

# Providing Skills for Life



Annual Report 2019

  
**Scouts**  
South London



## South London Scout Centre



**With wonderful facilities and easy access to local transport connections, the South London Scout Centre is a great way to explore central London.**



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**[southlondonscouts.org.uk/our-centre](https://southlondonscouts.org.uk/our-centre)**

# Greater London South County Scout Council

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 of Lambeth, Lewisham, Royal Greenwich, Southwark and Wandsworth.

The Scout Association (Registered Charity No. 306101) is incorporated by Royal Charter to actively engage and support young people in their personal development, empowering them to make a positive contribution to society. The Charter of The Association provides for the making of Bye-Laws approved by Her Majesty in Council which, in turn, authorise the making of the rules referred to above (known as 'Policy, Organisation and Rules', or 'P.O.R.'). The County's charity trustees are the County Executive Committee, who cannot act outside the Royal Charter, Bye-Laws and Rules of The Scout Association.

**County Headquarters** South London Scout Centre, Grange Lane, London, SE21 7LH

**President** William M. Stern

<b>Vice-Presidents</b>	Howard B. Strong	Peter James	Linda Hurford
	Roger Cooke	Gordon Carr	Mike Jackson
	John Kingsmill		

**Trustees** – County Executive Committee - July 2018 to July 2019

<b>Ex-Officio</b>	County Chairman	Martyn Bain**
	County Commissioner	Darren Lodge
	County Treasurer	Jason Nwogbe (until 31/5/19)
	County Secretary	

## Elected

Linda Moore\*, Ian Cunningham, Debbie Jeacock, Cheryl Stonebridge, Ben Ensom, David Attenborough

## Nominated

Simon Emmett, Terry Wiggins, Megan Carmichael, Russell Jones, Victoria Wilcox, Ross Whittome

\* also Chairman of County Appointments Sub-Committee

\*\* also Chairman of County Finance Sub-Committee

**Principal Bankers** Barclays Bank

## Auditor

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

## General enquiries

contact.us@southlondonscouts.org.uk  
0843 289 0712



## 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.

Principal risks facing the county are as follows:

- Exposure to financial loss from events – mitigated by a robust Events Approval process
- Reputational damage from adverse press coverage – mitigated by the use of 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.

# Our County Structure

The County Commissioner is primarily responsible for the provision and development of scouting across South London. He is responsible for putting into place a management and support structure that underpins the needs of our county and districts and is responsible for generating a county strategic plan that meets the needs of the county and our districts, groups, units and networks.

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

**PLACES**   **PROGRAMME**   **PEOPLE**   **GOVERNANCE**   **PERCEPTION**

## Heads of functions

Each of the functions has a 'head of' these are:

Places	- County Commissioner
Programme	- Deputy County Commissioner responsible for programme
People	- Deputy County Commissioner responsible for people
Governance	- County Chair
Perception	- Deputy County Commissioner responsible for perception

## The 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 commissioners)
- 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 support provided to our district commissioners

The county leadership team meets bi-monthly and is committed to being an exemplar of good practice in leadership and management.

The county leadership team is made up of:

- County Commissioner
- County Youth Commissioner
- Deputy County Commissioner responsible for people
- Deputy County Commissioner responsible for programme
- Deputy County Commissioner responsible for perception
- District Commissioners for Wandsworth
- District Commissioner for Lambeth
- District Commissioner for Southwark
- District Commissioner for Lewisham
- District Commissioner for Royal Greenwich
- County Chair
- County Development Officer

## **PLACES**

The places team supports the management, strategic approach and organisational development of scouting across the county at county and district level.

The places team is made up of:

1. County Commissioner
2. Assistant County Commissioner for District Support
3. District Commissioners for Wandsworth
4. District Commissioner for Lambeth
5. District Commissioner for Southwark
6. District Commissioner for Lewisham
7. District Commissioner for Royal Greenwich
8. Assistant County Commissioner for development
9. County Development Officer

## **PROGRAMME**

The programme team supports the provision of the 6-25 programme and adventurous outdoor activities, enabling our leaders to deliver challenging, exciting and relevant balanced programmes. They are also responsible for planning and implementing our county annual programme of activities, competitions and events for young people and promote youth shaped scouting, to help ensure that young people have a regular say in shaping their scouting experiences.

The programme team is made up of:

1. Deputy County Commissioner responsible for programme
2. County Youth Commissioner
3. Duty County Youth Commissioners
4. County Activities Manager
5. Assistant County Commissioner for International scouting
6. Assistant County Commissioner for top awards
7. County Event Managers (as appointed to lead on running of events and activities whilst the project is 'live')
8. County Activity Advisors
9. County Beaver Scout Leaders
10. County Cub Scout Leaders
11. County Scout Leaders
12. County Explorer Scout Leaders
13. County Scout Network Leaders

## **PEOPLE**

The people team is responsible for supporting our adult volunteers in specialist areas and the provision of adult training. They are also collectively responsible for inspiring our adults to be professional in their approach and in turn show a united professionally run organisation.

The People Team is made up of:

1. Deputy County Commissioner responsible for people
2. County Training Manager for training delivery
3. County Training Manager for training management
4. The wider county training team
5. Assistant County Commissioner for diversity
6. Assistant County Commissioner for inclusion
7. County Leader for Young Leaders
8. County Development Officer

## **GOVERNANCE**

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.

Our trustees, administrators and members of our sub-committees support the provision of our county services, strategy and development plan and act on matters relating to complying with the policies and rules of The Scout Association, protecting and maintaining our property and equipment, managing the county finances, promoting and supporting the development of scouting across the county and managing the South London's Scout Centre amongst many other things.

### **Governance Structure**

The members of the County Executive Committee are appointed in accordance with Policy, Organisation and Rules (P.O.R.) of The Scout Association. The County Chairman, County Commissioner, County Treasurer and the County Secretary are ex-officio members of the Executive Committee. Other members are elected or appointed at the Annual General Meeting of the Greater London South County Scout Council. The members of Executive Committee, who are its trustees, have met on six occasions since the last AGM in September 2017.

The Executive has three principal sub-committees to assist with its responsibilities, these are: the finance sub-committee, the appointments advisory committee and the premises sub-committee they meet regularly, and the executive committee receives their reports and then considers their proposals and actions their recommendations as necessary.

### **Appointments Advisory Committee**

The county appointments advisory committee is a panel of three advisers (drawn from a larger pool within the county) to interview adults who have been recommended for a variety of county appointments and in doing so determine their suitability for the role.

### **Finance Sub Committee**

The Finance sub-committee is chaired by the County Chairman and includes the County Commissioner, the County Treasurer, a member of the county executive committee, one Deputy County Commissioner and the South London Scout Centre Warden.

The sub-committee has devolved operational responsibility for financial management on behalf of the county executive committee 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 County Executive Committee.

### **Premises Sub Committee**

This premises sub-committee monitors and controls the South London Scout Centre and our premises policies and budgeting controls on behalf of the county executive committee, including all health and safety relating to the use of the South London Scout Centre.

### ***Membership of the County Executive Committee (CEC)***

The CEC includes some people who are members because of their position (the *ex officio* members), specifically the County Commissioner, County Chairman, County Treasurer, County Secretary and County Youth Commissioner.

In addition to the *ex-officio* members, there are three other groups of people who may be members of the County Executive:

#### **elected members**

these are elected by the County Scout Council at the Annual General Meeting.

#### **nominated members**

these are nominated by the County Commissioner in consultation with the County Chairman at the Annual

General Meeting of the County Scout Council and there must be no more than the number of elected members.

#### **co-opted members**

these are co-opted by the CEC as appropriate/necessary, there must be no more than the number that are elected.

Other people deemed appropriate for the CEC's current business may be invited to attend a meeting at the Chairman's discretion.

#### **PERCEPTION**

The team's collectively responsibly for promoting our brand values, delivering positive external communications, publicising scouting's modern vibrant appeal, ensure that our communities know that scouting exists and how their children can access it.

The Perception Team is made up of:

1. Deputy County Commissioner responsible for Perception
2. County Media Manager and young spokesperson team
3. County Communications Manager
4. County Web Site Manager
5. County Social Media Manager
6. County Development Officer

#### **The 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 by the County Leadership Team which enables us to work in 'real time' and identify the projects that we provide support to.

The service works alongside new and existing volunteers and in partnership with our scout districts, scout groups and local communities to support the growth of local scouting and help ensure that we continue to provide life changing adventure to even more young people.

Our County Development Service in partnership with our District Commissioners are responsible for:

- promoting flexible volunteering
- promoting volunteering opportunities and the recruitment of more adults
- improving the 'volunteer journey' including, welcome and induction, early training, support and review
- support others to provide great scout groups and explorer scout units that people want to be part of opening new provision

To help achieve our mission our County Development Service provide support and guidance in the following areas:

#### **Growth**

- **Adult recruitment:**
  - Maintain ongoing channels and explorer new channels to assist with adult recruitment across the County.
  - Attendance at targeted adult recruitment events.
  - Supporting districts with targeted adult recruitment drives.
  - Assist with parent engagement.

### **Opening new provision:**

- New Scout Groups – *generally starting with Beavers and then moving on to Cubs and Scouts in time.*
- Explorer Scout and Scout Network Units.
- Scout Active Support Units (specialist, Group, District, County Units)
- Sections in established Groups (helping groups achieve the full family of scouting)
- Support for targeted youth recruitment events (as appropriate and when minimum standards are met).
- Supporting districts with targeted youth recruitment drives.

### **Development**

- Facilitate Group health check workshops to assist Scout Groups to plan for the future
- to ensure they can continue to provide quality scouting to more young people and work smarter
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Facilitate district development days and assist with prioritising needs and producing a district development plan

### **Support for line managers**

- Support District Commissioners and Group Scout Leaders with growth and development initiatives
- Group Scout Leader inductions
- Provide resources and advice to DCs to assist them with the appointment of Group Scout Leaders

### **Resources**

Provide:

- Recruitment leaflets (adult and young people)
- Pop-up banner and recruitment stand equipment loan
- Section taster evening activities and games equipment
- 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.



# GOVERNANCE

Well here we are again another annual report it does seem to come round quicker each year. I often think what should be in my report and what should I write and what people would want to know about, as I read through annual reports from groups and districts when I attend AGM's or kindly get them sent through and they are all very different. So I had a google to see what I should be writing in a report and it was very interesting.

## **Outside scouting:**

***Companies inform board members, employees, shareholders and associates of financial performance, achievements, shortfalls and projections through their annual reports. These documents contribute to sound investment and marketing decisions.***

## **Annual report with in scouting:**

***Throughout the year, various reports are issued to measure Scouting's performance and impact on its members and the communities they serve. Scouting is a movement, and to live up to the name, we have our strategy Skills for Life to set the direction of how we want our members to feel.***

And we should remember that through adventure we challenge individuals so that they learn and experience new things and enrich their lives. It is every adult's role in scouting, be it as a leader or a member of a committee to ensure that every one of our members has the facilities, needs and support to take part in these activities safely.

So if you were to look at these statements you could say these descriptions are similar so board members would be our scout council members, employees would be our adult leaders and helpers and shareholders would be our youth members and associates would be parents and guardians.

And the **performance, achievements, shortfalls and projections** would be similar to **have the county moved forward over the past year, what has happened over the past year, have we gained more member's youth and adults across the county and do we feel we are moving in the right direction.**

This made me think where we were as a county when I was asked to be county chairman and Paul was working to the end of his County commissioner's term of office and looking to the future. So I went back to see what I wrote in my first report after my first year.

We were just getting started on the new lease for the South London centre and this has taken longer than we expected, but it is looking really promising that we will have secured the centre for many years to come through the negotiations that have taken place, and this should all be signed and completed this year. And then looking at development of the centre is also promising with new facilities over the years due to a longer lease in place.

The new county web site was just being set up and this has gone from strength to strength with not only our own county members making use of the content but scouts from around the UK asking to make use of the items we have in different areas on many subjects. Our training team are continuing with putting on good courses and the team have ensured that they keep to a very high standard of training and again we have many attending from outside our county through recommendations.

Our sub committees were just building, and I am pleased to say these have continued to work hard for the benefit of the county, it would still be nice to see a bit more representative from all districts but we can still work on this.

And one thing that is very pleasing from looking back is back then we had a total of 4,599 youth members and 1,032 adult leaders and supporters, and this past census we have a total of 4,738 youth members and 1,761 adults working with in the county and we have more new groups opening so we are building on our numbers for young people to get the benefit of scouting and skills for life.

We have a new 5 year strategy which came from the county wide ideas exchange and reflects the views of the members that attended the day for how we as a county will continue to move forward. There have been a number of county events that have taken place over the past year and I know many more are in the planning so we are working hard on building on success and continue to focus and grow and work hard on becoming more inclusive and youth shaped, and make a bigger impact on our local communities with our media team spreading the good work everyone does in the groups and district around the county.

Through the year the executive has continued to support the Jamboree unit and they have all worked hard to bond and I am sure they will have a fantastic time in the USA and there short stay in Canada afterwards. Also, my role with the county international trip to Canada has been really rewarding as the training has also gone really well this past few months and everyone is ready to take on this new adventure and hopefully build on this to insure more trips are put in place.

Our Eurojam unit are just in the early stages of working together and the executive are supporting this in many ways as the other trips, so we have this to look forward to in 2020 of even more of our young people getting the chance to travel to other countries.

So, looking forward from the county executive side we will be having a lot to do with supporting the many new events and activities that are coming up over the next year.

So, looking at the statements I started with I really do feel that as a county we have covered the **Sound investment and marketing decisions and we are moving in the right direction.**

I would like to finish in thanking the tireless efforts of the members of the excellent executives in the groups, districts and county for the support they give to the youth members throughout the year in helping the adult leaders do the role they do, and I am confident that if we all continue to work together we will achieve a better future for our young people in the county.

As I always do, I would like to use this report to thank a few people that give a lot of time to the county in paid roles and also volunteer posts.

Thank you to Reina who worked for many years as our county administrator who left us in this past year and to Matt our development officer who gives tirelessly not only in his paid role but many hours volunteering to support the county. And Gordon for his long hours and dedication in keeping the South London centre running throughout the year. And to Debbi for stepping in to help at committee meetings taking minutes.

*Martyn Bain*

**County Chair**

chairman@southlondonscouts.org.uk

## Premises Sub-committee

The committee has been meeting regularly through the past year, and all is in hand at the Scout centre and again another full year of county groups using the centre and international scout units plus a number of local community groups making use of the centre when not being used for scouting.

Health and safety at the centre is up to expected standards and all that is required to be checked has been done. There were no reported issues to the warden of any major incidents from users  
Dave Hanwell from Lambeth district has joined the committee during this year to bring his experience and skills.

The warden and his team as usual has done an excellent job keeping the centre running and well organized, keeping up with all the repair jobs to the buildings and also keeping the camping grounds well maintained. A huge thank you to Gordon Carr.

Thanks also to Ian Cunningham for his time and commitment as Health and Safety officer as he will be stepping down due to work commitments at this year's AGM. Thank you, Ian.

We are always happy to involve members of the county interested in helping on the committee that may have skills that would benefit the running of the centre, and with the new lease for the centre likely to give us the opportunity to develop the centre in the coming years. We will be looking for people to join as we will have a number of big projects to manage over the next period of the use of the centre.

With another good year behind us and some improvements to the site in the pipeline the forthcoming years can only move the centre forward for our own users with in the county and scouts from around the world.

*Eileen Cooper*

**Premises sub-committee chair**

## Finance Sub Committee

During the year the sub-committee oversaw the preparation of the annual budgets by the expense holders, which where needs to be, were subsequently approved by the County Executive Team. The Finance sub-committee continually monitors expenditure against budgets and reviews cash flows and reserves at each meeting. The team has recently taken on the responsibility for the review of the Fort's lease renewal due to expire in 2018. They continue to prioritise the future financing of the county's activities to ensure sustainability.

*Martyn Bain*

**County Chair**



# PLACES

So as another great scouting year has passed, it's time for me to give you a brief report on how we have done as a county since the last AGM. Firstly, I'd like to thank my DC's for their continued support and to the commitment they give to this difficult role, to my DCCs for their dedication to managing & supporting their relevant sections, and to Matt and to Martyn for their continued support, hard work and guidance.

It's been a good year for GLS, firstly our census figures had a slight decrease in young people by **39** but an increase on our adult support and leaders by **74**. This year we are at **4,738** young people and **1,761** adults, so a BIG thank you to all the leaders and supporters for your hard work and commitment, let's keep this up so that we can beat these figures next year. We have some new groups and sections in the pipeline which should enable us to pick up these numbers in young people for next year. **#justonemore**

Our County teams **Programme – People – Perception – Places & Governance** have all been working hard over the last year. You will see in their individual reports the work they have completed. As a county we have released our 5-year strategy and this has been published in a booklet that is being presented to all GSLs and consists of the outcomes from the County Ideas exchange held last year.

We still have a few County roles to fill – so if anyone is interested in finding out more about these vacancies and maybe joining the team then please have a look on our county website for details.

We have some great county events lined up for the coming year, which you can see in Terry's report. We have been working hard to promote The Fort this year by organising 2 free weekend camping events, 1 of which was in May & the next in Sept. Along with new signage starting to appear around the centre to advertise scouting in the county.

I am very happy to announce that we now have 2 CTM's who are actively pushing our training and support to our leaders, along with their teams of trainers. I would like to thank all of them for giving up even more time to help train our leaders of the future to enable us to provide the fun and adventurous programmes for our young people.

Internationally we are very active in the next year or so, we have a full unit of 36 young people and 4 leaders representing our County at the World Scout Jamboree in West Virginia this July. We also have our first County led International Camp for over 13 years, taking away 29 young people and 11 Leaders to Canada in August. We have also managed to recruit a full unit of 36 young people and 4 leaders representing our County at the Eurojam in Poland in 2020.

I have been out and about attending some events in Districts, and I aim to get out and meet a lot more of the groups and Districts when I can, so do please keep the invites coming.

We held another great St Georges day awards evening this year with some very deserving participants gaining recognition awards and long service awards. We were also able to present some Young Leader awards which is great to see. Thank you to you all for the great work you do each week with the young people of our County, and the fantastic adventurous programmes you help supply. The top awards being presented to our young people this year and several Queens Scout awards is fabulous to see. The DofE training and events being undertaken by the young people is very inspiring, so keep up the good work.

I also had the pleasure of presenting 2 Awards for meritorious conduct to a couple of amazing young people in our county. Putting into practice the **#skillsforlife** we are teaching them in their programme each week.

Don't forget we have our Going for Growth badge scheme that is going great guns, I'm looking forward to seeing more of those badges appearing on our members uniforms in the very near future. If you need further details then go to our County website for information.

Lastly as she steps down from the CYC role I would like to thank Megan for her commitment and dedication to the County Youth Commissioner role that she has undertaken for the last 2 years. I am

happy to say that Emily Pritchard has agreed to take over the role and I'm sure she will pick up the mantle and continue to support the youth members in our county.

So that's it from me for another year, I'm still very honoured and proud to be your CC and look forward to continuing growing our great county along with you all.

*Darren Lodge*

**County Commissioner**

cc@southlondonscouts.org.uk

#CClife

#SouthLondonScouts

## County Development Service

Our County Development Service has had another 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 South London ensuring we continue to provide life changing adventure to more young people.

Our development service remains central to the county's approach to the growth and development of scouting across our five districts and we remain committed to maintaining the service.

The service continues to provide effective, focussed, impactful support to groups, units and districts and prioritise resources to areas where they can have the most impact, whilst ensuring that all parts of the county receive the support that they need.

In addition, district commissioners are working closely with UKHQ's Regional Services Team to explore additional projects that can be supported. This is predominantly with a view to assisting with the opening of new sections.

During the year we have seen more new sections opening across the county and these include a Beaver Scout Colony at the 2<sup>nd</sup> Southwark, a second Beaver Scout Colony at the 5<sup>th</sup> Camberwell, a Scout Troop at 3<sup>rd</sup> Southwark, Battersea Explorer Scout Unit and Beavers Cubs and Scouts at the 17th Lambeth (Al Negashi) which is a new group based at the Eritrean Muslim Community Association Community Centre.

Throughout the year Matt has also continued to assist with successfully driving adult recruitment, promoting the opportunities we have to volunteer. This has been through providing resources to help groups recruit locally, some targeted campaigns and using our regular recruitment channels. Collectively we recruited 202 new leaders and supporters into scouting over the last 12 months, to help with local scouting across the county (not including Occasional Helpers).

During the early part of 2019 we finalised our county skills for life plan. Matt will continue to provide the support identified by the County Leadership Team and provide relevant support in the areas of People, Programme, Perception, Places and Governance.

Matt has also continued to develop the tools and resources section of our website. Over recent months he has focussed on pages to support our groups, units and districts help us achieve our skills for life plan. This area of the site will continue to grow as we move forward with the plan.

Contact Matt at [matt.butterfield@southlondonscouts.org.uk](mailto:matt.butterfield@southlondonscouts.org.uk)

# PROGRAMME

The scouting year started with a bang for the county, we were invited to the Chelsea Pensioners celebrations in September, 10 other youth groups were taking part, we were asked to come up with an activity from scouting, we decided on Trek Cart Racing, we found 3 carts from over the county, we had 70 scouts, explorers and leaders on hand to take part, we split into 4 groups of 8, 3 teams were dressed in coloured tops and 1 team in 1914-1918 scout uniform. The Perception team put together a short film and the County Commissioner read a commentary of scouting during the war and explained what we were doing with the Trek carts. We had a fantastic day with lots of great memories.

In April we held a Beaver Lego Day with over 200 Beaver's from across the county. The Legoland education team came to the Fort with seven large boxes of Lego.

The beavers had 5 Challenges, to make something out of Lego that would change the environment and world for the better. They took to the challenge with great excitement and built some fantastic construction, their imagination and skill of build was brilliant. I added a sixth challenge to put all the Lego back in the boxes, with help of leaders they quickly put it all away. It was a great day and plan more for next year.

In May we had the first of our free camping weekends with 120 Beavers-Cubs-Scouts and Explorers and the Camp Canada Team taking part. Groups arrived on Friday night to set up, then Saturday morning, we had flag break and asked that they all stood next to someone new and to find something about them, we had two birthdays and sang happy birthday to them. Activities were set up, Climbing Wall - Trek Cart pulling- Air Rifle shooting- Air Team- Doctor Gore-Dog Team- Paracord and Bouncy Castle, everyone including leaders had a great time. That evening we had a campfire, we had asked that groups did a song each, they were some great performers with Ross doing the Jellyfish song.... a highlight. We have another Free Camp weekend planned for September.

On October 19<sup>th</sup> will see the Cubs taking part in Tuff Mudder, a fun obstacle course with water and mud, so please start booking, this is going to take place at the Fort.

In 2020 we have lots more fun things to do - Beaver and Cub Expedition Badges, more Lego, Scout Mechanic Badge, Leaders Activity Day & Teddy Bears Picnic.

There are lots of district activity's that I would like to extend to county finals, a Food Fest with the districts to run Beaver biscuits decoration, Cub large cake bake and decorate, Scouts to cook on gas and Explorers to cook on open fire. Each district would have a winner and runner up, then all finalists to come to the Fort for a county competition, 40 teams on the day.

Tag Rugby, district to run event with mixed groups, when scouts arrive they are put into height order to pick mixed teams, winner and runners up to represent their district in county final, 10 teams on the night. JOTT (Jamboree on the trail), all district to run their own event with groups walking on the day then to combine their distance to see which district has walked the furthest.

End of 2020-2021 we are also planning an International Trip.

*Terry Wiggins*

**Deputy County Commissioner responsible for programme**

dcc.programme@southlondonscouts.org.uk

## Youth shaped scouting

This year has been a very productive year for the Youth Commissioner team in South London.

The team has grown over the past year and we now have 3 of the 5 districts with a Youth Commissioner and they've started recruiting and building their teams up which is great! Tom is doing a great job in Lewisham with Alex as his deputy. Joseph in Royal Greenwich and James in Southwark district. And finally, Alfie has been a massive help as DCYC. The time and commitment these young people put into their role is amazing with their exams and social lives to think about! Thanks to all that have supported them so far and I hope for that to continue as they grow in their roles.

Myself and the others have been and visited groups in all of the districts around the county and trying to get our faces out there and trying to encourage youth led scouting. Sometimes travelling very far out via public transport! It's really good to get out there and meet so many sections and I'd like to continue this into next year. We're offering the youth team up to run a section evening for leaders across the county to firstly introduce the faces of the team to members across the county, but also as a taster and demo of how youth led scouting can be incorporated into the programme.

The Youth Forum was a success this time with some really interesting results coming from the activities. This will come out in the form of a report before the AGM along with recommendations and advice. We had some really good engagement from those that were there and they were keen for similar events to be run locally which was wonderful feedback.

I will be stepping down as Youth Commissioner this year, due to ongoing work commitments but Emily Pritchard is willing to take up the mantle and carry on. I'll be working with her to start with but I think she's going to be a great addition to the county team.

I'd like to say a massive thank you to all the leaders and county team members that have supported me during my time as youth commissioner. Your input and confidence in me has been invaluable and very much appreciated.

*Megan Carmichael*

**County Youth Commissioner**

[cyc@southlondonscouts.org.uk](mailto:cyc@southlondonscouts.org.uk)

## International

The last 12 months have been a busy one for overseas trips. Groups from South London have visited France, The Netherlands, Switzerland and Nepal, providing our youth members with some life changing experiences. Our Jamboree unit too has also completed their training programme of activities and are now all set to head off to the World Scout Jamboree in West Virginia. Bon voyage Meridian Lions!

In January, we also formed our county's unit to the European Jamboree in Gdansk, Poland, in Summer 2020. I am continuing to support the leadership team of Ellissa Roberts, Mark Wilson, Emily Pritchard, and Emma Hutcheson, as they begin the training programme for the "South London Foxes" unit.

Registration to be part of the International Service Team for the European Jamboree has also now opened. There are no restrictions on numbers of adults that can attend the Jamboree, and all you need to do is complete the online form on the county website. The only age limit is that you must be 18 years old on opening day of the event.

There has been a slight change to the Visits Abroad process, that group's planning international trips now need to include. If you are planning a trip with a package company such as Venture Abroad, Acorn Adventure or PGL, groups now need to include their own risk assessments, with the Part B of the form. For trips that groups are planning themselves, especially for outside of Europe, there now needs to be a Critical Incident Plan included. The documents are fairly straight forward, so if you are planning a trip

please contact me when you are starting that process, and I'll facilitate you through it. All other parts of the process remain unchanged.

Our international links programme is now really starting to take hold, and groups are now regularly in contact with groups overseas. We still get a lot of enquiries, so I'm always on the look out for groups to participate. The majority of requests I get are for the scouts and explorer sections, but occasionally I do get them for the younger sections too.

Looking ahead for the next 12 months, we not only have the Meridian Lions heading to the World Scout Jamboree, but also this summer we have our County's trip to Canada, as well as group visits to Romania, Germany, Spain, and The Netherlands.

Exciting global times in South London.

*Simon Emmett*

**Assistant County Commissioner responsible for international scouting**

simon.emmett@southlondonscouts.org.uk

## Activities

### **Air Activities - Aviation Scout Active Support Unit**

Surely one of the motives for joining Scouting must be learning new skills and acquiring badges attesting to this. One of the strong points of Scouting is the great diversity of skills on offer, whether you are in air scouts, sea scouts or land scouts. One of the misconceptions there is the understanding that air badges are for air scouts, nothing is further from the truth, and South London Scouts has recognized this now for more than 50 years by setting up what is now the Scout Aviation Centre. This was based until 2016 on the grounds of Biggin Hill airport, from where we operated our Comet 4 flight simulator as donated to Scouting when this great British invention was becoming a museum piece, overtaken by arrivals from the US. We also ran a variety of courses, as well as tours of the historical remain on and off the grounds. Sadly, the management of Biggin Hill Airport ordered us off their grounds in the interest of their progress to greater profits and we now operate from the Fort and Frylands.

Our friends at Greater London South East county have given us constant support over the years and units from our neighbours are still staunch supporters, both by providing us with instructors and by supporting the courses. I am pleased and happy that key supporters from Great London South remain on the team, however the support for the courses has been very small indeed and despite our efforts to reward participants on the Stage 3 course with a chance for a flight in a light aircraft.

Our forthcoming courses are on the website and have been circulated in GLS as well as in GLSE. So please show your active support by not only put names down for the courses on offer and or request additional courses.

The number of our team members has been dwindling over the last few years so please do come forward if you are interested to join our highly committed and skilled team. You do not require any prior knowledge of aviation as our present members can train you. So far, we had parents join us on occasion – when their child/children took a course. However, we urgently need regular new team members, if only on an occasional basis. Three team members have now moved to East Anglia and even slightly beyond, and whilst this still allows us to operate, we still need more local instructors.

The flight simulator is currently out of action and stored at the Fort. We are still in discussion on the relocation and recommissioning at the airport, but any suitable building can be used to house this piece of our nation's proud history. This cannot and will be lost to Scouting if we don't find a home soon. It was enjoyed by scouters from 6-81 and should be again open to all interested.

If you are interested in the courses , or indeed would like another course , please contact Carol Ivany, her e-mail address [c.ivany@btinternet.com](mailto:c.ivany@btinternet.com) .

If you would like to join our team – our first meeting this year is to be held on 2<sup>nd</sup> March at Duxford museum. I am trying very hard to get all team members now located in Suffolk, Norfolk and Lincolnshire there so we can give the maximum guidance to all new prospective team members, and the more team members, the more courses can be laid on! Please contact me or Carol Ivany if you are interested. I hope we can count on your support!

The Scout Aviation Centre team is busy and getting busier which means a lot of distance is being covered by some key members of the team. The courses are filling up nicely, and flying is continuing - weather permitting!

We are pushing for a solution for a Comet 4 simulator location and are taking further steps to create more of a team identity and be present at special events. I believe the following report speaks for itself, and with the help of our supportive Executive Committee further strides can be made to teach more and more of our young people about aviation and give them an opportunity to gain those badges!

I hope to welcome you at our courses and other events.

*Henk van Welsenens*

**Unit Coordinator -Scout Aviation Centre Scout Active Support Unit**

[henkvanwelsenens@aol.com](mailto:henkvanwelsenens@aol.com)

### **Water**

A number of leaders have been doing training and working towards offering canoeing as an Expedition option.

### **Nights Away**

We have over the past year trained a number of nights away assessor's in District so that we can support leaders in groups in getting nights away permit's so that we can get more children out on overnight events, along with Course for leaders to gain experience to go for assessments.

*Bill Compton*

**County Activities Manager**



# PEOPLE

## Training

Earlier this year we carried out a review of the role of the County Training Manager with the aim of making the role more manageable. This resulted in us advertising for two County Training Managers, one responsible for the delivery of training and one responsible for the management of training.

This resulted in David Liddle taking on the CTM role responsible for training management and Matt Butterfield taking on the CTM responsible for training delivery.

### training delivery

This involves the design and running of our annual county programme of training events and opportunities to enable our leaders and volunteer managers to successfully complete their wood badge in a timely manner.

Matt works with our county trainers, specialist county trainers (such as safeguarding and camping skills), course caterers and course facilitators to design and run our annual programme of training opportunities.

### training management

This involves the effective administration and management of learning planning and validation and the design and delivery of our annual county programme of validation events and opportunities to enable our leaders and volunteer managers to successfully complete their wood badge in a timely manner.

David works with our Local Training Managers, Training Advisors, Training Advisors for manager and supporter and training administrators to manage and support new leaders in planning their training, module validation and the award of wood badges.

The county training team, or to give them their proper title the “Wood Badge Team”, keeps going from strength to strength. The last twelve months have seen an increase in the number of trainers, a new Local Training Manager for Wandsworth, more people wishing to become training advisors and double the amount of full weekend residential courses.

In addition to these successes, during the coming year we will start to deliver a more comprehensive programme of training and learning validation including the much-needed manager and supporter training.

*Matt Butterfield*

**County Training Manager responsible for training delivery**

[ctm.td@southlondonscouts.org.uk](mailto:ctm.td@southlondonscouts.org.uk)

*David Liddle*

**County Training Manager responsible for training management**

[ctm.tm@southlondonscouts.org.uk](mailto:ctm.tm@southlondonscouts.org.uk)

# PERCEPTION

The Perception team have had a very busy and exciting year with lots going on within the County. Here is a brief report of what we've been up to and what we will be doing in the coming year

Since regaining access to our Instagram account this time last year, we have gained 461 new followers and seen allot more engagement with our posts and Instagram stories. Our hashtag #southlondonscouts is performing 40% better compared to other hashtags we use in all our posts, it's also starting to be used more by groups across the county which in turn gives us all more exposure online to the public. We have just created a new Giphy account which means we have our very own South London Scouts branded Giff stickers which can be used by anyone using Instagram stories, we will be adding more to this over the summer. So please search South London Scouts in Instagram stories to use these yourselves.

Our Twitter following has grown by 272 followers and we have tweeted over 589 times since last year which is seeing plenty of engagement from public, regional Scouts and Gilwell. It's great to see groups and members retweeting and liking our posts.

Facebook has seen a turnaround with Our South London Scouts page now being able to share posts directly to our district sites. Page likes are up by over 237 and we have had some amazing engagement with some of our recent stories, such as Vitality Scouting mile reaching well over 8,000 people, Toky from 17<sup>th</sup> Forest Hill receiving his Meritorious Conduct Award reaching over 5,000 people and most of our county events such as Free fees at fort weekend, Beavers Lego day, posts seeing similar success, which is a massive improvement on the previous year's engagement.

We are still struggling to get stories from groups to share and this will be a main focus with the coming year. With two international trips this year and one next year we will be running some live stories on social media throughout their trips which we can't wait to see.

We are still planning to run some Comms workshops to help any members with everything from setting up Facebook pages, Instagram stories, hashtags, staying safe to photography and much more, please bear with us this is still a work in progress but in the meantime if you need any help with social media just get in contact with us.

We had an amazing free camping fees at the fort back in May, with over 100 kids attending, we had many activities including, climbing wall, air rifle range, woggle making, air activities, trek cart racing, Dr Gore, campfire singalong and much more! It was an amazing success and it was so nice to see groups from across the County attending, feedback from all who attended was very positive and a massive thanks to all those who made it possible. The idea behind the weekends is to get groups using the South London Scout Centre more often. We have another free camping fees camp planned in September with over 400 already booked in to attend so we are busy planning that and we can't wait to see many of you and your groups there. More info can be found on our Website.

We have just had some large section and volunteering advertising signage installed and was kindly donated by a local printer. We also have some Instagram and Facebook like counters, more artwork and an advertising screen being installed over the next few months to engage with the many non-Scouting folk who use our South London Scouts facilities.

We have now updated the Centres Facebook page and will be utilising this more this year, so if you are at the Fort make sure to check in and share you pictures and stories with us.

Matt has been working hard on the website over the last year and it's certainly paid off with page views up on the previous year by over 35% which is huge success in the world of websites. In the last year the website has been updated to the new Scout branding, made it easier to submit content, made it more accessible for public and members to get to the correct content, added scouting profiles of our leaders, events are more easily seen and much more.

Page Views ?	Unique Page Views ?	Avg. Time on Page ?	Entrances ?	Bounce Rate ?
35.76% <span style="color: green;">▲</span> 112,017 vs 82,512	40.66% <span style="color: green;">▲</span> 84,108 vs 59,797	0.38% <span style="color: green;">▲</span> 00:01:33 vs 00:01:33	51.91% <span style="color: green;">▲</span> 46,279 vs 30,465	6.53% <span style="color: red;">▲</span> 45.28% vs 42.51%

Currently he is working on the new automated enquiry system which will direct enquiries through the website that currently are manually sorted directed to the relevant group. This is very exciting and will change the way we all action enquiries as a County.

The County website is an ever evolving tool and we always welcome feedback so please let us know if there is anything we can change?

Our last two issues have been well received and viewed thousands of times online, Debbie is currently working on getting content together for our next digital South Circular that will be engaging, interactive and useful for all our members, linking to videos, website, news feeds, blogs, pretty much everything that is going on in South London Scouts. We will be encouraging people to submit articles for this through social media, the team and the website. We aim to send this out seasonally please shout about this with your groups and any groups you visit as it's only as good as the content we receive, which at the moment is hard to come by! The Summer issue is due to be sent out before the summer holidays.

As well as all the events and activities that have happened over the past year we have had many amazing awards and incredible news stories, which really does go to show what an amazing County we have and it makes our job in Perception all that much easy to do.

That sums up what's be happening from the Perception team, we still have lot's to do and we look forward to the year ahead. A huge thanks to Matt & Debbie for hard work in the last year it's been tiring but incredible.

*Ross Whittome*

**Deputy County Commissioner reasonable for perception**

[dcc.perception@southlondonscouts.org.uk](mailto:dcc.perception@southlondonscouts.org.uk)



# GREATER LONDON SOUTH COUNTY SCOUT COUNCIL

## Balance Sheet at 31st March 2019

	Note	£	2019 £	£	2018 £
<b>Fixed Assets</b>					
Tangible Fixed Assets	3		0		0
Investments	4		5,821		15,839
Joint Venture	9		595		595
<b>Current Assets</b>					
Debtors	5	0		5,642	
Cash at Bank and in Hand		505,793		403,180	
		<u>505,793</u>		<u>408,822</u>	
<b>Liabilities: amounts falling due within one year</b>	6	<u>150,498</u>		<u>173,945</u>	
<b>Net Current Assets</b>			355,295		234,877
<b>Net Assets</b>			<u>361,711</u>		<u>251,311</u>
<b>Funds</b>					
Unrestricted	7		251,194		227,966
Restricted			110,517		23,345
			<u>361,711</u>		<u>251,311</u>

Approved by the Trustees on *24<sup>th</sup> Sept* 2019 and signed on their behalf by:

Martyn Bain (Chairman)



(Treasurer)

# OUR MEMBERSHIP (as of Jan 2019)

	Male	Female	Total
<b>YOUTH MEMBERSHIP</b>			
Beaver Scouts	778	342	1,120
Cub Scouts	1,218	432	1,650
Scouts	968	477	1,445
Explorer Scouts	255	150	405
Network members	64	54	118
<b>TOTAL YOUTH MEMBERSHIP</b>	<b>3,283</b>	<b>1,455</b>	<b>4,738</b>
<b>LEADERSHIP</b>			
Sections leaders	304	302	606
Section Assistants	96	83	179
Young Leaders	106	68	174
Group Scout Leaders	48	33	81
District Skills Instructors	6	4	10
District Advisers	3	0	3
District Scouters	3	0	3
District Commissioners	10	9	19
County+ Skills Instructors	5	0	5
County+ Advisers	2	0	2
County+ Scouters	4	0	4
County+ Commissioners	3	1	4
<b>TOTAL LEADERSHIP (over 18 years)</b>	<b>484</b>	<b>432</b>	<b>916</b>
<b>ORGANISATIONAL SUPPORT</b>			
Group Exec	148	174	322
District Office Bearers/Exec	23	13	36
County+ Office Bearers/Exec	2	0	2
Active Support	131	99	230
Individual Members and Associate Members	134	121	255
<b>TOTAL ORGANISATIONAL SUPPORT</b>	<b>438</b>	<b>407</b>	<b>845</b>
<b>TOTAL MEMBERSHIP</b>	<b>4,205</b>	<b>2,294</b>	<b>6,499</b>
Beaver Scout Colonies			80
Cub Scout Packs			91
Scout Troops			86
Scout Groups			90
Explorer Scout Units			30
Local Scout Networks			5
Active Support Units			18
Young Leader Units			5
Scout Districts			5



# South London



[southlondonscouts.org.uk](https://southlondonscouts.org.uk)



[contact.us@southlondonscouts.org.uk](mailto:contact.us@southlondonscouts.org.uk)



[#SouthLondonScouts](https://www.youtube.com/hashtag/southlondonscouts)