



Scouts

South London

**A year of
travel**

**Annual Report
2023**



Skills for Life

Our plan to 2025



Our vision

By 2023 we will have seen year on year growth and will be preparing more young people with skills for life. Our scout groups and explorer scout units will be supported by a growing team of amazing leaders who together deliver an inspiring high-quality programme to suitably sized sections.

Perception

Scouting across South London is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

People

More adults and young people joining scouting from every community in South London.

Places

We provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults. All our scout groups have a proactive executive committee in place. Executive members understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.

Programme

We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.

Find out more and see what you can do to help your group or unit achieve our goals at:

southlondonscouts.org.uk/ourplan



Welcome

Our values

Integrity

We say what we mean and when we make a promise, we keep it.

We listen to others, explore our differences and work to find common ground.

Respect

Care

Scouts are friends to all and think of others before themselves.

We believe passionately in improving the lives and life chances of young and helping them explore and develop their beliefs and attitudes.

Belief

Cooperation

Scouting is about teamwork. We believe that when we work together we achieve more than we can on our own.

Greater London South County Scout Council

The Greater London South County Scout Council (known as South London Scouts), is an unincorporated association constituted in accordance with the Rules of The Scout Association (Registered No. 139, Charity No. 303883) covering the London Boroughs Wandsworth, Lambeth, Southwark, Lewisham and Royal Greenwich.

The Scout Association (Registered Charity No. 306101) is incorporated by Royal Charter to support and actively engage young people in their personal development. Empowering, them to make a positive contribution to society.

The Scout Association's method of meeting the purpose of scouting is through the balanced programme.

The Greater London South County Scout Council's governing documents are those of The Scout Association (Registered Charity number 306101). They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Scout Association and The Policy, Organisation and Rules of the Scout Association. The County Scout Council is a trust established under The Scout Association's rules, which are common to all Scouts in the United Kingdom. The County Scout Council's role is to offer leadership and support to the Scout Districts and Groups within our geographic administrative area.

Our constitution governs the operation of the county (The Greater London South County Scout Council and County Trustee Board, known as South London Scouts).

The County Scout Council is the elected body which supports and encourages the development of scouting in the county. It comprises members of the county team, representatives from the scout network, county scout active support units, and our districts and groups within the county.

The county is led by the lead volunteer for South London Scouts (county commissioner) and is governed by the county trustee board. They are accountable to the county scout council for the satisfactory running of the county. The members of the county trustee board are responsible, as the charity's trustees, for all matters concerning property and finance and to ensure the proper use of the county's resources to support scouting in the county.

President William M. Stern

Vice-Presidents	Howard B. Strong	Peter James	Linda Hurford
	Roger Cooke	Gordon Carr	Mike Jackson

Trustees – County Trustee Board - July 2022 to July 2023

Ex-Officio

- County Chair - Rebecca Smith*
- County Lead Volunteer (County Commissioner) - Darren Lodge
- County Youth Lead (county Youth Commissioner) - Alfie Francis
- County Treasurer - Martyn Bain
- County Secretary – currently vacant

Elected

Linda Moore*, Cheryl Stonebridge, Ben Ensom, David Attenborough

Nominated

Jason Hagan, Joseph Shippam, Mark Doverty, Russell Jones

Co-opted

Matthew Butterfield (County Growth and Development Manager)

* also Chair of County Appointments Sub-Committee

** also Chair of County Finance Sub-Committee

Principal Bankers

Barclays Bank

Auditor

Latham Lambourne, Chartered Accountants and Registered Auditors.
18 Woodlands Park, Bexley, Kent, DA5

Registered Offices and County Headquarters

South London Scout Centre, Grange Lane, Dulwich, London, SE21 7LH

General enquiries

contact.us@southlondonscouts.org.uk

0843 289 0712



Our Public Benefit Statement

South London Scouts is part of The Scout Association, the UK's biggest coeducational youth organisation. We help children and young adults reach their full potential and gain skills for life.

We actively engage and support our members in their physical, intellectual, social and spiritual development and to achieve their full potential as individuals, as responsible citizens, and as members of their local, national and international communities.

We operate within a framework of safety to enable young people to take part in adventurous activities safely. Our charitable objectives help young people learn by doing, share in spiritual reflection and take responsibility. Working together, they make choices, take part in new, challenging, and unique experiences, help others and live their Scout Promise.

In partnership with adults, young people take part in fun indoor and outdoor activities. Activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. We help young people to get jobs, save lives and even change the world by contributing to social change and making a positive contribution to society.

There's something for every young person. It's a great way to have fun, make friends, get outdoors, express creativity, and experience the wider world.

We believe that we've met the Charity Commission for England and Wales public benefit criteria for both the advancement of education, and the advancement of citizenship and community development and being as diverse as the communities we serve.

Key Policies

We follow and adhere to The Scout Association's key policies relating to:

- Equal Opportunities
- Privacy and Data Protection
- Religious
- Safety & Safeguarding
- Vetting
- Youth Member Anti-Bullying

No order of importance or priority is implied - they are all equal. These can be found in the current edition of the Policy, Organisation & Rules of The Scout Association and www.scouts.org.uk/about-us/policy

Our Investment and Reserves Policy

The work of the Executive Committee involves issues concerning financial control, particularly in the budgeting of events, activities and building maintenance as well as regularly monitoring the financial risks to which the County may be exposed. The income to the County is generated from investments, donations, grants and the membership subscription paid by members of the County. The Investment Policy of the County is such that our reserves continue to be held in low risk managed portfolios; the Executive Committee has reviewed the investments to ensure we are able to achieve a fair rate of return on the capital reserves held. The Reserves Policy was declared by the County Executive Committee to be the 'maintenance of available funds, excluding known commitments and contingent liabilities, equal to a minimum of one year's budgeted revenue expenditure'.

Statement of Trustees' Responsibilities

Law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year (unless the charity is entitled to prepare accounts on the alternative receipts and payments basis). In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable organisation will continue in business

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable it to ensure that the financial statements comply with applicable laws and regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Risk and internal control

The county has in place systems of internal controls that are designed to provide reasonable assurance against material mismanagement or loss. These include two 'signatories' for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees have identified the following as the potential key risks that the County could face:

- Exposure to financial loss from events – mitigated by a robust events approval process
- Reputational damage from adverse press coverage – mitigated by the use of a our perception team and the Scout Association media team
- Reduced income from a fall in membership in our component Districts which provide the major part of our income – mitigated by the support and training of volunteer Scout Leaders to enable a challenging, vigorous and appealing programme for young people.
- Safeguarding – The risk of a safeguarding incident involving our members. We mitigate this risk with our appointments process, including DBS searches to vet new adults and a mandatory safeguarding training package.
- Safety – The risk to health through unsafe practices. We mitigate the risk through a mandatory safety training package, a system of adventurous activity permits and adherence to the Scout Association Policy, Organisation and Rules.
- Major incident at the South London Scout Centre - We mitigate this risk through extensive team training and adherence to regulatory and legislative requirements for health and safety and the maintenance of buildings and equipment and the provision of hazardous activities.

An overview of our revised County Team structure

Working using a teams-based approach to volunteering is not a new concept to us as a county team, we have been successfully working towards this for many years now. Now nationally, our movement is moving away from the current approach of volunteers taking on one or more specific roles, from a long list, to instead focus on the tasks that volunteers can do within teams to support great programmes.

Changing the focus from role to team tasks is one way we can make flexible volunteering really happen and part of day-to-day scouting, which is available to everyone. We want to make it easier for a more diverse range of people to contribute to scouts in a way that reflects their skills, interests, and availability.

This new volunteering framework means that each team has a clear list of tasks, some of which are for the whole team, and others that can be done by one or more individuals. Beyond that, it's down to the team to decide how they organise themselves, based on their skills, interests, and availability.

This approach really is an opportunity to be far more flexible in how our volunteers support scouting at county level, allowing people to volunteer in the way that works for them, rather than being constrained by 'what it says on a role description'.

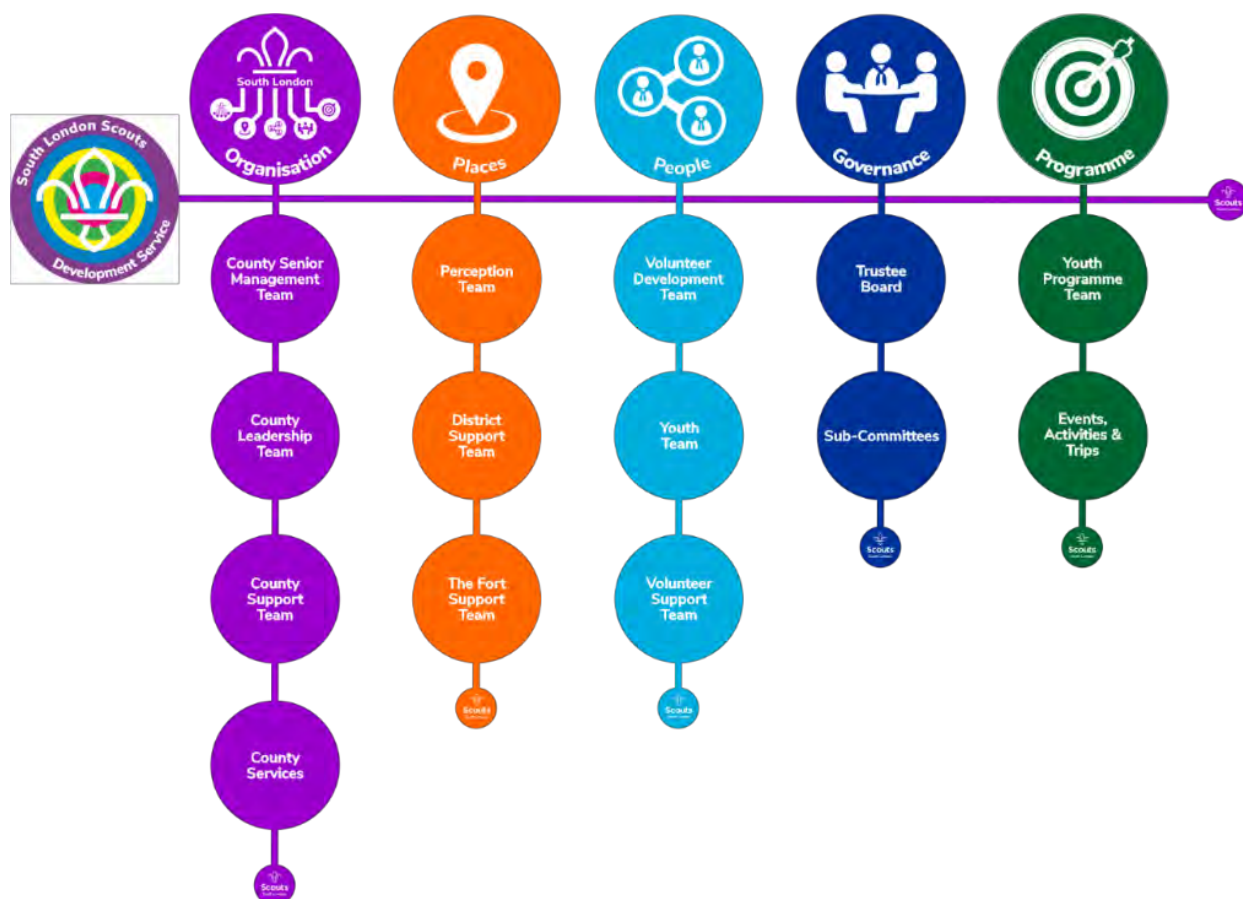
The new team-based approach and teams structure is also mirrored at district and group levels. Importantly, it moves us towards an ethos of sharing the tasks out. Removing our current role descriptions and replacing them with new team descriptions. The team description describes the set of tasks that the team is together responsible for, but it's down to the team to work out how they allocate these tasks amongst themselves.

We all know that it is in our scout groups and explorer scout units where scouting is delivered to young people each week. Therefore, it is our groups and units that we need to support in order for our leaders and supporters to provide quality programmes, overnight events and activities. Our new volunteer frame will support this as it is mapped across our county, districts, groups, and units.

Our revised county structure consists of five areas of work or functions, these are:



Each function consists of a number of teams, these are:



County team role mapping

Our current roles have been mapped across to the relevant team roles as follows:

Current Role Title	New Role Title
County Commissioner	Lead volunteer for South London Scouts
County Training Manager	People team leader
Deputy County Commissioner for programme	Programme team leader
Deputy County Commissioner for people	Places team leader
Deputy County Commissioner for perception	(Moves to places team) Perception sub-team leader
County Chair	Governance team leader (known as county chair)
County Youth Commissioner	County Youth Lead



Our organisation function provides leadership, line management, incident management and inspiration to volunteers and staff, and ensures our wider county team is fully developed, organised, and focussed on supporting programme delivery.

The function has overall responsibility for ensuring that the needs of our county and districts are met and provides advice on a number of day to day operational key areas and topics. It also monitors and coordinates the work of all of our county functions and has overall responsibility for the implementation of our county strategic plan



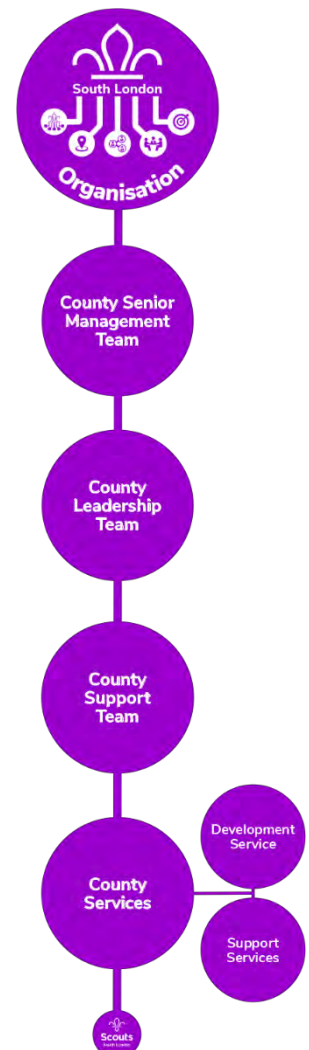
Organisation - County Leadership Team

The county leadership team manages the strategic leadership of scouting in the county and provides support at all levels. This overarching team is responsible for:

- the day-to-day management of the support and services provided by the county
- the management of scouting at county level
- the management of scouting in each of our districts (led by the appropriate district lead volunteer(s))
- sharing success, great ideas and good practice
- the county strategic plan
- discussion of and decisions relating to the growth and development of scouting across the county
- the operational support provided to our district lead volunteers

The County Leadership Team is made up of:

- Lead volunteer for South London Scouts
- County Youth Lead
- People team leader
- Places team leader
- Programme team leader
- County Chair
- Lead volunteers for Wandsworth
- Lead volunteer for Lambeth
- Lead volunteer for Southwark
- Lead volunteer for Lewisham
- Lead volunteer for Royal Greenwich
- County Development Officer





County Development Service

Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support our District Lead Volunteers, Group Lead Volunteers and section leadership teams as situations arise.



The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the five London Boroughs that we serve.

The strategic aim of the service is to work with the County Lead Volunteer and our District Lead Volunteers to ensure:

- growth
- organisational development
- adult recruitment
- volunteer support
- volunteer retention
- membership retention
- sustainability

Areas of support

The strategic aims are achieved by providing support in the following areas:

Growth

● Adult recruitment:

- Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
- promote flexible volunteering
- Attend targeted adult recruitment events
- Support groups and districts with targeted adult recruitment drives
- Assist with parent engagement
- improving the 'volunteer journey' including, welcome and induction, early training, support and review
- Management of the county joining system (join.southlondonscouts.org.uk)

● Opening new provision:

- New scout groups (generally starting with beavers and then moving on to cubs and scouts in time)
- New explorer scout units
- New support teams (specialist, group, district and county teams)
- Sections in established groups - helping groups achieve the full family of scouting
- Starting additional sections in groups that have long waiting lists
- Supporting districts and groups with targeted youth recruitment drives

Development

- Facilitate growing stronger together workshops to assist scout groups and explorer scout units to plan for the future to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

Support for line managers

- Support District Lead Volunteers and Group Lead Volunteers with growth and organisational development initiatives
- Provide inductions for newly appointed Group Lead Volunteers
- Support District Lead Volunteers and volunteer development teams to achieve action for growth
- Provide resources and advice to District Lead Volunteers to assist them with the appointment of effective Group Lead Volunteers

Resources

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

Support to growth facilitators

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth

Transforming the Volunteer Journey

- Help to plan for and lead the implementation of change locally across the county
- Support the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Work with key volunteers to help adult volunteers and stakeholders across the county to understand and plan for successful implementation of the changes
- Take the outputs from the Skills for Life Strategy, in the form of national transformation plans, and help make them work in local contexts – considering local issues and readiness to implement change
- Champion and promote change, supporting members in the county, at all levels, to connect the dots about what the changes mean to them
- Coordinate a network of local transformation champions; creating a community of peer-to-peer support and collaboration
- Attend meetings and events to help inspire members about the changes to be implemented in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success



Organisation - County Volunteer Services

Our County Volunteer Services is all about our volunteers and the volunteering experience, the service works collaboratively with our volunteers across the county to provide the resources, administrative support, advice and services which drive the day-to-day operation of the county.

Services provided include:

- dealing with youth joining enquiries and maintenance of our enquiry system
- dealing with general enquiries
- ordering county supplies – eg scarves and badges
- general operational administration
- county event support
- county team support
- I.T. systems support
- governance support
- training administration
- details to the treasurer to monitor receipt of payments
- administration for the county shining stars awards scheme
- county-wide communications and emails
- county AGM and Awards night event planning and support
- annual census return
- digital and physical legacy management



Our places function provides proactive advice and support to our district's leadership teams, it is also responsible for our internally communications and our public perception of scouting.

Places is also home to our South London Scout Centre support team who manage every aspect of the running, maintaining and developing the centre.



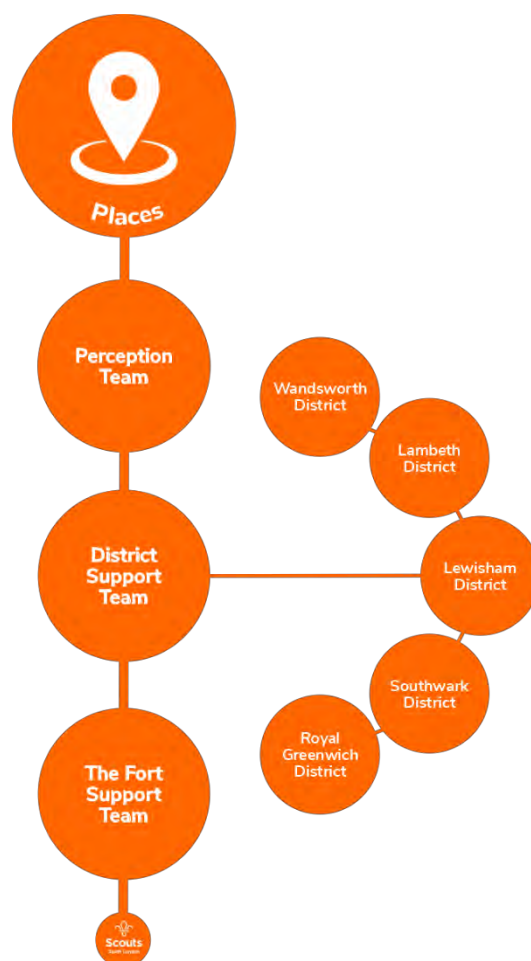
Places - Districts Support Team

The Districts Support Team supports the management, strategic approach and organisational development of scouting across the county at county and district level. And includes:

- the day-to-day management of scouting across the county at district level
- the strategic plan and targets for growth and development of scouting across the county
- at all levels
- the support provided to our district lead volunteers
- discussion of and decisions relating to the growth and development of scouting across the county
- monitoring the growth and development of scouting across the county
- gathering of group information required for the national annual census
- the support provided to our districts and particularly to district lead volunteers, 14 to 24 team leaders and group lead volunteers

The Districts Support team is made up of:

- Lead volunteer for South London Scouts
- Places Team Leader
- People Team Leader
- Lead volunteers for Wandsworth
- Lead volunteer for Lambeth
- Lead volunteer for Southwark
- Lead volunteer for Lewisham
- Lead volunteer for Royal Greenwich
- County Youth Lead
- County Development Officer

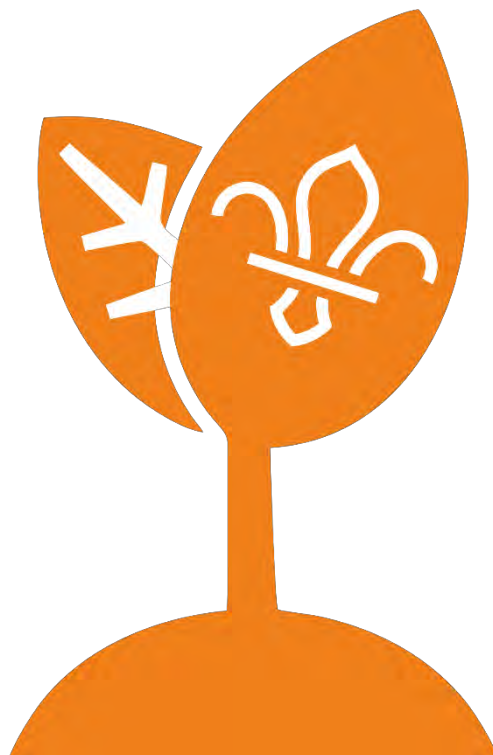


Action for Growth meetings

Our development officer regularly meets with each of our district lead volunteers and relevant growth facilitators to discuss growth and development within the districts. During the meetings they monitor existing development projects, discuss potential issues and challenges with existing groups, identify areas that require development support and opportunities for future growth.

The Fort Team

The Fort team monitors and manages the day-to-day running of the South London Scout Centre, including premises policies, budgeting controls, health, and safety. The team also lead on the development plans that are in place for the centre over the coming years.





Our programme function supports the youth programme across the county, enabling all young people to take part and work towards their top awards.

The function also aims to plan a programme of county events, activities, trips and expeditions for all sections.

It also provides a network of activity experts and activity support teams.



Programme - Events, Activities & Trips Team

Adventurous Outdoor Activity Support

Our County Adventurous Outdoor Activities Team Leader is responsible for defining and delivering our team of County Activity team members, advisers and assessors and our various specialist activity teams, as well as being the manager of the activity permit scheme across the county.

Caving Team

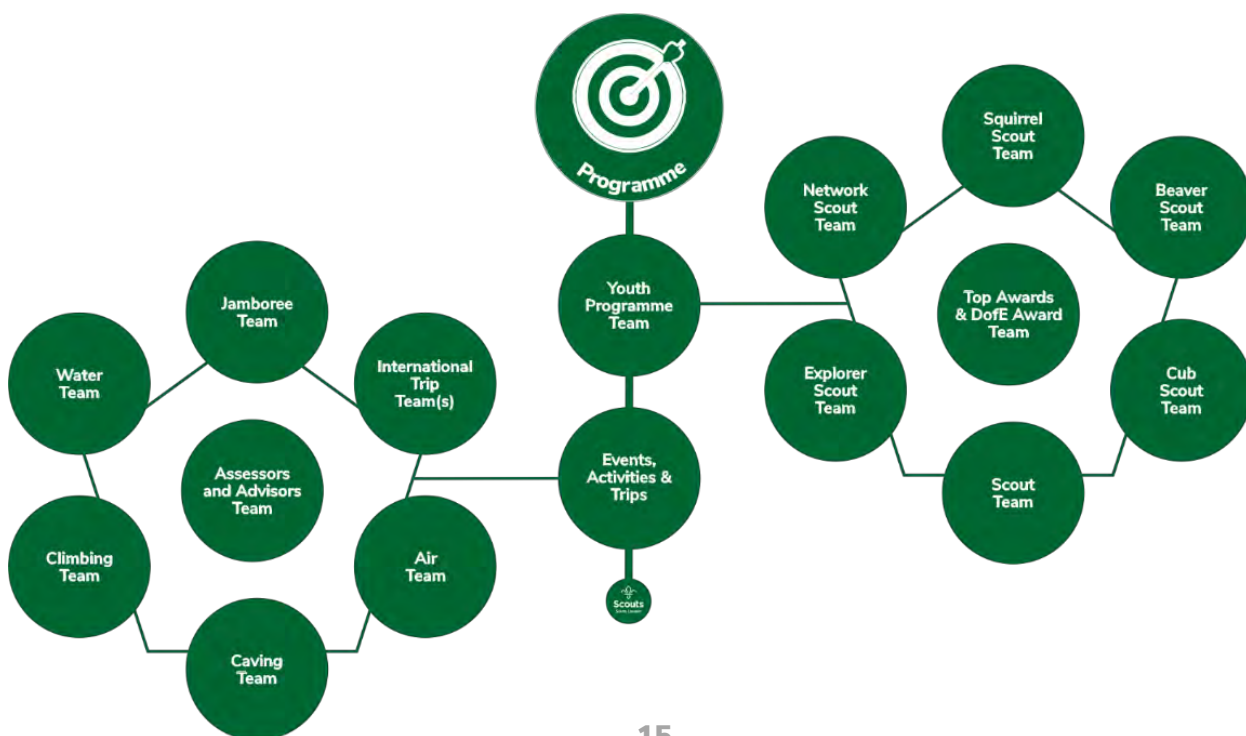
Our caving team provides opportunities for our groups and units to go caving. The unit is made up of people that have an interest in and the relevant qualifications and permits to run caving activities.

Air Team

Our air team provides advice on air activities and provides a programme of air activities for our groups and units. The unit is made up of people that have an interest in and the relevant qualifications and permits to run air activities.

Top Awards Team

Our top awards team helps explorer scout units across the county pursue top awards, and directly managed canoeing and cycling expeditions. Each month they provide a top awards workshop which is open to anyone that is currently working towards achieving their Platinum, Gold or King's Scout Awards and Duke of Edinburgh Awards.





Our people function ensures that everyone that volunteers within our county teams have a quality volunteering experience.

This function provides various levels of support to districts and groups and volunteer services at county level. These include making it easy for people to join, welcome and induction, personal development and learning new skills, recognition, and appointment review.

The function also supports the young leaders scheme and is home to the county youth team.



People - County Volunteer Development Team

The County Volunteering Development Team makes sure all volunteers in County teams have a fantastic volunteering experience. By doing so, they'll make it easy for people to join and learn new skills.

The team members are:

- People Team Leader
- Volunteering Development Team Leader
- Volunteering Development Team Members
- Team Leaders of any sub-teams of the County Volunteering Development Team
- Learning and Development Sub-team Team Leader
- County Youth Lead
- Team Leaders of any sub-teams of the County Volunteering Support Team
- County Development Officer

This area looks after

Attract and welcome new volunteers to County teams

- Use Scouts branded resources to attract new volunteers.
- Make sure new volunteers are welcomed easily and smoothly.
- Introduce new volunteers to district Lead Volunteers and members of county teams.

Make sure volunteers are well-supported

- Help and encourage County Team Leaders to regularly check in with their Team Members to make sure they're enjoying volunteering.
- Make sure all County Teams (including District Lead Volunteers) follow our approach to safe volunteer recruitment, appointment, reviews, and processes for leaving Scouts.

Help volunteers in County teams with learning

- Make sure volunteers across the County can access relevant Managers and Supporters training
- Help volunteers find and engage in opportunities for learning and development.
- Coordinate Scouts learning that needs to be delivered by an accredited trainer or facilitator – including coordinating and supporting the trainers
- Use the learning delivery materials developed by Scouts (e.g. training sessions, workshops, activities, etc.), and make changes (when necessary) so activities are accessible for everyone.

- Help volunteers connect across the County and beyond to learn, share best practices and overcome shared challenges.
- Set up helpful learning opportunities with external organisations, if it's relevant and helpful for volunteers.
- Make sure volunteers can be recognised for prior learning and experience, and have it credited in their records.
- Learn from people in other Volunteering Development Teams

Recognise volunteers

- Recognise and show appreciation for volunteers' brilliant work, formally and informally.



**Contact details for all members of our county team
can be found at:
southlondonscouts.org.uk/county-directory**

We are actively seeking individuals who are interested in joining the county team. Our aim is to cultivate a unified and youth-led approach to advance Scouting in our County. If you are interested, please contact us as we would love to grow and develop our team.



Our governance function ensures that scouting at county level is run safely and legally and support this area of work across the county.

The county trustee board is specifically responsible to the county scout council and has a focus on supporting our county strategy; key policy decisions; approval of the county development plan and for acting on matters relating to finance, the county development and volunteer services and the South London Scout Centre.

Our governance is an important part of the day-to-day running of our county and exists to support the County team in meeting its responsibilities.

From April 2023, following your next annual general meeting the purpose and responsibilities of your Trustee Boards will change to...

The Trustee Board must act in the charity's best interests, acting with reasonable care and skill and take steps to be confident that:

The scout county is:

- well managed
- carrying out its purposes for the public benefit
- complying with the charity's governing document and the law
- managing the charity's resources responsibly

And that the scout county:

1. is operating compliant with the current edition of Policy, Organisation & Rules (POR), including effective management of the key policies listed in chapter 2 - equal opportunities, privacy and data protection, religious, safeguarding, safety, vetting, youth member anti-bullying policies
2. ensures that young people are meaningfully involved in decision making at all levels
3. plan so that there are sufficient resources (funds, people, property and equipment) available to meet the planned work of each of the county to enable the delivery of high-quality programmes and the youth training programme
4. has a positive image in the local community

The trustee board members must themselves collectively:

1. develop and maintain a risk register, including putting in place appropriate mitigations
2. ensure that the county's finances are properly managed, including development and maintenance of appropriate budgets to support the work of the county
3. maintain and manage:
 - a reserves policy (including a plan for use of reserves outside the 'minimum')
 - an investment policy
 - a public benefit statement for the county

4. ensure that people, property and equipment are appropriately insured, and that any property and equipment owned or used by the county is properly protected and maintained
5. promote and support the development of scouting in the local area
6. ensure the appointment and management and operation of any sub-committees, including appointing a chair to lead the sub-committee
7. ensure that effective administration is in place to support the work of the trustee board
8. appoint any administrators, advisers and co-opted members of the trustee board
9. ensure transparency of operation, including:
 - o prepare and approve the annual accounts and arrange that they are signed-off by an auditor, independent examiner or scrutineer as appropriate and as appointed by the Scout Council at their Annual General Meeting (AGM)
 - o prepare and approve the Trustees' annual report (which must include the annual accounts)
 - o present the approved Trustees' annual report and annual accounts to the scout council at the AGM
 - o following the AGM, ensure that a copy of the trustee annual report and accounts is sent to the District Trustee Board administration and, if a registered charity, is filed with the Charity Commission for England & Wales
 - o take responsibility for adherence to data protection legislation (GDPR), recognising that, dependent on circumstances, it will at different times act as a data controller and as a data processor
 - o individually and collectively maintain confidentiality regarding appropriate trustee board business
10. where staff are employed:
 - o act as a responsible employer in accordance with scouting's values and relevant legislation
 - o ensure that effective line management is in place for each employed staff member and that these are clearly established and communicated
 - o ensure that appropriate specific personnel insurance is in place

Governance structure

The members of the county trustee board are appointed in accordance with the current edition of the Policy, Organisation and Rules (P.O.R.) of the scout association. The county chair, county commissioner (county lead volunteer), county treasurer and the county secretary are ex-officio members of the county board of trustees. Other members are elected or appointed at the annual general meeting of the Greater London South County Scout Council. The members of the trustee board, who are its trustees, have met on six occasions since the last AGM in July 2022.

The board currently has one principal sub-committees to assist with its responsibilities, this is the finance sub-committee and the board receives their reports and then considers their proposals and actions their recommendations as necessary.

Finance Sub Committee

The Finance sub-committee is chaired by the county chair and has devolved operational responsibility for financial management on behalf of the county board of trustees and makes recommendations on appropriate financial management controls to the trustees. The county treasurer is the trustee with day-to-day responsibility for financial management, acting on behalf of the county trustee board.

Membership of the County Trustee Board - County Trustees

The County Trustee Board is made up of four types of members:

- **Ex-officio trustees** have a role on the Trustee Board due to their role in scouting. These are:
 - County Lead Volunteer (County Commissioner)
 - County Youth Lead (County Youth Commissioner)
 - County Chair
 - County Secretary
 - County Treasurer
- **Elected Trustees** stand for election at the annual general meeting and are elected by the county scout council to take on the role; there are usually four to six in number
- **Nominated Trustees** are nominated by the County Lead Volunteer (County Commissioner), in partnership with the County Chair and approved at the annual general meeting; there must be no more nominated trustees than elected trustees
- **Co-opted Trustees** are chosen to take on a role by the County Trustee Board due to specific skills or knowledge useful to the trustee board; there must be no more co-opted trustees than elected trustees

The membership is set up this way to ensure that the interests of the County Scout Council and the County Lead Volunteer (County Commissioner), are represented, and balanced. It also serves to broaden the membership of the trustee board – possibly to bring in people from other parts of the local community.

Other people deemed appropriate for the County Trustee Board's current business may be invited to attend a meeting at the chair's discretion.





The County Chair

Well, this has been my first year as chair for South London Scouts and what a year it has been. It has flown by and that is probably because I have enjoyed the role so much. I was apprehensive leaving a hands-on role behind but actually in this role I've been able to see and hear all the incredible work that has been happening across the county.

Although I'm based outside of South London I've still been able to keep up to date with activities that have been happening back here. Largely thanks to the social media team who do a cracking job of shouting loud about all the fun stuff.

We have been in the final throes of the Jamboree and County international trip and all the volunteers involved have been working overtime to make them trips of a lifetime. We look forward to welcoming them back next year to hear all about it.

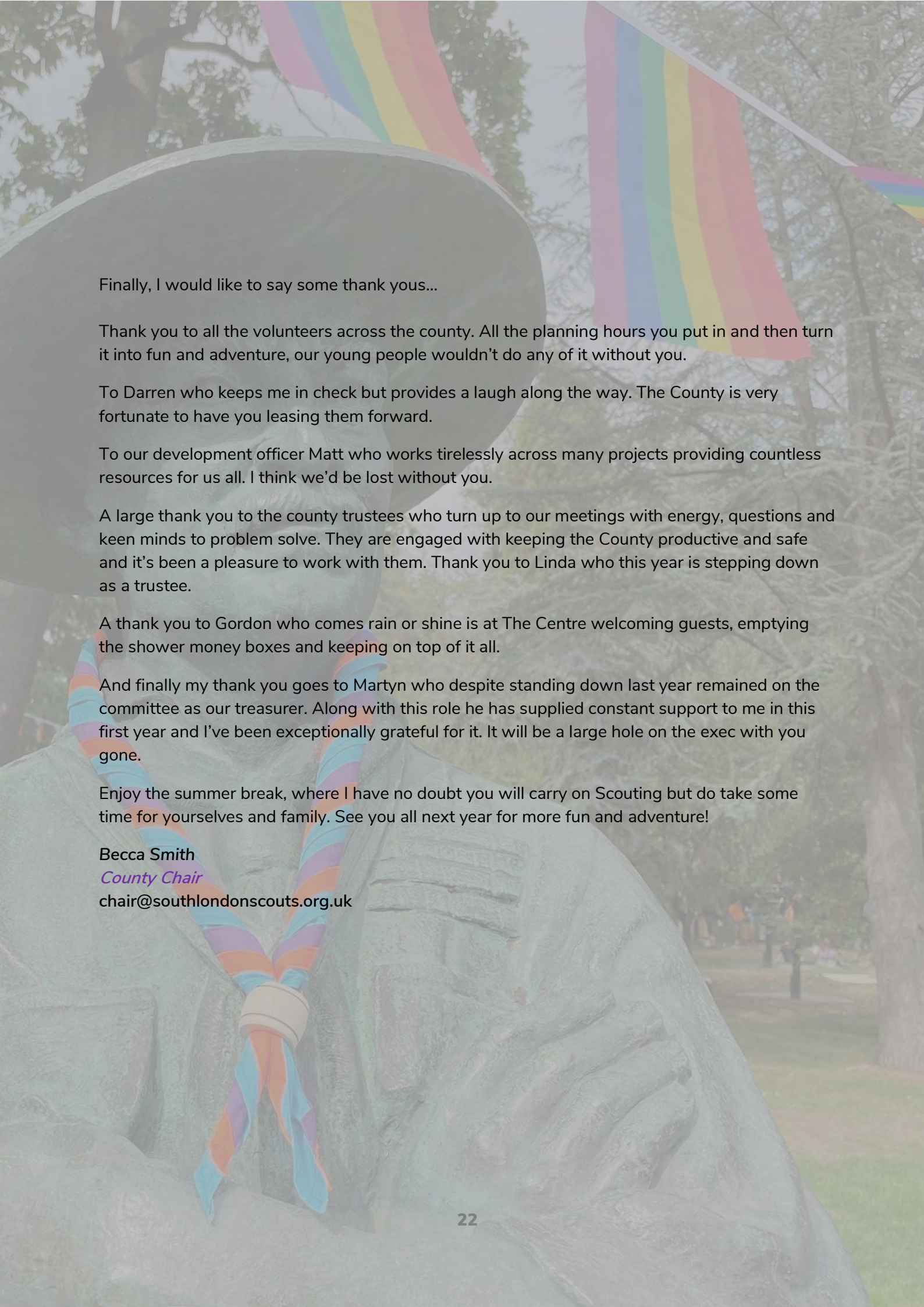
Things have been moving with regards to the future development of the South London Centre. If anyone in the county feels they can offer any support or practical skills please get in touch, as any extra help and input would be appreciated as we really do need to secure this great asset for the future young people across south London.

Talking of roles to fill we are still in need of finding a permanent treasurer for the county. This is not an onerous task and will require you to write and file the minutes and get a great insight into what happens in our County.

Matt has led some extraordinary work this year with regards to our upcoming transformation. Change can always feel tricky and difficult however the presentations that have happened explained exactly why this change is necessary and what the future holds for Scouting (spoiler alert- it's very positive). I urge you all to get on board with what is happening over the next months and into next year, don't be left behind!

I'd like to acknowledge all those who have gone home over the last year. Our thoughts are with their families, and we could never thank them enough for all the hours of volunteering they gave to the County.





Finally, I would like to say some thank yous...

Thank you to all the volunteers across the county. All the planning hours you put in and then turn it into fun and adventure, our young people wouldn't do any of it without you.

To Darren who keeps me in check but provides a laugh along the way. The County is very fortunate to have you leasing them forward.

To our development officer Matt who works tirelessly across many projects providing countless resources for us all. I think we'd be lost without you.

A large thank you to the county trustees who turn up to our meetings with energy, questions and keen minds to problem solve. They are engaged with keeping the County productive and safe and it's been a pleasure to work with them. Thank you to Linda who this year is stepping down as a trustee.

A thank you to Gordon who comes rain or shine is at The Centre welcoming guests, emptying the shower money boxes and keeping on top of it all.

And finally my thank you goes to Martyn who despite standing down last year remained on the committee as our treasurer. Along with this role he has supplied constant support to me in this first year and I've been exceptionally grateful for it. It will be a large hole on the exec with you gone.

Enjoy the summer break, where I have no doubt you will carry on Scouting but do take some time for yourselves and family. See you all next year for more fun and adventure!

Becca Smith

County Chair

chair@southlondonscouts.org.uk



County Leadership Team

As another year passes it's great to report that things are continuing to improve with scouting in our Districts and we continue to be able to provide a fantastic scouting experience for our young people.

Our figures show in the census report from Jan this year that the number of young people wanting to take part in the scouting experience has increased by 318, and 16 adults, this equates to a 5.8% increase. Although we are not quite back to pre-pandemic numbers we were the second best percentage increase in the London Region. I want to thank all of the DCs and their teams for their great efforts in boosting these recruitments and for their work and commitment to their groups over the last year. Sadly, we lose John Sweeney this year as DC for Royal Greenwich, and I would like to thank him for his dedication to the role over the last 10 years.

Since the last AGM we have been able to provide and plan some great scouting adventures as you will see in the following Programme reports. I would also like to thank David Liddle in stepping up and continuing to take the lead in organising the programme activities over the last year for the County.

We have our County Jamboree unit and also an additional patrol joint with Hampshire unit attending the WSJ in August this year. The county team are also providing another great international experience aside from the Jamboree with a trip to Croatia in August as well. Thank you to all the adults giving up their time and sharing their experiences to lead these great events, I know our young people will get a life changing experience from them.

Welcome to Roe Littlejohns-Hennessy who has agreed to take on the role of ACC Network, they are in the process of coordinating with Networks around the Districts and we hope to see some exciting events happening going forward.

Alfie Francis (County Youth Commissioner) continues to support the county in conjunction with District Youth Commissioners and has some good plans in place for the coming year, so thank you to him for this.

Ross (Deputy County Commissioner responsible for Perception) and his team have continued to work extremely hard over the last year supporting the county with a lot of media coverage and support. Ross also manages the Jack Petchey Awards scheme, keeping the districts up to date on progress and awards, and we were able to provide an awards ceremony this year back in March to recognise the awards given over the last couple of years.

Jason (Deputy County Commissioner responsible for People) continues to support myself and our leaders in this role alongside the continued management of our Shining Stars awards recognising our fantastic volunteers. Jason has also been very busy supporting the International trips being organised in the County & Districts, and continues to support these teams.

Matt (Growth & Development Officer) continues to work very hard with our Districts to help groups to re-open, start new groups to manage and support the young people getting back to

scouting. He has also agreed to be our Transformation lead and has created and supported some great work over the last year to get our groups into the new ways of working as 'Teams' based to align with the new ways of working in scouting. Also, in his role as (County Training Manager), he and his team have worked extremely hard and diligently to provide training to our county and support our adults in their learning and development. Thank you & your team for your continued efforts and assistance.

And lastly, I would like to thank Becca for her continued support and encouragement to the county over the last year in her role as Chair of the executive. It has been especially busy since she took over with the starting of our plans to redevelop the South London Scout centre alongside all the other commitments of the exec. Becca is doing an amazing job and always has a great smile whilst doing it, so thank you.

So on behalf of all the Young People in South London County and I know its not said enough but, I would like to offer a big 'THANK YOU' all for your time, effort, energy and dedication that you put into scouting in South London every week, it is greatly appreciated.

Darren Lodge

County Leader Volunteer (County Commissioner)

cc@southlondonscouts.org.uk

County Youth Team

Over the past year the county youth team, working with the District Youth Teams have been planning events, which will start in September 2023.

The Jamboree and Croatia trips have been Youth shaped allowing the youth members shaping their international experiences.

In the next year we will continue to focus on the recruitment and training of young leaders across the county, with working with districts and county teams we will promote the young leaders award and South London Scout Leadership award to increase the number of young leaders who will be the future leaders of scouting. Our aim as a whole is to provide Youth shaped scouting across our county.

We will also try and get youth commissioners in all districts within the next year, to increase youth shaped scouting across the County.

Alfie Francis

County Youth Lead (County Youth Commissioner)

cyc@southlondonscouts.org.uk



Programme

The past year has been an exceptional one for scouting, marked by remarkable planning for international trips and a surge of activities. The dedication and enthusiasm displayed by our members have been truly inspiring. Numerous events, including camps at Gilwell and Brownsea Island, have contributed to the growing engagement and camaraderie within our county. As we eagerly await the return of our scouts from these trips, we anticipate hearing and sharing their incredible stories. Below are just a few highlights for what has been an incredible year!

Offshore Sailing 2023

Once again another fabulous weekend with South London Scouts taking three yachts out for the weekend with the Discovery Sailing Project. The crews learned loads, from sails to steering, man overboard training and emergency (Jon) buoy retrieval, and the all important “making tea” and “cooking” while the boat is at 20° sailing on a good wind. A HUGE South London Scouts thanks to the skippers and crew of the Discovery Sailing Project for keeping us safe while ensuring all had fun, and to our leadership team of David, Paul, Will & Joseph for making the experience happen for our South London Scouts members. There are some great photos on South London Scouts Facebook and Instagram feeds so check them out online.

If you fancy making this happen for your group, please contact the Discovery Sailing Project via <https://dsp.uk.com/> - the team is tried and tested and has consistently delivered fantastic offshore experiences for groups across the County and nationally for years. You do not need to have any sailing experience, and they are already booking well into 2024. Without question the best Sail Training outfit on the South Coast and 100% well worth a visit. Don't miss out - get your booking in today!!!



For those interested in the “South London Scouts Offshore Sailing Trophy 2024” we are in discussion about dates for 2024 and will let you know more details later in the year. We are all looking to have a “leader only” sailing event which should be a lot of fun.

Gilwell Reunion 2022:

The Gilwell Reunion 2022 proved to be a resounding success for South London Scouts. Numerous adult members attended the event and camped together, fostering camaraderie and providing an opportunity to learn from Scouters across the country. Although we won't delve into the dancing escapades, it was a truly enjoyable experience for all.

#SLSCroatia23

For South London Scouts the #SLSCroatia23 journey has represented one of the most connective and collaborative activities of 2022-2023. In terms of camps we have now completed the four practice camps that were planned and now heading towards the main event in Croatia in August 2023. To give you an idea of the activities completed to date:



As you can see this is a huge achievement and the experience all our young people and leaders are getting is incredible. The growth and development that we have seen throughout the youth team is amazing to watch, and will no doubt benefit the county significantly. We've also seen a substantial amount of learning and development within the leadership team, which will also substantially benefit the county for years to come in terms of enabling activities and trips. We are very much looking forward to sharing what the team gets up to Croatia in August. Please do follow the adventure on social media via #SLSCroatia23. We hope that this trip inspires you!

Weekend 1 – The Fort

1. The Army Team Building
2. Camp Fire / Roasting marshmallow
3. Fire bucket challenge
4. Jigsaw Challenge
5. Build a Bridge
6. Floor is Lava
7. Identify by Design (badge design)
8. Meccano cars
9. Fancy dress – Wild West
10. Scavenger Hunt
11. Awards presentation

Weekend 2 – Windsor

1. Hike
2. Scavenger hunt in Windsor
3. First Aid
4. Crunchy Critters bushtucker trial
5. Water rockets
6. Chip Van visit
7. Lazer Camp fire
8. Patrol Cooking
9. Fancy Dress – Jubilee Theme
10. Tik-tok videos
11. Croatian Phrases
12. Awards presentation

Weekend 3 – Gilwell Park

1. Jacobs Ladder
2. Leap of faith
3. Shelter building
4. Axe throwing
5. 3G Swing
6. Team building
7. Camp fire
8. Fancy Dress – Halloween Theme
9. Practice travel on public transport
10. Crate Stacking
11. Hike
12. Archery
13. Climbing

Weekend 4 – Ferny Croft / Brownsea Island

1. Skinning / cooking pheasants
2. Hike
3. Camp fire for 200
7. Wide Game
4. Brownsea Island visit
5. County Awards presentation
6. Camp under the stars

Weekend 5 – Family BBQ

1. Family BBQ for 300
2. Kit distribution
3. Checkin and Q&A



As you can see this is a huge achievement and the experience all our young people and leaders are getting is incredible. The growth and development that we have seen throughout the youth team is amazing to watch, and will no doubt benefit the county significantly. We've also seen a substantial amount of learning and development within the leadership team, which will also substantially benefit the county for years to come in terms of enabling activities and trips. We are very much looking forward to sharing what the team gets up to Croatia in August. Please do follow the adventure on social media via [#SLSCroatia23](#). We hope that this trip inspires you!



Top Awards Team

Since the major relaxation of Covid restrictions the Top Awards Team has been expanding the support it offers to Explorer Scout Units across South London and in particular our Canoe expeditions have been going from strength to strength. We run expeditions across England, Wales and Scotland and support with the behind the scenes admin to help young people sign off their awards.

This year we have 68 Explorers from five Explorer Units taking part in canoe expeditions: Phoenix (Southwark), Severndroog & Phoenix (Greenwich) and Golden Hind & Discovery (Lewisham), as well as some adult participants from other groups and units including the 4th Streatham and the County Team are all represented.

From October to March we run monthly eDofE surgeries to support all and any DofE participants from across the county. Each month's surgery is hosted at a different unit.

From March to August we support Units with the provision of expeditions by running a training event in March, a practice expedition and Bronze expeditions in July, and Silver and Gold expeditions in Scotland in August. Any units who would like to access support with their expeditions, or team up with us, are welcome to get in touch.

In addition, we are currently assisting Lewisham District Explorers in fundraising for a fleet of canoes of their own.

On Wednesday 27th September we will be holding our celebration evening and Leaders from across the county are welcome to attend.

Our 2023/24 Dates:

- **Wed 27th September 2023:** Presentation Evening at the Fort
- **Friday 22nd to Sunday 24th March 2024:** Training Weekend on the River Thames, based at Longridge
- **Friday 12th to Sunday 14th July 2024:** Bronze Qualifying Expeditions and Silver / Gold Practices
- **Friday 23rd to Saturday 31st August 2024:** Qualifying Silver/ Gold expeditions on the Great Glen in Scotland

Marlon Marton-Bell & Alex Ward

Top Award Team

top.awards@southlondonscouts.org.uk





Since July 2022 we have been very busy and doing some amazing things with our Unit. Our July 2022 weekend camp to Thiftwood was all about adventure, activities, camping and bonding. We certainly bonded.

It has been great seeing how well the unit is gelling together and seeing how well they are forming friendships across the County.

We took the opportunity to have a go at crate stacking, axe throwing, Jacob's ladder, high ropes and raft building. We also managed to get a local fish and chip delivery that went down very well with everyone. The raft building also gave us our first trip to the hospital and taught us how to manage that situation with which leaders were going where and our first experience in filling out an accident report etc... Nothing was broken and only a sprained ankle (thank goodness) A great camp was had by all and all the young people are getting on with each other and really starting to form great friendships.



On Sat 10th September we took the unit White Water Rafting at Lee Valley (Waltham Abbey). This experience was absolutely awesome, and a great time was had by all. To start off with you all must jump in the water and float 50 yards down the rapids and swim to the side. That was a reality check. But we all did it, and then moved on for a 2 hour session on the rapids. We had a few practice goes learning how to turn left or right, going backwards and forming crash positions. Mostly learning how to hang on!! This was a great experience and well worth doing once in your life.



In November we were back at the Fort for a training weekend. Here we spent more time tackling the challenges we were facing going to Korea and how we were going to cope with our Mental wellbeing, health, hygiene, learning to live with others and respecting people's space and trying to realise when something is wrong. We carried out various scenarios that they all tackled head on and made some interesting thoughts for discussions.

This camp we appointed Patrol Leaders and Assistant Patrol Leaders and put the young people into patrols. For the weekend they would need to work in their patrols on all the challenges we gave them, that included cooking a meal each for the whole unit (40 of us) A night hike, making camp entrances and of course the hungry hippos game. Again, the young people were well behaved and a credit to everyone. We really have a lovely unit.



In January 2023 we took the young people Ice skating at Canary Wharf and Trampolining at the O2. It all started so well. The ice rink was pretty empty with mainly our unit being the only ones on it. But before I could complete 2 laps we had 2 casualties. 1 had fallen and cut under his chin and 1 had cut to the side of his eye. Both required a trip to the local hospital.

We set the kids a simple task of getting to the O2 on time for the Trampolining, which they all stuck to too and arrived safely. We enjoyed our time on the trampolines and high ropes and that was the end of another Thames Tigers activity.



In March 2023 we all went Go Karting on the outside racetrack in Mile End. This was another great opportunity to try something new. I was surprised how well most of them could drive. It did get a bit competitive, but we all had fun and stayed safe while racing.

We also had one of the units mum offer to cook us all a Pizza at the local Domino's. This went down really well with everyone. So Thanks to Sarah Heath. You are a real star!



We had an 'All Adults Weekend' in May at Gilwell Park. This was a chance for every adult going to the Jamboree as a member of the UK contingent to come together. We attended various training sessions on safeguarding and received vital information on what is happening in Seoul and how/what we need to do in preparation.

Was also a time to meet other leaders from all over the County and all the IST members that will be representing the United Kingdom on the Jamboree. It was a fun and informative weekend and a lot of information to digest.



We have one more training camp planned for early July at the Fort and then we are off.

We leave Tuesday 25th July at 2am Heading to Heathrow for our flight to Poland then onto Korea.

This has been an unbelievable experience so far and I am really hoping that we have the best time ever and that every YP gets the most out of this and makes friends for life.

I'd like to thank my Jamboree Leaders Lorraine, Emily and Matt. They have always supported me in everything that we decide to do, and I really couldn't have managed a better team. Thanks for all your dedication and hard work. It will all be worth it.

Thanks to the County for all their support and guidance and for giving us the chance to run this unit.

Kevin Garlick

Unit Leader – Unit 33

South London Scout County Jamboree Unit

unit33@southlondonscouts.org.uk



As we approach the final sprint of our preparations for the World Scout Jamboree, with just over a week to fly if you're reading this at the AGM, it's a moment to reflect on the incredible journey we've undertaken. Since being asked to be an assistant unit leader in September 2021, it has been a privilege to be part of a joint unit with Hampshire and watch the growth and development of the young people in unit 61. Additionally, it has been an opportunity to showcase South London as the superior county, although don't tell Hampshire I've said that!

Our journey commenced in December with an exclusive South London golf meetup, where I had the pleasure of meeting the nine young individuals who would join me and 30 others from Hampshire on this remarkable global experience. It was delightful to finally put names to faces and learn more about everyone. The event was filled with hole-in-ones, Christmas presents, and a sense of anticipation of what was to come.

In January 2022, we embarked on our journey along the M25 and down the A3, a route that has become familiar to me. Initially, there were concerns about being 'In the sticks' and breathing fresh air. For the first half hour it can only be described as a year 6 disco with a Hampshire corner and a South London corner, with the leaders in no-man's land in the middle. However, after some icebreaker games and team-building activities, we successfully brought everyone together, even creating TikToks that went viral with over 360,000 views! The next morning, an early 6:30 "bus", which turned out to be a walk around the village, challenged our ability to start the day promptly, including our leaders. Some of the young participants may still hold a grudge against us for that early start. As the morning progressed, we brainstormed unit name ideas, a challenging task as we couldn't include any location-specific references. Finally, MI61 was formed, and we built a spy-themed concept around it.

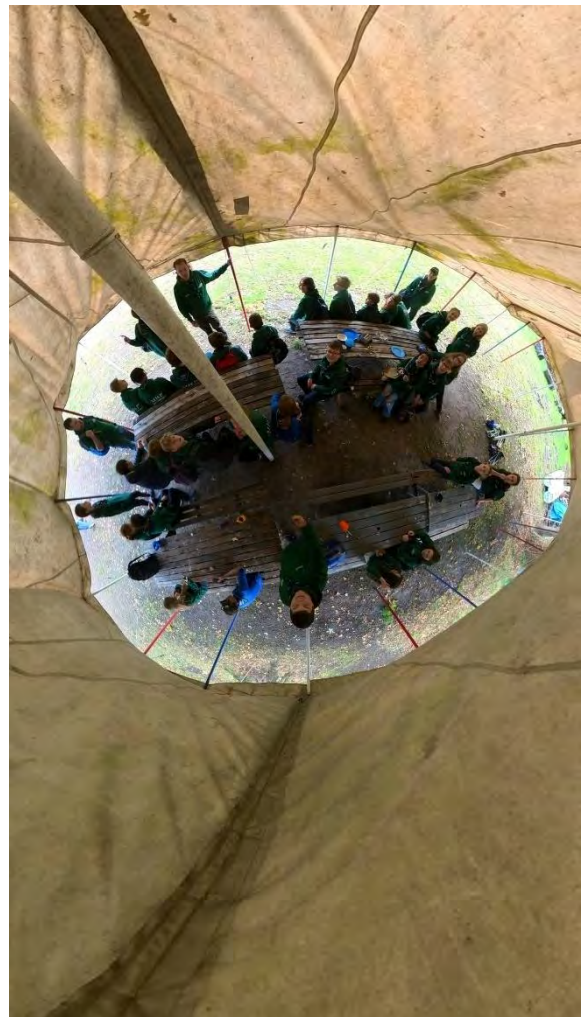


In April, it was Hampshire's turn to visit London, which proved to be a first-time experience for some. We began with pioneering activities to gather ideas for a camp gateway, followed by engaging in on-site activities and culminating in a delicious meal prepared by Terry, an occasion that is still talked about to this day! The following day, we took a stroll through fields to Oxleas

Woods, surprising some Hampshire residents with the existence of such greenery in London. We then set the challenge of completing the Oxleas Wood orienteering course, providing an opportunity to observe their behaviour in an unsupervised yet safe environment. In the evening, we brainstormed ideas for a unit badge design, exploring numerous concepts until one young person sketched an Aston Martin DB5, giving birth to the iconic badge. On Monday, we explored Covent Garden, enjoyed some free time in Leicester Square, and visited the National Gallery to engage in the "Draw our Dream" activity, a prominent theme of the jamboree. The young participants sketched paintings, discussed their different elements, and even reenacted one of them, much to the amusement of onlookers. We then embarked on a whirlwind tour of iconic sites, capturing a picture outside Horse Guards and receiving a tour of the Houses of Parliament, which allowed us to practise airport security procedures. We also visited the Korean embassy and Buckingham Palace before returning to camp, covering many, many steps along the way.

In July, we hosted a patrol-based weekend in Hampshire, where each patrol cooked their meals, resulting in varying levels of culinary creativity. We also dedicated a session to mental health and self-care in preparation for the jamboree. On Sunday morning, the unit awakened to discover a secret message in the middle of the field, containing an MI6 mission to find breakfast using coordinates. This experiment tested the unit's response and personal responsibility in the absence of leaders. After spending some time waiting in a layby and receiving strange looks, the patrols eventually arrived one by one for their breakfast before hiking back to the site.

In September, we fulfilled the unit's request for a trip to Peppa Pig World, making their dreams come true. It was a delightful day observing the young people navigate the park in their own groups and enjoy their own space. The smiles on their faces as they descended the log flume made it all worthwhile, even though they managed to convince me to join them on the ride! On Sunday, we had the opportunity to learn Choi Kwang Do, a Korean martial art, providing a glimpse into Korean culture.



As Christmas approached, we celebrated with a festive party filled with games, food, and a secret Santa exchange among the unit members. We also shared updates from the UK Contingent, which served as an early Christmas present, with the units on the site.

In January, we returned to Hampshire for our second-to-last training camp. Saturday featured a first aid masterclass to prepare us for the jamboree site, followed by patrol-based menu planning and shopping at Tesco while staying within our budget. We also focused on jamboree clothes washing using dry bag washing machines. On Sunday, we embarked on a relaxed hike to the river, spending the morning trying our hand at crabbing, an entirely new experience for some.

In March, we joined thousands of other scouts in London for an exhilarating Monopoly Run Live! This event served as valuable practice for navigating the metro in Seoul. For those from London, it felt like a walk in the park, quite literally. However, for some, it was their first time riding the tube!

By the time you read this, we will have completed our final training camp, with our bags packed and preparations underway for our flight on July 30th, marking the beginning of an adventure of a lifetime!



I am immensely grateful and would like to extend my thanks to the parents who have been instrumental in assisting the young people throughout this remarkable journey. Their unwavering dedication and support, whether it be in the form of dropping off at the fort or replying to last minute emails, their commitment to the growth and development of the young people has been truly remarkable, and I am truly grateful for their invaluable contribution.

Additionally, I would like to express my appreciation to the three leaders from Hampshire who have played a pivotal role in supporting the unit. Their tireless efforts, guidance, and expertise have been invaluable in shaping the journey. Their commitment to helping grow the jamboree unit and our ability to work so well as a team has led to such a successful jamboree unit.

Furthermore, I want to acknowledge and extend my sincere gratitude to the county team, particularly Becca, Darren, Jason, Martyn, and Matt. Their extensive knowledge, wealth of experience, and continuous support have been paramount throughout this entire process. Their guidance, insights, and encouragement have been a constant source of inspiration and led to the success of the unit.

Joseph Shippam

Assistant Unit Leader - Unit 61

South London Scout County Joint Jamboree Unit with Hampshire Scout County

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Perception Team

Our perception team has been actively promoting the extraordinary opportunities available to our members, emphasising the expansion of activities such as sailing, caving, canoeing, and flying. The level of engagement across the county has reached unprecedented heights, with numerous groups from different districts working collaboratively to ensure the success of scouting in South London.

Our website and social media platforms continue to lead the way in UK scouting, showcasing innovation and compelling content. The "Become a Scout" section, spearheaded by Matt last year, has streamlined the process for new members and volunteers, resulting in a substantial increase in participation. We remain committed to ensuring that no new opportunities are overlooked.

We have had significant interactions with HQ, including an exciting filming session at The Fort with Bear Grylls and Louis Theroux, featuring some of our fortunate Scouts. For those who missed it, the footage can be watched on BBC 2. This event served as a remarkable platform to spotlight South London Scouts and their achievements.

The last year has been an outstanding year for Scouting in South London. The commitment and achievements of our members have surpassed all expectations. Moving forward, we anticipate further growth in our online presence and increased collaboration among our groups. We remain dedicated to providing exceptional experiences for our scouts and volunteers alike, ensuring the continued success of Scouting in our County.

The Benefits we are seeing using social media

Social media has revolutionised the way we connect and interact, offering numerous benefits that have transformed our personal and professional lives. One of the greatest advantages is the ability to share ideas effortlessly and connect with like-minded individuals across the globe. Social media platforms provide a virtual space for individuals to exchange thoughts, discuss topics of interest, and engage in meaningful conversations, fostering a vibrant community of knowledge and creativity.

Social media enables seamless collaboration, breaking down geographical barriers and facilitating teamwork on a county-wide scale. This open and collaborative environment allows for the pooling of diverse perspectives and expertise, leading to the development of groundbreaking projects and solutions. It helps in showcasing new activities and experiences. This not only encourages others to explore new activities but also creates a vibrant tapestry of inspiration and discovery.

Furthermore, social media serves as a valuable tool for highlighting experts and permit holders in various fields, providing a platform to amplify their voices and expertise. This fosters a sense of community and facilitates networking, creating opportunities for personal growth and development.

Overall, social media has become an invaluable asset for South London Scouts, offering benefits such as idea-sharing, collaboration, activity showcasing, and connecting individuals. Its power to connect people from all walks of life and empower them to exchange knowledge and experiences has undoubtedly revolutionised the way we interact, learn, and innovate in today's interconnected world. Most importantly, it is opening doors for members, allowing us access to things and places we would not have otherwise achieved. Check out South London Scouts on Facebook and Instagram.

South Circular

We are delighted to announce the upcoming return of our County magazine, the South Circular, this summer. Packed with exciting content, this issue will showcase the accomplishments of our exceptional scouts. We encourage all members to share their stories by submitting them through by email to south.circular@southlondonscouts.org.uk

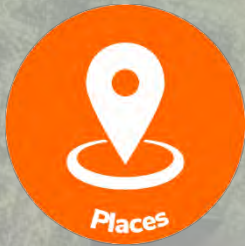
#SouthLondonScouts @SouthLondonScouts

Ross Whittome

Perception Team Leader (Deputy County Commissioner responsible for our perception team)

dcc.perception@southlondonscouts.org.uk





County Development Service

Our County Development Service has had another busy and productive year working alongside new and existing volunteers and in partnership with our scout districts, scout groups, explorer scout units and local communities to support the growth of scouting across our county, ensuring we continue to provide skills for life, challenge and adventure to as many young people as we can.

Throughout the year Matt has continued to assist with successfully driving adult recruitment, promoting the opportunities we have to volunteer. This has been a multilevel approach with him actively working with different promotional channels, networking with local community groups, supporting some targeted campaigns and through providing support and resources, on request, to empower districts, groups, and units to recruit locally.

Our 'become a scout' and 'volunteer with us' enquiry platform continues to provide an easy to use and effective way of enabling the public to enquiry directly with our groups and units about their opportunities for young people, the adventures they offer and for adults to join their teams. Over the last 12 months we have received 1678 youth enquiries to join us and 83 adult enquiries to volunteer with us.

The system also provides each of our groups and units with their own recruitment page to use locally to promote the opportunities they have for young people and adults to get involved. Plans are currently being made to amend the system to accommodate the Squirrels sections as they roll out across the county.

Over the last year our organisational and development priorities have focussed on sustaining our provision and supporting the growth of our membership to pre-pandemic levels. The service has also focused on supporting volunteers across the county with planning and delivering the four pillars that are part of our organisational changes being made by the association within the volunteer journey transformation project.

Organisational Growth

In the coming months Matt will work with our District Lead Volunteers to identify opportunities to work with our local communities to reopen our groups that have not been in a position to restart after the pandemic and explore the possibilities to open new provision particularly in harder to reach communities. He is also working with our groups that are interested in starting squirrels. It's fantastic that we now have five squirrel dreys open. Two in Lewisham District: 1st New Cross (The Greys), 32nd Deptford (All Saints), and three in Royal Greenwich: 3rd Royal Eltham, 10th Royal Eltham, 54th Greenwich).

We continue to see an exponential growth in explorer scouts units across the county and continue to open new units to help meet the growing demand to join the section - Typhoon Air Explorer Scouts – Royal Greenwich, D.O.R.A. Explorer Scouts – Southwark, Orion – Lambeth and there are plans for more in the coming months!

In May we also welcomed the opening of a new scout group in Wandsworth, and it really is great to see the new leadership teams at the 11th Wandsworth, hit the ground running with their new beaver and cub sections. We know that they will be well on the way to opening scouts towards the year of this year.

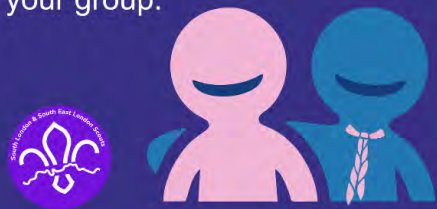
Transforming the volunteer journey and the way we volunteer

As part of delivering the national skills for life strategy, the association is transforming the volunteering experience across the UK.

These new ways of working include:

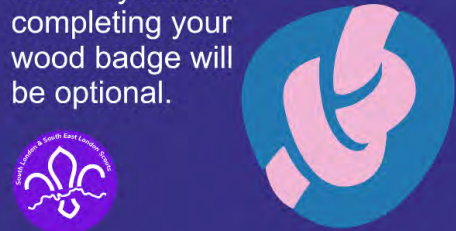
We are transforming your volunteer experience

We're moving from appointment panel meetings to welcome conversations that will take place in your group.



We are transforming your volunteer experience

We're moving from training to learning and development. There's some learning for everyone but completing your wood badge will be optional.



We are transforming your volunteer experience


We are moving to teams-based volunteering.

Each team has a clear purpose and shared tasks.



We are transforming your volunteer experience

We will have new digital tools for recruitment, welcoming, learning and adult membership management. These will all be accessed from scouts.org.uk.



We are passionate about making sure that volunteering with scouting in South London is 'hassle free'. To help deliver these changes and ensure that we have a trouble free transition the work that Matt has done in partnership with our districts to support the rollout of our new ways of working continues to be a shining example of best practice across the UK.

This includes:

- Leading the planning, and the implementation of change locally across the county
- Supporting the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Working with volunteers from across each district to help groups, units and other stakeholders understand and plan for the successful implementation of the changes
- Taking the outputs from the Skills for Life Strategy, in the form of national transformation plans, and helping to make them work in our local contexts taking into consideration local situations and readiness to implement change
- Championing and promoting each of the four areas of change and supporting members across the county, at all levels, to connect the dots about what the changes mean to them
- Coordinating our network of local transformation champions and creating a community of peer-to-peer support and collaboration

- Arranging briefings and support events to help our members understand and plan to rollout the changes in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success

Volunteer recruitment

The overwhelming requests from young people to join means that there is a real need, more than ever, to recruit more adults to help provide amazing programmes as part of our leadership teams in our dreys, colonies, packs, troops and units. Weekly section meetings means that there is lots of opportunities for our adults to engage with the families of their members and promote the opportunities available to them to get involved in their teams and help make a difference to the lives of young people in their community.

To support this Matt has developed a wide range of recruitment resources and initiatives. All of which can be found in the 'volunteer support' area of our website at, www.southlondonscouts.org.uk/volunteer-support

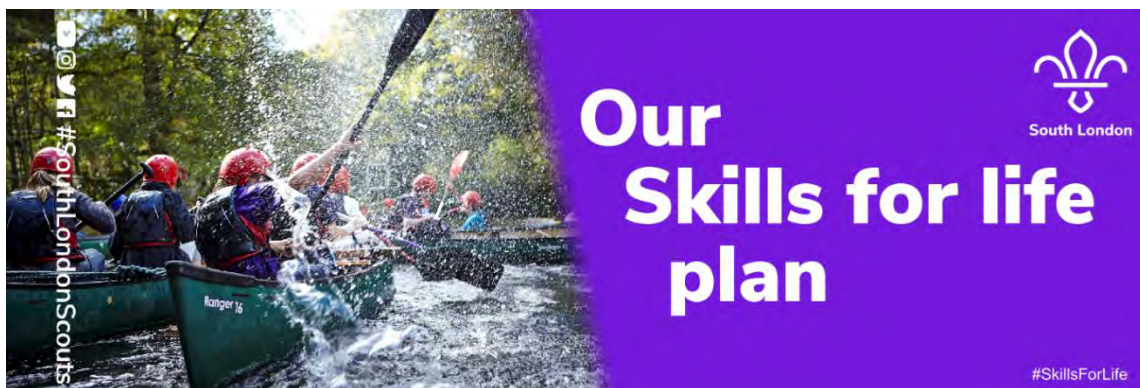


Looking forward

Matt continues to support our districts and groups with their ad-hoc day-to-day and ongoing needs, identified through meetings with DCs, and calls from GSLs and section leadership teams and remains committed to providing practical support to anyone in our county that needs it. He has also continued to maintain, update and develop the areas of our website that the CDS is responsible for, these are to become a scout, volunteer with us and volunteer support area.

Now, as we look to the future, with a renewed appreciation that scouting, and the development of scouting, has never been more needed, it's time for us to recommit to implementing our strategy and focus on the next three years (because of the pause in implementation the plan will now run to 2025), as we look to realise the objectives and commitments we made in our 'skills for life county plan' and to provide the support identified by the county leadership team in the areas of

- growth
- organisational development
- adult recruitment
- volunteer support
- volunteer retention
- membership retention
- sustainability



You can find out everything you need to know about our plan at www.southlondonscouts.org.uk/skillsforlifeplan

As you can see, it has been another busy and productive 12 months for our development service and volunteer support services and this short report really does just scratch the surface of the work carried out by Matt during the year. This will of course continue as we move forward with our support for the growth, development and support of local scouting and particularly start to roll out our new ways of volunteering.

Our development service remains central to our approach to prioritising and enabling the growth, organisational development and day to day support of scouting across our five districts, providing effective, focussed, impactful guidance and support to groups, units and districts and prioritising resources to areas where they can have the most impact, whilst ensuring that all parts of the county receive the support that they need. The service also provides many of the day-to-day support functions we offer our members, many of which would be hard to sustain, in a timely manner, if they were carried out by volunteers. We remain committed to ensuring the longevity of the CDS, so it continues to support scouting throughout South London and provide its low-cost services, support, and resources, to our volunteers at all levels, for many years to come.



You can contact Matt at matt.butterfield@southlondonscouts.org.uk or on 07766 540 057.





With wonderful facilities and easy access to local transport connections, the South London Scout Centre is such an easy place to experience. We are so pleased that from early this year the centre has continued to return to normal life and a normal routine.

The centre is a 16-minute train journey from central London and is within easy walking distance of Dulwich Picture Gallery, Horniman Museum, and Crystal Palace National Sports Centre.

We offer amazing camping facilities and great indoor accommodation all with easy access to central London and all it has to offer.

Our most sincere thanks go to Gordon, as always, for his attention to detail and unfaltering dedication to running the centre throughout the year to ensure that it is available for so many people to use and enjoy.

Centre development

During the year we secured a new 25-year lease with a view to extend to 99 with a development plan, including a new building and facilities at the Fort to see Scouting in South London through our foreseeable future.

With this in mind, we are about to embark on an ambitious, long term, centre development project. With the overall aim of redeveloping the centre to ensure we continue to provide modern, practical, and relevant facilities which ensures maximum usage of our existing campsite and indoor facilities.

With the centre's excellent links into the centre of London, our aim is to provide a versatile facility that can be used all year round. We want to develop the centre's, now dated, indoor accommodation, and onsite facilities whilst being an exemplar of sustainability techniques and technology which provide an excellent environment for young people to gain skills for life and prepare them to succeed in life!





Phase One - Laying the foundations

Visitors centre and county services hub – Centre team facilities

To provide:

- a new centralised visitors centre and county services hub
- additional accommodation in our Troop Room offering
- service crew accommodation and facilities

A new centralised visitors centre and county services hub

Objective: To create a new, modern, relevant centre visitors and county services hub which incorporates the needs of the centre management and services team, the county development and volunteer support services, county leadership and wider county team.

The new centralised centre and county services hub will include:

- centralised county and centre office space
- a 'back office' and meeting room
- overnight accommodation
- (duty) warden accommodation
- a space for vending machines
- a tuck shop and storage



Repurpose the existing 'county office' into crew accommodation

Objective: to create a multi-purpose space that provides a multi-occupancy living space, bedrooms, communal living area and small kitchen.

This space will predominantly be used by our service crew during the summer but if not in use will be available for public hire (particularly during the winter months).

Proposal of refurbishment

- remove all storage / desks and relocate in new central office
- create sleeping areas with space for 4, 6 or 8
- create a separate communal living
- create a small kitchen facility

Longer term phases

Here's a high level overview of our development intentions:

Phase Two

1. install a number of onsite activities for users to book whilst staying at the centre
2. replace the existing camping cooking shelters around the centre
3. carry out any appropriate, limited, improvements to site security

Phase Three

1. demolish the existing Sunley building and construct the new accommodation building

Phase Four

1. lay new roadways around the site
2. resurface the outside and onsite car park areas which will then have multi use as either parking or hard surface activity areas
3. install new external gates and fencing
4. install traffic management system

Phase five

1. upgrade the WCs and washroom facilities in the Ismay building to bring them up to a higher standard and to include more facilities with adapted access and gender-neutral needs

Fundraising for The Fort development

This achievement marks an exciting phase in the fort's development, as we embark on enhancing its facilities. With a significant influx of visitors, exceeding 500+ every weekend during the summer months, we are actively seeking centre team crew members to support the centre's operations. If you're interested please contact Ross or Jason. In hand with this, our focus for the upcoming year will be on promoting The Fort and fundraising for the construction of new buildings and facilities.

Look out for more information on this exciting project, and how you can support our plans and more importantly, get involved in the very near future.



People Team

The shining star awards scheme is going strong, this is designed to celebrate our great leader/ helpers & volunteers by receiving awards for their excellent scouting contribution towards South London Scouts and the young people. This has proven to be a great success and we continue to reward our leaders/helpers for their great support to South London Scouts. Please do keep nominating these names as this is an ongoing scheme and we would like to recognise as many as we can for their efforts. You can find lots more information at www.southlondonscouts.org.uk/shining-stars

In the autumn of 2021, we selected the five leaders that are taking 45 young people from across our county to the 25th World Scout Jamboree. We are fortunate to have one full unit of 40 (that's four leaders and 36 young people and a patrol (that's nine young people and one leader), as a central part of a unit being supported by Hampshire Scout County. The Jamboree will take place in South Korea during the summer of 2023. Since October they have been busy, organising and preparing for this amazing event, with camps and events before the Jamboree and lots of interaction between those going to create friendships and teamwork. This trip organised by Kevin Garlicck is going very well with successful pre camps and trips.

We also have a county trip organised for members of the county to Croatia which is also undergoing trips away and camps before the main camp. This is also well under way with 100 young people and 20 adults planning and preparing for this adventure.

I would like to thank both teams for their efforts in organising these events. David Liddle is the leader of this camp and has successfully organised pre camps and trips.

International trips this year by our county are as follows:

- 23rd Camberwell - Netherlands
- 40th Greenwich - Belgium
- Dulwich Explorers - Bulgaria
- 9th Southside - Spain
- 4th Streatham - Netherlands
- County - South Korea – 25 World Scout Jamboree
- 4th Lewisham – Malta
- County - Croatia

Our county training team has continued to deliver a full programme of learning opportunities throughout the year. This has included the popular online (Zoom) sessions and the return of face to face experiences and, the ever in demand, first response training. Since September (2022), 212 people have attended a First Response course run by our County First Aid team and 33 people have completed their wood badge learning. My thanks to everyone involved in the delivery of training and learning for our county.

Later this year we will start to see us transition and change the way we offer, and approach volunteer learning and I know that the team will be providing lots more information about the changes and the transition timeline in the autumn of this year.

During the coming months we are looking to recruit explorers and helpers for our South London Scout Centre Service Team, so if you feel like a weekend helping out at The Fort and help our campsite to grow, please don't hesitate to me.

Jason Hagan

**People Team Leader (Deputy County Commissioner responsible for our people team)
and Assistant County Commissioner responsible for International Scouting**

dcc.people@southlondonscouts.org.uk



Our Finances

Independent Examiners Report to the Trustees of Greater London South County Scout Council

I report on the accounts of the Council for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, and related notes.

This report is made solely to the trustees in accordance with Section 145 of the Charities Act 2011. My work has been undertaken so that I may state to the charity's trustees those matters which I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept responsibility to anyone other than the charity and the charity's trustees for my examination work.

Respective responsibilities of the trustees and examiners

As the charity trustees you are responsible for the preparation of the financial statements. You consider that the audit requirement of Section 144(2) of the Charities Act 2011 (the 2011 Act), does not apply.

It is my responsibility to:

- examine the accounts (under section 145 of the 2011 Act),
- to follow the procedures laid down in the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

Basis of independent Examiners report

My examination was carried out in accordance with the Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken 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 Examiners Statement

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

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep proper accounting records are kept (in accordance with Section 130 of the 2011 Act); and to prepare accounts which accord with the accounting records and comply with the methods and principles of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015).
 - the accounting requirements of the 2011 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 accounts to be reached,

John Lambourne FCA
For and on behalf of Latham Lambourne Ltd
Chartered Accountants
18 Woodlands Park, Bexley, Kent, DA5 2EL
2 July 2023

GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Balance Sheet at 31st March 2023

	Note	£	2023 £	£	2022 £
Fixed Assets					
Tangible Fixed Assets	3		0		0
Investments	4		4,725		5,318
Joint Venture	9		0		595
Current Assets					
Debtors	5		0	3,545	
Cash at Bank and in Hand			<u>654,126</u>	<u>493,995</u>	
			654,126	497,540	
Liabilities: amounts falling due within one year	6		<u>164,520</u>	<u>116,348</u>	
Net Current Assets			489,606	381,192	
Net Assets			<u>494,331</u>	<u>387,105</u>	
Funds					
Unrestricted	7		349,455	285,414	
Restricted			144,876	101,691	
			<u>494,331</u>	<u>387,105</u>	

Approved by the Trustees on

2023 and signed on their behalf by:

Martyn Bain

 (Treasurer)

The notes on pages 7 to 9 form part of these accounts.

GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Notes to the Accounts for the Year Ended 31st March 2023

13 Detailed Incoming Resources

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Investment Income				
Interest & Fund Raising				
CAF	137	0	137	153
Bank Interest	790	0	790	21
	<u>927</u>	<u>0</u>	<u>927</u>	<u>174</u>
County Income				
Voluntary Income, Donations & Grants	424	0	424	900
Membership Levy	58,254	0	58,254	29,844
Fees, Grants etc - courses	0	0	0	0
Camping	0	0	0	0
Air Activities	301	0	301	138
Caving	78	0	78	0
Sailing	3,190	0	3,190	0
Other activities	1,073	0	1,073	214
Water Sports	0	0	0	1,775
Joint Venture refund	0	0	0	0
	<u>63,320</u>	<u>0</u>	<u>63,320</u>	<u>32,871</u>
South London Scout Centre Income				
South London Scout Centre	90,211	0	90,211	42,993
Third Party Funds				
Jamboree	0	132,635	132,635	38,400
County Trip 2023	0	130,000	130,000	94,756
DOE	0	1,859	1,859	986
Eurojam	0	0	0	10,105
	<u>0</u>	<u>264,494</u>	<u>264,494</u>	<u>144,247</u>
Jack Petchey Funds				
Awards and expenses	0	31,500	31,500	5,250
	<u>0</u>	<u>31,500</u>	<u>31,500</u>	<u>5,250</u>
County Development Funds				
County Development Grants		0	0	18,201
	<u>0</u>	<u>0</u>	<u>0</u>	<u>18,201</u>
Total Income	<u>154,458</u>	<u>295,994</u>	<u>450,452</u>	<u>243,736</u>

GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Notes to the Accounts for the Year Ended 31st March 2023

8 Movement in Funds

	At 1.4.22	incoming resources	resources expended	transfers	at 31.3.23
	£	£	£	£	£
Unrestricted funds					
General fund	285,414	154,458	-94,570	4,153	349,455
Restricted Funds					
Petchey	4,250	31,500	-16,541	-7,209	12,000
Jamboree - 3rd party	19,055	132,635	-139,511		12,179
County Trip 2023	78,386	130,000	-87,747		120,639
Eurojam - 3rd party	0	0	-3,056	3,056	0
DOE awards	0	1,859	-1,801		58
District Officer	0	0	0		0
	<u>101,691</u>	<u>295,994</u>	<u>-248,656</u>	<u>-4,153</u>	<u>144,876</u>
Total Funds	<u>387,105</u>	<u>450,452</u>	<u>-343,226</u>	<u>0</u>	<u>494,331</u>

9 Joint Venture

	Greater London Scout Region	2022 Total
	£	£
Share		
Net Income	0	0
Net Payments	0	0
Brought forward balance	595	595
Balance written off	-595	0
Value	<u>0</u>	<u>595</u>

10 Employees Remuneration

	2023	2022
	£	£
Salary	36,567	36,613
Social Security Costs	0	0
Pension Costs	913	911
	<u>37,480</u>	<u>37,524</u>

At 31 March 2023 there was 1 employee (2022 - 1)

11 Trustees Remuneration and Expenses

	2023	2022
	£	£
Remuneration paid to Trustees	0	0
Expenses Reimbursed to Trustees	1,508	245
Number of Trustees Reimbursed	1	1

Trustees were reimbursed for necessary out of pocket expenses spent on Council business at agreed rates, and for expenditure made by them on behalf of the Council..

12 Independent Examination Fees

	2023	2022
	£	£
Independent Examination fee	1,200	1,200
Fees for other services	240	240
	<u>1,440</u>	<u>1,440</u>

GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Notes to the Accounts for the Year Ended 31st March 2023

3 Tangible Assets

	Leasehold Improvements £	Equipment £	Fixtures and Fittings £	Total £
COST or VALUATION				
Bought forward	147,311	63,056	37,118	247,485
Additions	0	0	0	0
At 31 March 2023	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
Depreciation				
Brought forward	147,311	63,056	37,118	247,485
Charge for year	0	0	0	0
At 31 March 2023	<u>147,311</u>	<u>63,056</u>	<u>37,118</u>	<u>247,485</u>
Net Book Value				
At 31 March 2023	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
At 31 March 2022	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

The land and buildings at the South London Scout Centre were held on a full repairing lease for thirty years from 24th June 1988. A new lease has been agreed for a minimum 25 years.

4 Fixed Asset Investments

	2023 £	2022 £
Quoted Investments		
Market Value 1st April 2022	5,318	5,684
Net unrealized investment gains/(losses)	<u>-593</u>	<u>-366</u>
Market Value 31st March 2023	<u>4,725</u>	<u>5,318</u>

5 Debtors

	2023 £	2022 £
Prepayments and accrued interest	0	3,545
	<u>0</u>	<u>3,545</u>

6 Liabilities: Amounts Falling Due Within One Year

	2023 £	2022 £
Accruals	1,354	1,354
Deposits in advance	163,166	114,994
Other creditors	<u>0</u>	<u>0</u>
	<u>164,520</u>	<u>116,348</u>

7 Analysis of Net Assets Between Funds

	Tangible Assets £	Investments £	Net Current Assets £	Joint Ventures £	Total £
Unrestricted funds	0	4,725	344,730	0	349,455
Restricted funds	0	0	144,876	0	144,876
	<u>0</u>	<u>4,725</u>	<u>489,606</u>	<u>0</u>	<u>494,331</u>

GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Statement of Financial Activities for the Year Ended 31st March 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income and Expenditure					
Income	13				
Incoming Resources from Generated Funds					
Income from donations and legacies		424	0	424	900
Investment Income		927	0	927	174
Incoming Resources from Charitable Activities					
County activities		62,896	0	62,896	50,172
Greater London South Scout Centre Activities		90,211	0	90,211	42,993
Petchey Fund		0	31,500	31,500	5,250
Third party funds		0	264,494	264,494	144,247
Total Incoming Resources		154,458	295,994	450,452	243,736
Expenditure					
Charitable Activities	14				
Petchey Fund		0	16,541	16,541	15,000
Development Officers Fund		42,570	0	42,570	41,230
County activities - Support Costs		3,390	0	3,390	3,857
County activities - Programme & Training		4,598	0	4,598	3,889
Greater London South Scout Centre Activities		42,824	0	42,824	45,219
Third party funds		0	232,115	232,115	74,799
Share of Joint Venture (Profit)/Loss		595	0	595	0
Depreciation of fixed assets		0	0	0	0
(Gains)/losses on investment assets	4	593	0	593	366
Total Resources Expended		94,570	248,656	343,226	184,360
Net Movement in Funds		59,888	47,338	107,226	59,376
Transfers		4,153	-4,153	0	0
Balances Brought Forward at 1st April 2022		285,414	101,691	387,105	327,729
Balances Carried Forward at 31st March 2023		349,455	144,876	494,331	387,105

The notes on pages 7 to 9 form part of these accounts.

GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

Notes to the Accounts for the Year Ended 31st March 2023

1 Accounting Policies

- a) **Basis of accounting**
These accounts have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and republic of Ireland (FRS 102) (effective 1 January 2015). The financial statements have been prepared under the historical cost convention.
- b) **Income**
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.
- c) **Expenditure**
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to category.
- d) **Fixed Assets**
Until 1st April 1996 all fixed assets, including the lease of the property, were written off when purchased as part of the income and expenditure account. Since that date all assets greater than £1,000 have been capitalised and are being depreciated at the following rates:
- | | |
|-----------------------|---|
| Property improvements | over the length of the lease (years remaining at the Scout Centre) |
| Equipment | 15% on cost |
| Fixtures and fittings | 10% on cost |
- e) **Fund accounting**
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.
Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- f) **Leasing commitments**
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease period.
- g) **Pension costs**
The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2 Joint Venture

Greater London Scout Region

The County, together with five other Counties in the Greater London area, has an equal interest in the Greater London Scout Region. This was set up to provide a forum for co-ordination and discussion at a London wide level, and the organization of regional activities. The project is accounted for on a joint venture basis, each County including one sixth of the Region accounts within their own. These accounts were independently examined.



Our Membership

(as of 31 Jan. 2023)

	2022	2023	2023 vs 2022	
	Total	Total	Total	% change
YOUTH MEMBERSHIP				
Squirrel Scouts	10	48	+38	+380%
Beaver Scouts	972	1,047	+75	+8%
Cub Scouts	1,422	1,496	+74	+5%
Scouts	1,392	1,395	+3	+0%
Explorer Scouts (including Young Leaders)	365	493	+128	+35%
Network Members	80	80	-	0%
TOTAL YOUTH MEMBERSHIP	4,241	4,559	+318	+7%
PROGRAMME DELIVERY ROLES				
Section Leaders	234	250	+16	+7%
Assistant Section Leaders	335	309	-26	-8%
Section Assistants	153	149	-4	-3%
TOTAL ADULT PROGRAMME DELIVERY ROLES	722	708	-14	-2%
Young Leaders*	151	159	+8	+5%
TOTAL PROGRAMME DELIVERY ROLES	873	867	-6	-1%
LINE MANAGER ROLES				
Group Scout Leaders	69	63	-6	-9%
District Explorer Scout Commissioners	2	1	-1	-50%
District Scout Network Commissioners	2	1	-1	-50%
District Commissioners	6	4	-2	-33%
County+ Scout Network Commisioners	0	0	-	0%
County+ Commissioners	1	1	-	0%
TOTAL LINE MANAGER ROLES	80	70	-10	-13%
GOVERNANCE ROLES				
Group Chair	69	69	-	0%
Group Secretary	53	58	+5	+9%
Group Treasurer	70	73	+3	+4%
Group Executive Members	136	147	+11	+8%
TOTAL GROUP GOVERNANCE ROLES	328	347	+19	+6%

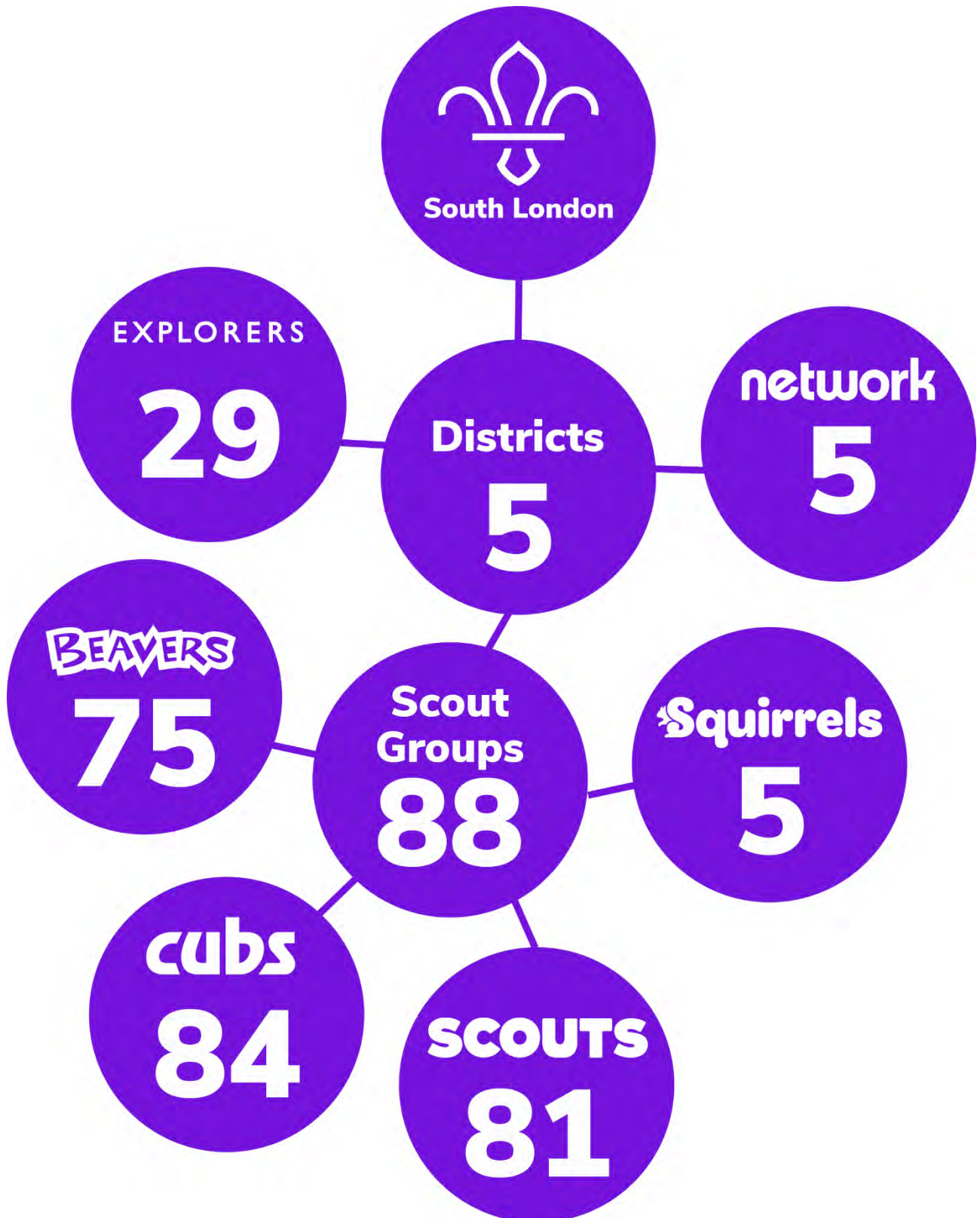
District Chair	5	5	-	0%
District Secretary	3	3	-	0%
District Treasurer	4	4	-	0%
District Executive Members	20	26	+6	+30%
TOTAL DISTRICT GOVERNANCE ROLES	32	38	+6	+19%
County+ Chair	0	1	+1	0%
County+ Secretary	0	0	-	0%
County+ Treasurer	1	0	-1	-100%
County+ Executive Members	0	1	+1	0%
TOTAL COUNTY+ GOVERNANCE ROLES	1	2	+1	+100%
				0%
TOTAL GOVERNANCE ROLES	361	387	+26	+7%
SUPPORT ROLES				
Deputy Group Scout Leaders	9	11	+2	+22%
Group Administrators ~	7	10	+3	+43%
Group Skills Instructors	16	16	-	0%
Other Group Adults	111	123	+12	+11%
TOTAL GROUP SUPPORT ROLES	143	160	+17	+12%
Deputy District Commissioners	1	1	-	0%
District Youth Commissioners	1	2	+1	+100%
Deputy District Youth Commissioners	4	1	-3	-75%
Assistant District Commissioners	3	3	-	0%
District Leaders	6	4	-2	-33%
District Administrators ~	3	2	-1	-33%
District Skills Instructors	2	3	+1	+50%
Other District Support roles	4	1	-3	-75%
TOTAL DISTRICT SUPPORT ROLES	24	17	-7	-29%
Deputy County+ Commissioners	1	1	-	0%
County Youth Commissioners	0	1	+1	0%
Deputy County Youth Commissioners	0	0	-	0%
Assistant County+ Commissioners	0	1	+1	0%
County Leaders	0	0	-	0%
County+ Administrators ~	1	1	-	0%
County Skills Instructors	0	0	-	0%
Other County+ Support roles	1	1	-	0%
TOTAL COUNTY+ SUPPORT ROLES	3	5	+2	+67%
Scout Active Support	149	151	+2	+1%
TOTAL SUPPORT ROLES	319	333	+14	+4%
TOTAL ADULT ROLES	1,482	1,498	+16	+1%
TOTAL MEMBERSHIP	5,723	6,057	+334	+6%

Year on year census comparison 2020 (pre-pandemic), to 2023

Census	Jan-2020	Jan-2021	Jan-2022	Jan-2023
Squirrel Scouts	-	-	10	48
% change	-	-	-	380.00%
Beaver Scouts	1121	711	972	1047
% change	0.10%	-36.60%	36.70%	7.70%
Cub Scouts	1651	1216	1422	1496
% change	0.10%	-26.30%	16.90%	5.20%
Scouts	1573	1271	1392	1395
% change	8.90%	-19.20%	9.50%	0.20%
Explorer Scouts	433	313	365	493
% change	6.90%	-27.70%	16.60%	35.10%
Scout Network	143	102	80	80
% change	21.20%	-28.70%	-21.60%	0.00%
Total YP	4921	3613	4241	4559
% change	3.90%	-26.60%	17.40%	7.50%
Adults	1690	1507	1482	1498
% change	-3.80%	-10.80%	-1.70%	1.10%
TOTAL	6611	5120	5723	6057
% change	1.80%	-22.60%	11.80%	5.80%



Our Provision (as of 31 Jan. 2023)





southlondonscouts.org.uk

Visit our members area to find out about our:

Latest communications

Adult learning programme

Executive committee toolkit

Recruitment resources

Nominate a Shining Star!

Resources to help you plan nights away

Programme ideas

Going for growth badges

Volunteering agreement

Tools and resources to help you achieve our plan

and much, much more..!



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Scouts

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