

Warwickshire Scout Council

Trustees Report for the year ended 31st March 2025

Objectives and Activities

The primary purpose of Scouts is to actively support and engage young people in their personal development, helping them become well-rounded individuals who make positive contributions 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 Warwickshire Gang Show, DofE events, a county 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 1.0% to 5648 and adult volunteer membership of 1777. 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, and open sections at Squirrels level.

Core Strategy

Warwickshire Scout Council supports the overall strategy of The Scout Association known as Skills for Life. A new strategy is expected to be in place from Spring 2026, and is currently being developed by The Scout Association.

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.

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.

We are also pleased to have successfully delivered a trip to Belize for explorer and network scouts in Summer 2024.

We have also transformed the way we scout, following the implementation of the 'transformation changes'. We want to make volunteering with Scouts more fun, so that we can attract more volunteers and our current volunteers will want to 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

This has been supported by a new digital tool since December 2024, which has lead to some challenges for volunteers as the implementaiton has not been smooth.

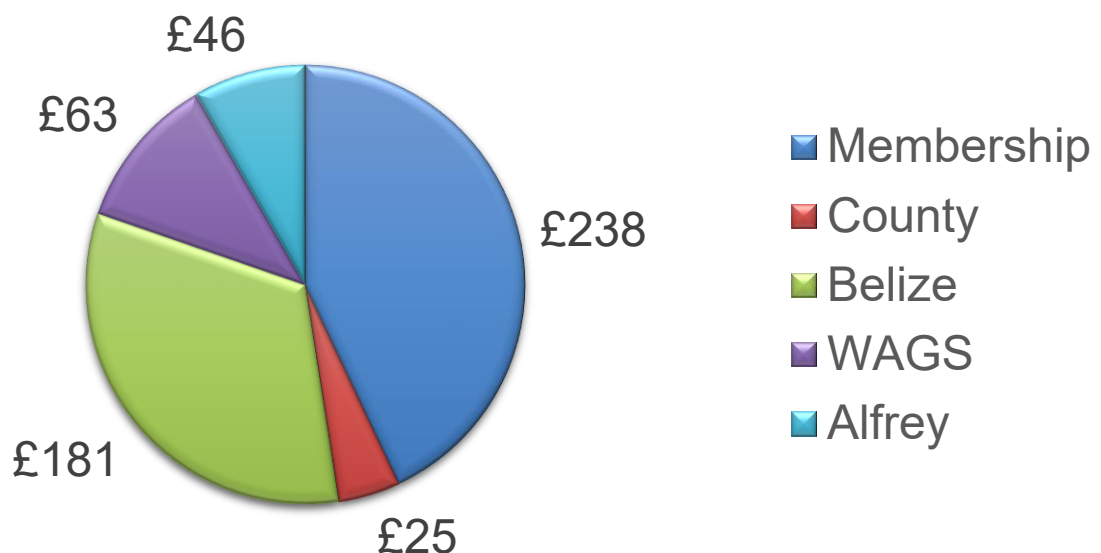
The County Leadership structure follows that outlined by the TSA:



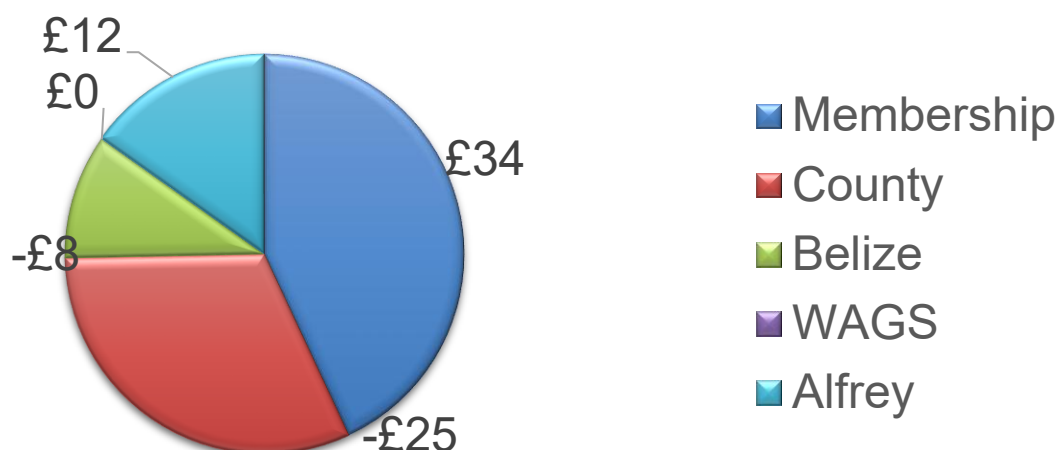
Financial Review

Income for the year was £553K. Alongside our usual County activities, Warwickshire Gang Show (WAGS) and Alfrey Activity Centre this year included a major international trip to Belize. Expenditure was £540K resulting in net income of £13K, of which £12K related to the Activity Centre. Training expenditure was particularly high at £12k, primarily on first aid as volunteers caught up with any delays caused by the COVID pandemic.

Gross Income 2024/25 Total £553 (000's)



Net Income 2024/25 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
Get In 2026	6,000
Total	129,000

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 £516,000 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 Lead Volunteer and a small team of County Team Volunteers. Strategic and governance matters are agreed with the Trustee Board.

Trustees

The following Trustees served from April 2024 until the AGM in September 2025

Andy Walker – Chair	Paul Wakeley- County Lead Volunteer
Philip Revill – Treasurer	Dawn Grice - Secretary
Andy Slater	Brian Friar
Dean Lobo	Drew Sangster
Mark Earles	Michael Dean
Michelle Brierley	Paul Blackmore
Paul Skipper	Sam Marshall
Tony Guy	

The Trustee board was reconstituted at the AGM in accordance with the new constitution
Trustee marked * continued from the previous board.

Rob Marshall – Chair
Phil Revill* – Treasurer
Paul Wakeley* – ex officio, County Lead Volunteer
Dean Lobo* – ex officio, County Youth Lead
Dawn Grice*
Mark Earles*
Natasha Dunnigan
Drew Sangster*
Paul Blackmore*
The secretary to the Trustee Board is Linda Feltham.

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 _____

Position _____

Date _____