fees - External	237	0	237	3,510
Training Materials	2,680	558	3,238	4,785
Fuel	1,237	0	1,237	442
3rd Party Travel	0	0	0	400
Catering	194	0	194	370
	<b>4,348</b>	<b>558</b>	<b>4,906</b>	<b>9,507</b>

## Redditch & Bromsgrove Unit 595 of the Sea Cadet Corps.

### Notes to the Accounts (continued)

	Unrestricted	Restricted	2025	2024
	£	£	£	£
<b>8 Operating Costs</b>				
Unit Health, Hygiene & Well-being	1,333	110	1,443	1,150
Office Stationery & Printing	1,693	0	1,693	1,581
IT Consumables	293	0	293	134
Building Maintenance	1,688	12,780	14,468	26,217
Grounds Maintenance	0	178	178	379
Boat Maintenance	497	0	497	26
Vehicle Maintenance	1,254	0	1,254	1,756
Other Maintenance	1,281	0	1,281	0
	<b>8,039</b>	<b>13,068</b>	<b>21,107</b>	<b>31,243</b>
<b>9 Overheads</b>				
Water & Sewage Rates	990	0	990	720
Electricity	1,614	0	1,614	3,359
Gas	896	0	896	769
Broadband	925	0	925	771
Insurance	2,209	0	2,209	2,074
Certification	3,257	1,800	5,058	1,563
	<b>9,891</b>	<b>1,800</b>	<b>11,691</b>	<b>9,256</b>
<b>10 Fees Charged</b>				
Audit/Accountancy fees	488	0	488	0
Other Revenue Costs	265	0	265	200
Bank Charges	2	0	2	2
	<b>755</b>	<b>0</b>	<b>755</b>	<b>202</b>
<b>11 Fundraising Costs</b>				
Special Events	1,175	0	1,175	1,264
Goods for Resale	2,642	6	2,648	1,842
Other Fundraising Costs	25	0	25	180
	<b>3,842</b>	<b>6</b>	<b>3,848</b>	<b>3,286</b>
<b>12 Assets</b>				
Unit Assets	40	169	209	1,750
	<b>40</b>	<b>169</b>	<b>209</b>	<b>1,750</b>

**REDDITCH AND BROMSGROVE UNIT 595 OF THE SEA CADET CORPS**

England & Wales - Charity number 516827

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# Accounts

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**REDDITCH & BROMSGROVE UNIT 595 OF THE SEA CADET CORPS**  
**TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2024**



**REGISTERED CHARITY NUMBER: 516827**

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## Statement from the Chair



It is with pleasure that I present the Trustees Annual Report for 2023/2024 on behalf of Redditch and Bromsgrove Sea Cadets and Royal Marines Cadets, aka TS Kingfisher, in this my third year as Chair. Over the past 3 years TS Kingfisher has undergone a significant evolution as many who have known the unit of old have commented.

2023/2024 has been another truly successful year, that together with the Commanding Officer and our Cadet Force Adult Volunteers I am proud to lead. The enthusiasm and commitment of our Cadets and Volunteers never ceases to amaze me.

Regardless of what role they carry out every volunteer is a link in the chain and they/we are all here for the same reason, to provide our young people with the best head start in life and watch them grow and develop into responsible, caring young adults who are ready and willing to support their peers, so that they may follow in their footsteps, leading by example and being role models for the next generation of Sea Cadets.

We are continuously maintaining a waiting list for young people wishing to join us and have increased our maximum strength numbers from 70-75 this year. Our numbers are based on our ability to deliver the full Sea Cadet Experience with the Cadet Force Adult Volunteers we have on board. The more volunteers we have, the more young people we are able to support.

Our structured recruitment evenings in January, April and September have been successful in managing joiners as a group who are then able to progress through the ranks and enjoy a shared experience with peers of the same rank.

Our finances have continued to be managed effectively, and all reserves are used for our charitable purposes.

The unit continues to go from strength to strength and has regenerated to pre-pandemic levels and beyond. We have continued to place considerable investment in our building and facilities and recognise the support from our grant funders.

Looking ahead, I am enthusiastic about the opportunities that lie before us for both cadets and volunteers, the knowledge and experience of our instructional volunteers that continues to be developed will result in further enrichment of our cadets.

We have achieved so much in the last 12 months but there is still much to do, and we are never complacent, I pledge with my fellow trustees to leverage all available resources to ensure that opportunities continue to be maximised, so that we may continue to make a meaningful difference to the lives of our cadets.

A handwritten signature in black ink, appearing to read 'M. Blizzard', written over a horizontal line.

**Margaret Blizzard**  
**Chair of the Board of Trustees**

The Charity Trustees present their report together with the financial statements of the charity for the year ended 31st March 2024. The financial statements comply with both the Charity's Constitution and the Charities Act 2022.

## Vision, Mission and Values

### **Our Vision for Sea Cadets is: 'Every young person launched for life.'**

We aspire to a world where every young person who might wish to, can be positively impacted by Sea Cadets and launched for their life ahead.

### **Our Mission for Sea Cadets: 'Inspiring young people to achieve their potential through challenge and nautical adventure guided by the customs and traditions of today's Royal Navy.'**

We seek to achieve this by exciting young people by offering them the opportunity to participate in challenging and nautical adventurous activity. Being guided by the Royal Navy reflects that we can learn much from its progress, and our young people benefit from even more engagement with its personnel. By highlighting today's Royal Navy, we recognise its more modern customs – from an inclusive culture to the pioneering use of technology.

We do this through a combination and variety of activities of outdoor and adventure, team building, waterborne and self-learning-based activities, such as Duke of Edinburgh, BTEC and other nationally recognised qualifications.

We are passionate about investing in all young people. We offer a unique mix of activities and experiences, delivered locally, regionally, nationally and offshore, which improve life chances at school, in work and for the community. Our trained and experienced volunteers and staff support and deliver learning through nautical adventure and challenge, with the customs and traditions of the Royal Navy at the core. Through this we create a sense of belonging and identity where young people flourish, gaining confidence, skills for life, values and qualifications, which help them seize a better future.

## Our Values

- **Respect:** 'To be inclusive, appreciate others and be considerate of all.'
- **Loyalty:** 'To be faithful to those who value and support me.'
- **Self-Discipline:** 'To do my best and do what I must.'
- **Commitment:** 'To do what I say I will.'
- **Honesty & Integrity:** 'To tell the truth and be a good person.'
- **Courage:** 'To do what I know is right.'

## Charitable Purpose

The charitable purpose of the Unit is to promote the development of young people in achieving their physical, intellectual, and social potential as individuals and as responsible citizens. This is achieved by the provision of education and leisure time activities using a nautical theme, based on the traditions of the Royal Navy and in accordance with the principles, ethos, and practices of the Marine Society & Sea Cadets (MSSC).

In furtherance of the Purpose, the Unit offers young people a structured environment in which to develop; provides access to education and training including sailing, rowing, windsurfing, paddle sports, power boating, seamanship, navigation, marine engineering, cooking, music, first aid, drill, piping, and public services; it provides opportunities for young people to obtain a range of qualifications and a wide range of opportunities for community involvement.

## Public Benefit

The trustees continue to give regard to the Charity Commission's general guidance 'Charities and Public Benefit' provided by the Unit in relation to the charitable purpose of the Sea Cadets movement as set out in the activities and achievements outlined in this report.

To achieve its aim the Unit encourages recruitment of young people from all backgrounds and abilities including where possible, and within the realms of Health and Safety, those with disabilities and develops their skills and abilities by:

- Regular structured activities with a nautical theme
- Enabling young people to take part in activities connected with the wider Sea Cadet Corps
- Movement such as waterborne activities, events and competitions at District, Area, and National levels
- Availability of formal achievements whilst completing courses to earn badges and promotions.

We continue to target recruitment within the local area giving young people opportunities to take part in activities that in many cases would otherwise be unaffordable. We are only able to do this because we are volunteer led and all funds raised or received are used entirely for the charitable purposes of the Unit.

The aim of our structured Cadet Training Programme is to provide our young people with basic life skills: teamwork; leadership; communication; motivation; self-confidence and citizenship; all which will help them transition into responsible adulthood.

## Organisational Achievements and Performance

All Sea Cadet Units are subject to rigorous controls and annual review of our training, management, safety, and efficiency. Based on this review we achieved another Burgee for our efforts in 2023 with a score of 83/100, this puts us in the top 25% Nationally.

***Following our Unit Review in October 2023 the Area Officer, Commander Gary Mills RN noted:***

*TS Kingfisher are a TOP performing Unit in the Southwest Area (SWA). A highly committed Team of Cadet Force Adult Volunteers (CFAVs) both in uniform and Trustees, I am always confident that the Unit will deliver on the Offer!*

*Whether it be at Unit level or beyond the enthusiasm and genuine fun enjoyed by Team Kingfisher is impressive.*

*With impressive infrastructure, the unit affords itself to recruit, develop its young people and adults in a welcoming and safe environment. They are leading the way in many respects, especially the key objectives of the MSSC 5 year 'Future Ready' Strategy and SWA Year Plan.*

- *Inspirational leadership at Command and UMT supported by their loyal teams.*
- *A great set of CFAVs, with a rich mix of experience and flexible volunteering is supported.*
- *Happy and engaging cadets with high standards on show.*
- *Senior cadets leading by example – Lord Lieutenant and 2nd rep SWA First Sea Lord Cadet in particular.*
- *Very Good Infrastructure*
- *Sound financial set up and decision making.*
- *UR scores across the board are impressive*
- *Unit and beyond participation – excellent*

*I am delighted to recommend the award of another BURGEE and Captain of the Sea Cadets Commendation for the manner in which the Unit is managed and operated; it is embracing the MSSC Strategy and SWA Year Plan objectives and laying its part and more in this respect. BZ to all*

**The Captain of the Sea Cadets – Captain Neil Downing RN further commented:**

*I fully endorse the comments and recommendations of the Area Officer. A truly impressive year of operations that demonstrates very high standards at the unit.*

*Thank you for all your hard work and I look forward to visiting soon.*

BZ to all at TS Kingfisher!

These are fine endorsements from Senior RN Officers whom we hold in the highest regard.

### **Commanding Officers Award**

At the South West Area conference in December 2023 our Commanding Officer SLt (SCC) Lisa Wood MA RNR was presented with an Area Officers Commendation for her commitment and dedication in command of Redditch & Bromsgrove Unit.



We are very lucky at Redditch & Bromsgrove to have several former serving Officers of the Royal Navy who bring their knowledge and experience to our unit. Also recognised was our Detachment Commander, Sgt (SCC) Oli Wilkins for his outstanding personal achievement and was runner up for the McCarroll Trophy nomination.

## Acknowledgements to our Funders and supporters



**The Gosling Foundation, Cadet Fund** - The late Vice Admiral Sir Donald Gosling KCVO was a keen supporter of the Royal Navy in all its forms. In 1985, he founded The Gosling Foundation to support his interests and philanthropic priorities, the Royal Navy and the Royal Marines, Youth, Education and Health.

On 11 November 2022, the Gosling Foundation Cadet Fund was formally launched as a sub-Committee of The Gosling Foundation specifically to help Sea Cadet units fund activities which would otherwise be unavailable to them or to contribute to larger projects. The Fund is focused on the units recognised by the Marine Society and Sea Cadets, which, unlike other Royal Navy recognised cadet forces, have no direct financial support from the Ministry of Defence.



The fund provided a grant to support the delivery of a Junior Sea Cadet Camp in May 2023 half term. From an original forecasted cost of £210 we were able to offer a subsidy of £100 for each Cadet.

### Marine Society and Sea Cadets - Annual Premises Fund



**Refurbishment of the Wardroom** for use by our dedicated Cadet Force Adult Volunteers as a space for them to relax between sessions and a safe space to retire to.

**Replacement of Fire Doors** – bringing the Sea Cadet Unit up to meet H&S regulations.

### FBC Manby Bowdler, Solicitors

Provided an unrestricted donation to our operating costs which we have used to provide support to cadets and their families with purchase of boots and other items of clothing not provided by the MOD where there is a family need.





### Translift Bendi

Local Forklift Truck Manufacturing company based on Padgets Lane, South Moons Moat, sponsored us with branded hoodies for everyone on board both cadets and adult. Sponsorship is so important to a small charity, and we are always keen to develop new relationships with local companies.



### Craig from Principal Security Ltd



Craig answered a call for help late one evening and came to our aid in an emergency when we needed to change the locks. Support like this doesn't go unnoticed.

### Graham and the team from Redditch Tree Care

The work on our outside space has been ongoing for some months, Graham and his team responded to a plea for help to dispose of the undergrowth we are clearing to develop outside training space.



**Our Parents and Supporters** through Easyfundraising and Amazon Europe having signed up to shop through these platforms.

**The Family and Friends of P Endall** - for donations to our unit in his memory

## What our Beneficiaries say

The trustees are committed to ensuring the unit continues to develop and to be the organisation that every local child wants to be a part of but don't just take our word for it, what do our parents/guardians and cadets think, here are just a few of the testimonials we have received over the reporting year.

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*The junior camp at Great Tower provided my daughter with not only endless memories of fun and laughter, but also a level of confidence that was never thought possible. She conquered fears she never thought she would, and the teamwork between the children saw the development of some great friendships.*

*The staff are an amazing team, and we just can't thank them enough for their dedication, patience and skillset. I have been inspired to volunteer in the hope I can give something back to the unit, they really are second to none. The opportunities that the sea cadets provide for the children are far beyond anything outside of the unit.*

*Junior camp was amazing, meeting new friends was just awesome. I loved all the activities they were such fun and I tried so many new things and loved every one of them. Joining sea cadets is the best thing I've ever done, I love it. I can't wait to do more activity weeks.*

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*██████ has thrived since joining the Sea Cadets, he was struggling at school with his attention and focus but since being part of Sea Cadets it has helped him to become more organized and determined to do well. His confidence and schoolwork have certainly improved. He is now an anti-bullying ambassador and a sports leader at school.*

*He has made lots of new friends, most of which have common interests outside of Sea Cadets.*

*He enjoys being part of the team and taking part in events such as the football competition and Remembrance Parades.*

*The opportunities available to ██████ in terms of training courses and fun activities (DofE) are endless and they are all at a very affordable price.*

*He looks forward to every session with enthusiasm, he takes responsibility at home for polishing his boots and ensuring his uniform meets expectations and is currently practicing for the Piping competition.*

After starting cadets almost 2 years ago, my 14-year-old son has not only gained social confidence, but his self-esteem also improved no end. His ability to try new things, and succeed, has been immeasurable. Attending cadets has heavily influenced the development of life skills and interactions with his peers both in and out of school, and the friends he has made have been incredibly supportive and encouraging.

My son has been given opportunities that he wouldn't have usually been given had he not joined the sea cadets. He has become a member of the piping team, has completed a basic catering course, completed numerous water skills and has been taught to take pride in everything he does, he has also been given the opportunity to increase his skill set further with a trip away with fellow cadets from other units. With the affordable fees, the support of the amazing staff and a unit that works together, in today's climate sea cadets is exactly what young people need. We have been so impressed with everything the sea cadets have offered, that our 10-year-old daughter has recently joined the junior sea cadets and is thriving. Only two weeks in and she is already hands on and has signed up to attend the junior camp ready to tackle everything they have to offer.

We are incredibly grateful to all staff, each one of them goes above and beyond expectations.

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I just felt I wanted to write to you to say a massive thank you for everything you do for ██████ at Sea Cadets.

As you know ██████ is our foster child and when he came to join our family, he really had no confidence or self-worth. His early life had been full of a lot of neglect and unhappiness. This obviously had an impact on him. Over the years of being with us these things have obviously improved. He joined cadets just before Covid hit us all. Since returning after the pandemic, he has fully immersed himself in all that it brings. He has

*We feel that being a Sea Cadet will give [redacted] far more opportunities for his future, whatever career path he chooses and some of the experiences has had so far will stick with him for life*

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been in the very successful drill team, the Gold medal winning rowing team and now part of the 5-a-side football team that recently won and are now off to the next round.

All these things are so helpful in his journey his confidence with his peers and adults alike has grown massively. He absolutely loves cadets as he still does not have an easy time at school, although he is academic, he struggles with the “popular lads” at school that like to vape and fight each other!

He is determined to join the Royal Navy and cadets have just enforced this. Your team of dedicated volunteers are a credit to you the work and effort doesn't go unnoticed.

So thank you.

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*We can honestly say that cadets has been the making of [redacted]. From a 12-year-old child he has blossomed into a young adult gaining many life skills from his weekly attendance at cadets. Although he isn't the loudest person, he definitely has gained so much confidence through his experiences at cadets. We often joke that when we came for a look around and during colours and they were 'shouting', I said to dad he won't like this and then before we'd even got into the car he was asking if he could go next Thursday! I was flabbergasted! And he hasn't looked back since!*

*[redacted] become ill since joining cadets and the whole unit has supported him every step of the way. He has always been included in training, trips, and residential courses. He has never been treated any differently due to his illness. This inclusion has been so important to [redacted] self-esteem and as his parents we can't thank everyone enough. Even when [redacted] has been ill, he has wanted to come to cadets and we have allowed him to, even when he may not have been to school or college because we believe cadets is where his heart lies.*

*[redacted] has gained so many new skills from his cadet's experience. Not only many qualifications but his self-esteem has grown massively. With each year that has past [redacted] has risen to the opportunities and experiences provided by cadets on and offshore. Where else would he have qualified for national rowing competition in the landlocked west midlands? Or parade in front of the royal family in the 2022 Remembrance Parade and be on the BBC! [redacted] enjoys reminding us and I love showing people as a proud mummy!*

*[redacted] enthusiasm continues as he wishes to join the Royal Navy, and this is testament to his experiences with TS Kingfisher.*

*We thank the unit volunteers all the time, but a simple thank you doesn't seem enough! So I hope this helps with future funding/ sponsorship.*

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### **The Trustees Targets for 2024/2025, to secure resources for:**

- 1. Installation of Infrared Heating on the Main Deck** – our commercial gas heater is very expensive to run and is not suitable for our needs. It is noisy, heats up very quickly but cools down just as fast. An infrared system heats the person not the building, it will be much more efficient and economical to run. This will also allow us to offer more Unit, District, Area and National residential weekend courses – Cost £11,000
- 2. 5 Year Electrical Installation Compliance** – H&S regulations require us to carry out 5 yearly inspections. The cost of the inspection in last year's accounts was £600, the cost of the work required to bring the unit up to standard is £3,400
- 3. Health and Safety Surveys** – this year we will need to carry out several surveys including Asbestos, Legionella and Fire Risk Assessment, the cost of all these and work required will cost around £5,000

4. **Purchase a branded Gazebo** - for use at competitions and events to improve our visibility. They are sturdy enough to withstand most weather conditions and provide shelter in both warm and cold weather – Cost £1,500
5. **Commercial Cooker** – replacement of the domestic cooker to a commercial style will be much more practical. Cooking a Christmas dinner for 75 people in a domestic cooker is a huge challenge – Cost £2,000
6. **Outside Development** – clearance, levelling and fencing in of the wooded area at the rear of the unit to provide additional training space – Cost £2,000
7. **Refurbishment of the Trailer** – having a trailer is an essential resource for a Sea Cadet Unit for camps, competitions and courses. Ours is in dire need of some TLC to keep it roadworthy – Cost £500
8. **Replacement of signage on front elevation and fence** – upgrade in branded colours, with up-to-date information – Cost £500

These are just a few of the projects that we aim to achieve in the 2024/2025 year, but the biggest challenge is keeping the unit running under normal circumstances.

#### **To name but a few, on our ‘nice to have’ list there is:**

- Replacement metal framed security front door
- Wardroom and offices replacement double glazing
- Replacement front and rear fire doors
- Replace flooring in all toilets

#### **Minibus**

Our Minibus is 11 years old and although still low mileage we are governed by Permit 19 regulations meaning that in addition to the Road Fund tax, MOT and general costs for servicing and keeping it in good working order it requires a safety check every 6 weeks, this has resulted in an additional cost of £600 per year.

#### **Monthly Running Costs**

We are very fortunate to have a building like ours and we don't take it for granted, many other units operate from small hut style buildings with limited inside space, but it doesn't come cheaply.

Our overheads each month are over £1,200 per month. With additional costs for training materials, printing, stationery, badges, catering for special event, health and hygiene products etc our average total running cost per month are £1,800, that's £21,600 per year. Our guaranteed income from subs is around £1,500 per month if we maintain full occupancy, leaving a shortfall of £300 per month for us to cover in other ways.

#### **How can you help?**

All support is appreciated:

- Signing up to Easyfundraising for your online shopping will support us without any costs to you.
- Using LinkedIn for your business contacts to promote our cause through their Corporate Social Responsibility

- Encouraging your company to support us with an unrestricted donation to our cause. Or choose one of the projects previously mentioned to fund.
- Offering practical help and support with unit maintenance, plumbing, electrical work, decorating, cleaning, managing standeasay, sewing, ironing, cooking Christmas dinner.
- Join us as a volunteer and see what difference you can make to the next generation. All training in provided, you don't need experience, just enthusiasm and time to commit. There are several different roles, just ask and we will explain what's available.



## Report of the Commanding Officer



The past year has been one of significant activity and development for Redditch & Bromsgrove Sea Cadets and I am pleased to present the Commanding Officers annual report 2023-2024 for Redditch & Bromsgrove Sea Cadet Unit (TS Kingfisher).

Despite ongoing challenges, we continue to build on our successes, develop our cadets' skills, and support the values and traditions of the Royal Navy.

We are proud to share our progress in recruitment, promotions, and the general success of our cadets and this report highlights the key achievements, challenges, and plans for the year ahead.

## Key Achievements



### National Drill

Our Unarmed Drill Team, already Warwickshire District and South West Area Champions, achieved 4<sup>th</sup> place, just 1 point from taking 3<sup>rd</sup> and only 5 points separating 1<sup>st</sup> and 4<sup>th</sup>.

This was a huge accomplishment for the Unit, it has been some 19 years since we have qualified for this competition, which shows the level of commitment and achievement the team have realised.

### National Regatta

After taking Gold in both the District and Area legs, our Junior Boys took Bronze overall in the National Regatta for the Fixed Seat Rowing Competition in London.



### HM King Charles III Coronation



We were immensely proud to have our PO Cadet represent our unit at the historic Coronation of King Charles III. It was a once-in-a-lifetime opportunity and a true honour to be part of such a significant national event. Our cadet, the second cadet rep to the First Sea Lord, demonstrated exceptional conduct and served as a shining example of the values and standards upheld by the Sea Cadet Corps. This achievement reflects not only the dedication of the cadet but also the unwavering support of the organisation who make such opportunities possible.

## Cadet Enrolment & Retention

During the reporting year, we successfully enrolled 40 new cadets, with an impressive retention rate over 10-20% of the national sea cadet unit average.

Our recruitment efforts have been supported by increased community engagement and the success of our open/taster evenings.

### 1. Duke of Edinburgh Programme/ CVQO BTEC Programme

We have seen a steady increase in participation in the Duke of Edinburgh Award Schemes. The Area Staff Officer for DofE has joined the Unit recently and will be taking this forward throughout the next reporting year.

CVQO enrolment has remained steady this year, but the Unit are proactively promoting this wonderful opportunity to cadets.

### 2. Community Engagement

The unit has strengthened ties with the local community, participating in a variety of events such as Remembrance Day services, and environmental clean-up initiatives. These events allow our cadets to understand the importance of community service and civic responsibility.

The Unit has forged new contacts with the Reserve Forces and Cadets Association and WHO West Midlands to expand our growing network.

### 3. Training and Courses



Cadets and staff have successfully completed a range of external courses, including seamanship, marine engineering, first aid and a week long Naval Experience at HMS Raleigh.

Our internal training programme continues to develop, with additional focus on leadership and teamwork, we are delighted to announce that in excess of 400 qualifications have been awarded to our cadets throughout this reporting year.

### 4. Summer Camp & Royal Marines Cadet Exercises

The highlight of the year was our week-long summer camp, where cadets participated in advanced Royal Marine Cadet exercises, shooting practice, and navigation skills. Cadets gained invaluable experience and several received commendations for their teamwork and resilience.

Sea Cadets also took part in the South West Area fun packed week at HMS Raleigh, where land and waterborne opportunities were available to them.

HMS Raleigh is the main Part 1 training establishment for the Royal Navy and it is a fabulous opportunity for cadets to be and to experience life in the RN.



Two of our senior sea cadets, who have aged out this year, have been appointed as Cadet Force Adult Volunteers (CFAVs). This is a testament to the skills, dedication, and leadership qualities they have developed during their time with our unit. We congratulate them on this achievement, thank them for volunteering and wish them success in their new roles.

During the year, all cadets follow a cadet training plan relevant to their rate, this encompasses a variety of subjects which supports them in their duties and prepares them for their ensuing promotion.

Additional to the cadet training programme, the following have been achieved in this reporting period:

Awards	No's	Promotions	No's
Good Conduct Awards	33	RMC Cadet Sergeant	1
Duke of Edinburgh Bronze Enrolment	4	RMC Cadet Corporal	1
Duke of Edinburgh Silver Enrolment	2	RMC Cadet Lance Corporal	1
Duke of Edinburgh Gold Enrolment	2	RMC Marine Cadet	14
Duke of Edinburgh Bronze Modules	12	SCC Leading Cadet	3
Duke of Edinburgh Silver Modules	4	SCC Able Cadet	3
BTEC CVQO Level 1	9	SCC Ordinary Cadet	7
BTEC CVQO Level 2	1	SCC Cadet First Class	15
Junior SC Commodores Pennant	6	SCC Cadet	7
Lord Lieutenant Cadet	1	Able Junior Cadet	8
SCC Coxswain Award	1	Junior Cadet First Class	3
Qualifications	No's	Qualifications	No's
Meteorology	6	Physical Training	2
Shooting	34	Campcraft	8
Seamanship	4	Mountain Biking	1
Cadet Pre Instructor	1	Peer Educator	2
Marine Engineering	7	Junior Red Module	18
Piping	35	Junior Blue Module	6
First Aid	17	Junior Yellow Module	10
Powerboat	11	Junior Green Module	12
Go Row Awards	47	Junior Crest	1
SCC Rowing Qualifications	64	Campcraft	8
Sailing Qualifications	1	Junior Earthshot	13
Paddle Sports	61	Junior STEM	2
Offshore	6		

### Appointment to Lord Lieutenant Cadet:

We were delighted to learn, for a fourth consecutive year one of our cadets was awarded the honour of becoming the SCC Lord Lieutenant Cadet for Worcestershire. The Royal Marine Cadet Lance Corporal has attended several community events including official visits by members of the Royal Family.

### Cadet Force Adult Volunteers (CFAV)

The Unit would not be able to share our successes without the ongoing support from the volunteers who make the sea cadet experience possible and who are the cornerstone of the organisation.

Uniformed volunteers follow a mandatory programme to become substantive members of the SCC and then follow specific pathways to become specialist instructors.

The following have been achieved outside of mandatory training by the unit CFAVs:

Promotions	CFAV Numbers
Cadet to Volunteer	2
Command Team Support – Training Officer	1
Substantive Post	4
Cadet Small Arms Ammunition Storekeeper Course V2	1
Drill Instructor Pathway – Pre Instructor	1
Food Safety in Catering - Level 2	1
Offshore – Power Grade 2	2
Physical Training Instructor – Basic	2
RMC Company Fieldcraft Course Trainer Qualified	1
Piping Instructor	1
Meteorology Instructor	2
Peer Educator Instructor	1
Powerboat	4
Go Row	1
RMC Military Map Reading Course Trainer Qualified	1
SCC Rowing Qualification	11
SCC National Officer Development Programme - Phase 1 Board	2
Seamanship Instructor – Intermediate	1
Water Safety Equipment Authorised Maintainer	2
Weapons Test	3

Following a successful Unit Review inspection in October 2023, the Unit was awarded the prestigious ‘Burgee’ status. This places the Unit in the top 25% in the Country.

Further, the Unit was also awarded a Commendation by Captain Sea Cadets.

**Challenges** Despite our successes, we have faced some challenges:

- Funding for Equipment & Maintenance**  
 Maintaining our training equipment and ensuring cadets have access to modern resources continues to be a financial pressure. The ongoing need for replacing uniforms and upgrading boating equipment will require additional funding in the coming year.
- Instructor Shortages**  
 We continue to experience a shortage of qualified instructors, particularly in a variety of water sports. To address this, we have prioritised instructor training and actively encouraged staff development. However, we will need further support to ensure all cadets receive the high level of instruction they deserve.
- Post-Pandemic Recovery**  
 While our cadet numbers have grown, we are still seeing the after-effects of the pandemic in terms of engagement and attendance at external courses. Continued outreach and encouraging cadets to take full advantage of available opportunities will be key in the next year.

## Future Plans

Looking forward, we aim to:

- **Increase DofE Participation:** We plan to double the number of cadets pursuing DofE qualifications in the coming year.
- **Enhance Community Engagement:** We will continue to build partnerships with local schools and businesses and organise more community-based activities.
- **Invest in Infrastructure:** With new grants, we will invest in upgraded boating equipment, modernise training materials, and enhance our facilities.
- **Focus on Staff Development:** We will support our staff in achieving further qualifications to ensure that cadets receive the highest standard of training across all disciplines.

## Conclusion

The past year has been a period of growth, learning, and adaptation for Redditch & Bromsgrove Sea Cadets. With the unwavering support of our trustees, staff, and community, we continue to provide a meaningful and transformative experience for our young people.

We remain committed to an enriching experience for our cadets, fostering their personal growth, and preparing them for future endeavours. We extend our gratitude to all the volunteers, without whom this would not be possible and the individuals and organisations that have supported us throughout this reporting year.

We look forward to the challenges and opportunities that lie ahead and remain committed to helping cadets develop skills, confidence, and a sense of duty.

Thank you for your continued support.

**S/Lt (SCC) LA Wood MA RNR**  
**Commanding Officer**

## Training Officers Report

Over this past year the cadet's training programme has continued to go well following the updated and improved programme changes.

As a unit we are actively encouraging the cadets to gain specialisations and proficiencies and to gain various qualifications outside of the unit and stretch their wings. Covid has changed things significantly and we are encouraging the cadets to attend external courses.



I am pleased to report that we have had a number of cadets attend the annual Summer Camp and a variety of courses at HMS Raliegh, Weymouth National Boat Station, Thrapston Boat Station as well as courses at local units.



We have also had a number of cadets attend offshore courses on both TS Royalist our flagship tall ship and TS Jack Petchey and John Jerwood our Power Vessels. Many of our cadets have been able to access a bursary to take part in this adventure. This type of experience would normally be out of the reach for a many of our cadets and their families, the bursary fund is there to ensure every child gets the same opportunity regardless of their ability to pay.

We are actively promoting BTEC Levels 1&2, and we will be relaunching the Duke of Edinburgh Award.

Our instructors have been busy updated and gaining new qualifications too, they gained various instructor qualifications, allowing us to run Meteorology, Seamanship and Marine Engineering courses at unit level.

Over the coming year we plan to increase this, it will then increase the variety of courses we can provide at unit level to enhance the Sea Cadet Experience.

**S/Lt (SCC) Mel Andrews**  
**Training Officer**

### **RMC Detachment Commanders Report**

**Drill Competition at HMS Raleigh:** The Drill Competition took place at HMS Raleigh. Cadets from across the area participated, showcasing their precision and discipline in drill routines.



**Easter and Summer Camps:** Cadets attended camps at Caerwent and Nescliff training areas. These camps provided opportunities for skill development and teamwork exercises in challenging environments.

**Promotion Boards and Tactics Packages at Sennybridge:** Promotion boards were conducted alongside tactics training at Sennybridge, enhancing leadership skills and strategic thinking among cadets.

**Skill at Arms Training Weekends at Caerwent** - focusing on marksmanship and weapon handling to improve cadet proficiency.

Guest Speakers from the Royal Marines shared their experiences, inspiring cadets with insights into military life and careers.

**Lieutenant (SCC) Oli Wilkins RMR**  
**Executive Officer | Detachment Commander**

## Junior Sea Cadets

Following the increase to 2 groups the previous year, the junior sea cadet detachments have gone from strength-to-strength. Eleven juniors have successfully transitioned the move up to the senior section to continue with their sea cadet journey and 2 have achieved Leading Junior Cadet promotions!



We held our first Junior Camp which was extremely successful, and the juniors covered 21 of their modules during the week.

The juniors had a great time away in the lake district and the weather was stunning, they spent time building their own rafts as well as having some time to try out Stand Up Paddleboarding and Kayaking.

We delivered a weekend course in October covering the Earthshot modules, this allowed the juniors to think about the environment and come up with ways to help save the planet.

Our juniors also entered Piping, Rowing and Paddlesports and Swimming competitions. We have received some great feedback from parents about how attending cadets has had a positive impact on their child, and how they have grown in confidence. We have seen such improvement to the junior's confidence and self-esteem since they have progressed through juniors, attending competitions and achieving medals.

## Commodores Broad Pennant

This year we have awarded 6 Commodores Broad Pennants; this is the highest award a Junior Sea Cadet can achieve. Not only do they need to achieve all 4 of their coloured badges (which is roughly 15 modules), they then need to complete an additional 8 modules for each colour. The Pennant badges can be carried over to their No1's uniform for 2 years.



## Plans for the Future

We look forward to the upcoming year and all things we have planned which will include cooking weekends, both groups will join together practice various recipes, marking off multiple modules in a day.

S/Lt Andrews is working towards organising a district junior day trip to the National Memorial Arboretum, it will be an incredible day out for the juniors and allow them to look around some of the memorials including Naval memorial and the main wall.

We are also planning a Christmas Crafts Day in December, this of course will include lots of Christmas music, fun and glitter.... Lot and lots of Glitter! As always with weekends we do plan to cover a variety of modules working towards promotions and badges.

**Petty Officer (SCC) Emma Burns**  
**Junior Sea Cadet Instructor**

## Structure, Governance and Management

Units of the SCC are formed and operated entirely by volunteers from the local community with an interest in furthering the cause of Sea Cadets. Each Unit is a self-supporting youth organisation and an independent charity with a central support management and training structure provided primarily by the Marine Society and Sea Cadets (MSSC). The unit becomes a part of the SCC by virtue of its affiliation to the MSSC, the parent body of the SCC. In accepting this affiliation, the unit undertakes to comply with all regulations issued by, or on behalf of, the MSSC Council.

The Unit was registered as an unincorporated charity on 17th October 1985 and is governed by a constitution approved by the Charity Commission of England and Wales. A revised constitution issued by the Marine Society and Sea Cadets was ratified by the Board of Trustees at its meeting in December 2017.

## Recruitment and Appointment of the Trustees

Trustees serve and are re-elected on an annual basis. A minimum of 4 office holders: Chair, Secretary, Treasurer and Commanding Officer/Officer in Charge. Unit Management Team (UMT) office holders are elected at the first meeting following the Annual General Meeting (AGM). UMT members are elected from the membership of the Sea Cadets Unit which is drawn loosely as being those with an interest in the unit. The constitution lays down specific controls for UMT membership and will be observed for all future recruitment.

In the event of a vacancy arising during the year (known as a casual vacancy), the trustees have the power to co-opt new trustees. All trustees will serve until the date of the next AGM, after which the post will be filled by election.

The trustees are represented by individuals drawn from the local community. Trustees have the power to appoint additional trustees to act jointly with them for all purposes. A trustee whose term of office has expired can be appointed for a further term of office.

## Responsibilities of the Trustees

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state affairs of the charity and of its financial position at the end of that year.

In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Make judgement and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice (SORP) have been followed, subject to any departure disclosed and explained in the financial statements.
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not continue existence.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charity (Accounts Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## *Thank you to our Volunteers!*

No final report would be complete without acknowledging the efforts and dedicated service of the adult volunteers who make the unit a success. For any Sea Cadet Unit to succeed it is fully reliant on its teams to work together.

In this modern age, time is a precious commodity and like with all teachers and trainers there is a lot goes on behind the scenes, outside of parade times and over weekends that is not observed but makes the difference.

This has been a year of regeneration and growth and uniformed and civilian instructors, management team and unit assistants all still have one common aim, that of delivering the best experience for our young people.

Thank you for your commitment and continued support as we look forward to another successful year here at TS Kingfisher.

This report was approved by the trustees on 22<sup>nd</sup> November 2024.



**Margaret Blizzard – Chair of the Board of Trustees**

## LEGAL AND ADMINISTRATIVE INFORMATION

### Charity Details:

<b>Charity Name:</b>	Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps
<b>Charity Status:</b>	Registered Unincorporated Charity
<b>Registered Charity No:</b>	516827
<b>Registered Office and Operational Address:</b>	Unit 3, Upper Crossgate Road Park Farm Industrial Estate Redditch B98 7SR
<b>Telephone Number</b>	01527 521835
<b>Email:</b>	enquiries@tskingfisher.org
<b>Website</b>	<a href="http://www.sea-cadets.org/redditchbromsgrove">www.sea-cadets.org/redditchbromsgrove</a>
<b>Trustees at the time of signing the report</b>	Margaret Blizzard – Chair Jane Sweetman – Treasurer Lauren Jones – Secretary Lisa Wood – Ex-Officio - Commanding Officer James Smith - Trustee
<b>Other persons who were charity trustees of the Charity at any time in the financial year</b>	Lisa Marriott Mireia Castells-Miro
<b>Holding (Custodian) Trustees</b>	The Marine Society & Sea Cadets (MSSC)
<b>Bank</b>	Lloyds Bank
<b>Independent Examiner</b>	Alison Bevins MICB BA(Hons) Ichthus Bookkeeping 5 Park Way Droitwich WR9 9HE

## Financial Review

The trustees continue to review the charity's requirements for reserves, considering the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the reserves in total that are not invested in tangible fixed assets held by the Unit, should be up to the equivalent of 6 months total overheads costs of the charity.

The opening balance across all accounts was £21,210 with a closing balance of £20,852, the charity ended the year with a deficit of £357 on the previous year. Despite significant investment in both infrastructure and training resources we have maintained a healthy level of reserves and has enabled us to plan for further designated funds for equipment, and facilities improvements. Restricted and Designated funds totalling £8,625.77 leaving reserves of £12,226.23 to cover operating costs for 9.46 months, exceeding the reserves policy by 3 months.

However, the Trustees have identified additional needs to meet Health and Safety Regulatory requirements in the new financial year, and will need to make provision for this.

The increase in cadet numbers has reflected an increase in subscriptions, Gift Aid is up to date and increased our income by £3,043 for this financial year.

Our total expenditure for this financial year was over £55,000. Operating costs have amounted to £31,245 of which 80%, (around £25,000) being spent on the building infrastructure and maintenance. A unit such as ours will always need to be maintained to strict controls for health and safety and to be able to offer the best Sea Cadet Experience. However, this figure would be considerably more if it weren't for our volunteers who spend many hours each week maintaining the building and relieving the burden of labour costs. To them we are truly grateful.

Alison Bevins MICB BA(Hons), Ichthus Bookkeeping has been appointed by the Trustees to provide the Independent Examination of Accounts for this financial year.

## **Independent Examiner's Report to the Trustees of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps**

I report on the financial statements of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps for the year ended 31 March 2024 which are set out over the following 4 pages.

### **Responsibilities and basis of report**

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

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

- Accounting records were not kept in accordance with section 130 of the Act or
- The accounts do not accord with the accounting records

### **Independent Examiner's statement**

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

**Alison Bevins MICB**

**Date: 20<sup>th</sup> November 2024**

On behalf of:  
Ichthus Bookkeeping  
5 Park Way  
Droitwich  
WR9 9HE

## Redditch & Bromsgrove Unit 595 of the Sea Cadet Corps.

### Receipts and Payments Account for the period 1 April 2023 to 31 March 2024

	Note	Unrestricted £	Restricted £	2024 £	2023 £
<b>RECEIPTS</b>					
Donations	1	18,877	0	18,877	16,256
Fundraising Generated	2 3	2,614	0	2,614	2,845
Grants	4	1,851	28,500	30,351	1,875
Training	5	0	0	0	83
Unearned	6	3,044	0	3,044	3,519
<b>TOTAL RECEIPTS</b>		<b>26,386</b>	<b>28,500</b>	<b>54,886</b>	<b>24,578</b>
<b>PAYMENTS</b>					
Charitable Activities	7	6,296	3,211	9,506	7,583
Operating Costs	8	6,347	24,897	31,245	6,592
Overheads	9	9,155	100	9,255	7,189
Fees Charged	10	202	0	202	450
Fundraising Costs	11	3,286	0	3,286	2,719
<b>TOTAL PAYMENTS</b>		<b>25,286</b>	<b>28,208</b>	<b>53,494</b>	<b>24,532</b>
<b>ASSETS &amp; INVESTMENTS</b>					
Fixed Assets	12	0	1,750	1,750	17,356
Investments					
		<b>0</b>	<b>1,750</b>	<b>1,750</b>	<b>17,356</b>
<b>TOTAL PAYMENTS</b>		<b>25,286</b>	<b>29,958</b>	<b>55,244</b>	<b>41,888</b>
<b>Net Incoming Resources</b>		<b>1,101</b>	<b>-1,458</b>	<b>-357</b>	<b>-17,311</b>
<b>Transfer between Funds</b>		<b>-4,000</b>	<b>4,000</b>		
<b>Cash funds from last year</b>		<b>16,914</b>	<b>4,295</b>	<b>21,210</b>	<b>38,520</b>
<b>TOTAL CASH FUNDS</b>		<b>14,015</b>	<b>6,838</b>	<b>20,852</b>	<b>21,210</b>

## Redditch & Bromsgrove Unit 595 of the Sea Cadet Corps.

### Statement of Assets and Liabilities as at 31 March 2024

	Unrestricted	Restricted	2024	2023
	£	£	£	£
<b>CASH FUNDS</b>				
Treasurers Account	13,082	6,838	19,920	20,230
Equals Card Account	818		818	921
Petty Cash Account	115		115	59
	<b>14,015</b>	<b>6,838</b>	<b>20,852</b>	<b>21,210</b>

#### OTHER MONETARY ASSETS

#### INVESTMENT ASSETS

#### ASSETS RETAINED FOR THE CHARITY'S OWN USE

Premises	737,693
Boats	39,750
Minibus	5,000
Computers & other equipment	4,500
	<u>786,943</u>

#### LIABILITIES

Independent Examination	250
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The financial statements were approved by the Board of Trustees on 25th November 2024 and were signed on its behalf by

**Margaret Blizzard**  
Chair of the Board of Trustees

**Jane Sweetman**  
Treasurer

## Redditch & Bromsgrove Unit 595 of the Sea Cadet Corps.

### Notes to the Accounts

	Unrestricted	Restricted	2024	2023
	£	£	£	£
<b>1 Donations</b>				
Cadet	18,246		18,246	13,523
Donations	632		632	2,734
	<b>18,877</b>	<b>0</b>	<b>18,877</b>	<b>16,256</b>
<b>2 Fundraising</b>				
Fundraising Activities				
Fundraising Events				
<b>3 Generated</b>				
Property Rental				1,035
Sale of Goods	2,614		2,614	1,810
	<b>2,614</b>	<b>0</b>	<b>2,614</b>	<b>2,845</b>
<b>4 Grants</b>				
Charitable Trusts & Foundation	1,851	2,500	4,351	875
MS-SC Grant		26,000	26,000	1,000
	<b>1,851</b>	<b>28,500</b>	<b>30,351</b>	<b>1,875</b>
<b>5 Training</b>				
Course Fees - External				83
	<b>0</b>	<b>0</b>	<b>0</b>	<b>83</b>
<b>6 Unearned</b>				
Gift Aid Claim	3,044		3,044	3,519
	<b>3,044</b>	<b>0</b>	<b>3,044</b>	<b>3,519</b>
<b>7 Charitable Activities</b>				
Competition Fees				
Course Fees - External	1,036	2,474	3,510	291
Course Fees - Internal			0	
Training Materials	4,098	687	4,785	5,399
Fuel	392	50	442	1,067
3rd Party Travel	400		400	237
Catering	370		370	588
	<b>6,296</b>	<b>3,211</b>	<b>9,506</b>	<b>7,583</b>

## Redditch & Bromsgrove Unit 595 of the Sea Cadet Corps.

### Notes to the Accounts (continued)

	Unrestricted	Restricted	2024	2023
	£	£	£	£
<b>8 Operating Costs</b>				
Unit Health, Hygiene & Well-bein	1,150		1,150	708
Office Stationery & Printing	1,581		1,581	1,511
IT Consumables	134		134	4
Building Maintenance	1,378	24,839	26,217	1,729
Grounds Maintenance	321	58	379	
Boat Maintenance	28		28	808
Vehicle Maintenance	1,756		1,756	1,212
Other Maintenance			0	288
PPE & Branded Clothing			0	331
	<b>6,347</b>	<b>24,897</b>	<b>31,245</b>	<b>6,592</b>
<b>9 Overheads</b>				
Water & Sewage Rates	720		720	988
Electricity	3,359		3,359	3,490
Gas	769		769	
Broadband	771		771	561
Telephone			0	82
Alarm Monitoring			0	198
Insurance	2,074		2,074	1,690
Certification	1,463	100	1,563	180
	<b>9,155</b>	<b>100</b>	<b>9,255</b>	<b>7,189</b>
<b>10 Fees Charged</b>				
Audit/Accountancy fees				350
Other Revenue Costs	200		200	100
Bank Charges	2		2	
	<b>202</b>	<b>0</b>	<b>202</b>	<b>450</b>
<b>11 Fundraising Costs</b>				
Special Events	1,264		1,264	1,499
Goods for Resale	1,842		1,842	1,220
Other Fundraising Costs	180		180	
	<b>3,286</b>	<b>0</b>	<b>3,286</b>	<b>2,719</b>
<b>12 Assets</b>				
Unit Assets	0	1,750	1,750	17,356
	<b>0</b>	<b>1,750</b>	<b>1,750</b>	<b>17,356</b>

**REDDITCH AND BROMSGROVE UNIT 595 OF THE SEA CADET CORPS**

England & Wales - Charity number 516827

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# Accounts

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**REDDITCH & BROMSGROVE UNIT 595 OF THE SEA CADET CORPS  
TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**



**REGISTERED CHARITY NUMBER: 516827**

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## **REPORT OF THE TRUSTEES OF REDDITCH & BROMSGROVE UNIT 595 OF THE SEA CADET CORPS**

The Charity Trustees present their report together with the financial statements of the charity for the year ended 31st March 2022. The financial statements comply with both the Charity's Constitution and the Charities Act 2011.

### **Organisational Aims & Objectives**

The organisation works to give young people the best possible head start in life through nautical adventure and fun, based on the customs and traditions of the Royal Navy. Our aim is to develop young people and support them towards responsible adulthood.

Our vision remains as always to ensure our cadets are equipped with the means to achieve the high standards and personal attributes necessary to succeed in their future endeavors whilst learning new skills and always having fun!

Our objectives are to provide young people aged between the ages of 10 and 18, opportunities that promote the Sea Cadet Values whilst developing valuable life skills that improve our young people's life chances.

We do this through a combination and variety of activities of outdoor and adventure, team building, waterborne and self-learning-based activities, such as Duke of Edinburgh, BTec and other nationally recognised qualifications.

We are passionate about investing in all young people. We offer a unique mix of activities and experiences, delivered locally, regionally, nationally and off shore, which improve life chances at school, in work and for the community. Our trained and experienced volunteers and staff support and deliver learning through nautical adventure and challenge, with the customs and traditions of the Royal Navy at the core. Through this we create a sense of belonging and identity where young people flourish, gaining confidence, skills for life, values and qualifications, which help them seize a better future.

### **Charitable Purpose**

The charitable purpose of the Unit is to promote the development of young people in achieving their physical, intellectual, and social potential as individuals and as responsible citizens. This is achieved by the provision of education and leisure time activities using a nautical theme, based on the traditions of the Royal Navy and in accordance with the principles, ethos, and practices of the Marine Society & Sea Cadets (MSSC).

In furtherance of the Purpose, the Unit offers young people a structured environment in which to develop; provides access to education and training including sailing, rowing, windsurfing, paddle sports, power boating, seamanship, navigation, marine engineering, cooking, music, first aid, drill, piping, and public services; it provides opportunities for young people to obtain a range of qualifications and a wide range of opportunities for community involvement.

### **Public Benefit**

The trustees continue to give regard to the Charity Commission's general guidance 'Charities and Public Benefit' provided by the Unit in relation to the charitable purpose of the Sea Cadets movement as set out in the activities and achievements outlined in this report.

To achieve its aim the Unit encourages recruitment of young people from all backgrounds and abilities including where possible, and within the realms of Health and Safety, those with disabilities and develops their skills and abilities by:

- Regular structured activities with a nautical theme
- Enabling young people to take part in activities connected with the wider Sea Cadet Corps
- Movement such as waterborne activities, events and competitions at district, area, and national levels
- Availability of formal achievements whilst completing courses to earn badges and promotions

We continue to target recruitment within the local area giving young people opportunities to take part in activities that in many cases would otherwise be unaffordable. We are only able to do this because we are volunteer led and all funds raised or received are used entirely for the charitable purposes of the Unit.

### Organisational Achievements and Performance

All Sea Cadet Units are subject to rigorous controls and annual review of our training, management, safety, and efficiency. Based on this review Redditch & Bromsgrove Sea Cadets achieved another Burgee for our efforts, equalling our score from the previous year and which was the highest score for 5 years. This is indeed recognition of the achievements and challenging work of the young people and adult volunteers who support them. Without them none of this would be possible.

They are supported by adult instructors who give their time freely to help and support their development, achieve so much, and meet the objectives of the Unit.

The aim of our structured Cadet Training Programme is to provide our young people with basic life skills: teamwork; leadership; communication; motivation; self-confidence and citizenship; all which will help them transition into responsible adulthood.

### Chairpersons Report

Since re-opening in March 2021, following a 12-month closure due to the pandemic, our report this year is one of re-engaging with our cadets and volunteers and regenerating the Sea Cadet Unit, not least of all a major refurbishment.

In October 2021, under strict Covid restrictions, we hosted the first Cadet District Drill training course, enabling cadets from across the District to once more engage with their peers and return to almost normality.

Our grant receipts of almost £50k have enabled us to make vast improvements to the fabric of the building not only to make it Covid safe but also to achieve some of the improvements that have been needed for so long. Consultation with our cadets and volunteers contributed to the production of a Unit Development Plan, the vast majority of which has been achieved.

- Created outside training space and safe emergency exit.
- Painting & Decorating Main Deck
- Replaced the Galley
- Created a dedicated First Aid Room
- Improved dedicated RMC Barracks and storage
- Relocated the CO/XO Office and meeting space to the ground floor
- Installed Flood lights front and Rear

- Full replacement of all fluorescent lights with LED's
- New Main Deck notice boards
- Large TV's on main deck and classrooms
- Redecorated all classrooms
- Created new larger Junior Classroom
- Replacement boiler

The only remaining project from the previous year's plans is the refurbishment of the Wardroom to develop not only a place of rest and additional teaching space for our own adult volunteers but also for those visiting attending District and Area training for which we are now recognised as a centre of choice for adult core modules. Our Health and Safety compliance has been brought up to date with the latest legislation for Electrical, Fire and Security and on recommendation identifying Brookside Fire and Richard Lorne as preferred suppliers for essential ongoing work.

In December we were also able to host once again our Annual Cadet Mess Dinner at which our cadets are the guests of honour and are attended to by the Commanding Officer and her uniformed staff.

Still keeping the safety of our cadets and adult volunteers as our priority we have returned to full activity on both scheduled evenings. Our numbers have continued to improve and approach pre-pandemic levels with regular enquiries requiring a schedule of open evenings monthly to manage the on-boarding.

The trustees are committed to ensuring the unit continues to develop and to be the organisation that every local child wants to be a part of.

It just remains for us to thank our fellow trustees for their ongoing support, SLt Wood and her team for their resilience and determination and finally the cadets and parents themselves for continuing to make the effort to come along to parades in the oddest of times and to be there ready for the start of a better year ahead.

**Margaret Blizzard - Chair of the Board of Trustees**

## Commanding Officers Report

The last reporting year has been quite outstanding for TS Kingfisher. We said goodbye to our former LLC Petty Officer Cadet Dan Beardshaw as he aged out at 18 and transitioned to a Cadet Force Adult Volunteer with aspirations of joining the Royal Navy.

For the second year in succession one of our cadets has been chosen to represent the organisation as a Lord Lieutenant Cadet (LLC) for Worcestershire.



Furthermore, the Unit was honoured to learn that a RM Cadet Cpl had been selected as a First Sea Lord Cadet. Both cadets have had an amazing year attending County and National events, and both cadets have had the honour of attending Royal events.

Whilst the effects of the Pandemic had a significant effect on cadet numbers, the unit has successfully regenerated, both in its appearance and reflected in current numbers.

The Unit now offers a much more welcoming environment and with a successful recruitment programme, our cadet numbers have increased notably.

Our main increase in cadet numbers has originated from post covid interest and enrolment and has unit numbers increasing on a steady trajectory.

Our Junior Cadets have a specific training programme which has now been developed to include recognised STEM modules and we were delighted to be able to present nine Young Sports Leadership Awards to our junior cadets this year.

The Royal Marine Detachment too is growing, we now are proud to have three Cadet Cpls, and we have also welcomed two new adult volunteers to the detachment instruction team.

Never forgetting our largest group of Sea Cadets, on top of winning the Warwickshire District Drill competition for the first time in 20 years, they have individually and uniformly progressed exceptionally well over the past reporting year, I have awarded 59 cadet promotions overall, and we are proud once again to have a Leading Cadet in our Ships Company.

I have also granted nineteen Good Conduct Badges to cadets for their commitment and hard work to the Unit, respecting the Sea Cadet Values which are based on those of the Royal Navy.

Thirty-six of our cadets have been awarded first aid qualifications and I have presented over 100 rowing qualifications, twelve sailing qualifications and twelve paddle sport qualifications to our cadets.

We are delighted to announce that we are now in a position to re commence the Duke of Edinburgh Awards Scheme at the unit and look forward to developing this with a dedicated team of instructors, including a Gold Award instructor and assessor.

Of course, none of this would be possible without the commitment and dedication of our Cadet Forces Volunteers, they are the foundation stone of this unit, and their contribution is invaluable. It is also imperative that the pastoral care afforded to our young people does not go unmentioned nor underestimated and is an integral part of being a Cadet Forces Adult Volunteer.

Thank you to all who have supported us throughout the past year.

**S/Lt (SCC) Lisa A Wood MA RNR**

**Commanding Officer**

### **Plans for 2022/2023**

The charity continues to work to secure funding to realise several projects and has committed to ensure a major capital investment into the unit which will include:

1. Redevelop the Wardroom to suit the needs of the volunteers and provide a pleasant environment within which they can relax.
2. Promote the unit for external use for hire by community and private groups to realise additional income
3. Identify additional sources of funding to continue to develop and maintain the training spaces and provide appropriate resources for our adult volunteers to deliver the Sea Cadet Experience.

### **Covid-19**

Trustees continued to govern the charity through lockdown and maintained regular contact via virtual meetings using the time to ensure a financial control policy was in place ready for reopening.

### **Financial Review**

The opening balance was £53,182, with a closing balance of £38,553, the charity ended the year with a deficit of £14, 629. This was largely due to the building and grounds maintenance, including our outside training space, costing a total of £58,329. This expenditure was part funded by grants totalling £16,000 from MS-SC and £2,000 from 29<sup>th</sup> May Charitable Trust. The charity used unrestricted funds to cover the costs of the additional building and maintenance work.

Cadet contributions have returned to almost pre pandemic levels and with the increase in numbers comes the increase in subscriptions, we have also registered and made a Gift Aid claim backdated 3 years which increased our income by £3,833.

We have successfully secured funding through several trusts and foundations listed in our acknowledgements, which has enabled us to invest in the fabric of the premises and training equipment all to the benefit of the Sea Cadet Experience.

## Reserves Policy and Note to the Accounts

The trustees continue to review the charity's requirements for reserves, considering the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the reserves in total that are not invested in tangible fixed assets held by the Unit, should be up to the equivalent of 6 months overhead costs of the charity.

The level of these reserves has been determined by the need to meet the working capital requirements of the charity and for the charity to carry out its legal obligations. At the end of March 2022, the total of the charity's reserves stood at £38,553 of which £22,569 was restricted and £15,984 unrestricted.

## Structure, Governance and Management

Units of the SCC are formed and operated entirely by volunteers from the local community with an interest in furthering the cause of Sea Cadets. Each Unit is a self-supporting youth organisation and an independent charity with a central support management and training structure provided primarily by the Marine Society and Sea Cadets (MSSC). The unit becomes a part of the SCC by virtue of its affiliation to the MSSC, the parent body of the SCC. In accepting this affiliation, the unit undertakes to comply with all regulations issued by, or on behalf of, the MSSC Council.

The Unit was registered as an unincorporated charity on 17th October 1985 and is governed by a constitution approved by the Charity Commission of England and Wales. A revised constitution issued by the Marine Society and Sea Cadets was ratified by the Board of Trustees at its meeting in December 2017.

## Recruitment and Appointment of the Trustees

Trustees serve and are re-elected on an annual basis. A minimum of 4 office holders: Chair, Secretary, Treasurer and Commanding Officer/Officer in Charge. Unit Management Team (UMT) office holders are elected at the first meeting following the Annual General Meeting (AGM). UMT members are elected from the membership of the Sea Cadets Unit which is drawn loosely as being those with an interest in the unit. The constitution lays down specific controls for UMT membership and will be observed for all future recruitment.

In the event of a vacancy arising during the year (known as a casual vacancy), the trustees have the power to co-opt new trustees. All trustees will serve until the date of the next AGM, after which the post will be filled by election.

The trustees are represented by individuals drawn from the local community. Trustees have the power to appoint additional trustees to act jointly with them for all purposes. A trustee whose term of office has expired can be appointed for a further term of office.

## Responsibilities of the Trustees

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state affairs of the charity and of its financial position at the end of that year.

In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Make judgement and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice (SORP) have been followed, subject to any departure disclosed and explained in the financial statements.

- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not continue existence.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charity (Accounts Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Acknowledgements

We would like to publicly acknowledge and thank the following organisations and donors for their financial support during 2021/2022.

- Redditch Borough Council – Covid Grants
- 29<sup>th</sup> May Memorial Charity – Outside Training Space
- Sport England Lottery Fund – Paddle sports Equipment
- Bluespark Foundation – Duke of Edinburgh Equipment
- Baron Davenports Charity – Duke of Edinburgh Equipment
- Margaret Westwood Memorial Charity – First Aid Training Equipment
- Groundwork UK – Tesco Bags of Help – STEM resources for Juniors
- Marine Society and Sea Cadets – Outside Training Space and Ships Galley
- Waitrose
- Tony and Vicky Nash – Paddle sports Equipment
- DC Salt
- Easyfundraising
- Smile Amazon

No final report would be complete without acknowledging the efforts and dedicated service of the adult volunteers who make the unit a success. For any Sea Cadet Unit to succeed it is fully reliant on its teams to work together.

In this modern age, time is a precious commodity and like with all teachers and trainers there is a lot goes on behind the scenes, outside of parade times and over weekends that is not observed but makes the difference.

This has been a year of regeneration and growth and uniformed and civilian instructors, management team and unit assistants all still have one common aim, that of delivering the best experience for our young people.

Thank you for your commitment and continued support as we look forward to another successful year here at TS Kingfisher.

This report has been approved by the trustees and signed on its behalf on 10th November 2022



**Margaret Blizzard – Chair of the Board of Trustees**

## Legal and Administrative Information

### Charity Details:

<b>Charity Name:</b>	Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps
<b>Charity Status:</b>	Registered Unincorporated Charity
<b>Registered Charity No:</b>	516827
<b>Registered Office and Operational Address:</b>	Unit 3, Upper Crossgate Road Park Farm Industrial Estate Redditch B98 7SR
<b>Telephone Number</b>	01527 521835
<b>Email:</b>	enquiries@tskingfisher.org
<b>Website</b>	<a href="http://www.sea-cadets.org/redditchbromsgrove">www.sea-cadets.org/redditchbromsgrove</a>
<b>Trustees at the time of signing the report</b>	Margaret Blizzard – Chair Lisa Marriott – Treasurer Lisa Wood – Commanding Officer Mireia Castells Miro – Secretary Kay Merrick
<b>Other persons who were charity trustees at any time in the financial year</b>	Matthew Lines (until Apr 2021) Samantha Smith (until Apr 2021) Sarah Newman (until Apr 2021) Lewis McClay (until Jun 2021) Paul Andrews (until Nov 2021)
<b>Holding (Custodian) Trustees</b>	The Marine Society & Sea Cadets (MSSC)
<b>Bank</b>	Lloyds Bank
<b>Independent Examiner</b>	Bev Richardson MAAT Charity AID Accountancy Services Woodland Lodge Dunston Business Village Stafford Road Dunston Staffordshire ST18 9AB

## **Independent Examiner's Report to the Trustees of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.**

I report on the financial statements of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps for the year ended 31<sup>st</sup> March 2022 which are set out over the following 4 pages.

### **Responsibilities and basis of report**

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

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

### **Independent examiner's statement**

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

**Bev Richardson M.A.A.T.**

**Date: 10<sup>th</sup> November 2022**

On Behalf of Charity AID Accountancy Services

Woodland Lodge  
Dunston Business Village  
Stafford Road  
Dunston  
Staffordshire  
ST18 9AB

## Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.

### Receipts and Payments Account for the period 1<sup>st</sup> April 2021 – 31<sup>st</sup> March 2022

	Note	Unrestricted £	Restricted £	2022 £	2021 £
<b><u>RECEIPTS</u></b>					
Donations	1	10,512	6,870	17,382	6,598
Fundraising Generated	2 3	0 3,319	0 0	0 3,319	0 0
Grants	4	16,000	33,925	49,925	43,843
Training	5	44	0	44	0
Unearned	6	3,962	0	3,962	55
<b>TOTAL RECEIPTS</b>		<b>33,837</b>	<b>40,795</b>	<b>74,632</b>	<b>50,496</b>
<b><u>PAYMENTS</u></b>					
Charitable Activities	7	4,841	4,298	9,139	274
Operating Costs	8	47,823	18,791	66,614	3,789
Overheads	9	7,550	0	7,550	3,728
Fees Charged	10	1,172	0	1,172	0
Fundraising Costs	11	1,925	0	1,925	0
<b>TOTAL PAYMENTS</b>		<b>63,309</b>	<b>23,089</b>	<b>86,398</b>	<b>7,791</b>
<b><u>ASSETS &amp; INVESTMENTS</u></b>					
Fixed Assets	12	2,863	0	2,863	0
Investment		0	0	0	0
		<b>2,863</b>	<b>0</b>	<b>2,863</b>	<b>0</b>
<b>TOTAL PAYMENTS</b>		<b>66,172</b>	<b>23,089</b>	<b>89,261</b>	<b>7,791</b>
<b>Net incoming resources</b>		<b>(32,335)</b>	<b>17,706</b>	<b>(14,629)</b>	<b>42,705</b>
<b>Transfer between funds</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Cash funds from last year</b>		<b>48,319</b>	<b>4,863</b>	<b>53,182</b>	<b>10,477</b>
<b>TOTAL CASH FUNDS</b>		<b>15,984</b>	<b>22,569</b>	<b>38,553</b>	<b>53,182</b>

**Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.**

**Statement of Assets and Liabilities as at 31st March 2022**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2022 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>CASH FUNDS</b>			
Treasurers Account	14,537	22,569	37,106
Business Premium Account	0	0	0
Equals Card Account	1,207	0	1,207
Petty Cash Account	240	0	240
	<b>15,984</b>	<b>22,569</b>	<b>38,553</b>
<b>OTHER MONETARY ASSETS</b>	0	0	0
<b>INVESTMENT ASSETS</b>	0	0	0
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>			<b>Current Value</b>
Premises			691,000
Boats			40,000
Minibus			12,000
Computers & Other Equipment			10,000
			<b>753,000</b>
<b>LIABILITIES</b>			
Independent Examination			350

The financial statements were approved by the Board of Trustees on 10<sup>th</sup> November 2022 and were signed on its behalf by

**Margaret Blizzard**  
Chair of the Board of Trustees

**Lisa Marriott**  
Treasurer



Signature: .....

Signature: .....

## Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.

### Notes to the Accounts

	Unrestricted £	Restricted £	2022 £	2021 £
<b>1 Donations</b>				
Cadet	9,455	0	9,455	5,495
Donations	1,057	6,870	7,927	713
Ward Room	0	0	0	390
	<b>10,512</b>	<b>6,870</b>	<b>17,382</b>	<b>6,598</b>
<b>2 Fundraising</b>				
Fundraising Activities	0	0	0	0
Fundraising Events	0	0	0	0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>3 Generated</b>				
Property Rental	673	0	673	0
Sale of Assets	0	0	0	0
Sale of Equipment	1,000	0	1,000	0
Sale of Goods	1,646	0	1,646	0
SCAVA	0	0	0	0
	<b>3,319</b>	<b>0</b>	<b>3,319</b>	<b>0</b>
<b>4 Grants</b>				
Charitable Trusts & Foundation	16,000	17,925	33,925	43,843
MS-SC Grant	0	16,000	16,000	0
	<b>16,000</b>	<b>33,925</b>	<b>49,925</b>	<b>43,843</b>
<b>5 Training</b>				
Competition Fees	0	0	0	0
Course Fees - external	19	0	19	0
Course Fees - internal	25	0	25	0
	<b>44</b>	<b>0</b>	<b>44</b>	<b>0</b>
<b>6 Unearned</b>				
Bank Interest	100	0	100	1
Gift Aid Claim	3,833	0	3,833	0
Other	29	0	29	54
	<b>3,962</b>	<b>0</b>	<b>3,962</b>	<b>55</b>
<b>7 Charitable Activities</b>				
Competition Fees	0	0	0	0
Course Fees - external	82	45	127	234
Course Fees - internal	66	0	66	0
Training Materials	3,707	4,253	7,960	40
Fuel	279	0	279	0
3rd Party travel	0	0	0	0
Catering	707	0	707	0
	<b>4,841</b>	<b>4,298</b>	<b>9,139</b>	<b>274</b>

## Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.

### Notes to the Accounts continued

	Unrestricted £	Restricted £	2022 £	2021 £
<b>8 Operating Costs</b>				
Unit Health, Hygiene & Well-being	1,514	0	1,514	352
Furniture & Equipment	1,598	0	1,598	0
Office Equipment	1,479	0	1,479	0
Office Stationery & Printing	1,204	0	1,204	1,294
IT Consumables	0	20	20	139
Building maintenance	34,769	10,000	44,769	1,088
Grounds maintenance	5,560	8,000	13,560	0
Boat maintenance	837	0	837	381
Vehicle maintenance	665	0	665	0
Other maintenance	0	0	0	535
Catering Equipment	0	771	771	0
PPE & Branded clothing	197	0	197	0
	<b>47,823</b>	<b>18,791</b>	<b>66,614</b>	<b>3,789</b>
<b>9 Overheads</b>				
Water & Sewage Rates	170	0	170	452
Electricity	1,020	0	1,020	854
Gas	1,246	0	1,246	352
Broadband	462	0	462	442
Telephone	10	0	10	0
Alarm Monitoring	0	0	0	0
Insurance	1,822	0	1,822	1,628
Roadside Assistance	0	0	0	0
Certification	2,052	0	2,052	0
Sailing Club Membership	768	0	768	0
	<b>7,550</b>	<b>0</b>	<b>7,550</b>	<b>3,728</b>
<b>10 Fees Charged</b>				
Audit / Accountancy fees	350	0	350	0
Professional fees	0	0	0	0
Other revenue costs	822	0	822	0
Bank charges	0	0	0	0
	<b>1,172</b>	<b>0</b>	<b>1,172</b>	<b>0</b>
<b>11 Fundraising Costs</b>				
Special Events	763	0	763	0
Goods for resale	1,162	0	1,162	0
Other fundraising costs	0	0	0	0
	<b>1,925</b>	<b>0</b>	<b>1,925</b>	<b>0</b>
<b>12 Assets</b>				
Unit Assets	2,863	0	2,863	0
	<b>2,863</b>	<b>0</b>	<b>2,863</b>	<b>0</b>

**REDDITCH AND BROMSGROVE UNIT 595 OF THE SEA CADET CORPS**

England & Wales - Charity number 516827

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# Accounts

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**REDDITCH & BROMSGROVE UNIT 595 OF THE SEA CADET CORPS  
TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**



**REGISTERED CHARITY NUMBER: 516827**

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## REPORT OF THE TRUSTEES OF

### REDDITCH & BROMSGROVE UNIT 595 OF THE SEA CADET CORPS

The Charity Trustees present their report together with the financial statements of the charity for the year ended 31st March 2021. The financial statements comply with both the Charity's Constitution and the Charities Act 2011.

#### Organisational Aims & Objectives

The organisation works to give young people the best possible head start in life through nautical adventure and fun, based on the customs and traditions of the Royal Navy. Our aim is to develop young people and support them towards responsible adulthood.

Our vision remains as always to ensure our cadets are equipped with the means to achieve the high standards and personal attributes necessary to succeed in their future endeavors whilst learning new skills and always having fun!

Our objectives are to provide young people aged between the ages of 10 and 18, opportunities that promote the Sea Cadet Values whilst developing valuable life skills that improve our young people's life chances.

We do this through a combination and variety of activities of outdoor and adventure, team building, waterborne and self-learning-based activities, such as Duke of Edinburgh, BTec and other nationally recognised qualifications.

We are passionate about investing in all young people. We offer a unique mix of activities and experiences, delivered locally, regionally, nationally and off shore, which improve life chances at school, in work and for the community. Our trained and experienced volunteers and staff support and deliver learning through nautical adventure and challenge, with the customs and traditions of the Royal Navy at the core. Through this we create a sense of belonging and identity where young people flourish, gaining confidence, skills for life, values and qualifications, which help them seize a better future.

#### Charitable Purpose

The charitable purpose of the Unit is to promote the development of young people in achieving their physical, intellectual, and social potential as individuals and as responsible citizens. This is achieved by the provision of education and leisure time activities using a nautical theme, based on the traditions of the Royal Navy and in accordance with the principles, ethos, and practices of the Marine Society & Sea Cadets (MSSC).

In furtherance of the Purpose, the Unit offers young people a structured environment in which to develop; provides access to education and training including sailing, rowing, windsurfing, paddle sports, power boating, seamanship, navigation, marine engineering, cooking, music, first aid, drill, piping, and public services; it provides opportunities for young people to obtain a range of qualifications and a wide range of opportunities for community involvement.

#### Public Benefit

The trustees continue to give regard to the Charity Commission's general guidance 'Charities and Public Benefit' provided by the Unit in relation to the charitable purpose of the Sea Cadets movement as set out in the activities and achievements outlined in this report.

To achieve its aim the Unit encourages recruitment of young people from all backgrounds and abilities including where possible, and within the realms of Health and Safety, those with disabilities and develops their skills and abilities by:

- Regular structured activities with a nautical theme
- Enabling young people to take part in activities connected with the wider Sea Cadet Corps
- Movement such as waterborne activities, events and competitions at district, area, and national levels
- Availability of formal achievements whilst completing courses to earn badges and promotions

We continue to target recruitment within the local area giving young people opportunities to take part in activities that in many cases would otherwise be unaffordable. We are only able to do this because we are volunteer led and all funds raised or received are used entirely for the charitable purposes of the Unit.

### Organisational Achievements and Performance

All Sea Cadet Units are subject to rigorous controls and annual review of our training, management, safety, and efficiency. Based on this review Redditch & Bromsgrove Sea Cadets achieved another Burgee for our efforts, equalling our score from the previous year and which was the highest score for 5 years. This is indeed recognition of the achievements and challenging work of the young people and adult volunteers who support them. Without them none of this would be possible.

They are supported by adult instructors who give their time freely to help and support their development, achieve so much, and meet the objectives of the Unit.

The aim of our structured Cadet Training Programme is to provide our young people with basic life skills: teamwork; leadership; communication; motivation; self-confidence and citizenship; all which will help them transition into responsible adulthood.

### Officer in Charge Report

We were delighted with the announcement that again this year, one of our cadets has been appointed as the Lord Lieutenants Cadet for the County of Worcestershire. This is an outstanding achievement, and the Cadet has had the privilege of attending one of the first Senior Royal engagements post pandemic lockdown.

Alongside this great accomplishment, our Cadets have furthermore celebrated the following over the reporting period:

- Silver Duke of Edinburgh Award
- 47 Cadet promotions (compared to 36 at previous reporting period)
- 26 Good Conduct awards
- 2 Master Coxswain awards
- 17 BTEch Level 1 awards
- 4 BTEch Level 2 awards

(These achievements are additional to the Cadet Training Programme)

Whilst the Covid-19 pandemic has had a devastating effect on the face to face activities during the reporting period, the cadets and adult volunteers have engaged in virtual parade evenings and qualifying courses, enabling a record number of promotions and achievements for the unit.

New staff have successfully onboarded to the unit being able to take advantage of the Virtual New Volunteer Programme which has permitted personnel to complete Corps requirements in a most timely manner, these have also included virtual promotion boards for senior cadets managed by the wider Sea Cadet organisation.

Cadets and volunteer staff have also virtually shared and enthusiastically participated in doorstep events such as VE day celebrations and Remembrance ceremonies.

This has been an incredible accomplishment for our young people who have coped with national lockdowns admirably and a credit to our volunteers who have kept the enthusiasm of sea cadets alive whilst holding key worker positions.

Having successfully achieving all return to unit, boating and outdoor activity requirements, withstanding current Covid 19 restrictions and control measures, we are excited to return to a season of boating and outdoor activities which will be complimented by winter cadet and leadership training programmes developed by our newly appointed Unit Training Officer.

### **Sub Lieutenant (SCC) Lisa Wood RNR – Officer in Charge**

#### **Chairpersons Report**

In March 2020 we saw the beginning of a pandemic that no one could have predicted would last as long as it has. For the first time in our history, we had to close for a sustained period and adapt both the training offered to the cadets as well as how we met as Trustees, virtual meetings via a Zoom link became the norm and have proved to be effective. There have been several changes with regards to the Board and all members have been co-opted since the last Annual General Meeting. I would like to take this opportunity to thank Jane Deeley-Graham, Matthew Lines, Sarah Newman and Samantha Smith for their services as trustees.

Many of our adult volunteers are essential and front-line workers in public, emergency and health services and have all been stretched to their limits physically, mentally, and emotionally. To their credit they have also continued to support the unit whenever possible and our cadets have benefitted as a result, their dedication is unquestionable.

The Officer in Charge, Sub Lieutenant (SCC) Lisa Wood RNR and her team responded to the situation and adapted the face-to-face training to a virtual session on Zoom and reduced to once a week. Understandably due to the pressures of having to work and learn from home virtually numbers reduced both from a cadet and staffing level however this didn't deter them, and training was adapted to meet the needs of the cadets which included fun activities to help them in what's been the toughest year yet for them. At this point the trustees would like to personally thank SLt Wood and her team for responding to the situation so quickly and for overcoming so many challenges whilst maintaining the support to the cadets.

Following a rigorous process of assessment, we received permission to Return to Parading in December 2020 and a further period of lockdown followed, we finally reopened in March 2021, almost a year to the date since we closed and to outside activity only at Arrow Valley Lake with the majority of activity being on the water.

Our priority is to support SLt Wood and her team to re-engage fully back as a unit. Parades are being held Monday and Thursday evenings concentrating on outside waterborne training. Like most other Sea Cadet units, we are now concentrating on building up our numbers again to what they were prior to the lockdown and 12 months on we are confident we will do this within a few months

A joint campaign to recruit new adult volunteers will help shape the unit moving forward. We will also help to provide any further equipment needed to ensure that there are no Covid-19 concerns, and any Government guidance is met including masks, extra cleaning materials and hand sanitisers.

The trustees are committed to ensuring the unit continues to develop and to be the organisation that every local child wants to be a part of.

It just remains for us to thank our fellow trustees for their ongoing support, SLt Wood and her team for their resilience and determination and finally the cadets and parents themselves for continuing to make the effort to come along to parades in the oddest of times and to be there ready for the start of a better year ahead.

### **Margaret Blizzard - Chair of the Board of Trustees**

#### **Plans for 2021/2022**

The charity continues to work to secure funding to realise several projects and has committed to ensure a major capital investment into the unit which will include:

- Full redecoration of the unit
- Replacement of all fluorescent light fittings to LED
- Provide heating to all classrooms
- Create a CO's/UC Office on the ground floor
- Create a Cadet Mess on the ground floor
- Creation of a dedicated First Aid classroom and associated fixtures, fittings, and equipment
- Creation of a dedicated Junior Classroom and associated fixtures, fittings, and equipment
- Creation of a dedicated Seamanship training area
- Creation of outside space to the rear of the unit for recreation, training, and social events.
- Refurbishment of the Ships Galley to allow for on-site catering training and hosting of District and Area courses
- Redevelop the Wardroom to suit the needs of the volunteers and provide a pleasant environment within which they can relax.
- Secure grant funding for investment in paddle sport equipment and development of the paddle sport programme
- Promote the unit for external use for hire by community and private groups to realise additional income

## Covid-19

With the onset of the Covid 19 Pandemic the unit closed to all face-to-face training on 22<sup>nd</sup> March 2020. Within the first week of closure the cadets themselves had implemented a support group on social media and were communicating regularly. Staff were allocated to stay connected with cadets and enquire about their well-being.

We were also aware that with closure, cadet contributions could cease and would impact on our viability. At the time of closure unrestricted reserves amounted to 6 months running costs and steps were taken to reduce outgoings to all but necessary overheads. Receipt of the Covid 19 Rates Relief Grant in June secured the units future and further receipts from Sport England, Community Emergency Fund and Covid 19 Government Lockdown grants has been a boost for income and helped sustain us through this very difficult period.

A virtual presence was developed, a weekly session convened and all cadets and staff were invited to take part and to keep in touch. Many of our adult volunteers were and still are front line and essential workers and as a result had to reduce or withdraw any commitment. Weekly sessions were supported by a skeleton staff and delivery of a full Cadet Training Programme was not possible, but contact was maintained, and our young people were always aware they could contact us if they needed us.

Trustees continued to govern the charity through lockdown and maintained regular contact via virtual meetings using the time to ensure a financial control policy was in place ready for reopening.

## Financial Review

With an opening balance of £10,477 and a closing balance of £53,181, the charity has been extremely fortunate in securing funds to not only help the charity survive the financial impact of the pandemic but to also enable it to continue and grow in the future.

As a result of a reduction in the activities we could provide due to the pandemic, parents and guardians were given the option to reduce or discontinue payments for subscriptions. Although cadet contributions were lower this year, we were lucky enough to maintain 40% of the normal income throughout the closure period.

To help offset this expected reduction in income, we successfully secured funding through Redditch Borough Council 's Coronavirus Support Grant. This grant was available to organisations paying business rates and was offered periodically throughout the year, they were automatically paid without the need to apply. We also secured funding through the National Lottery, Sport England, Community Emergency Fund of £3,000.to support covering core costs. Receipt of the grants ensured that the unit was not only able to meet its overheads, but once major restrictions lifted, provided the opportunity to begin with some much-needed capital investment that will benefit the Sea Cadet Experience.

It is noted that past year's accounts have been inconsistent in their reporting periods with those of 2019/20 including up to 30<sup>th</sup> April 2020. The future intention of the trustees is to maintain the financial year 1<sup>st</sup> April to 31<sup>st</sup> March and as such this year's accounts will reflect 11 months reporting to bring this into line.

## Reserves Policy and note to the accounts

The trustees continue to review the charity's requirements for reserves, considering the main risk to the organisation, that being a reduction of income. The trustees have established a policy whereby the reserves in total that are not invested in tangible fixed assets held by the Unit, should be up to the equivalent of 6 months overhead costs of the charity.

The level of these reserves has been determined by the need to meet the working capital requirements of the charity and for the charity to carry out of its legal obligations. At the end of March 2021, the total of the charity's reserves stood at £53,181 of which £4,862 was restricted and £48,319 unrestricted.

The level of reserves is a great deal higher than the level required, however due to the continuing uncertainties relating to the pandemic, the trustees feel this is appropriate as it will help lessen the financial burden should further local/national lockdowns be required.

The Trustees recognise that investment in the infrastructure of the unit, training equipment, fixtures and fittings to support the delivery of the Sea Cadet Experience is first priority and a premises development plan has been developed identifying circa £40,000 of investment required to bring the premises up to the level expected to deliver an effective cadet training programme with modern equipment and training resources for the benefit of the cadets and adult volunteers and to attract further community involvement and use.

### **Structure, Governance and Management**

Units of the SCC are formed and operated entirely by volunteers from the local community with an interest in furthering the cause of Sea Cadets. Each Unit is a self-supporting youth organisation and an independent charity with a central support management and training structure provided primarily by the Marine Society and Sea Cadets (MSSC). The unit becomes a part of the SCC by virtue of its affiliation to the MSSC, the parent body of the SCC. In accepting this affiliation, the unit undertakes to comply with all regulations issued by, or on behalf of, the MSSC Council.

The Unit was registered as an unincorporated charity on 17th October 1985 and is governed by a constitution approved by the Charity Commission of England and Wales. A revised constitution issued by the Marine Society and Sea Cadets was ratified by the Board of Trustees at its meeting in December 2017.

### **Recruitment and Appointment of the Trustees**

Trustees serve and are re-elected on an annual basis. A minimum of 4 office holders: Chair, Secretary, Treasurer and Commanding Officer/Officer in Charge. Unit Management Team (UMT) office holders are elected at the first meeting following the Annual General Meeting (AGM). UMT members are elected from the membership of the Sea Cadets Unit which is drawn loosely as being those with an interest in the unit. The constitution lays down specific controls for UMT membership and will be observed for all future recruitment.

In the event of a vacancy arising during the year (known as a casual vacancy), the trustees have the power to co-opt new trustees. All trustees will serve until the date of the next AGM, after which the post will be filled by election.

The trustees are represented by individuals drawn from the local community. Trustees have the power to appoint additional trustees to act jointly with them for all purposes. A trustee whose term of office has expired can be appointed for a further term of office.

## Responsibilities of the Trustees

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state affairs of the charity and of its financial position at the end of that year.

In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Make judgement and estimates that are reasonable and prudent.
- State whether applicable accounting standards and statements of recommended practice (SORP) have been followed, subject to any departure disclosed and explained in the financial statements.
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not continue existence.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charity (Accounts Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Acknowledgements

We would like to publicly acknowledge and thank the following organisations and donors for their financial support during 2020/2021.

- Redditch Borough Council
- Sport England, Community Emergency Fund (National Lottery)
- Waitrose Bromsgrove
- Our supporters through Easyfundraising and Smile Amazon
- Mrs Deeley Graham and Mr Neil Weller for their kind donations of IT Equipment to support the delivery of training.

No final report would be complete without acknowledging the efforts and dedicated service of the adult volunteers who make the unit a success. For any Sea Cadet Unit to succeed it is fully reliant on its teams to work together.

In this modern age, time is a precious commodity and like with all teachers and trainers there is a lot goes on behind the scenes, outside of parade times and over weekends that is not observed but makes the difference.

This has been an exceptional year and one not to be repeated for obvious reasons but our uniformed and civilian instructors, management team and unit assistants all still have one common aim, that of delivering the best experience for our young people.

Thank you for your commitment and continued support as we look forward to another successful year here at TS Kingfisher.

This report has been approved by the trustees and signed on its behalf on 29<sup>th</sup> September 2021

**Margaret Blizzard – Chair of the Board of Trustees**

## Legal and Administrative Information

### Charity Details:

<b>Charity Name:</b>	Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps
<b>Charity Status:</b>	Registered Unincorporated Charity
<b>Registered Charity No:</b>	516827
<b>Registered Office and Operational Address:</b>	Unit 3, Upper Crossgate Road Park Farm Industrial Estate Redditch B98 7SR
<b>Telephone Number</b>	01527 521835
<b>Email:</b>	enquiries@tskingfisher.org
<b>Website</b>	<a href="http://www.sea-cadets.org/redditchbromsgrove">www.sea-cadets.org/redditchbromsgrove</a>
<b>Trustees at the time of signing the report</b>	Margaret Blizzard – Chair (appointed February 2021) Paul Andrews – Treasurer (appointed January 2021) Lisa Wood Lewis McClay (appointed June 2021) Mireia Castells Miro (appointed August 2021) Kay Merrick (appointed August 2021)
<b>Other persons who were charity trustees at any time in the financial year.</b>	Jane Deeley-Graham Chair (until January 2021) Matthew Lines (until April 2021) Samantha Smith (until April 2021) Sarah Newman (until April 2021)
<b>Holding (Custodian) Trustees</b>	The Marine Society & Sea Cadets (MSSC)
<b>Bank</b>	Barclays Bank Unit 26-28 Evesham Walk Kingfisher Shopping Centre Redditch B97 4EX
<b>Independent Examiner</b>	Bev Richardson MAAT Charity AID Accountancy Services Woodland Lodge Dunston Business Village Stafford Road Dunston Staffordshire ST18 9AB

## **Independent Examiner's Report to the Trustees of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.**

I report on the financial statements of Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps for the year ended 31<sup>st</sup> March 2021 which are set out over the following 4 pages.

### **Responsibilities and basis of report**

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

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

### **Independent examiner's statement**

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

**Bev Richardson M.A.A.T.**

**Date: 29<sup>th</sup> September 2021**

On Behalf of Charity AID Accountancy Services

Woodland Lodge  
Dunston Business Village  
Stafford Road  
Dunston  
Staffordshire  
ST18 9AB

Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.

Receipts and Payments Account for the period 1<sup>st</sup> April 2020 – 31<sup>st</sup> March 2021

	Note	Unrestricted £	Restricted £	2021 £	2020 £
<b><u>RECEIPTS</u></b>					
Donations	1	6,598	0	6,598	10,085
Fundraising Generated	2 3	0 0	0 0	0 0	4,443 1,274
Grants	4	40,843	3,000	43,843	6,500
Training	5	0	0	0	3,951
Unearned	6	55	0	55	3
<b>TOTAL RECEIPTS</b>		<b>47,496</b>	<b>3,000</b>	<b>50,496</b>	<b>26,256</b>
<b><u>PAYMENTS</u></b>					
Charitable Activities	7	274	0	274	6,382
Operating Costs	8	2,326	1,463	3,789	4,359
Overheads	9	1,936	1,792	3,728	7,403
Fees Charged	10	0	0	0	0
Fundraising Costs	11	0	0	0	3,439
<b>TOTAL PAYMENTS</b>		<b>4,536</b>	<b>3,255</b>	<b>7,791</b>	<b>21,583</b>
<b><u>ASSETS &amp; INVESTMENTS</u></b>					
Fixed Assets	12	0	0	0	0
Investment		0	0	0	0
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL PAYMENTS</b>		<b>4,536</b>	<b>3,255</b>	<b>7,791</b>	<b>21,583</b>
<b>Net incoming resources</b>		<b>42,960</b>	<b>(255)</b>	<b>42,705</b>	<b>4,673</b>
<b>Transfer between funds</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Cash funds from last year</b>		<b>5,359</b>	<b>5,118</b>	<b>10,477</b>	<b>5,805</b>
<b>TOTAL CASH FUNDS</b>		<b>48,319</b>	<b>4,863</b>	<b>53,182</b>	<b>10,477</b>



## Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.

### Notes to the Accounts

	Unrestricted £	Restricted £	2021 £	2020 £
<b>1 Donations</b>				
Bursaries	0	0	0	0
Cadet	5,495	0	5,495	10,075
P&SA	0	0	0	0
Donations	713	0	713	10
Ward Room	390	0	390	0
	<b>6,598</b>	<b>0</b>	<b>6,598</b>	<b>10,085</b>
<b>2 Fundraising</b>				
Bag packs	0	0	0	1,262
Flag week	0	0	0	0
Social events	0	0	0	1,814
Community events	0	0	0	0
Other	0	0	0	1,367
	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,443</b>
<b>3 Generated</b>				
Property Rental	0	0	0	624
Sale of Assets	0	0	0	650
Sale of Goods	0	0	0	0
SCAVA	0	0	0	0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,274</b>
<b>4 Grants</b>				
Charitable Trusts & Foundation	40,843	3,000	43,843	6,300
MS-SC Grant	0	0	0	200
	<b>40,843</b>	<b>3,000</b>	<b>43,843</b>	<b>6,500</b>
<b>5 Training</b>				
Competition Fees - external	0	0	0	0
Competition Fees - internal	0	0	0	0
Course Fees - external	0	0	0	80
Course Fees - internal	0	0	0	3,871
	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,951</b>
<b>6 Unearned</b>				
Bank Interest	1	0	1	3
Gift Aid Claim	0	0	0	0
Other	54	0	54	0
	<b>55</b>	<b>0</b>	<b>55</b>	<b>3</b>
<b>7 Charitable Activities</b>				
Competition Fees - external	0	0	0	0
Competition Fees - internal	0	0	0	54
Course Fees - external	234	0	234	1,720
Course Fees - internal	0	0	0	3,793
Training Materials	40	0	40	367
Fuel	0	0	0	404
3rd Party travel	0	0	0	0
Catering	0	0	0	44
	<b>274</b>	<b>0</b>	<b>274</b>	<b>6,382</b>

## Redditch & Bromsgrove Unit 595 of the Sea Cadets Corps.

### Notes to the Accounts continued

	Unrestricted £	Restricted £	2021 £	2020 £
<b>8 Operating Costs</b>				
Unit Health, Hygiene & Well-being	352	0	352	0
Office Equipment		0	0	136
Office Stationery & Printing	894	400	1,294	0
IT Consumables	0	139	139	366
Building maintenance	863	225	1,088	2,006
Grounds maintenance	0	0	0	606
Boat maintenance	0	381	381	0
Vehicle maintenance	0	0	0	841
Other maintenance	217	318	535	0
PPE & Branded clothing	0	0	0	404
	<b>2,326</b>	<b>1,463</b>	<b>3,789</b>	<b>4,359</b>
<b>9 Overheads</b>				
Rent	0	0	0	0
Rates	0	0	0	0
Lease Fees	0	0	0	516
Water Rates	139	313	452	304
Sewage Rates	0	0	0	0
Electricity *	486	368	854	2,250
Gas *	200	152	352	0
Broadband *	266	176	442	0
Alarm Monitoring	0	0	0	0
Insurance	845	783	1,628	3,185
Roadside Assistance	0	0	0	0
Certification	0	0	0	288
Sailing Club Membership	0	0	0	860
	<b>1,936</b>	<b>1,792</b>	<b>3,728</b>	<b>7,403</b>
* Electricity, Gas and Broadband was recorded as one total in 2020				
<b>10 Fees Charged</b>				
Audit / Accountancy fees	0	0	0	0
Legal Fees	0	0	0	0
Other Professional fees	0	0	0	0
Other revenue costs	0	0	0	0
Bank charges	0	0	0	0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>11 Fundraising Costs</b>				
Special Events	0	0	0	1,903
Goods for resale	0	0	0	0
Other fundraising costs	0	0	0	1,536
	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,439</b>
<b>12 Assets &amp; Investments</b>				
Various Unit Assets	0	0	0	0
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>