



Warwickshire Scout Council

Trustees Report for the year ended 31st March 2024

Objectives and Activities

Scouts exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society. Warwickshire Scout Council carries out this purpose across Warwickshire via 8 Districts and their local groups.

Our major activities for young people this year included the World Scout Jamboree, Warwickshire Gang Show, DofE events, preparation for a trip to Belize and the operation of our Activity Centre.

In addition, we continued to provide training and development to volunteer leaders throughout the County. This enabled the opening of new sections, particularly for the new squirrels age group.

The annual census on 31st January showed youth membership had grown by 3.9% to 5622 and adult volunteer membership of 1721¹. The growth in volunteer leaders is encouraging as it enables new sections to develop and provide places to young people that may be on a waiting list.

Core Strategy

Warwickshire Scout Council supports the overall strategy of The Scout Association known as Skills for Life.

Our vision for 2025: By 2025 we'll have prepared more young people with skills for life, supported by amazing volunteers that deliver an inspiring programme. We'll be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

¹ In 2023/24 we closed the "Gang Show 90" Active Support Unit, which had 43 adults generally from outside Warwickshire for the sole purpose of running the National Event Gang Show 90. Adjusting the figures to account for this, meant Adult Volunteers grew by 42 or 2.5%

Our mission: Scouts actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our values: We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

Our goals. Our four goals are:

- Growth - Scouting succeeds when we offer opportunities to as many young people as possible.
- Inclusivity - Scouting continues to become more reflective of the diversity of UK society.
- Youth Shaped - Scouting works better when young people shape their experiences.
- Community Impact – Scouting is an active part of the community and works with the community.

To support the achievement of these Goals, Warwickshire Scouts is organising our activities are five operational pillars:

- Safer Scouting
- Delivering a Quality Programme
- Developing and Recognising our Volunteers
- Transformation
- Future Fit Warwickshire

Achievements and Performance

The delivery of a broad and interesting programme of activities has attracted new members and provided all members with personal development opportunities to grow their Skills for Life.

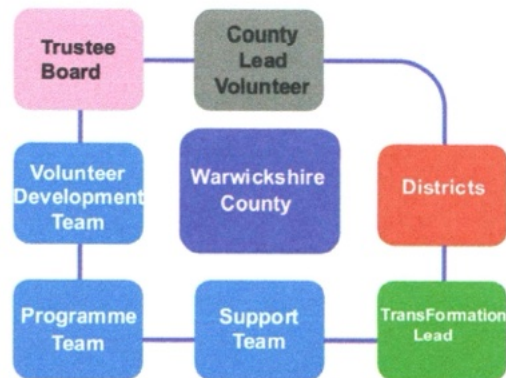
Future Plans

In conjunction with The Scout Association, we have embarked on a transformation programme. We want to make volunteering with Scouts more fun, so that we can attract more volunteers and our current volunteers will want stay. We have been listening to our volunteers, young people and we've identified three key areas for change:

- Providing a warmer welcome for everyone
- Delivering a more engaging learning experience
- Simplifying how we volunteer together

All of which will be supported by easy-to-use digital tools.

The new County Structure is team based:

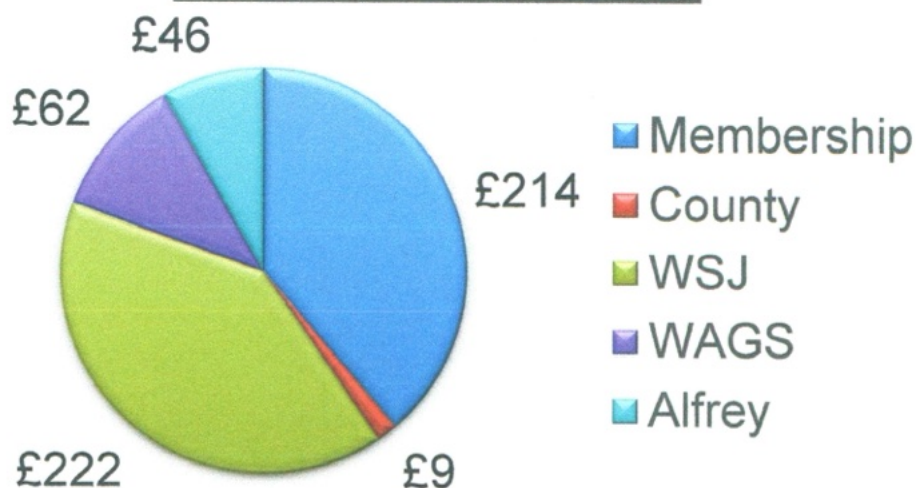


During 2023/24, the County Leadership Team has moved to this new structure. We are supporting Groups and Districts to do the same, with their full transformation to the new ways of working expected in Autumn / Winter 2024.

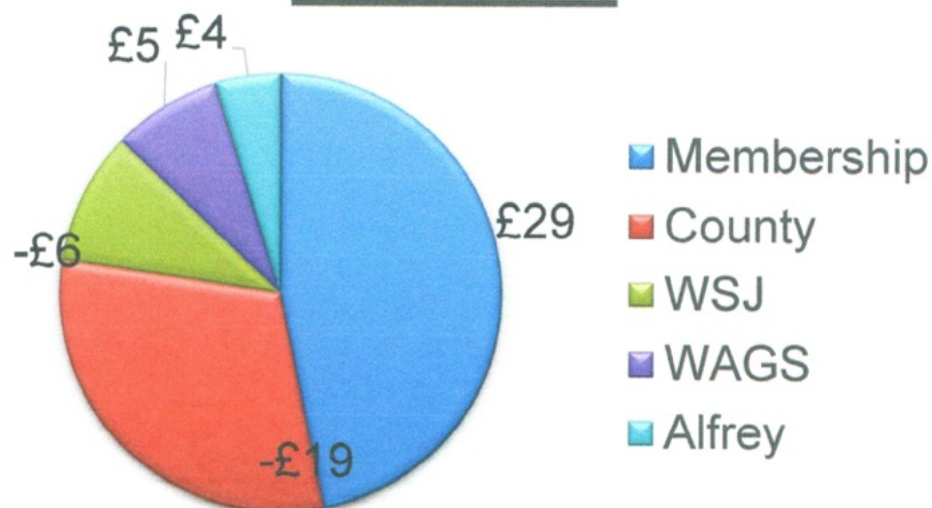
Financial Review

Activity continued to return to normal levels as we recovered from the after effects of the pandemic. Income for the year was £553K. This was slightly lower than last year but there were major activity differences. Alongside our usual County activities, Warwickshire Gang Show (WAGS) and Alfrey Activity Centre last year included the quadrennial Get In County camp and the Gang Show 90th anniversary event, whereas this year was the quadrennial World Scout Jamboree. Expenditure was £540K resulting in net income of £13K.

Gross Income 2023/24 Total £553 (000's)



Net Income 2023/24 Total £13 (000's)



Our reserves policy is to hold sufficient resources to continue the charitable activities of the County should income or fund-raising activities fall short of expectations and to enable the County to underwrite its planned programme of activities, including large scale events. The Trustee Board has reviewed the impact of recent economic, social, and financial pressures on its capability to deliver education and development opportunities to young people and has maintained the level of Designated Reserves.

The County holds the following Designated Reserves:

9 months Running Costs for events and regular activities	27,000
Potential uninsured loss on large events	22,000
County Camp Site 50% of annual Operating Revenues	25,000
County Camp Site Restoration Reserve for end of Lease	25,000
Warwickshire Gang Show 50% of annual Operating Revenues	24,000
Total	123,000

The County currently holds total reserves more than this level and continues to seek to develop camp and activity centre opportunities to use the excess reserves. However, the Trustee Board considers it should also plan an annual operational deficit in its operating budget to manage the excess amount. The Trustee Board have developed budgets and strategic plans to reduce the level of excess reserves over the medium term. These plans are closely aligned to supporting the outcomes set out within the County's overall Strategic Plan.

None of the funds managed are in deficit and no assets are held by the Charity in the capacity of custodian trustee.

The County held total funds of some £589,000 at year end and has adopted a low-risk investment strategy. All funds are held in current accounts and low risk interest bearing accounts, using only FSCS protected accounts.

With the County Treasurer, the Trustees regularly monitor levels of bank balances and interest rates to ensure the County is receiving best value and income from its banking arrangements.

The risks that would significantly impact the finances of the County are primarily a reduction in the membership numbers and the poor management of large events. Management and decision making processes are in place to minimise these risks and have been operating effectively for many years.

Structure, Governance and Management

The Warwickshire Scout Council is a trust established under the rules which are common to all County Scout Councils as prescribed within the Policy, Organisation and Rules (POR) of the Scout Association. Trustees are recruited and appointed in accordance with the relevant sections of the POR.

Warwickshire Scout Council is registered with the Charities Commission, number 506367.

The Trustees have in place systems and internal controls that are designed to provide reasonable reassurance against material mismanagement or loss. These include two signatories/authorisers for all payments, comprehensive insurance policies to ensure that insurable risks are covered and regular reports and risk assessments by those seeking to /or running events or activities on behalf of the Scout County.

The Trustees have had due regard to the guidance published by the Charity Commission on public benefit and are of the opinion that the Charity meets the Charity Commission public benefit criteria under both the advancement of education and the advancement of citizenship/community development.

The Charity has no principal office. The public address for correspondence is The Oaklands, Wainfield Lane, Gwehelog, Usk, Monmouthshire NP15 1RT.

The day-to-day operations of the charity are organised and delivered by the County Commissioner (in future to be known as the County Lead Volunteer) and a small team of County Team Volunteers. Strategic and governance matters are agreed with the Trustee Board.

Trustees

Andy Walker	Chair
Nigel Hailey	County Commissioner – Resigned 17 April 2023
Paul Wakeley	Became County Commissioner, 17 April 2023 ²
Philip Revill	Treasurer
Michelle Brierley	Secretary – resigned as Secretary September 2023 ³
Dawn Grice	Appointed Secretary September 2023
Andy Slater	Appointed September 2023
Brian Friar	
David College	Resigned September 2023
Dean Lobo	Appointed February 2024
Drew Sangster	Appointed February 2024
Katrina Collie	Resigned September 2023
Kevin Haynes	Appointed April 2023 – Resigned September 2023
Mark Earles	
Matt Friar	Resigned September 2023
Michael Dean	
Paul Blackmore	
Paul Skipper	
Phil Cracknell	Appointed September 2023 – Resigned January 2024
Ruth Slaney	Resigned September 2023
Sam Marshall	Appointed September 2023
Steven Wright	Resigned September 2023
Tony Guy	

All trustees served for the full year unless stated otherwise above.

² Prior to becoming County Lead Volunteer and an ex-officio Trustee, Paul was previously a nominated Trustee.

³ Michelle continued as a nominated Trustee once she had resigned as Secretary.

Reference and Administrative

Banking services are provided by:-

CAF Bank, Kings Hill, West Malling
Barclays Bank, Tamworth, Staffordshire
Shawbrook Bank, Queens Court, Manchester
Lloyds Bank, Leamington Spa, Warwickshire
Virgin Money, Bothwell Street, Glasgow

External examiners are Michael Harwood & Co Chartered Accountants, Greville House, 10 Jury Street, Warwick.

Declarations

The trustees declare that they have approved the trustee's report above.

Signed on behalf of the trustees.

Signature 

Full Name THOMAS ANDREW WALKER

Position CHAIR

Date 10/7/24



PHILIP BERNARD REVILL

TREASURER