



**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 'Margaret Blizzard', with a long horizontal line extending to the right.

**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 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.





## 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:

1. **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.
2. **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.
3. **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.

A handwritten signature in black ink, appearing to read 'M Blizzard', with a long horizontal line extending to the right.

**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	2				
Generated	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>