

STIRLING UNIT 39 OF THE SEA CADET CORPS

England & Wales · Charity number 522887

Details

Other names	"STIRLING" UNIT 39, SEA CADET CORPS, STIRLING SEA CADET CORPS UNIT 39, T S STIRLING, TRAINING SHIP STIRLING
Status	Registered
Legal form	Other
Registered	1964-01-17
Register	View on the Charity Commission register

Contact

Address	Birmingham Stirling Pithall Road Birmingham B34 7PT
Phone	0121 748 6417
Email	hello@birminghamstirling.org.uk
Website	www.sea-cadets.org/birminghamstirling

Activities

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: Our aim is to give young people the best possible headstart in life through nautical adventure and fun, based on the customs & traditions of the Royal Navy

Classification

- **How:** Other Charitable Activities
- **What:** Education/training, Amateur Sport, Recreation
- **Who:** Children/young People

Geography

- **Area of benefit:** BIRMINGHAM AND DISTRICT
- Birmingham City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£103,693	£95,674	-	-
2024-03-31	£26,805	£35,449	-	-
2023-03-31	£24,446	£24,173	-	-
2022-03-31	£41,381	£53,979	-	-
2021-03-31	£46,780	£16,139	-	-

Trustees

Name	Role	Appointed
Michelle Meeson-White	Chair	2025-09-30
Joan Durose		2026-03-11
Joseph Andrew Nelson		2022-05-30
Kealey Veitch		2025-09-30
Sarah Hudson		2023-09-19

STIRLING UNIT 39 OF THE SEA CADET CORPS

England & Wales - Charity number 522887

Accounts

Birmingham (STIRLING)
AGM 30/09/2025. 19:00


Attendees: JN – Joseph Nelson (CO), KV – Kealey Veitch (Chair) – Sarah Hudson, Vicki Butler-Tyler, Magdalena Wudecka, Joan Durose, VBSM Richard Priest, and District Chair Michelle Meeson-White.

Apologies: Andre Reid, Anita Ward, Carol Tiley.

Item	Description of discussion	Action by	Complete by
AGM opened by District Chair Michelle M-White Notes throughout AGM	<p>District Chairs’s Notes from AGM at Stirling 30th September 2025</p> <p>Notes on committee taken before meeting Magda – stepping down this evening Kealey – stepping down as Chair but happy to stay at UMT member Anita – willing to re-stand Joan - willing to re-stand Vicky - willing to re-stand Sarah - willing to re-stand Andre - willing to re-stand Notes taken during AGM AGM run according to MSSC & Charity Commission rules & regulations. Committee stepped down. In my role as Returning Officer I took over the running of the meeting and thanked the committee for all their hard work over the past year. Kealey, Vicky, Sarah, Andre, Anita and Joan re-elected. (Hopefully Sarah minute who proposed & who seconded each nomination). Notes take at Post AGM UMT Meeting During this meeting it became clear that no-one wanted to take on the role of Chair, either due to lack of time, distance from home to the unit, and several other reasons stemming from changes to planned management of the unit. When it became clear there was no alternative, I stepped in to act as interim Chair until a new one comes forward. Richard Priest agreed to notify Growth and Development Workers of need to advertise for new UMT members.</p>	xx	
Chair Report	<p>AGM- Tuesday 30th September 2025 Chair report -Thank You to everyone for attending today. We are grateful of your support! - The year 2024-2025 has been yet another successful year for Birmingham Stirling for three years running. We have a fantastic team of trustees who work hard behind the scenes making sure the unit continues to be safe and secure for the cadets, volunteers, and the community. We have continued to keep the Health & Safety aspects of the building up to date and compliant with the current regulations. Thank you to the Marine Society &</p>	xx	xxx

	<p>Sea Cadets for your continued support- We appreciate your support which has not gone unnoticed at Stirling. -Thank You to everyone who has made donations to our unit: YAPP, Heart of England, Meriden Rotary club, Birmingham airport, YIF, ESC lottery fund, Groundwork UK. We also successfully received gift aid contributions for the first year. We have been lucky to have all of the support from grant providers which have helped make positive differences and empowering changes to our young people and volunteers at Stirling. These donations are a huge contribution to our unit in making the positive changes for our young people, volunteers, community, and being able to be a reliable base for other units to use also. -Thank You for those who have included our unit in their events: Closely working together with the local Church attending events like Sea Sunday service, ward end fire station, party in the park at Arden Hall, Yorkwood community event, Remembrance Sunday at Castle Bromwich and shard end, unit fundraising day, VE day event, Saint George's day parade, British legion poppy appeal, Sleigh run, and Rotary club visit, along with having district events at Birmingham Stirling getting other units together at Birmingham Stirling. The aims given in the last AGM was: New Galley, New infrared heating, new boiler, and to continue to reduce carbon footprint. We are pleased to say that we have achieved our aims and excelled above our aims. We have a fully functional new galley, Infrared heating system, cavity wall installation, and a new boiler. Another aim was to make sure that we had enough money in the bank ahead of all the mandatory checks like the fire extinguishers, emergency lighting, gas safety etc- the checks that we need to keep on top of to make sure that we can open but most importantly be a safe unit. We achieved this aim also. We have continued to reduce our carbon footprint by being able to reduce our utility bills with British Gas, water bills have continued to be reduced since changing over to water plus previously. Our Electricity is now monitored through a smart meter; the gas we still must send readings through. An aim for the staff that do stand easy was to have everyone with a Food Hygiene qualification- This was achieved. We still have 24 years left on the lease. We have been able to expand our boating equipment with x16 kayaks which has had such a positive impact on our young people and volunteers making sure that we are using safe, modern and suitable boats whilst on the water. This helps us continue to promote a healthy lifestyle and mental health for our young people which will follow with them to adulthood. The significant outgoings for this period were; the new galley, new boiler, infrared heating, and cavity wall installation. Regulating fees- We always have a few to chase but this continues to gradually improve. Mini-bus- Continued to keep with the 6 weekly checks to maintain the safety of the mini-bus. MOT is due November. What have we not achieved so far? - Not benefiting from the solar panels- long waiting game trying to get an intense form filled out, contacting the energy company who gave us a</p>		
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	<p>different form to fill out, evidence sent but waiting to see if it is sufficient enough for us to be able to benefit from the solar panels rather than the energy going into the grid- this will be chased continuously, but their time frames are quite wide with how long they have to reply. 2025-2026 Aims & Goals -We are hoping to raise money for: A new mini-bus -Aims: To be benefitting from the solar panels - sort the roof out - decorate interior rooms to freshen them up - new flooring on the main deck. The most significant outgoings for 2024-2025 was the new galley, cavity wall installation, new boiler, and infrared heating. The most significant outgoings for 2025-2026 prediction would be the new mini-bus and fixing the roof to be the most expensive. Any questions? Before I finish, i would like to take this opportunity to thank our incredible staff volunteers. Without their dedication and commitment, our unit would not be the progressive and successful unit it is today. A special Thank you goes to our unit management team for their hard work behind the scenes. Ensuring everything runs smoothly and effectively. Finally, I would like to personally thank Joe, who is always on hand to answer my many late-night questions and has supported me greatly in my role as chair. Your guidance and encouragement mean a lot. Thank you all once again for everything that you do for the cadets, and for this unit.</p>		
<p>3 CO Report</p>		<p>XX</p>	<p>XXX</p>



Birmingham Stirling (Unit 39) of the Sea Cadet Corps
 60000 Road, Shard End, Birmingham, B34 7PT
 Tel: 0121 748 6417
 Email: hello@birminghamstirling.org.uk

CO Overview – 2025:

Birmingham Stirling has had a positive 2025, with the unit continuing to go from strength to strength with the fantastic support of the volunteers, UMT, supporters and everyone involved. This year, we have faced challenges such as volunteer commitment (due to many volunteers starting new jobs), however we have overcome this by recruitment of new volunteers.

Recruitment & Numbers:

We have managed to keep a number of cadets, and currently have a cadet who joins the Royal Navy in 4 weeks, we wish him the very best.

Type	Numbers – September 2025	Numbers – September 2024	Increase/Decrease
Sea Cadets	29	28	+1
Park Hall Division	12	N/A	N/A
Juniors	18	16	+2
Adult Volunteers	18	15	+3

**We had 3 x Juniors from September 2024-September 2025 that turned 12 and joined our Sea Cadet section*

Park Hall Academy:

We have had a really positive first term for our new Sea Cadets division at Park Hall Academy. We now have 12 cadets signed up, and they've already achieved some great things.

All cadets have gained 4 x boating qualifications in kayaking and rowing, showing real effort and teamwork on the water. Everyone is also working hard on their Cadet Training Programme, with just a few modules left before moving up from New Entry to Cadet rank.


Another big step forward is that all cadets now have their uniforms, which has given them a real sense of pride and belonging.

All of this was achieved before the school closed for the six-week summer break in July, giving us a strong start and lots to build on next term.


My thanks to PO Wiffen who is the Divisional Officer of Park Hall Academy, for really driving the division forward. His efforts reflect the achievements above.

Qualifications:

Birmingham Stirling has continued to provide a varied Cadet Experience when it comes to qualifications. Our Unit Training Officer has many ideas to push training from the unit, and by communicating to parents to share upcoming courses and qualifications on offer. We have become members of Midland Boat Station, which has made a big impact on boating this year, from the additional hours, to experiencing and achieving qualifications in activities we cannot take part in at the unit including Windsurfing, Powerboating and Sailing. Finally, we have introduced a Deputy Unit Training, who will be taking some of the strain from the Unit Training Officer, in order for volunteers not to feel stretched.



Ms Kealey Veitch
chair@birminghamstirling.org.uk
 Sub Lieutenant (SCC) Joseph Nelson RNR – Commanding Officer
joseph.nelson@birminghamstirling.org.uk



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Cadets:

In the last 12 months, our cadets have achieved 324 qualifications, which equates to a minimum of 6 qualifications per cadet. Qualifications include:

- Bronze Duke of Edinburgh (DofE)
- Kayak/Canoe Start and Discover Awards
- Rowing Taster, Competent Crew and Supervised Coxswain Awards
- First Aid
- Marine Engineering
- Seamanship
- Catering
- Cadet Drill Instructor
- Junior STEM (Science, Technology, Engineering & Maths) Awards
- Basic Peer Educator
- Sailing
- Shooting
- Cyberfirst Awards
- 20 x Cadet Promotions to the next rank/rates

Our focus for the coming months is to ensure we continue to provide four unit weekends per year, as well as cadets attending District/Area training.


Adults:

In the last 12 months, our adult volunteers have achieved 166 qualifications, which has doubled from last year. This ranges from new volunteer/onboarding qualifications, to instructor based qualifications that allow our adult volunteers to deliver courses and award qualifications. Qualifications include:



- Rowing Instructor
- Rowing - Slide Seat Instructor
- Powerboat Instructor
- First Aid Instructor
- Drill Instructor
- Weapon Handling/Shooting Courses
- Leading a Sea Cadet Unit modules
- WSE (Water Safety Equipment) Supervisor
- Sea Cadet Onboarding Programme (Safeguarding, Data Protection, Health and Safety, UMT Introduction)
- Petty Officer Core Modules – Drill, Seamanship, WWYP

We have had adult volunteers that have taken on additional/new responsibilities and roles, these are:

- Deputy Unit Training Officer – PO Rebecca Kane, supporting the Unit Training Officer
- Divisional Officer – PO Ryan Wiffen, managing the Park Hall Academy section
- Deputy Junior Training Officer – PO Kaeya Grant, supporting the Junior Training Officer



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 <p>Birmingham Stirling (Unit 39) of the Sea Cadet Corps Pithall Road, Shard End, Birmingham, B34 7PT Tel: 0121 748 6417 Email: hello@birminghamstirling.org.uk</p> <p>Boating Hours:</p> <p>Our boating hours at the time of writing this report is 40 hours per cadet, which equates to 2360 hours on the water. This figure is based <u>from</u>:</p> <ul style="list-style-type: none"> - 2x parades per week from May-September on the water - Midland Boat Station - Unit Boating Weekends - District Boating Weekends - Competition Training and Competitions <p>Competitions / Community Events:</p> <p>Birmingham Stirling has had another superb year when it comes to competitions. We continue to lead the way in District competitions, with the highest cadet entries across the other 7 units, with 128,896,150,5 of the Sailing Competition, as well as good attendance at community events. We have maintained our good relationship with local organisations such as Meriden Rotary Club, St. Cap, All Saints Church, Shard End Police, Shard End Communities, Castle Bromwich Council and Arden Hall, as well as keeping in touch with the local councillors. Events / Competitions include:</p> <ul style="list-style-type: none"> - Party in the Park - Arden Hall - Christmas Sleigh Run + Morrisons Collection - Meriden Rotary Club - Sea Sunday Service - Remembrance Parade (Shard End) - Ward End Fire Station Open Day - VE Day Event - Shard End Police Engagement Day - District Drill Competition - District and Area Boating Regatta - District Rowing Regatta <p>Highlights of 2025:</p> <ul style="list-style-type: none"> - Retention score of 5 - Average stay is 32 months of cadets. - Retained Adults - Recruitment of 4 x Adult Volunteers (2 transferring from oslabouria Warwickshire district, and 2 new adults into the organisation) - Opening of the Park Hall Academy in March 2025, and now have a stable division of 12 cadets (with one cadet transferring to Stirling unit) - Completion of the new Galley, which has been used for Unit and District courses, we are already seeing the benefit of this. - Another successful Open Day/Fundraising Day, bringing the community together. - Still remain the unit with the highest percentage within the district of cadets signed up to the Cadet Portal - Retained the Burgee, with a Captains Commendation - Gold Burgee - we received a Gold Burgee which was awarded to certain units throughout the Sea Cadets for their attempt on growth. We achieved through Park Hall Division. - Introduced a Deputy Unit Training Officer, to take some of the pressure from the UTO. - PO R Wiffen stepping up to become the Divisional Officer - Park Hall Academy. - Membership at MBS, which has been utilised weekly for boating parades, and 2x Unit Weekends. - Volunteers providing their time to MBS to teach and support courses - Maintained the strong working relationship between the adult delivery team and the UMT - Maintained strong working relationships with local community groups <p>Ms Kealey Veitch chair@birminghamstirling.org.uk</p> <p>Registered Charity 522697</p> <p>Sub Lieutenant (SCC) Joseph Nelson RNR - Commanding Officer joseph.nelson@birminghamstirling.org.uk</p>	 <p>Birmingham Stirling (Unit 39) of the Sea Cadet Corps Pithall Road, Shard End, Birmingham, B34 7PT Tel: 0121 748 6417 Email: hello@birminghamstirling.org.uk</p> <ul style="list-style-type: none"> - Continuing to lead the way in District competitions (highest cadet entries across all except Sailing) - Main host unit for District courses <p>Final Comments:</p> <p>Thank you to all the volunteers, UMT, District Team, the Area team as well as the parents, supporters and more than anything the cadets. Without you all, our unit would not be <u>here</u> so I appreciate the support and look forward to the next 12 months.</p> <p>On a separate note, thank you to Kealey, who has stepped down as the Chairperson after 2 years. Your support over the last 24 months has been incredible, especially taking on a role that is new to yourself. You have allowed the unit to move <u>forward</u> and you have left it in a manageable position for the next chairperson.</p> <p>Our plan for the next 12 months is to continue recruiting and retaining cadets, recruitment of at least 1 x CFAV to be based at Park Hall Academy, begin to promote and push DoE within the unit by identifying a DoE officer, and purchase a new Unit Minibus so we can continue to utilise facilities at Midland Boat Station and travel to district/area competitions, events and courses.</p> <p>Ms Kealey Veitch chair@birminghamstirling.org.uk</p> <p>Registered Charity 522697</p> <p>Sub Lieutenant (SCC) Joseph Nelson RNR - Commanding Officer joseph.nelson@birminghamstirling.org.uk</p>		
4 Financial Report			
Election/Re-election of UMT	Kealey- Stood down as Chair Magda- Stood down as UMT Kealey stand in as UMT member- Joe/Vicki Vicki-Kealey/Sarah Sarah-Vicki/Joe Joan-Kealey/Sarah Anita-Joe/Vicki Andre- Joe/Kealey		
Accounts proposal	Propose accounts to adoption- Kealey. Seconded- Vicki.		
Previous AGM minutes	Proposed- Vicki Seconded- Michelle (District Chair)		

Independent Examiners Report			
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Cecile Hunt FMAAT
Guiding Businesses to Success

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
Birmingham Stirling Sea Cadet
CHARITY No:522887

I report on the accounts of Birmingham Stirling Sea Cadet for the year ended 31st March 2025.

Respective Responsibilities of Trustees and Examiner

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

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

Basis of Independent Examiner's Report

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

Independent Examiner's Statements

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

- (1) Which give me reasonable cause to believe that in any material respect the requirements:
 - to keep proper accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

- (2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Cecile Hunt FMAAT

Date: 31 August 2025

aat AAT Licensed Accountant
 Licensed and regulated by AAT under licence number 3129

Statement of Activity
Birmingham Stirling Unit 39 of the Sea Cadets Corps
 April 1, 2024-March 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
Cadet Course	965.00
Cadet Subs	8,632.50
Donations	9,413.02
Grants	81,469.87
Refunds	33.99
Sales	1,521.18
Venue Hire	1,935.00
Total for Income	£103,970.56
Cost of Sales	
Gross Profit	£103,970.56
Expenses	
Bank charges	5.00
Boat Repair and maintenance	11,204.43
Computer Costs	79.99
food and meals	3,156.84
fuel charges	343.79
Insurances	3,459.70
INTERNET/PHONE	606.48
Motor Vehicles repairs	317.84
Office Equipment Cost	597.24
Office/General Administrative Expenses	1,293.02
Other Professional Services	763.07
Printing, Postage and Stationery	6.70
Raising funds	169.30
Rent or Lease of Buildings	5.00
Repair and maintenance	63,936.08
Rewards	257.00
Training Resources	96.09
Travel and Accommodation	8.00
Uncategorised Expense	90.84
Utilities	5,809.82
Vehicles Costs and charges	1,375.94
Waste	1,606.96
Total for Expenses	£95,189.13
Net Operating Income	£8,781.43
Other Income	
Other Expenses	
Reconciliation Discrepancies	28.80
Total for Other Expenses	£28.80
Net Other Income	-£28.80
Net Income	£8,752.63

Next UMT meeting arranged hosted by District Chair Michelle Meeson-White who has stood into Chairperson for Birmingham Stirling Unit until a new chair is in position.

STIRLING UNIT 39 OF THE SEA CADET CORPS

England & Wales - Charity number 522887

Accounts



TRUSTEES ANNUAL REPORT & ACCOUNTS FOR 2023-2024

**Birmingham Stirling (Unit 39) of the Sea Cadet Corps
Pithall Lane, Shard End, Birmingham, B34 7PT**

Email: chair@birminghamstirling.org.uk
Web: <https://www.sea-cadets.org/birminghamstirling>
Facebook: <https://www.facebook.com/BirminghamStirling>

Charity registered in England and Wales. Number 522887

TRUSTEES' ANNUAL REPORT FOR THE PERIOD 1ST APRIL 2023 – 31ST MARCH 2024

REFERENCE AND ADMINISTRATION DETAILS

Charity Name	Birmingham Stirling (Unit 39) of the Sea Cadet Corps
Other names charity is known by	T.S. Stirling
Registered charity number	522887
Charity's principal address	Pithall Lane, Birmingham, B34 7PT

OUR TEAM

TRUSTEES

Mrs Carol Tiley MBE	Chairperson
Miss Kealey Veitch	Vice-Chairperson (Appointed Chairperson Jan 2024)
Mr Joseph Nelson	Commanding Officer
Miss Sarah Hudson	Secretary
Mrs Vicki Butler-Tyler	Treasurer
Ms Magdalena Wudecka	Health & Safety Representative

NAMES AND ADDRESSES OF ADVISERS

Bankers

Lloyds Bank Plc
Coleshill Birmingham
121 High Street
Coleshill
Birmingham
B46 3BS

Marine Society & Sea Cadets

202 Lambeth Road
Lambeth London
SE1 7JW

Independent Examiner

Cecile Hunt FMAAT
Guiding Businesses to Success
45 Allaston Road
Lydney
Gloucestershire
GL15 5SS

STRUCTURE, GOVERNANCE AND MANAGEMENT

Type of Governing Document	Constitution
How the charity is constituted	Registered Charity
Trustee selection methods	Trustees are elected annually at the Annual General Meeting.

The Trustees are actively involved in the day-to-day running of the organisation.

OUR AIM

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.

HOW

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.

SEA CADET VALUES

Respect	To appreciate and be considerate to others
Loyalty	To be faithful to all who invest in me
Self-discipline	To 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 we feel is right

SEA CADET LIFE SKILLS

Teamwork
Leadership
Communication
Motivation
Self-Confidence
Citizenship

Risk policy

The current trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have now been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

We continue to implement appropriate risk assessments to ensure that the safety of the team is understood, we regularly keep informed of the latest Government Guidance and look to further develop a different way of delivery to ensure we remain connected and present within our local community.

Policies and procedures adopted for the induction and training of trustees

The recruitment process is the start of a volunteer's journey with Sea Cadets, including Trustees. It includes an initial interview conducted at the charities premises but officially begins at the point that an adult Westminster record (Management Database) is created.

New volunteers should complete an application form, disclosure application, and complete three Sea Cadet e-learning modules within the first two months of their Westminster record being created. These being, Safeguarding, Health & Safety and Responsible for Information (Data Protection).

At this stage the new volunteer can only attend Sea Cadet premises as a supervised guest for the purposes of completing their enrolment.

Their application is approved by the Marine Society and Sea Cadets (MSSC) Volunteer Support Team, and their disclosure submitted for external processing. Enrolments will be cancelled by Volunteer Support where any element of the initial enrolment process is not completed within two months of the Westminster record being created.

Units must provide two reference forms to Volunteer Support no later than one month after the disclosure clears (unless the volunteer is applying for a Unit Management Team position (Trustee) where they must complete a trustee declaration.

The new volunteer must wait for their disclosure and references (if required) to be cleared by Volunteer Support before they can book onto an Induction Day course. Once cleared by Volunteer Support they receive an email confirming that their disclosure has cleared, and asking them to book onto an Induction Day, this includes a face-to-face safeguarding session, information about the roles of sea cadets and its history and details of the structure of the organisation, an overview of here to find policies and procedures applicable to their role.

The new volunteer can now attend Sea Cadet activities unsupervised. New volunteers who do not attend the Induction Day within six months of their disclosure clearing will have their membership of Sea Cadets cancelled.

OBJECTIVES AND ACTIVITIES

Our vision and objectives remain 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 organisation works hard to give young people the best possible head start in life through nautical adventure and fun, based on the customs of the Royal Navy. Our objectives are to provide young people aged between the ages of 9 and 18, and who are predominantly drawn from inner city wards of Birmingham, 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, NVQ Public Services and other nationally recognised waterborne qualifications.

ACHIEVEMENTS AND PERFORMANCE

In 2023, Birmingham Stirling have gained a new Unit management team who are working well as a team to make sure that Birmingham Stirling is safe, accessible and enjoyable for all. Trustees now govern the charity and are constantly looking at ways in which we can continue to keep consistency in making sure that Birmingham Stirling is a well-managed and trusted organisation for

young people in the local community.

The Trustees continue to give due regard to the public benefit provided by the Unit in relation to the charitable purpose of the Sea Cadet movement as set out in the activities and achievements as outlined above. The aim is to promote the development of young people in achieving their physical, intellectual and social potential as individuals and responsible citizens in a safe environment. In order to achieve this the Unit takes young people from all backgrounds, including where possible those with disabilities and develops their skills and abilities by:

- Regular and structured activities with a nautical theme.
- Allowing young people to take part in activities connected with the wider Sea Cadet movement such as seaborne activities, events and training events at district, area and national levels.
- Availability of formal educational achievements whilst taking courses to earn badges and promotions
- Enabling and ensuring our volunteers are skilled to deliver the cadet experience safely and with due regard to increasing opportunities.
- Regularly communicate with our parents and community about the activities of Birmingham Stirling in an open and transparent manner.

Contributions are kept affordable in order to ensure all those who wish to take part in the activities provided may do so. We also offer sibling discounts, and apply for grants to support low income families joining Sea Cadets.

Cadet training for Sea Cadets and Junior Sea Cadets (SC and JSC) follows the Cadet Training Programme (CTP). The Commanding Officer encourages feedback with what works well and even better if consultation, to keep our cadets and adult volunteers engaged and having lots of fun. We have managed to gain more cadets enrolled within the unit, with numbers regularly growing.

We are proud to have established a strong and stable management of the Unit, both Trustees and Unit Uniformed Staff, and this will continue to be a major factor in our success. I am constantly reassured by the professionalism of our volunteer team and the excellent working relationships established between all parties. Our particular thanks go to our Commanding Officer Sub Lieutenant (SCC) Joseph Nelson RNR, in respect of his continued energy to support the cadet experience within the local community.

We have continued to invest into the building, to enable us to have a building we are proud of. Following a grant of £15k from the MSSC, as well as other fundraising grants and investment from charity reserves the following works have been undertaken:

- **Fire Alarm Replacement** – We were able to replace the Fire Alarm system across the building. The old Fire Alarm system was not fit for purpose, and we had to have manual call points (air-horns) in places due to the old system being condemned. With this new Fire Alarm system, it has allowed us to host sleepover/residential weekends for Unit and District, therefore bringing in additional funding and having a safe building.
- **Male Cadet Showers** – We utilised donated shower cubicles from a neighbouring Sea Cadet unit to revamp and renovate the Male Cadet Shower area. The area was tired, and not fit for purpose. With this area, it is now a bright, clean and modern facility with 3 x showers, suitable for the Summer Months with boating.
- **Staff Accommodation** – We removed the Bar area from the Ward Room, and created a brand new space to be used for the Staff Accommodation. This also is re-utilised as a Staff Meeting room post residential weekends. This enables the adult volunteers to have their own space after training and giving up their weekends to support Sea Cadets.

A new chairman was welcomed in January 2024, who together with the team is continuing to make sure that the unit is safe to run and provides a safe and welcoming unit for all volunteers, cadets, families and our community.

Future Plans

This leads me onto, future for the year ahead. The priority for the Trustees is to invest further into the Main Hall space, as this can be used predominantly for Sea Cadet activities, however provides us an opportunity to introduce external bodies to use the facility, therefore providing a stream of income.

However, we are clear that as a team, we are fully committed to supporting our cadets, adult volunteers and families through difficult and challenging times. We have always been a charity that looks after the wider social issues of those we work and serve and we will continue to offer support to our beneficiaries who are most disadvantaged.

Part of our future plans is to continue to work towards a building that is fit for purpose, safe and supports the cadet training programme. As a result, the following works are planned:

- **New Kitchen Installation** – Brand new installation of a Kitchen on the Main Deck/Hall of the premises to allow for further training opportunities for cadets/adults, ability to bring in funds by having the facility available for external hire and support when hosting unit/district/area training weekends.
- **Infrared Heating on the Main Hall** – Our Main Hall is a very cold space, due to the lack of insulation and a thin metal roof. Our solution is to purchase and install infrared heating across the hall. This is to consist of 10 x infrared heaters, covering the facility. This will enable us going into the Winter months having a warm space and an area that usually we would close in the Winter due to the temperature.
- **Cavity Wall Insulation** - We are looking to implement Cavity Wall Insulation throughout the building, allowing us to use less energy and save on costs, enabling us to cut down use of the central heating system.
- **Boating Equipment** - Investment into our Boating Equipment to introduce new Kayaks, Sailing Boats, and SUPs to increase qualifications earned per year, introducing more cadets onto the water trying new activities and increasing hours on the water per year.

FINANCIAL REPORT

Financial Review

- Income Receipts during the year was £ and includes cadet membership fees, training course fees and other donations
- Payments made during the year was £

Notes regards the accounts

- Accounts are lodged both with the MSSC and with the Charity Commission
- Cadet contributions are only £ 25.00 per month per cadet or £15.00 for our Junior Cadets (Section 1 & 2)
- Direct cadet Activities includes payment of training course fees

- Building overheads includes Council rates, Heat, light and power, telephone and other administrative costs
- Other operating costs include annual insurance contributions.

Reserves Policy

The charity trustees' policy aims to maintain unrestricted reserves at a level equal to three months revenue payments in order to safeguard the Unit's ongoing activities from any unexpected fluctuations in income. The trustees recognise that the current level falls below this required amount and therefore plan to undertake activities to increase unrestricted funds as soon as it is able to.

ACKNOWLEDGEMENTS

Birmingham Stirling (Unit 39) Sea Cadets Corps would like to publicly acknowledge and thank the following organisations and donors for their financial support during 2023-2024.

- MSSC
- Parents and Supporters for their Cadet Contributions
- Birmingham City Council

Finally, we would like to acknowledge the support provided by all of the volunteers who dedicate their time freely. The unit is run purely on this support provide, without it, we could not operate and we could not support our young cadets.

Thank you for your commitment and continued support.

DECLARATION

The Trustees declare that they have approved the trustees annual report for Birmingham Stirling Sea Cadets and Royal Marine Cadets.

Signed on behalf of the charity's trustees:

Signature(s)

Full Name(s)	Kealey Veitch	Vicki Butler-Tyler
Position (e.g. Chair etc)	Chairman	Treasurer
Date Signed:	02/01/2025	02/01/2025

Cecile Hunt *FMAAT* *Guiding Businesses to Success*

45 Allaston Road, Lydney, Gloucestershire, GL15 5SS
Tel: 01594 842164 Mob: 07963 892 439
Email: cecilehunt@btinternet.com

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF **Birmingham Stirling Sea Cadet** **CHARITY No:522887**

I report on the accounts of Birmingham Stirling Sea Cadet for the year ended 31st March 2024

Respective Responsibilities of Trustees and Examiner

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

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

Basis of Independent Examiner's Report

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

Independent Examiner's Statements

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

- (1) Which give me reasonable cause to believe that in any material respect the requirements:
 - to keep proper accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

- (2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Cecile Hunt *FMAAT*

Date: 17 September 2024

aat AAT Licensed
Accountant

Licensed and regulated by AAT
under licence number 3129

Birmingham Stirling Unit 39 of the Sea Cadets Corps

Financial Activities April 2023 - March 2024

	TOTAL	
	APR 2023 - MAR 2024	APR 2022 - MAR 2023 (FY YTD)
Income Cadet		
Course	903.00	55.00
Cadet Courses		68.00
Cadet Subs	5,895.00	4,281.00
Charitable activities		364.00
Donations	1,163.49	1,244.22
Grants	14,094.81	17,663.54
Refunds	-53.20	
Sales	4,206.49	
Venue Hire	640.00	700.00
Total Income	£26,849.59	£24,375.76
TOTAL	£26,849.59	£24,375.76
Expenditures		
Advertising/Promotional	85.83	
Bank charges	54.97	
Boat Repair and maintenance	1,476.45	113.89
Computer Costs	80.04	
food and meals	1,620.27	175.66
fuel charges	374.93	228.66
Insurances	3,060.30	2,070.45
Interest Payable		5.00
INTERNET/PHONE	332.23	
Motor Vehicles repairs	253.63	1,166.54
Office Equipment Cost	808.95	
Office/General Administrative Expenses	1,655.74	842.99
Other Professional Services	1,712.00	256.40
Printing, Postage and Stationery		132.23
Rent or Lease of Buildings	10.00	5.00
Repair and maintenance	17,775.67	1,633.84
Rewards	566.25	
RFL		25.84
Training Resources	328.58	
Travel and Accommodation	316.49	427.27
Uncategorised Expense		3,398.57
Uniform purchase	79.19	109.00
Utilities	2,947.69	12,006.00
Vehicles Costs and charges	405.62	80.00
volunteer support		42.13
Waste	1,404.46	1,453.44
Total Expenditures	£35,349.29	£24,172.95

NET OPERATING INCOME	£ -8,499.70	£202.81
Other Income		
Interest earned		8.81
Total Other Income	£0.00	£8.81

Accrual [Baala_Monday](#) 7 October 2024 07:12 pm GMT+01:00

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Birmingham Stirling Unit 39 of the Sea Cadets Corps
Financial Activities
 April 2023 - March 2024

	TOTAL	
	APR 2023 - MAR 2024	APR 2022 - MAR 2023 (PY YTD)
Other Expenditures		
Other Expenditure		519.93
Total Other Expenditures	£0.00	£519.93
NET OTHER INCOME	£0.00	£ -511.12
NET INCOME/(EXPENDITURE)	£ -8,499.70	£ -308.31

Accrual [Baala_Monday](#) 7 October 2024 07:12 pm GMT+01:00

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STIRLING UNIT 39 OF THE SEA CADET CORPS

England & Wales - Charity number 522887

Accounts



TRUSTEES ANNUAL REPORT & ACCOUNTS FOR 2022-22

**Birmingham Stirling (Unit 39) of the Sea Cadet Corps
Pithall Lane, Shard End, Birmingham, B34 7PT**

Web: www.sea-cadets.org/birminghamstirling
Facebook: www.facebook.com/BirminghamStirling

Charity registered in England and Wales. Number 522887

TRUSTEES' ANNUAL REPORT FOR THE PERIOD 1ST APRIL 2021 – 31ST MARCH 2022

REFERENCE AND ADMINISTRATION DETAILS

Charity Name	Birmingham Stirling (Unit 39) of the Sea Cadet Corps
Other names charity is known by	T.S. Stirling
Registered charity number	522887
Charity's principal address	Pithall Lane, Birmingham, B34 7PT

OUR TEAM

TRUSTEES

Mr Ricky Towner	Chairman
Mr Oliver Chambers MBE	Commanding Officer
Miss Janine Garfield	Secretary
Mrs Jennifer Harrison	Treasurer

NAMES AND ADDRESSES OF ADVISERS

Bankers

Lloyds Bank Plc
Coleshill Birmingham
121 High Street
Coleshill
Birmingham
B46 3BS

Marine Society & Sea Cadets

202 Lambeth Road
Lambeth London
SE1 7JW

Independent Examiner

Cecile Hunt FMAAT
Guiding Businesses to Success
45 Allaston Road
Lydney
Gloucestershire
GL15 5SS

STRUCTURE, GOVERNANCE AND MANAGEMENT

Type of Governing Document Constitution

How the charity is constituted Registered Charity

Trustee selection methods Trustees are elected annually at the Annual General Meeting.

The Trustees are actively involved in the day-to-day running of the organisation.

OUR AIM

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.

HOW

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.

SEA CADET VALUES

Respect	To appreciate and be considerate to others
Loyalty	To be faithful to all who invest in me
Self-discipline	To 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 we feel is right

SEA CADET LIFE SKILLS

Teamwork
Leadership
Communication
Motivation
Self-Confidence
Citizenship

Risk policy

The current trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have now been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

We continue to implement appropriate risk assessments to ensure that the safety of the team is understood, we regularly keep informed of the latest Government Guidance and look to further develop a different way of delivery to ensure we remain connected and present within our local community.

Policies and procedures adopted for the induction and training of trustees

The recruitment process is the start of a volunteer's journey with Sea Cadets, including Trustees. It includes an initial interview conducted at the charities premises but officially begins at the point that an adult Westminster record (Management Database) is created.

New volunteers should complete an application form, disclosure application, and complete three Sea Cadet e-learning modules within the first two months of their Westminster record being created. These being, Safeguarding, Health & Safety and Responsible for Information (Data Protection).

At this stage the new volunteer can only attend Sea Cadet premises as a supervised guest for the purposes of completing their enrolment.

Their application is approved by the Marine Society and Sea Cadets (MSSC) Volunteer Support Team, and their disclosure submitted for external processing. Enrolments will be cancelled by Volunteer Support where any element of the initial enrolment process is not completed within two months of the Westminster record being created.

Units must provide two reference forms to Volunteer Support no later than one month after the disclosure clears (unless the volunteer is applying for a Unit Management Team position (Trustee) where they must complete a trustee declaration.

The new volunteer must wait for their disclosure and references (if required) to be cleared by Volunteer Support before they can book onto an Induction Day course. Once cleared by Volunteer Support they receive an email confirming that their disclosure has cleared, and asking them to book onto an Induction Day, this includes a face to face safeguarding session, information about the roles of sea cadets and its history and details of the structure of the organisation, an overview of here to find policies and procedures applicable to their role.

The new volunteer can now attend Sea Cadet activities unsupervised. New volunteers who do not attend the Induction Day within six months of their disclosure clearing will have their membership of Sea Cadets cancelled.

OBJECTIVES AND ACTIVITIES

Our vision and objectives remain 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 organisation works hard to give young people the best possible head start in life through nautical adventure and fun, based on the customs of the Royal Navy. Our objectives are to provide young people aged between the ages of 10 and 18, and who are predominantly drawn from inner city wards of Birmingham, 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, NVQ Public Services and other nationally recognised waterborne qualifications.

TRUSTEES REPORT AT AGM

We are reporting on the period Apr 2021 to March 2022. All trustees in place during that period have stepped away from the charity.

It is fair to say that the last few years have been difficult for the charity. Bringing the Sea cadet building up to standard to be a safe, warm, inviting place has been a challenge.

Repairs have been made to parts of the roof to stop the leaks but a good deal of work is needed to improve a large part of the roof that is deteriorating.

The condition of the electrical system was found to be substandard and phase one of the works have taken a large slice of our reserves. A second phase of works is needed to allow us to open all the building for use.

The outside area has had a clean-up, removing no longer used equipment, freeing up space for the use of our young people.

In the coming year, we are planning to recruit more trustees to bring management skills to the charity, raise sufficient funds to make a number of repairs and improvements.

On behalf of all at TS Stirling, I would like to thank all the volunteers for the many, many hours invested in the unit to make it a successful, fun, safe place to be for the young people of the local area.

FINANCIAL REPORT

Financial Review

- Income Receipts during the year was £41380 and includes cadet membership fees, training course fees and other donations
- Payments made during the year was £53978

Notes regards the accounts

- Accounts are lodged both with the MSSC and with the Charity Commission
- Cadet contributions are only £ 20.00 per month per cadet or £10.00 for our Junior Cadets
- Direct cadet Activities includes payment of training course fees
- Building overheads includes Council rates, Heat, light and power, telephone and other administrative costs
- Other operating costs include annual insurance contributions.

Reserves Policy

The charity trustees' policy aims to maintain unrestricted reserves at a level equal to three months revenue payments to safeguard the Unit's ongoing activities from any unexpected fluctuations in income. The trustees recognise that the current level falls below this required amount and therefore plan to undertake activities to increase unrestricted funds as soon as it can.



Birmingham Stirling Sea Cadets. Income & Expenditure 2021/22

Income	2022	2021
Cadet contributions	2108.00	1227.00
Interest received	2.71	3.46
Cadet course costs	150.00	260.00
Travel refunds	0.00	0.00
Grants received	38750.00	45500.14
Uniform payments	0.00	0.00

Fundraising	0.00	0.00
Donation	0.00	290.00
Venue Hire	370.00	
	41380.71	47280.60
Expenditure		
Minibus & travel costs	1202.87	185.44
Cadet course costs/refunds	0.00	1216.00
Building maintenance	39575.38	8793.45
business rates	0.00	0.00
Food and Meals	504.55	0.00
badges	0.00	0.00
Insurance costs	2493.88	2004.70
Stationery & Postage	30.69	0.00
Bank charges	0.00	14.00
Utilities	4377.59	2544.77
BCC Slipway	0.00	10.00
Professional Fees	155.80	1650.00
General Expenses	3982.41	221.50
Office Equipment	614.06	0.00
Waste costs	738.54	
Training Resources	119.99	
Cadet Xmas Party	182.97	
	53978.73	16639.86
 Closing Balances as at 31.03.2022		
Current account	2367.12	
Savings Account	12000.14	
	14367.26	

ACKNOWLEDGEMENTS

Birmingham Stirling (Unit 39) Sea Cadets Corps would like to publicly acknowledge and thank the following organisations and donors for their financial support during 2021-2022.

- MSSC
- Parents and Supporters for their Cadet Contributions

Finally, we would like to acknowledge the support provided by all the volunteers who dedicate their time freely. The unit is run purely on this support provide, without it, we could not operate, and we could not support our young cadets.

Thank you for your commitment and continued support.

DECLARATION

The Trustees declare that they have approved the trustees annual report for Birmingham Stirling Sea Cadets

Signed on behalf of the charity's trustees:

Signature(s)

Full Name(s)

Carol Tiley MBE

William Elliott

Position (e.g. Chair etc)

Chairman

Trustee

Date Signed:

20/01/2023

20/01/2023.

REPORT OF THE INDEPENDENT EXAMINER

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF **Birmingham Stirling Sea Cadet** **CHARITY No:522887**

I report on the accounts of Birmingham Stirling Sea Cadet for the year ended 31st March 2022.

Respective Responsibilities of Trustees and Examiner

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

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

Basis of Independent Examiner's Report

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

Independent Examiner's Statements

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

- (1) Which give me reasonable cause to believe that in any material respect the requirements:
 - to keep proper accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
- (2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Cecile Hunt FMAAT

Date: 18 January 2023

aat AAT Licensed
Accountant

Licensed and regulated by AAT
under licence number 3129

STIRLING UNIT 39 OF THE SEA CADET CORPS

England & Wales - Charity number 522887

Accounts



TRUSTEES ANNUAL REPORT & ACCOUNTS FOR 2020-2021

**Birmingham Stirling (Unit 39) of the Sea Cadet Corps
Pithall Lane, Shard End, Birmingham, B34 7PT**

Email: chair.stirling@hotmail.com
Web: <https://www.sea-cadets.org/birminghamstirling>
Facebook: <https://www.facebook.com/BirminghamStirling>

Charity registered in England and Wales. Number 522887

TRUSTEES' ANNUAL REPORT FOR THE PERIOD 1ST APRIL 2020 – 31ST MARCH 2021

REFERENCE AND ADMINISTRATION DETAILS

Charity Name	Birmingham Stirling (Unit 39) of the Sea Cadet Corps
Other names charity is known by	T.S. Stirling
Registered charity number	522887
Charity's principal address	Pithall Lane, Birmingham, B34 7PT

OUR TEAM

TRUSTEES

Mrs Jennifer Harrison BEM	Chairman
Mr Oliver Chambers MBE	Commanding Officer
Miss Janine Garfield	Secretary
Mrs Carol Tiley MBE	Treasurer
Mr Ricky Towner	Health & Safety Representative & Vice Chairman

NAMES AND ADDRESSES OF ADVISERS

Bankers

Lloyds Bank Plc
Coleshill Birmingham
121 High Street
Coleshill
Birmingham
B46 3BS

Marine Society & Sea Cadets

202 Lambeth Road
Lambeth London
SE1 7JW

Independent Examiner

Cecile Hunt FMAAT
Guiding Businesses to Success
45 Allaston Road
Lydney
Gloucestershire
GL15 5SS

STRUCTURE, GOVERNANCE AND MANAGEMENT

Type of Governing Document Constitution

How the charity is constituted Registered Charity

Trustee selection methods Trustees are elected annually at the Annual General Meeting.

The Trustees are actively involved in the day-to-day running of the organisation.

OUR AIM

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.

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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.

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Honesty & integrity	To tell the truth and be a good person
Courage	To do what we feel is right

SEA CADET LIFE SKILLS

Teamwork
Leadership
Communication
Motivation
Self-Confidence
Citizenship

Risk policy

The current trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have now been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

We continue to implement appropriate risk assessments to ensure that the safety of the team is understood, we regularly keep informed of the latest Government Guidance and look to further develop a different way of delivery to ensure we remain connected and present within our local community.

Policies and procedures adopted for the induction and training of trustees

The recruitment process is the start of a volunteer's journey with Sea Cadets, including Trustees. It includes an initial interview conducted at the charities premises but officially begins at the point that an adult Westminster record (Management Database) is created.

New volunteers should complete an application form, disclosure application, and complete three Sea Cadet e-learning modules within the first two months of their Westminster record being created. These being, Safeguarding, Health & Safety and Responsible for Information (Data Protection).

At this stage the new volunteer can only attend Sea Cadet premises as a supervised guest for the purposes of completing their enrolment.

Their application is approved by the Marine Society and Sea Cadets (MSSC) Volunteer Support Team, and their disclosure submitted for external processing. Enrolments will be cancelled by Volunteer Support where any element of the initial enrolment process is not completed within two months of the Westminster record being created.

Units must provide two reference forms to Volunteer Support no later than one month after the disclosure clears (unless the volunteer is applying for a Unit Management Team position (Trustee) where they must complete a trustee declaration.

The new volunteer must wait for their disclosure and references (if required) to be cleared by Volunteer Support before they can book onto an Induction Day course. Once cleared by Volunteer Support they receive an email confirming that their disclosure has cleared, and asking them to book onto an Induction Day, this includes a face to face safeguarding session, information about the roles of sea cadets and its history and details of the structure of the organisation, an overview of here to find policies and procedures applicable to their role.

The new volunteer can now attend Sea Cadet activities unsupervised. New volunteers who do not attend the Induction Day within six months of their disclosure clearing will have their membership of Sea Cadets cancelled.

OBJECTIVES AND ACTIVITIES

Our vision and objectives remain 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 organisation works hard to give young people the best possible head start in life through nautical adventure and fun, based on the customs of the Royal Navy. Our objectives are to provide young people aged between the ages of 10 and 18, and who are predominantly drawn from inner city wards of Birmingham, 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, NVQ Public Services and other nationally recognised waterborne qualifications.

ACHIEVEMENTS AND PERFORMANCE

In November 2020, supported by the MSSC, Birmingham Stirling completely changed the Unit Management Structure of Birmingham Stirling. 5 experienced Trustees now govern the charity and are constantly looking at ways in which we can bring Birmingham Stirling back to its rightful place of

being a well-managed and trusted organisation for young people in the local community.

The Trustees continue to give due regard to the public benefit provided by the Unit in relation to the charitable purpose of the Sea Cadet movement as set out in the activities and achievements as outlined above. The aim is to promote the development of young people in achieving their physical, intellectual and social potential as individuals and responsible citizens in a safe environment. In order to achieve this the Unit takes young people from all backgrounds, including where possible those with disabilities and develops their skills and abilities by:

- Regular and structured activities with a nautical theme.
- Allowing young people to take part in activities connected with the wider Sea Cadet movement such as seaborne activities, events and training events at district, area and national levels.
- Availability of formal educational achievements whilst taking courses to earn badges and promotions
- Enabling and ensuring our volunteers are skilled to deliver the cadet experience safely and with due regard to increasing opportunities.
- Regularly communicate with our parents and community about the activities of Birmingham Stirling in an open and transparent manner.

Contributions are kept affordable in order to ensure all those who wish to take part in the activities provided may do so.

Cadet training for Sea Cadets and Junior Sea Cadets (SC and JSC) follows the Cadet Training Programme (CTP). The newly appointed Commanding Officer encourages feedback with what works well and even better if consultation, to keep our cadets and adult volunteers engaged and having lots of fun. We have managed to get more cadets enrolled within the unit, with numbers regularly growing.

We are proud to have established a small but strong and stable management of the Unit, both Trustees and Unit Uniformed Staff, and this will be a major factor in our success. I am constantly reassured by the professionalism of our volunteer team and the excellent working relationships established between all parties in such a short space of time. Long may it continue. Our particular thanks go to our Commanding Officer in respect of his continued energy to support the cadet experience within the local community.

Part of our success over the last year is that of making improvements to the building to ensure that is fit for purpose and safe. At the time of writing the Trustees have worked hard to ensure that the building condition report, commissioned in the previous financial year is being addressed.

Following a grant of £20,000 from the MSSC's Annual Premise Fund, and investment from charity reserves the following works have been undertaken:

- **Electrical safety** - The urgent upgrades to electrical fixing such as lighting, light switch replacements, new electrical sockets, power to parts of the building previously without power.

Replacement of the main electrical input as the system was overloaded previously. All equipment has been PAT Tested to ensure safety with unfit equipment disposed of.

Removal of outdated monitoring systems and upgraded CCTV systems in appropriate locations around the site.

- **Gas and fire safety** – replacement of all firefighting equipment was replaced following the commissioning of an independent Building Risk Assessment being carried out meant that 35 out of 37 devices were out of date or condemned. The Trustees took the decision to replace all pieces of equipment. The Fire Alarm was faulty so a change in fire safety has been taken with all of the staff team trained in what to do in the case of an emergency/evacuation.

There has been a replacement of the gas boiler, as this had been condemned following a gas safety inspection. Radiators now work so all areas where cadets take part in activities have access to heat and warmth.

- **Rubbish** removal - Over 4 tonnes of rubbish and excessive storage of out dated equipment and stores. External maintenance of the outdoor space has been undertaken to ensure a safe place for activity to take place and remove any unnecessary hazards.
- **New signage** has been introduced, to ensure that the sea cadet brand is represented.

A priority of the Unit Management Team was to ensure that a succession plan was put in place for the future management of the Charity by a local, well skilled and enthusiastic individual, Our Vice Chairman, has excelled in his role and will take the role of Chairman at the next Annual General Meeting.

Covid-19 and the impact on the Charity

With the impact of the Covid-19 Pandemic the unit closed to all face to face training on 17th March 2020, we were able to return to face to face parading in June 2021. This followed an in-depth review of all safety measures and review of risk in relation to activities.

The Unit Management Team Trustees, and volunteer staff team continued to facilitate online and utilised Microsoft Team, whilst continuing to remain connected using WhatsApp as a messaging tool alongside regular forms of communication.

We are also aware that with closure, cadet contributions would cease and this would impact on our viability long term. However, a review of services such as waste management were ceased, and the vehicle was declared SORN with the DVLA.

We implemented appropriate risk assessments to ensure that the safety of the team is understood, we regularly keep informed of the latest Government Guidance and look to further develop a different way of delivery to ensure we remain connected and present within our local community.

Future Plans

This leads me onto, future for the year ahead. The priority of the Trustees is to bring the unit premises back into full use to ensure that we are able to deliver the cadet experience and retain as many members as possible. We do not know how long the Covid-19 pandemic will continue to dominate.

However, we are clear that as a team, we are fully committed to supporting our cadets, adult volunteers and families through these difficult and challenging times. We have always been a charity that looks after the wider social issues of those we work and serve and we will continue to offer support to our beneficiaries who are most disadvantaged. We are already working with a local charity to offer food parcels and advice and information to such families.

Part of our future plans is to continue to work towards a building that is fit for purpose and safe and supports the cadet training programme. At the time of writing the Trustees have worked to ensure that the building condition report, commissioned in the previous financial year is being addressed. As a result, the following works are planned:

- Replacement of the poor roof coverings to protect the investment of the improvements made to date and in the future
- Redecoration of all the unity to ensure a vibrant bright space for our young people

- Continuing to upgrade the electrics to bring the whole building into use.
- Upgrade the heating system within the main activity space for our young people
- Replacement of the male cadet's shower and toilet block
- Upgrade to the cadets changing rooms
- Replacement of the kitchen facilities
- Investment in training resources including boating equipment to support the cadet training programme

FINANCIAL REPORT

Financial Review

- Income Receipts during the year was £46,781 and includes cadet membership fees, training course fees and other donations
- Payments made during the year was £16,140

Notes regards the accounts

- Accounts are lodged both with the MSSC and with the Charity Commission
- Cadet contributions are only £ 20.00 per month per cadet or £10.00 for our Junior Cadets
- Direct cadet Activities includes payment of training course fees
- Building overheads includes Council rates, Heat, light and power, telephone and other administrative costs
- Other operating costs include annual insurance contributions.

Reserves Policy

The charity trustees' policy aims to maintain unrestricted reserves at a level equal to three months revenue payments in order to safeguard the Unit's ongoing activities from any unexpected fluctuations in income. The trustees recognise that the current level falls below this required amount and therefore plan to undertake activities to increase unrestricted funds as soon as it is able to.

ACKNOWLEDGEMENTS

Birmingham Stirling (Unit 39) Sea Cadets Corps would like to publicly acknowledge and thank the following organisations and donors for their financial support during 2020-2021.

- MSSC
- Parents and Supporters for their Cadet Contributions
- Birmingham City Council

Finally, we would like to acknowledge the support provided by all of the volunteers who dedicate their time freely. The unit is run purely on this support provide, without it, we could not operate and we could not support our young cadets.

Thank you for your commitment and continued support.

DECLARATION

The Trustees declare that they have approved the trustees annual report for Birmingham Vernon Sea Cadets and Royal Marine Cadets.

Signed on behalf of the charity's trustees:

Signature(s)

Full Name(s)	Jennifer Harrison BEM	Carol Tiley MBE
Position (e.g. Chair etc)	Chairman	Treasurer
Date Signed:	07/11/2021	07/11/2021

Cecile Hunt FMAAT **Guiding Businesses to Success**

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Email: cecilehunt@btinternet.com

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF **Birmingham Stirling Unit 39 of the Sea Cadet Corps** **CHARITY No: 793668**

As a licensed accountant (AAT) I report on the accounts of Birmingham Stirling Unit 39 of the Sea Cadet Corps for the year ended 31st March 2021.

Respective Responsibilities of Trustees and Examiner

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

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

Basis of Independent Examiner's Report

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

Independent Examiner's Statements

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

- (1) Which give me reasonable cause to believe that in any material respect the requirements:
 - to keep proper accounting records in accordance with section 130 of the Charities Act;
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or

- (2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Additional note:

Since March 2020 the COVID19 pandemic has caused much disruption to the running of some of Unit 39 activities and continuation of some memberships. These issues have been well managed and the unit is financially in a relatively strong position as of March 2021 as COVID19 restrictions are being lifted.

Signed: 

Name: Cecile Hunt FMAAT
Date: 22 September 2021

aat AAT Licensed
Accountant

Licensed and regulated by AAT
under licence number 3129

ANNUAL ACCOUNTS

THE SEA CADETS		Form SCC A3 (R&P) Apr-19	
ANNUAL STATEMENT OF ACCOUNT* FOR THE UNIT			
RECEIPTS & PAYMENTS ACCOUNT for year ended 31 March			
(*Units in Scotland: This Statement's form and content and its scrutiny are governed by Regulations – SSI 2006/218)			
Copy to be uploaded onto Westminster and Volunteer & Business Support Manager at Area Office to be notified by 1 November			
Unit Name: Birmingham Stirling	Charity No: 522887		
Fund-name/purpose (if not held for the Unit's general purposes):-		THIS YEAR	LAST YEAR
	Notes	£	£
REVENUE RECEIPTS –			
ANNUAL FUND/DIRECT GRANT		£400.00	£17,100.00
SCAVA (Sea Cadet Victualling Allowance)		£0.00	£0.00
OTHER GRANTS		£45,100.14	£8,645.00
CADET CONTRIBUTIONS		£1,227.00	£4,881.00
OTHER DONATIONS / LEGACIES		£290.00	£0.00
FUNDRAISING & SPECIAL EVENTS PROCEEDS		£0.00	£2,757.21
OTHER CHARITABLE ACTIVITIES:			
COMPETITION RECEIPTS		£0.00	£0.00
COURSE FEES		£260.00	£2,709.35
SUNDRY SALES RECEIPTS		£0.00	£0.00
BANK DEPOSIT INTEREST		£3.63	£3.27
PROPERTY RENTS (includes any occasional		£0.00	£0.00
OTHER REVENUE RECEIPTS	Course refunds	-£500.00	£945.25
TOTAL REVENUE RECEIPTS	A	£46,780.77	£37,041.08
NON-REVENUE RECEIPTS –			
PROCEEDS FROM SALES OF OTHER FIXED ASSETS		£0.00	£0.00
TOTAL NON-REVENUE RECEIPTS	B	£0.00	£0.00
(*Attach that Fund's similar Account of Receipts as page AC1A, and so on)			
TOTAL RECEIPTS = A + B	C	£46,780.77	£37,041.08
Reconciliation:-			
NET CHANGE FOR YEAR IN CASH/BANK BALANCE:-			
- REVENUE ITEMS (= A – D from page AC2)	G	£30,640.91	£37,041.08
- NON-REVENUE ITEMS (= B – E from page AC2)	H	£0.00	£0.00
- COMBINED (=G+H)		£30,640.91	£37,041.08
CASH/BANK BALANCE FROM LAST YEAR-END		£3,567.70	£0.00
CASH/BANK BALANCE AT THIS YEAR-END	2021	£34,208.61	£3,567.70
AC1			

THE SEA CADETS		Form
ANNUAL STATEMENT OF ACCOUNT* FOR THE UNIT		SCC A3 (R&P)
RECEIPTS & PAYMENTS ACCOUNT for year ended 31 March		Apr-19
(*Units in Scotland: This Statement's form and content and its scrutiny are governed by Regulations – SSI 2006/218)		
Copy to be uploaded onto Westminster and Volunteer & Business Support Manager at Area Office to be notified by 1 November		
Unit Name: Birmingham Stirling	Charity No: 522887	
Fund-name/purpose (if not held for the Unit's <u>general</u> purposes):-	THIS YEAR	LAST YEAR
	£	£
Notes		
REVENUE PAYMENTS –		
DIRECT CHARITABLE ACTIVITY COSTS:		
FUNDRAISING & SPECIAL EVENTS COSTS	£0.00	£0.00
COMPETITION COSTS	£0.00	£0.00
FUEL & TRAVEL COSTS	£185.44	£1,561.82
CATERING COSTS	£0.00	£0.00
TRAINING COURSES COSTS	£1,216.00	£17,592.91
ARTICLES PURCHASED FOR RESALE	£0.00	£0.00
OVERHEAD COSTS FOR:		
RENT / COUNCIL TAX	£10.00	£1,706.90
HEAT, LIGHT & WATER	£2,544.77	£5,056.91
TELEPHONE & BROADBAND	£0.00	£0.00
OFFICE SUPPLIES, POSTAGE & PRINTING	£221.50	£68.35
MAINTENANCE COSTS FOR:		
BUILDINGS & ESTATE	£8,293.45	£15,781.55
BOATS	£0.00	£0.00
VEHICLES	£0.00	£0.00
OTHER MISC EQUIPMENT	£0.00	£169.18
INSURANCE COSTS	£2,004.70	£1,920.80
BANK INTEREST & CHARGES	£14.00	£42.26
CHARITY GOVERNANCE COSTS:		
FOR ACCOUNTS/AUDIT OR INDEPENDENT EXAMINATION	£150.00	£0.00
FOR OTHER PROFESSIONAL FEES	£1,500.00	£0.00
FOR LEGAL ADVICE (for constitution or trustees)	£0.00	£0.00
OTHER REVENUE COSTS	£0.00	£0.00
TOTAL REVENUE PAYMENTS	D	£16,139.86 £43,900.68
NON-REVENUE PAYMENTS –		
ASSETS	£0.00	£0.00
TOTAL NON-REVENUE	E	£0.00 £0.00
TOTAL PAYMENTS (=D+E)	F	£16,139.86 £43,900.68
(Attach that Fund's similar Account of Payments as page AC2A, and so on)		
AC2		

