

The Scout Association
Northern Ireland Scout Council

THE ANNUAL REPORT
for the year ended 31 March 2018

CONTENTS

	Page
Developing the Vision – Corporate Objectives	
Structure, Governance and Management.....	1
Northern Ireland Scout Council Membership.....	2
Letter from the President.....	4
Programme and Development Committee.....	5
Finance and General Purposes Committee.....	6
Growth	
To increase the number of youth members and volunteers	
Membership.....	7
Adult Training and Support.....	7
Northern Ireland Scout Centre Crawfordsburn.....	9
Youth Shaped	
To ensure Scouting is shaped by young people in partnership with adults	
Youth Shaped Scouting.....	12
The Scouting Programme.....	13
Beavers.....	14
Cubs.....	14
Scouts.....	15
Explorers.....	16
Network.....	17
Inclusivity	
To be as diverse as our communities	
Activities.....	19
International.....	20
Arrowhead Club.....	20
Community Impact	
To make a positive impact in our communities	
Social Media.....	21
Counties.....	22
Adult Awards for Good Service.....	24
Scout, Explorer Scout and Network Awards.....	25
Chair's Conclusion.....	28
Chief Commissioner.....	29
Financial Statements	30
Fundamentals of Scouting and Key Policies.....	47



Developing the Vision – Corporate Objectives

Structure, Governance and Management

The Scout Association was incorporated by Royal Charter in 1912. Its powers include the appointment of local bodies for the management of its affairs in any particular part of the United Kingdom; under these powers its affairs in Northern Ireland are delegated to the Northern Ireland Scout Council with a Board for the management of its business. The Northern Ireland Scout Council is an autonomous Charity affiliated to The Scout Association and is recognised by the Inland Revenue as a Charity.

The Board of the Council are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Northern Ireland requires the Board of the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Board of the Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- 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 charity will continue in operation.

The Board of the Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act (Northern Ireland) 2008. The Board of the Council 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.

The management of the business of the Council is vested in the Board of the Council. The Board is responsible for policy making, but delegates certain operational decisions to its Executive and sub Committees (Finance and General Purposes and Programme and Development sub Committees). The Board keeps under review a business risk management analysis that identifies potential risks to the key functions of the Association. The Board delegates the day to day operation of the business to the Senior Management Team of the following: the Executive Commissioner Mr K Gillespie, the Administrative Officer Mrs P Hale and the Northern Ireland Scout Centre Crawfordsburn Manager Mr P Harrison.



The Scout Association
(Incorporated by Royal Charter)

Patron: Her Majesty Queen Elizabeth II
 Founder: The Lord Baden-Powell of Gilwell, OM, GCMG, GCVO, KCB, LLD
 Chief Scout: Bear Grylls

Northern Ireland Scout Council

President: Mr R P Scott, BEM

Vice Presidents
 Mr N Bogle, MBE
 The Rt Hon The Lord Carswell
 Mr I M Coates
 Mr M Douglas, MBE
 Mr D Fawcett, DL
 Mr B D Mawhinney, MBE
 Dr W Mulryne, OBE
 Mr G Purdy, CBE

Chief Commissioner: Mr S Donaldson
 Chair: Dr H Brown
 Hon Treasurer: Mr P Price
 Secretary: Mr K Gillespie

Chair of Finance and
 General Purposes Committee: Mr R Thompson

Chair of Programme
 and Development Committee: Mr S Millar

Appeals Treasurer: Mr P Price

Bankers: Ulster Bank Ltd
 11-16 Donegall Square East
 Belfast
 BT1 5UB

Northern Ireland Registration Number
 with the Scout Association: 30000

Charity Commission Registration No. NIC103542

Contact: Mr K Gillespie
 Executive Commissioner
 The Scout Association
 Northern Ireland Scout Council,
 109 Old Milltown Road,
 Belfast, BT8 7SP



Northern Ireland Commissioners

Mrs B Edgar	Beaver Scouts
Mrs J Major	Cub Scouts
Mrs A Nicholson	Scouts
Mr A Stacey	Explorer Scouts
Mr D Scott	Scout Network
Mr J Morrison	Adult Support
Mr M Kerry	Activity Permits
Mr R Dorrian	Activities & Crawfordsburn
Ms C Brown	International
Miss R Wells	Youth
Rev D Skuce	Chaplain

County Commissioners

Mr C McGrath	Antrim
Mr R Watson	Armagh
Mr S Mallett	Belfast
Mr S Wilton	Down
Mrs K Armstrong	Fermanagh
Mr P Meikle	Londonderry
Mr N Collins	Tyrone
<u>Nominated by Chief Commissioner</u>	
Mr C Lammey	
Mr C Thompson	
Mr R Thompson	

District Commissioners

Mr A Morrow	Lisburn	Mr N McKee	Lagan
Mr S Millar	Slemish	Mr J Watson	West Belfast
Mrs B Fisher	South East Antrim	Mr S Leech	South Down
Mrs B Robb	East Belfast	Mr T Troughton	Strangford
Mr J Allen	North Belfast	Mr P Wilson	North Down

Elected Members

Mr D Branagh	Mr E Fleming	Mr F Graham	Miss R Nicholson	Miss Z Sinfield
Mr S Bell	Mr B Hassard	Mr J Mullan	Mr W Ashenurst	Mr W Shaw
Mr P Walker	Mrs R Forde	Mr D Morrow	Miss A Wolfe	Mr A Kent
Mr S McCallen	Mr D Kirkpatrick	Mr J Collins	Mr R McClean	Mr M Cairns
Mr T Neill	Miss F Fyfe	Miss A Clarke	Mr C Black	Mr M Graham
Miss D Robinson	Mr T Blair	Mr L Carswell	Mr G Duffy	Mrs C Rankin
Mr M Douglas	Mrs J Major	Mr C McCloskey	Miss E White	Mr B Ross
Mr T Hendren	Mrs C Mooney	Mr P Clydesdale	Mr P Patterson	
Miss A McKee	Mr A Meikle	Mr C Ringland	Mr M Croft	
Mr A Hale	Mr R Thom	Mr O Townsend	Mr S Hamilton	

The Chief Commissioner, pro tem, Girlguiding Ulster & The Chief Scout, pro tem, Scouting Ireland

Council's Committees

The Board

Chair: Dr H Brown
Mr S Bell
Mr N Collins
Mrs R Forde
Mr C Lammey
Mrs J Major
Mr C McCloskey
Mr C McGrath
Mr A Meikle
Mr P Meikle
Mr C Thompson
Mr P Walker
Mr R Watson
Mr P Wilson

Executive

Dr H Brown
Mr S Donaldson
Mr K Gillespie
Mr C Lammey
Mr S Millar
Mr P Price
Mr C Thompson
Mr R Thompson

Finance & General

Purposes
Chair: Mr R Thompson
Mr S Bell
Dr H Brown
Mr S Donaldson
Mrs R Forde
Mr D Gibson
Mr C Lammey
Miss B McAuley
Mr C O'Neill
Mr P Price
Mr C Thompson

Programme & Development

Chair: Mr S Millar
Mrs K Armstrong
Ms Caroline Brown
Dr H Brown
Mr N Collins
Mr S Donaldson
Mr R Dorrian
Mrs B Edgar
Mr M Kerry
Mrs J Major
Mr S Mallett
Mr C McGrath
Miss A McKee
Mr P Meikle
Mr A Meikle
Mr J Morrison
Mrs A Nicholson
Mr C Ringland
Mr D Scott
Rev D Skuce
Mr A Stacey
Mr R Watson
Miss R Wells





Letter from the President

I am pleased to be able to introduce this Annual Report which gives an overview of some of the main activities that have taken place during another very busy year for Scouting in Northern Ireland.

This report demonstrates very clearly how successful Scouting in Northern Ireland has been in meeting the **Strategic Objectives of Scouting's Vision to 2018**.

Scouting in 2018 will:

- make a positive impact on our communities
- prepare young people to be active citizens
- embrace and contribute to social change.

Scouting in 2018 will be:

- shaped by young people in partnership with adults
- enjoyed by more young people and more adult volunteers
- as diverse as the communities in which we live.

Members of Scouting in 2018 will feel:

- empowered
- valued
- proud.

So, I would like to take this opportunity to pay tribute to the dedication and commitment of all those involved in Scouting in Northern Ireland who have enabled us to meet the objectives set, by ensuring that the young people of today get a real quality Scouting experience. It is always an honour to attend the presentation of Awards to our Scouts and it has been a delight to meet a growing number who clearly demonstrate how the Vision can become a reality in their lives.

Like so many who have been in Scouting for many years, I have been encouraged not only by the growth in membership over the years of this plan, but at the increasing involvement of our young people in all aspects of the Movement. Giving responsibility to our Scouts has always been so central to what we are about and I congratulate those who made it a priority and enabled it to develop. The #YouShape activities and the changes in the Youth Structure, with appointment of Youth

Commissioners/Representatives for Northern Ireland, across all Scout Counties and District Teams, have not only given a voice to young people, but enabled them to have more ownership of their Movement.

On my visits to the Northern Ireland Scout Centre Crawfordsburn I have been delighted to see the continued developments and improvements which make it an excellent place to bring our young people, to enjoy the best of Scouting activities which was so well demonstrated at Nijam 2017. I was so encouraged by the large number of young leaders helping to staff the camp and especially by the quality of the Youth Commissioners who helped to host the many visiting guests.

My congratulations to those adults who received well earned Scouting Awards this past year. My thanks to all those who have stepped down from various roles during the year and may I wish every success to everyone who has taken up new posts.

We are so fortunate to receive financial support through donations, legacies and grants to enable us to provide new facilities, activities and programmes and I would like to thank everyone who has supported Scouting in Northern Ireland in any way.

On behalf of the Northern Ireland Scout Council I would offer my sympathy to all the relatives and friends of members of our Movement who passed away during the year.

In closing, I look forward to the year ahead, to be able to see Scouting in action and say a big "THANK YOU" to all who give of their best for the good of Scouting in Northern Ireland, of which we are all so proud.



Philip Scott
President

Programme and Development Committee

The Programme and Development Committee is responsible for co-ordinating the development of training policy, programmes, activities and research. The Committee supervises

- the implementation of the National Training policy and programmes for Beaver Scouts, Cub Scouts, Scouts, Explorer Scouts, Scout Network and Leaders;
- the development and promotion of Scouting in areas of Northern Ireland within rural, urban and minority communities, not currently served by The Scout Association;
- the formulation and implementation of plans designed to enhance the image of Scouting and improve communications with target audiences;
- policy for the conduct of activities and their programming;
- training policy in connection with Activity Centres;
- the establishment and approval of the remits of any subsidiary groups necessary to assist the Sub Committee in fulfilling its remit;
- training conferences and events delegated to it by the Board or Executive Committee;
- research affecting the aims, training and activities of Northern Ireland members of The Scout Association and the Development of relevant policy;
- the training aspects of community development;
- the submission to the Finance and General Purposes Sub Committee for consideration of all decisions and recommendations which involve expenditure outside approved budgets;
- Such other matters as may be referred by the Board or Executive Committee from time to time.

Once again the work of the Committee had the central theme of the Scout Association's Vision to 2018 and endeavored to make sure that the excellent work carried out in Sections, Groups, Districts, Counties, and at a Northern Ireland level was in line with this Vision's four key areas:

1. **Growth** – to increase the number of youth members and volunteers
2. **Inclusivity** – to be as diverse as our communities

3. **Youth Shaped** – to ensure Scouting is shaped by young people in partnership with adults
4. **Community Impact** – to make a positive impact in our communities

The Committee received regular reports from the Northern Ireland and County Commissioners on the activities taking place throughout Scouting in Northern Ireland involving young people from all Sections.

The Scout Association's new Strategic Plan to 2023 – Preparing Better Futures, Delivering Skills for Life was considered during the year following the consultation period with members. The current "Strategy to 2018" with the headings Growth, Youth Shaped, Inclusivity and Community Impact is to be merged with the new "Strategy to 2023" to create a seamless development plan that members can take ownership of as quickly and smoothly as possible. The new Strategy would be launched in May 2018.

"By 2023 we will have prepared more young people with Skills for Life, supported by amazing Leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities."

During the year the Northern Ireland Team welcomed Mr R Dorrian, who now holds the new joint role of Northern Ireland Commissioner for Activities and Northern Ireland Commissioner for Crawfordsburn. Mr M Kerry remains on the NI Team as Northern Ireland Commissioner for Activity Permits. In addition to these changes to NI Commissioners, Mr R Watson took over from Mr P Walker as County Commissioner for County Armagh.

Thanks are recorded to Mr A Parkes for his years of service as Northern Ireland Commissioner for Crawfordsburn, to Dr D Mehaffey as he finished his term as Northern Ireland Commissioner for Special Needs and to Mr P Walker for many years of service as County Armagh County Commissioner.

The Committee also kept a close watch on the developments with Compass and



ensured that AccessNI checks were carried out in a timely manner on all adult Leaders.

The importance of emphasizing safety in the Scouting programme was highlighted at all meetings. A new drop box facility is now available from Unity Insurance Services allowing Counties to see the number and type of accidents that have occurred in their area over a period of time. It is pleasing to report that the number of accidents in Northern Ireland had decreased during the reporting period.

The Scouts NI Facebook page, which was set up to promote Scouting in Northern Ireland through good news stories, together with a Youtube account continued to attract a good following especially when promoting and reporting on NI events.

The pending introduction of the new General Data Protection Regulations (GDPR) in May meant that workshops were organised for all Trustees on their responsibilities in adhering to these regulations.

Finance and General Purposes Committee

The Committee met regularly to review the income, expenditure and general management of Scouting in Northern Ireland.

The Committee is responsible for:

- the maintenance of all properties owned or occupied by Northern Ireland Headquarters;
- Northern Ireland Headquarters administration and services;
- staff matters;
- the establishment and approval of the remits of any subsidiary groups necessary to assist the Sub Committee in fulfilling its remit;
- the development and implementation of an information technology policy;
- liaison with the Programme and Development Sub Committee on matters which concern both Sub Committees;
- advising and assisting the Executive Committee in the control of funds;
- implementing the wishes of the Executive Committee in all financial matters, which include:
 - Membership Subscriptions
 - Investment and Property
 - Budgetary Control and Accounting Systems
 - Salary Scales and pensions for the Staff
 - Scrutiny of proposed expenditure
 - Insurance
 - Such other matters as may be referred from time to time by the Board.

The Northern Ireland Scout Council accounts were regularly overviewed including the setting of the annual budget and monthly Restricted and Unrestricted financial

statements. At the meetings the Investment Portfolios were reviewed and advised upon by Mr G McDougall, Cunningham Coates Stockbrokers.

Reports on the developments at the Northern Ireland Scout Centre Crawfordsburn were given at each meeting. Applications for funding for the development work at Crawfordsburn as well as for other various projects were also discussed.

During the year a new Activities Co-ordinator was appointed at the Northern Ireland Scout Centre Crawfordsburn but left to go to other employment. Advertisements have been placed for a new Activities Co-ordinator and Activities Assistant for Crawfordsburn and a Development Officer for NI Scout Council.

Safety, risk assessments, safeguarding and child protection remained high on the agenda throughout the year and the Committee received regular reports on the number of adult members recorded on Compass and the number with clear AccessNI Disclosures. Any outstanding disclosures were being followed up by Counties, Districts and Groups.

Another area of business was the allocation of funds left to the Northern Ireland Scout Council through legacies and bequests for the ongoing work of Scouting in Northern Ireland.



Growth

To increase the number of youth members and volunteers

Membership

Scouts NI has seen an increase in membership every year from 2004 to 2017. The following table shows the figures and the annual % change.

Year	2004	2005	2006	2007	2008	2009	2010
Membership	8922	9028	9049	9180	9226	9387	9541
% Change	2.8%	1.2%	0.2%	1.4%	0.5%	1.7%	1.6%

Year	2011	2012	2013	2014	2015	2016	2017
Membership	9748	9861	10160	10595	10631	11390	12121
% Change	2.2%	1.2%	3.0%	4.3%	0.3%	7.1%	6.4%

The 2018 census revealed a small reduction in numbers from 12121 in 2017 to 12025.

A summary of the position at 31 January 2018 is as follows:

Beaver Scouts	2,530	Beaver Scout Colonies	155
Cub Scouts	3,101	Cub Scout Packs	161
Scouts	2,376	Scout Troops	150
Explorer Scouts	845	Explorer Scout Units	76
Network members	229	Scout Network	12
Total Youth Membership	9,081	Scout Active Support Units	16
		Young Leader Units	22
Leaders, Commissioners & Other Adults	2,944	Total number of Groups	163
		Districts	14
Total Membership	12,025	Counties / Areas	7
	<i>(2017 = 12,121)</i>		

Adult Training and Support

Adult training in Northern Ireland is proving to be a popular, positive experience for our adult members.

The NI Training Team has excelled in not only the quality of delivery of the Woodbadge Modules but in the innovation shown in identifying new training opportunities and delivery methods. In response to the changing needs and learning preferences of our adult Modules, the NI Team has created an interactive local and regional training experience that opens up a great variety of opportunities for Leaders to engage with training.

To meet the growing demand for training, priority was given to increase the training provision both locally and regionally by

identifying new trainers and developing specific Training Teams for all areas of work to ensure all adult roles are supported.

Nationally, Woodbadge Modules are undergoing review and emphasis is being placed on Leadership and Management training as well as ensuring a Coaching and Mentoring provision is in place.

This has resulted in:

- A regional Training Team that provides regular Woodbadge Modules, delivered at the Northern Ireland Scout Centre Crawfordsburn.
- Greater number of local training events with some topics being modularised to meet the needs of our busy Leaders. Feedback received from those attending



the different training events commends the efforts being made to make training accessible, user friendly and meaningful to those attending.

- The inaugural Leadership and Management training events have taken place with extremely positive feedback from participants. They reported that the training provided exactly the information and knowledge they needed, within a safe environment to test the newly acquired skills. This training will now be offered annually, based at the Northern Ireland Scout Centre Crawfordsburn, giving the opportunity for all Leaders, Managers and supporters to come together, learn cohesively and share their experiences.
- A "Train the Trainer" event saw over 30 participants undertake training providing welcome support to our established Team, ensuring Scouts NI will continue to meet the needs of our adult Leaders.
- The development of Patrol Leader and Young Leader specific trainers, who as part of the wider Team, deliver a training experience that enables our young people to prepare to lead and progress through the Movement. At the same time they are able to share in the Scouts NI training ethos throughout the different age appropriate training experiences.
- The development of a Youth Commissioner training scheme designed for Scouts NI Youth Commissioners that provides the relevant knowledge and support in an interactive and engaging programme.
- The Adult Training and Support Team has been able to contribute at a high level to the provision and development of Adult Training nationally. The Northern Ireland Commissioner (Adult Training)

has ensured that the requirements of Scouts NI Leaders in areas such as Leadership and Management, 1st Response and Coaching and Mentoring are not only raised but that, in preparing any national provision, Scouts NI Leaders' needs are met.

- A blended approach to Woodbadge training for Section Leaders during 2017/2018 ensured access to training was increased, and provided greater choice to those attending training. This was facilitated by delivery at the Northern Ireland Scout Centre Crawfordsburn and also at locally organised events. This resulted in 151 adults attending Woodbadge training throughout the year, 68 of whom progressed to achieve their Woodbadge Certificate and Beads.

It is reassuring that we have a strong training provision available within Scouts NI to support our adult Leaders. Tribute must be paid to our established trainers and our new trainers, facilitators and supporters who strive to deliver an engaging, positive learning experience and are proactive in ensuring the provision is flexible and sufficient to meet the changing learning preferences of our Leaders. None of the success achieved would be possible without the hard work and dedication of the Adult Support Team.

We are always delighted to see a Leader proudly wearing their new Woodbeads or to have a member of Scout NI praise their learning experience. These are the indicators that the Adult support provision is supporting our Leaders.



Northern Ireland Scout Centre Crawfordsburn

Much of the residential, camping and outdoor programme of Scouts NI takes place at the Northern Ireland Scout Centre Crawfordsburn, a 22 acre site within Crawfordsburn Country Park on the North Down shoreline.

In addition to camping, current facilities include:

Cedar Lodge (24 beds)

The Chalet (46 beds)

Main Complex with three multipurpose halls

Training Cabin Hall and Kitchen

Lid/All Weather Centre

Site activities include:

Abseiling	Gravity Swing
Archery	Kayaking
Backwoods	Mountain Boards
Bouldering (dry)	Orienteering
Canoeing	Pedal Karts
Caving	Pond Dipping
Challenge Course	Rafting
Climbing	Rib (power boat)
Crate Climb	Sailing
Grass Sledges	Team Building
Gravity Swing	Zip Line

It is encouraging to report that the Northern Ireland Scout Centre Crawfordsburn had over 26,000 users in the past year. This number has included many young people from youth and community groups from across Northern Ireland joining with Scout Groups to participate in activities on site.

Developments on Site

Phase 1

A superb **All Weather Centre (Lid)** with an 8 metre covered climbing wall, shower and toilet facilities. The All Weather Centre houses a range of outdoor activity and sporting equipment including canoes, kayaks, protective clothing, ropes, archery equipment and football equipment. The Centre's large covered interior means that young people have greater programme possibilities even in inclement weather. This facility has been fully utilised by youth and community groups from many areas in Northern Ireland.

A new **Climbing tower** and associated ground works.

A modern **Toilet and Shower Block** which provides much needed new facilities for those camping.

Phase 2

A modern, two storey **Chalet Residence** which sleeps 46 young people and Leaders and incorporates a Main Hall for meetings and activities, excellent kitchen facilities, four Training Rooms and an Administration Office. The Chalet also incorporates shower and toilet facilities. A lift between floors means the facility is fully accessible throughout to young people and Leaders with disabilities. Schools groups are now finding this to be a good location for residential work and developing citizenship skills.

Upgraded **Perimeter Fencing** around the whole of the 22 acre site incorporating the installation of new gates. This allows greater peace of mind for young people, Leaders and families and brings the site into line with the most rigorous European safety standards.

A **Caving Complex** offering an underground challenging experience.

Phase 3

Purpose built **Wardens' Accommodation** for the Wardens on site. This work included:

- Erection of cedar-clad sectional building for the wardens' accommodation.
- Clearing and fencing a secure workshop area and the provision of storage for boats and other equipment.
- Moving the Wardens' accommodation from its existing site to the new more appropriate site.

Path network enabling disabled users access around the site from the Chalet to the Lid, around the main field, and from the main entrance gate to the site.

Drainage Work carried out to improve the camping and activity areas. The grass sledge/grass ski slope was also redeveloped and drained.

Access paths and gabion wall

Work was carried out around the Chalet with drainage, a gabion wall and hardcore area. Access paths were created to the Sea Gate from the foot of the board walk, and from the top of the board walk to the pedestrian gate by the main entrance.



The Cedar Lodge - a 23m x 10m cedar-clad lodge with the following facilities:

A common room with a communal leisure area, space for project work and small group discussions and a fully equipped kitchen.

2 x 8 berth en suite dormitories, primarily for the use of young people.

2 x 4 berth en suite dormitories, primarily for the use of volunteer Leaders.

A 'boot room' / changing room allowing muddy boots and clothes to be conveniently changed after outdoor pursuit activities.

A small Leaders' room.

The Cedar Lodge allows more young people to engage in residential outdoor pursuits programmes, greatly improves access for young people with disabilities, and provides better quality facilities for limited volunteer Leader training.

Four wooden-construction **Camping pods** each sleeping up to 5 people.

New covered stage and terracing at the All Weather Centre (Lid) and newly built **campfire circle**. Work has also been ongoing to clear Wightman's plantation, and refurbish the Heasley Chapel.

New Site Activities include pond dipping and mountain boarding.

Phase 4

The new **Main Complex** opened in October 2016 provides excellent non-residential facilities and enables more training to take place for both adults and young people in a comfortable environment. It also provides schools and other youth and community groups with much needed facilities.

Ongoing site developments

During the year the climbing tower and climbing wall were refurbished, painted and new routes set and a new bouldering wall installed at the back of the Lid/All Weather Centre. A compound was also built around the climbing wall to make the activity safer and more inclusive.

A new Beaver Trail was installed and the old one removed. The orienteering course was revamped with new pictures.

New fencing and a gate was installed along the edge of the camping ground at Whiteman's plantation and new fencing erected on the main driveway from the main field gate down to the bin compound. The ground at the Whiteman's plantation was turned into a marquee site/car park and the spoil from that site was moved to the main field near the railway line, profiled and new campsite created.

To promote an environmentally friendly site, new recycling bins were also positioned on the site during the year.

Over the next few months the site will see the permanent roof over the stage area being completed, the new IT suite situated at the back of the Main Complex, and the new warden's day office opening and being used.

The Northern Ireland Scout Centre Crawfordsburn is open throughout the year to any youth or community groups who wish to avail of the facilities. The Warden Teams continue to work hard providing support to the site, supervising activities and taking part in training programmes as required for the various outdoor activities offered on site.

Thanks to our supporters we have already been able to complete

Phase 1 - £950,000

- | | |
|-------------|--|
| 2000 | <ul style="list-style-type: none"> • Cutting of first sod and Topping Out Ceremony for All Weather Centre (Lid) |
| 2001 | <ul style="list-style-type: none"> • All Weather Centre (Lid) with an 8 metre covered climbing wall, shower and toilet facilities • Modern Abseil and Climbing Tower |
| 2002 | <ul style="list-style-type: none"> • Work started on Chalet extension and refurbishment • Modern Toilet and Shower Block for campers • Perimeter Fencing around the whole of the 22 acre site incorporating new gates |



Phase 2 - £860,000

- 2003 • The Residential, Training and Activity Centre (Chalet)
(Refurbished Chalet originally built in 1978)
- 2004 • Caving complex
- 2005 • Path network and boardwalk
- 2006-2007 • Lodge One – Purpose built accommodation for the Wardens on site
- 2008 • Purpose built Pedal Go Kart track
- New improved archery area
- Zip line
- Drainage work on main camping field
- Refurbishment work on Main Cabin *(originally built in 1953)*
- 2009 • Work carried out around the Chalet with drainage, a gabion wall and hardcore area
- Access paths
- 2009 (a) to the Sea Gate from the foot of the board walk
(b) from the top of the board walk to the pedestrian gate beside the main entrance

Phase 3 - £995,000.....

- 2010 • Worked started on The Cedar Lodge residential facility
- Grass sledge/grass ski slope redeveloped and drained
- 2011 • The Cedar Lodge residential facility completed
- Access paths from main entrance on to the site
- Pond created for pond dipping activity
- Assault course replaced with a new Challenge Course
- New flooring in All Weather Centre (Lid)
- 2012 • Double King Gravity Swing
- Five Camping Pods
- Minibus for site users
- 2013/2014 • Stage area
- Terracing between main camping field and All Weather Centre
- New campfire circle
- Heasley Chapel refurbished

Phase 4 Total Cost £1.2 million

- 2015/2016 • Work reaching completion on the new Main Complex to replace Cabin
- 2016/2017 • Official Opening of new Main Complex, Wednesday 26th October 2016.
- Plans being developed for the next Phase of the work on site.
- 2018 • New Beaver Trail
- Refurbished Climbing Tower and Climbing Wall and compound
- New Bouldering Wall in Lid/All Weather Centre
- Orienteering course refurbished
- New fencing, work at Whiteman's Plantation and creation of new campsite area.

Crawfordsburn Schools Project

The Schools Project at the Northern Ireland Scout Centre Crawfordsburn continues to provide primary school pupils (mainly p6 and p7) with activity days throughout the school year. The project maintains its objectives of ensuring the Crawfordsburn facility is well used during mid week and providing a taste of Scouting to the many pupils coming along. Several schools are now regarded as repeat customers and have spoken in glowing terms of the range and wealth of activities on offer. Thanks must go to the group of enthusiastic volunteers who continue to give so much of their time in running the activities.



Youth Shaped

To ensure Scouting is shaped by young people in partnership with adults

Youth Shaped Scouting

Youth Shaped Scouting has gone from strength to strength this past year and continues to grow all across NI and the rest of the UK. #YouShape Month returned in February 2018 and social media contained a storm of Sectional #YouShape Resources, Programme ideas, highlights from group activities and general information about the importance of Youth Shaped Scouting. We know that the more young people are involved in shaping their Scouting experiences, the more they will get out of it, and the more likely they are to stay, do well and achieve their top Awards. It is so encouraging to see so many incredible examples of young people and adult Leaders working together to push Scouting to be the best it can be and provide amazing opportunities and adventures for all.

On a UK level, over the past year we saw the appointment of four Assistant UK Youth Commissioners, who each targeted a specific area of the Youth Shaped Strategy. These include; Leadership, Management, Programme and Governance. Communication and links with the UK Youth Team have also increased, with the NI Youth Commissioner attending quarterly meetings with the Team alongside other representatives from Scotland and Wales, and the introduction of regular update conference calls for all Local Youth Commissioners. The current UK Deputy Youth Commissioner, Frankie Smith, flew over to Northern Ireland to support a two day forum of Section Leaders, Line Managers and Local Youth Commissioners, looking at how we can support, enhance and embed Youth Shaped Scouting in NI.

Closer to home here in NI, we have been busy too! Our Youth Commissioners have been popping up everywhere from NIjam 2017, CubJam, Beaver Rally Day, the Scout Mud Run and NI Scout Camp Competition. They have helped celebrate with Chief Scouts and Queen's Scouts and St George's Day Award recipients, attended a Commonwealth Youth Forum and even dabbled in a bit of

Patrol Leader, Young Leader and Woodbadge Training. A massive thank you to all our NI Trainers who have always taken Youth Shaped Scouting to be an integral part of developing our current and future Leaders and continue to put such heavy emphasis on this in all aspects of training. We recently piloted a Leadership and Management Course tailored specifically for Youth Commissioners.

Other Youth Events going on throughout the year included the return of #Momentum2.0 for Explorers and Network Members in County Londonderry and the Beaver YouShape Day in County Armagh. Both had good representation from groups across the Counties and valuable information learnt from the young people, as well as being lots of fun! On a NI level, a partnership of the NI Youth Team and NI Cub Team saw the delivery of the first ever 'CubShape' day held at the Northern Ireland Scout Centre Crawfordsburn for over 160 Cub Sixers and Seconders. They took part in activities from crate climbing to bouldering and Lego woggle making to parachute games. There was a real variety! Mixed in with these outdoor activity and teamwork bases were Youth Shaped Scouting themed bases. Information from these bases is used to help Leaders make sure that the programme continues to be engaging, relevant and fun. It was also used to gather ideas and suggestions of activities to do at CubJam, which was given directly to the CubJam planning team and helped make camp such a success! Our CubShape Day was full of enthusiasm, smiles, laughter, fun and friendships, and it was even picked up on by HQ as we got a blog all about it posted to the Scouts.org website.

Our NI Youth Structure has grown again this year with 100% of the County Youth Commissioner roles and 70% of the District Youth Commissioner roles being filled. Alongside this we have Youth Teams and many Explorer/Network Supporters and there has been a further increase of the number of



young people under 25 sitting on Executive Committees and District, County and NI Teams. This summer we will see an Explorer Belt trip to The Netherlands, a canoeing expedition in Canada, a Network trip to Malawi with Habitat for Humanity and so much more; all planned to be youth focused and youth shaped! The 24th World Scout

Jamboree in West Virginia in 2019 is well and truly on the horizon and is set to be the most Youth Shaped Jamboree ever.

Many thanks to all the volunteers, adults and young people who continue to support Youth Shaped Scouting in Northern Ireland and beyond.

The Scouting Programme

The word 'Programme' in Scouting refers to the range of activities, challenges and experiences that young people experience in Scouting.

The Scouting Programme provides a structure of Badges and Awards, which are progressive through the sections, and linked to a number of key objectives. These objectives are based on Scouting's Purpose which is to 'actively engage and support young people in their personal development, empowering them to make a positive contribution to society'. The Scouting Programme for all five sections is based around three main themes: outdoor and adventure, world, and skills. This programme of activities is planned by the leadership team in partnership with young people, and should incorporate elements from each theme, to offer young people the most interesting and diverse experience.

There is flexibility within Scouting which means that all young people, regardless of their abilities, can enjoy and achieve. The Programme should be flexible and have room to adapt and accommodate the needs of the individual, with the focus being on holistic personal development.

Scouting addresses many needs of young people including: having fun, building and maintaining relationships, personal development, self-respect, discernment and empowerment. Personal development includes social, physical, intellectual, emotional and spiritual development.

The five Sections are:

- Beavers (6-8)
- Cubs (8 – 10½)
- Scouts (10½ - 14)
- Explorer Scouts (14-18)
- Network (18-25)

Programme Objectives

In order to make sure that the programme meets Scouting's fundamental purpose, a number of programme objectives set out what young people of different ages should gain from taking part in Scouting. These objectives underpin the requirements of the Badges, Awards and other programme elements.

The programme objectives are broken down into five areas of personal development with detailed objectives relating more specifically to the age specific needs of young people.

Physical - There are two objectives in this area of development – health and fitness – which include the impact of diet, illness and exercise, as well as how to take action in an emergency.

Intellectual - There are three objectives in this area – learning skills, creativity and judgment. These are about young people developing skills and talents, expressing themselves creatively, problem solving and making choices.

Emotional - There are two objectives in this area – self-identity and emotional expression. Young people in Scouting explore their own identity and personality, learn how to deal with and express their emotions, and learn to respond to others' emotions.

Social - There are three objectives in this area – relationships, teamwork and community – all of which are about how we live and work with others as part of our local, national and international community.

Spiritual - There is one objective in this area, which focuses on exploring faiths, beliefs and attitudes that are meaningful to young people individually, and to others around them.



BEAVERS

Beaver Colonies throughout Northern Ireland had another enjoyable year taking part in District, County and Northern Ireland events. This year our focus was on adventure and getting Beaver Scouts out and about to try new adventurous activities.

On 20th-21st May, the Beaver Section held the annual Beaver Rally Day in Northern Ireland Scout Centre Crawfordsburn. 736 Beaver Scouts took part in 'Let's Go Wild Adventure', learning more about weird and wonderful animals from around the world and identifying some mini beasts that live in Crawfordsburn. They also got to try out grass sledging, and toasting marshmallows on an open fire, as well as playing games and taking part in a drum circle with Joe from the Gathering Drum. After Rally Day 106 stayed for the 'Camp in the Wild' sleepover under canvas. Once again this year the Beavers and Leaders went for a walk in the country park, building dens and then had a campfire together in the rain, before getting some well-earned sleep.

On Saturday 21st October the Beavers had a very successful adventure day at "Jungle NI" with 266 Beaver Scouts attending from 22 Colonies. It was good to see new Groups like 1st Ballycastle attending along with many of our Fermanagh, Tyrone and Londonderry Groups. It was a great day despite the weather. There was as much mud as the Scout Mud Run and not a dry Beaver in sight with all the liquid sunshine. It was good for Leaders to remind themselves that kids just want to simply have fun even if it's just the muck! Thanks go to the Jungle NI staff for running the activities that fitted in so well with the Adventure Challenge Award.

Christmas at Crawfordsburn took place again this year. This magical event captivates both young and old with the site used to its full potential for games, an interactive story, crafts, Santa visit and refreshments. Thank you to Mrs J Berryman and her Team for organising a great week.

This year the NI Beaver Team thought it was time to reach out to Leaders with a Leader Development Day taking place on Saturday 3rd February in Harmony Hill Presbyterian Church. Many of the 46 Leaders that attended were new and included young leaders helping with Beaver Colonies. The Leaders found it a useful day as they completed six different workshops based on the Challenge Award Badges. Miss J Reid from Speedwell Trust delivered a workshop. Some of the Leaders that have been involved for a number of years felt that they left with lots of new ideas and renewed enthusiasm for Beaver Scouting and badge work. The Team are now hoping to run an annual Leaders' Day to encourage and keep volunteer Leaders enthused.

To keep up to date with all that is happening with the Beaver Scout Section please visit Scouts NI web page www.scoutsni.org or connect with us via our Facebook Page: www.facebook.com/NIBeaverScouts.

Thanks to all leaders, helpers and members of the Northern Ireland Beaver Team who are dedicated to providing Beaver Scouts with the best Scouting experience.

cubs

After the Cubs 100th Birthday year, this year was always going to be a quieter affair. The first big event was the Cub Scout Day to the Ulster American Folk Park in May when 750 Cubs along with 200 Leaders visited the Park. A combination of 24 bases, some manned by the Cub Leaders, and many more by the Park, meant the Cubs and Leaders enjoyed a busy day out. One of the highlights of the day was the photo booth opportunity where whole Groups and combinations of Groups, used props to take silly photos. The Goodie Bags which were pre ordered went down a storm. The weather was lovely and the Cubs and Leaders travelled home tired and fulfilled.



On the second Saturday in June County Armagh hosted the Northern Ireland Cub Football competition at The Mid Ulster Arena in Cookstown. The weather was dry and very breezy but this did little to hamper the Cubs' enthusiasm. After the morning league the serious end of the competition took place – 1st Roe Valley won the Northern Ireland Shield, 1st Inniskilling the City Trophy, 1st Lurgan the United Trophy, and 1st Magherally the Blues Trophy. 1st Roe Valley also won the Best Trophy as the Team which scored the highest number of goals.

Camps and Pack holidays took place from April to October in all parts of the country and many Cub Leaders helped out at Nljam 2017.

In October the Cub Section held a Sixer/Seconder Day. This was a Youth Shaped Day and was hosted by the Youth Team. In September a competition was held to design a badge for Northern Ireland Youth Shaped Day. The designs put forward by Cubs from 4th Portadown and Lisburn Cathedral were combined to make up the final design. This badge will be worn by all Cubs who attend the event.

The Youth Shaped Day was held at the NI Scout Centre Crawfordsburn and was attended by 120 Cubs. The Cubs took part in Team Building, Craft, Archery, Crate Climbing and many other Youth Shaped activities. The Day provided the Cub Team with numerous ideas upon which they will build a programme of activities that the Cubs want. Thanks go to Rhiannon, Adam, Callum, Rebecca, Amber, Richard, Johnny and the rest of our Youth Team.

The Northern Ireland Cub quiz took place on the 24th February, when 20 teams were hosted by County Down at North Down District Building in Bangor. The competition was hard fought and even after tie breaks it was impossible to separate the teams so there were joint winners, Derryloran and 1st Magherally. Runners up were 4th Belfast, 30th Belfast and Ballyclare. Thanks to County Down for providing the venue and supplying the refreshments. Each Cub went home with a prize.

The Cub Team continues to work hard to provide events for both the Cubs and Leaders. Each County has at least two representatives on the Team.

Thanks are recorded to the Leaders throughout Northern Ireland for getting behind the Cub Team and for supporting all the events organised. Without their continued enthusiasm and tireless work Cub Scouting would not be in the healthy position it is.

SCOUTS

On 22nd April the NI Scout Core Team helped to run events at the opening of the new Main Complex at the Northern Ireland Scout Centre Crawfordsburn.

The weekend of 23rd-24th June saw 8 Troops from 4 Counties attend the NI Camp Challenge weekend organised by County Antrim. Scouts took part in a number of different bases over the weekend. Many thanks to the ACC and Team for running the event along with the Scout Core Team. Overall winners were 81st Belfast.

From 29th July-5th August Scouts from all over Northern Ireland, and further afield, attended a damp but fantastic Nljam 2017 at the Northern Ireland Scout Centre Crawfordsburn. Scouts had the opportunity to take part in a variety of adventurous activities over the week long camping experience, learn new life skills and make new friends.

Over 400 Scouts and a few Leaders took part in the first Scout Mud Run event held at Parkanaur on the 1st October. The event was organised by the Scout Core Team and with the help of "Blood Sweat and Tears". By attending this event a number of parts of Challenge Badges were obtained by Scouts. The first Scout to finish NI Scout Mud Run 2017 was R Carson from 4th Belfast.

9th November was the launch date of the Consumer Scout Award. Scouts NI was delighted to be launching the new 'Consumer



Scouts' resource developed in partnership with The Consumer Council for Northern Ireland. The material was designed to raise young people's awareness of their consumer rights, and increase their confidence to complain if they experience faulty goods or poor service. Scouts could earn a 'Consumer Scout's Badge' by taking part in a range of fun interactive activities over two or three evenings. Groups may also choose to film these activities to help towards the Scouts' Digital Citizen Award.

10th-11th November was the weekend that Scouts went to the Northern Ireland Scout Centre Crawfordsburn to attend the selection process of the 24th World Scout Jamboree. Congratulations go to all those young people that got through the selection process and we wish them good luck for their 2019 adventures.

On 5th January the presentation night for Scouting's major youth awards was held at Craigavon Civic Centre where 62 Scouts received their Gold Chief Scout's Award. It was great to see so many young people achieving the top Award in Scouts.

Over the winter months all Counties ran their own climbing events which resulted in their top 6 juniors and 6 seniors attending the NI finals at Hotrocks on the 28th January. Congratulations to all the young people that participated in the Northern Ireland finals. The standard of climbing was excellent and as a result there was the need for lots of climb-offs. The winner of the junior competition was Nathan Roberts and senior winner was Jake Newman. Thanks are due to all those that helped with registration, harnesses and shoes, belaying, scoring, calling all the participants to climb and the young leaders who organised the warm ups .

Due to the unsettled weather the NI Orienteering Competition that was planned in March was postponed until April 2018.

Patrol Leader Training led by new Northern Ireland Trainers was held 9th-11th March. This was a pilot weekend that will produce a brand new NI resource to assist Leaders in delivering training to PLs and APLs. 34 PLs

hoped that they will all use their new skills back at their Troop and help Leaders by organising a few nights with the new games, programme ideas and activities.

Events like these just don't happen so thanks to the Adult Trainers for running the event. Three Leaders under the age of 25 were part of the Training Team so the future is bright and in safe hands with youth shaped Scouting.

On 23rd-25th March, 18 Leaders learned new skills or sharpened up their skills, made new friendships and undertook lots of networking at the MPSE (Most Primitive Scouting Experience) weekend. A great experience and one that we hope will be repeated. Thanks to all the members of MPSE Fellowship Ireland who ran the course.

EXPLORERS

Counties and Districts provided excellent opportunities for Explorers across Northern Ireland during the year ranging from expeditions to fun events to amazing community impact projects. These coupled with NI organised events and expeditions have continued to give life changing experiences to those participating in the Explorer Scout programme.

There were two NI events this year. The Social Bouldering competition at Boulderworld in Belfast saw David Stewart from 1st Ballymacash retain his title from last year again with a perfect 200 score. Ewan Riddle from Windsor Explorers won the Explorer (Novice) competition with a very credible 141 points. The cross section Kennedy Dolphin watersports Trophy had Explorers from Antrim, Belfast and Down competing, with 1st Donagadee Scouts taking the outright title this year after last year's Joint 1st place.

Other events in the last 12 months included County Down's Chillax camp at Ardnally, Belfast County held a Ready Steady Cook competition, County Fermanagh's Archery and Climbing competitions and County



Explorer Scout Units also enjoyed their own Unit Camps.

Explorers from all across Northern Ireland started their training for the 2018 Trip to Canada where they will take part in Queen's Scout Award/Gold Duke of Edinburgh's Award Expeditions. Explorers were selected to take part in the World Jamboree 2019 as part of the Northern Ireland contingent.

In the third year of NIEX, Explorer Scouts from across Northern Ireland came together to take part in Chief Scout's Platinum, Diamond and Queen's Scout Award expeditions run by Crawfordsburn DofE Centre. After training and practice expeditions were completed, during the early part of the year, summer saw successful qualifying expeditions at all three levels with Bronze and Silver completing their expeditions in the Mourne Mountains whilst the two Gold teams completed theirs in the Lake District in England with their route including summiting Scafell Pike. All these Expeditions also satisfied the requirements for the expedition Sections of the Duke of Edinburgh Bronze, Silver and Gold Awards.

Explorer Scouts attended the Chief Scout's and Queen's Scout Award ceremonies at the Northern Ireland Scout Centre Crawfordsburn in April 2017 and at Craigavon Civic Centre in January 2018 increasing the numbers of Awards gained at all three levels compared to last year, with 78 gaining their Platinum Award, 64 their Diamond Award and a mix of 20 Explorer and Network Scouts gaining their Queen's Scout Award.

Northern Ireland again ran a Young Leader training weekend with 33 Young Leaders from across the Counties taking part, up slightly from last year. Additional to this a number of Young Leaders participated in training at County/District level in Counties Antrim and Londonderry.

The Young Leader Scheme continues to play an important part in week to week meetings in all Sections, with Young Leaders planning and running activities, badges and youth shaped Scouting all across Northern Ireland.

Explorers from across Northern Ireland continue to have amazing engagement with local communities either by working with other charities, including one of our Million hands partners, or by taking part in very original individual projects.

1st Hillsborough Explorers were honoured during the opening of the new Main Complex at the Northern Ireland Scout Centre Crawfordsburn in April after gaining 3rd place in the National Awards at Summit 17.

The quality of the programme being provided by most Units is exceptional and provides life changing experiences, opportunities and skills which give major advantages over most of their peers for adult life.

network

Scout Network gives opportunities to 18-25 year old members take part in a variety of activities, which they undertake and organise themselves under the leadership of a District Scout Network Commissioner (DSNC) or an Assistant County Commissioner (Scout Network) with on occasions the support of a Programme Co-ordinator. The Programme is divided into three Programme Areas: Community, International and Adventure.

The highlight of the 2017-2018 season was the launch of the first Scouts of the World Award (SOWA) in Northern Ireland. After a low key launch in November, ten Scout Network members signed up for the mandatory Discovery Weekend from 2nd-4th March at the Northern Ireland Scout Centre Crawfordsburn. Two National Trainers, Mr Mark Toplis and Mr Peter Rookes, survived the awful weather to fly across and lead the weekend which was very much appreciated. NIC, Mr David Scott, and ACC, Dr Mark Dick, also assisted. SOWA is an internationally recognised Scout Network Award that gives Scout Network members the chance to undertake a project of their choice within the themes of Peace, Environment and Sustainability, taking action on their chosen issue. Through the Scouts of the World Award journey, members develop skills and knowledge that will empower them to undertake a project that will make a



sustainable impact on their local, national or international community, while at the same time developing their own personal skills including independence, team work, project planning, time management. Participants also gain an understanding of global issues and international relations. It is not necessary to go abroad to complete the Scouts of the World Award because local and national projects are also acceptable, as long as all requirements of the award are being met.

At the Discovery Weekend participants examined a set of Sustainable Development Goals (SDGs) planned their projects which will enable them to complete the SOWA. The SDGs are a collection of 17 global goals set by the United Nations in 2015. They range from poverty and hunger eradication to gender equality and education. Participants have until their 25th birthday to complete the award but it is hoped to see a number of members make their presentations on 8th November 2018 with the first badge presentations taking place at the NI Awards Ceremony in 2019.

As well as the SOWA, the programme saw the first Link Event for older Explorer Scouts to try out Network Scouting. On 8th September twenty members met at The National Stadium at Windsor Park for a tour of the museum and the behind the scenes areas with refreshments. The event went well especially for the excited football fans!

Otherwise, the year was a full one for the Malawi 2018 team. The destination changed from Ethiopia to Malawi after a state of emergency was called in Ethiopia. Team leaders Mr David Scott, Mr Des Grant, Mr Stephen Mallett, Mrs Katrina Armstrong, Mr Ben McKeown and Mr Alex O'Hare oversaw a large number of team meetings which aimed to prepare the team well for a trip to such a very poor country. Malawi is the world's third poorest country (according to the IMF in 2018) but bearing in mind it has never been at war, it should be considered as the poorest. Working in partnership with local charity Habitat for Humanity NI, the team will build three homes for orphans and vulnerable children in July 2018. All twenty team members formed good relationships and spent much of their time fundraising towards the £2,400 per person

cost. The Team certainly appreciated all the donations from Scout Groups, Districts, Counties, NISC and other sources.

The Scout Network Section has a challenging development plan focused on the national strategy 'Vision to 2018'. With regard to growth, the Section has increased to 229 members which is a 41% increase. The number of local Scout Networks has decreased to twelve (25%) which is an area of concern. Districts and single area Counties are expected to appoint DSNCs and ACCs respectively. These roles should enable Scout Networks to form and to run suitable programmes in local areas. It is hoped that the revamped high quality programme along with better transition from Explorer Scouting will lead to further growth.

With respect to inclusivity, female membership has increased to seventy which is a 37% increase. It is anticipated that more people from deprived areas and with disabilities and additional needs will be enabled to participate in the Section in the future. Scout Network members are working closely with Youth Commissioners and their teams to ensure that our Movement is Youth Shaped. The closed Facebook Group called 'NI Scout Network' has a healthy membership which helps with effective communication. In the Community Impact area, twenty people have joined a NI Scout Network team which is partnering with local charity Habitat for Humanity NI to travel to Malawi in July 2018 to build homes in their Orphans and Vulnerable Children Programme. Alongside this community development trip, an application for EU funding has been successful which will see the Scout 'Step Forward' resource being updated for members to work toward the Community Impact Staged Activity Badges and other Awards.

The NI team, which is a small group of committed and enthusiastic Commissioners and Leaders who are keen to see the Section grow and develop, has met three times in the year. There are areas with active and impressive Scout Networks across Northern Ireland which the NI Team hopes to see replicated in other Districts and Counties next year.



Inclusivity

To be as diverse as our communities

Activities

The majority of work of the Activities Team is directed to operating the Scout Association's systems to allow voluntary Leaders to offer exciting adventurous activities to Scouts in a safe and well managed way.

For such activities as hillwalking, climbing and water activities, the system involves advice on appropriate training followed by assessment of the competence of Leaders by specialist assessors with appropriate qualifications. Following expert assessment, a permit to run the activity within appropriate limits is authorised by the local District or County Commissioner. The recording of permits is now centralised, with all known permits recorded on the Compass database system.

Work has been ongoing to recruit and train additional activity assessors, and several have recently been added to the team. In addition, those who are already in place are being assisted to understand the systems and to keep their expertise up to date.

Thanks are due to all our Activity Assessors for their continued efforts in training and assessing Leaders for authorisations and to all the District and County Activities Advisers who continue to deal with the significant amount of paperwork and advice needed to keep adventurous activities safely available to our Scouts.

85 Scouts participated in the 2017 Dolphin Trophy canoeing and kayaking competition which was won by 1st Donaghadee Group by a tiny margin from Lisburn Cathedral Group. The competition took place in October at Portavoe Reservoir, Donaghadee, which has proved an ideal venue both for this event and water activities for other major camps. Thanks to all the volunteer helpers for a lot of hard work put in to run what was once again a successful event, to CANI for the loan of equipment, and to DCAL and NI Water for the use of the facility.

International

The new Visits Abroad process worked well during the year but there is a need to encourage Groups to get their forms and information in to the Northern Ireland Commissioner (International) as early as possible as the details need to be passed to the International Department at Gilwell at least six weeks before the start of the trip.

During the summer the very successful Nljam 2017 International Jamboree was held at the Northern Ireland Scout Centre Crawfordsburn. International Groups attending included a large Group from Scouts Canada (333 Toronto) and quite a few Scouting Ireland Groups – they came from Cork, Donegal, Dublin, DunLaoghaire, Galway, Louth and Kildare. International staff were from Canada, Iceland, Ireland and the Netherlands.

Several groups from Northern Ireland took part in Visits Abroad during 2017 and these included 62nd Belfast – Nord Jamboree, Bodo, Norway, Ballyhanwood – Montenegro, 1st Carryduff - Kandersteg, Switzerland, and 1st Newry – Matsee, Austria. Groups also visited Castle Saunderson and Inishowen in Ireland.

In the autumn of 2017 sixty three Scouts and Explorer Scouts and seven Leaders were selected for the World Scout Jamboree 2019 in West Virginia USA. They have been joined by nine Guides and one Leader from Girlguiding Ulster to form into two Units of forty led by Mr Phil Maxwell and Mr Aldo Moscato. Everyone is busy training and fundraising to prepare for this exciting event in 2019.



Arrowhead Club

The monthly lunches at the Indoor Bowls Stadium, where the caterers always provided an excellent meal, continued to attract a reasonable number of members.

At Malone Golf Club on 13th May the Club held their Annual Dinner after which there was an interesting illustrated talk by guest speaker, Mr M Barton on his circumnavigation around Ireland by canoe. Following the dinner the AGM of the Club took place with the nomination of office bearers including the re-election of members to the Steering Committee.

There was no summer outing but some members, following lunch at Carnalea Golf, Club proceeded to the Northern Ireland Scout Centre Crawfordsburn on the afternoon of 2nd August when the members were received at Nijam2017 by Mr P Scott and Mr R Gillespie. Following the introductions members were split into Groups to visit the various camps and meet some overseas visitors. The local Scouts were able to show members around and it was very impressive to see so many under canvas enjoying the experience after the previous inclement weather conditions.

In September, lunch was held at Castlereagh Golf Club, kindly arranged by Mr B Miskimmin when 26 members and guests enjoyed a meal in very congenial surroundings.

A visit to the Mill Theatre Mossley in November was to enjoy a very well performed musical of My Fair Lady given by The Kaleidoscope Company. On 4th December, 47 members and guests enjoyed Christmas lunch at the Indoor Bowling Club.

The season visit of Father Christmas distributing small gifts was greatly appreciated by those present.

The Founder's Day Service on 18th February was held at West Church Ballymena. Rev Dr A Russell conducted the service accompanied by members of the church choir along with a musical instrument group of Scouts. The reading was taken by Mr P Scott and the reaffirmation of the Scout Promise and reading of the Scout Law was led by Mr N McBride, Assistant Scout Leader of 3rd Ballymena Scout Group. In spite of rather poor travel conditions there was a good turnout at the event and after the service members enjoyed afternoon tea in the comfortable church extension.

During the year the Arrowhead's past Chair, Dr D Mehaffey and his wife Margaret visited Mervyn and Vivian Douglas in London when they presented Mervyn with a bronze statuette in the form of a Beaver in recognition of Mervyn's exceptional service to Scouting and particularly with regard to the Beavers where he was constantly supported by Vivian. The Club subsequently received a letter from Mervyn expressing his appreciation for the gift.

This year some members retired from the Steering Committee, namely Dr D Mehaffey, Mr D Neill and Mr B Graham and thanks are recorded to them for their support over the years. Mr R McKersie has remained as temporary Chair during the year and Mr & Mrs B Miskimmin continue to keep members informed about events and look after the Club's accounts.



Community Impact

To make a positive impact in our communities

Social Media

www.scoutsni.org, the new Scouts NI website, was launched during the year and has proved popular with both members of Scouting and the general public. The 'join us' facility on the new website has produced over 100 inquiries from both adults and young people about joining a local Scout Group. The NI Team members can now enter items directly on to the Calendar, their Sectional page or the general news page therefore keeping the website fresh and up to date.

ScoutsNI Facebook page www.facebook.com/scoutsni launched in November 2016 with "likes" in the first week reaching in excess of 300 for the page and a total reach in Week 1 of over 6,000. This indicated that 6,000 people will have seen the page or some of its posts via the initial uptake of "likes" to the page.

Since the launch we have seen steady growth of interest with "likes" of almost 800 for the page as of October 2017 indicating we have nearly 800 people regularly seeing our posts. We have input from all Sections, and Leaders are encouraged to provide us with material for the page.

Strict guidelines are in place to limit what is allowed to be posted and there are filters in place to prevent any foul or abusive

language. Visitors to the page cannot post anything unless an administrator approves the post. The guidelines from the NI Chief Commissioner are he wants the page as a positive and promotional message for Scouting and not turn into a place for Leaders and or parents to complain or discuss the issues.

Private messages to the page are monitored by the administration team in terms of joining requests and general queries. Our average response time is 45 minutes from when the message is received until we have responded and redirected the query to the appropriate Commissioner.

During #YouShape week in February Scouts NI reached over 9,000 engagements and interactions with the page. This was very positive as it proves the quality of the post gains interaction and it's what people want to see.

Nljam 2017 saw 9,000 hits per week over the 2 weeks that Nljam posts were active indicating that when we regularly update the page we get the maximum reach. Cubshape day showed an increase to 35,000 indicating that approximately 35,000 people have seen the posts in that week.



Counties

The Vision 2018 and the new Strategic Plan for 2018-2023 enabled Counties to develop action plans to focus their work on the best ways to support Groups to provide better Scouting for more young people. Regular County Commissioners' meetings allowed County Commissioners to work together in developing effective County programmes to complement the work going on across Northern Ireland.

Changes to the County and District structure of Scouts NI took place with South Belfast and South East Belfast amalgamating to form Lagan District, Antrim and Mid Antrim joining together to form Slemish District and Mid Ulster, Coleraine and Londonderry Districts combining to form Londonderry County. This has resulted in Scouts NI having the following more streamlined structure:

<u>Counties</u>	<u>Districts</u>
Antrim	Lisburn South East Antrim Slemish
Armagh	
Belfast	East Lagan North West
Down	North Down Strangford South Down
Fermanagh	
Tyrone	
Londonderry	

During the year North Belfast District registered the new Group of 116th Belfast in Cliftonville Integrated Primary School and West Belfast opened the new Group of 60th Belfast in Cambrai Street. In Lagan District a new Explorer Scout Unit was opened, The White Field Explorer Unit meeting in Lowe Memorial Presbyterian Church. In Londonderry County, 1st Ballycastle opened Beaver and Scout Sections with the support of 1st Castlerock Scout Group. In Londonderry County the previous Explorer Scout Units of Ballymoney and Castlerock reformed as the Night Owls County Explorer Unit which is proving a huge success with over 32 young people from throughout the County meeting regularly.

The Million Hands initiative continued to be supported by Scout Groups across the Counties working with Alzheimer's Society, Leonard Cheshire Disability, Guide Dogs, Mind, WaterAid and Canal & River Trust. Many other Charities were also supported by local Scout Groups including:

Air Ambulance, Cash for Kids, Simon Community NI, Sailability, Adopt a Street Project (with Armagh, Banbridge and Craigavon Council), North West Mountain Rescue, Cancer Research, Habitat for Humanity NI, Shelter Box, Big Clean Up weekend (with Mid and East Antrim Council), Water Aid, Positive Futures, Charity Shops, Blythwood Christmas Shoebox Appeal, NI Hospice, Fold Housing.

Through the Duke of Edinburgh's Award and The Scout Association's Community Impact Activity Badge young people have got involved in their communities volunteering with many different charities and groups and in turn raising the profile of Scouting across many communities.

Thanks are recorded to all County, District and Group Trustees for completing their Annual Monitoring returns to the Charity Commission for Northern Ireland within the required time frame of ten months after their financial year end.

With the new General Data Protection Regulations coming into effect on 25th May 2018, The Scout Association, along with Black Penny Consultancy, produced resources and videos on GDPR best practices, which were emailed out to all Trustees of the Association. To support Leaders in working through these resources nine workshops were held around Northern Ireland which were attended by 40% of Groups (170+ Leaders). Thanks are recorded to Mr C McGrath and Mr S Mallett for running these workshops.

Over the year the ACCs for Additional Needs have received requests for information from Leaders that have ranged from helping with certain requirements for young people to programme ideas, adapting games and activities and enabling young people to



achieve the Disability Awareness Badge. They have also helped Leaders understand that by showing our young people that everyone is welcome in Scouting, and that each individual young person can derive the same enjoyment as the next young person, and, that this will hopefully affect their views and interactions outside of Scouting.

Three Counties have now appointed an ACC (Inclusion), and a LGBT and Awareness Course was held in Belfast County. This highlighted how Groups can be more inclusive of young people's diverse needs and how Scouting can retain young people and Leaders during these times. The ACCs are also available to provide support to Districts, Groups and Sections around inclusivity. Scouting is an inclusive, values based Movement and membership is open to all those who share our fundamental values. The equal opportunity policy is reflective of the ethos of Scouting, expressed by our fundamental values (integrity, care, co-operation, respect and belief) and our commitment to delivering Scouting for all.

Safeguarding and Safety training has taken place across the Counties during the year. The Scout Association recognises the need for Leaders to be provided with up to date training as the issues facing adult volunteers in keeping young people safe are changing all the time. Most of the courses have been held by face to face but there is also e-learning available through the Scout Association's website. County Commissioners are continually reminding their Leaders to keep

safety at the forefront of everything they do for young people.

Twelve Scouts and three Leaders from across the Counties took part in three residential Community Relations Equality and Diversity (CRED) weekends during the year along with ninety young people and eighteen Leaders from the other five uniformed organisations comprising GBNI, BBNI, Scouting Ireland, Girlguiding Ulster and CGI. The main aim of the CRED project is to enable young people to meet other young people from different background and cultures in a safe environment, promoting equality and social inclusion for all; building lasting relationships across the community divide and providing them the opportunity to develop a greater understanding and acceptance of young people from different communities and cultures and raising their awareness of possible consequence of being involved in sectarianism. All of the young people that took part enjoyed working with people from other uniformed organisations and all participants agreed that the residential weekends helped them to get to know people from other backgrounds better.

Congratulations to all adults across the Counties that have had their service recognised by various Awards during the year. An increased number of young people have also gained Chief Scout's Awards and Queen's Scout Awards during the year which is a credit to the skills of the leadership teams across the Counties. Congratulations to all the young people for their achievements.



Adult Awards for Good Service

CHIEF SCOUT'S COMMENDATION

Is awarded for good service while holding an adult appointment for a period of not less than 5 years good service

County Antrim

Peter Dawson
Steven Gregg
Mark Taylor

AWARD FOR MERIT

Is awarded after a period of not less than 10-12 years of outstanding service while holding an adult appointment

County Antrim

Anne Cole
Elma Esler
Stephen Ferris

County Down

James Andrew
Joanne Orr
David Orr

County Londonderry

Kim Hamilton
Stephanie Meikle

THE SILVER ACORN

Is awarded after a period of not less than 20 years of specially distinguished service while holding an adult appointment

County Antrim

Leonard Hall

County Armagh

Michael Curran

County Down

Suzanne McCracken
Lorraine McEvoy

THE BAR TO THE SILVER ACORN

May be awarded after not less than 5 years of further specially distinguished service while holding an adult appointment.

County Antrim

Mark Dick

Belfast County

Phyllis Cooke

Northern Ireland

David Aicken

THE SILVER WOLF

Is the unrestricted gift of the Chief Scout, awarded for service of the most exceptional nature.

County Antrim

Steven Millar

Belfast County

John McGrattan



Scout, Explorer Scout and Network Awards

Award presentation ceremonies held on 22nd April 2017 at the Northern Ireland Scout Centre Crawfordsburn and 5th January 2018 at Craigavon Civic Centre.

The Chief Scout's Gold Award

This is the top Award in the Scout Section. To gain this Award members must complete the following: Earn six Activity or Staged Activity Badges. Complete the nine challenge Awards. These are: World Challenge Award, Skills Challenge Award, Creative Challenge Award, Outdoors Challenge Award, Adventure Challenge Award, Expedition Challenge Award, Teamwork Challenge Award, Team Leader Challenge Award, Personal Challenge Award.

County Antrim

South East

Antrim District

1st Islandmagee

Eidann Coles
Ben Courtney
Lana Gourley
Alex Keith
Kirsty Oliver
Hannah Tilson
Hannah Todd

4th Carrickfergus

Zak Fairless
Alex Millar

County Armagh

2nd Lurgan

Christopher Banks
Ryan Bates
Jack Donnelly
Thomas Kerr
Andrew Li
Daniel Matthews
Callum Small

Luke Steel

Callum Young

4th Portadown

Matthew Doyle
Katie Goodwin
Katie Guy
Amelia Sheerin
Adam Vennard

Belfast County

East Belfast

District

7th Belfast

Rory Ellson
Aydin Kayaalp
Levi Terlik

Lagan District

62nd Belfast

Neil McCann
Reg Murray-Baucher
81st Belfast
Aaron Conway
Mark Cox

Jiwoo Hong

Ewan Riddell

West Belfast District

74th Belfast (RBAI)

Toby Cheevers
Oisin Curran-Moloney
Jack Johnston

County Down

Strangford

District

1st Kircubbin

Luke Carlile
Ben Gilmore
Cameron Glenn
Daniel Holmes
Maddeline Kerr
Charlotte Oldham
2nd Donaghadee
Daniel Hunter
Megan Hunter
Aoife Press
2nd Newtownards

Ruairi Glynn

Tom Houston

Adam Leckey

Carter Long

Rory McTaggart

James Porter

Annie Simpson

3rd Newtownards

Dylan Adair

Alexander Gordon

Jack Hanvey

Jake McCartney

Kurtis Strong

6th Newtownards

Callum Gunning

Adam McCracken

Samuel Moore

David Stinson

Simon Williams

North Down

District

2nd Holywood

Johnny Crookshanks

The Chief Scout's Platinum Award

To gain this Award members must complete the following: Be a member of Explorer Scouts for at least six months. Complete six nights away as an Explorer Scout of which four must be camping. Complete two activities from the International, Community and Values list. Hold the Bronze Duke of Edinburgh Award, or complete the four Platinum Scout Challenges, which are: take up a skill for three months, and show progress and lasting interest, take up a physical activity for three months, completing an agreed programme of taking part and achievement, provide service to an individual or the community for three months, complete a two day and one night expedition in rural country by foot, cycle, horse, canoe, boat or dinghy.

County Antrim

Lisburn District

Lagan Valley Explorers

Hamish Beaton
Sam Duncan
Robert Hood
Hayden Johnston
James Kennedy

Jordan Martin

Helen McCormick

Molly McCormick

Matthew Murray

Rebecca Murray

Caitlin Orr

Slemish District

1st Cullybackey

Robert Adair
Owen Cavanagh
Rory Cunningham
Jordan McIlrath
Jack Meneely

3rd Ballymena

Richard Carson

Luke Gregg

Samuel McDowell





County Armagh
Portadown Explorers

Jonathan Braziel
Amy Chadwick
Morgan Guy
Georgia Judd

Belfast County
East Belfast District
Ballyhanwood Unit

Carlos Barr
Alexander Noble
Daibha Scott

Lagan District
Windsor Explorers

Harry Gillespie
Luke Patterson

West Belfast District
74th Belfast (RBAI)

Rory Adair
Noah Brown
Adam Byrne
Toby Cheevers

Hugo Clarke
Oisín Curran-Moloney
Nathan Dempsey
Thomas Dunne
Jonathan Eagleson
Jack Johnston
Nkosinathi Khumalo
Jonathan Mitchell
Chris Todd

County Down
North Down District

2nd Holywood
Daniel Graham
Ben Heatherly
Henry Megarity
Matthew Uprichard

Strangford District
1st Comber

Joshua Browne
Daniel Eakin
Leah McMillan
Siaoa Oscoz
Erin Vogan

Peninsula Explorer
Unit

Sophie Blaney
Sam Brooks
Ethan Carlile
Ben Davidson
Aaron Kelly
Thomas McCullough
Ben Norrie
Brooke Robinson

Comber Explorer
Scouts

Euan Brown
James Cockfield
Rhys Mayes
Mark McCance
Myles Milliken

County Londonderry
1st Cookstown

James Greer

County Tyrone
Aughnacloy Explorers

Sam Barrett
Joshua Clarke

Stewart Douglas
Peter McClements
Omagh Explorers

Jill Alderdice
Sam Alderdice
Daniel Bell
Cameron Clarke
Kyla Clements
Rebecca Ewing
Adam Giles
Matthew Gillis
Emily Harper
Harry Isaacs
Ailbhe Keenan
Sadhbh Keenan
Ronan McCaffrey
Adam McCollum
Cara Moore
Mark Noble
Adam Porter
James Thompson
Aaron Wilson

The Chief Scout's Diamond Award

The Chief Scout's Diamond Award is the highest of the Chief Scout's Awards, and the final step before the Queen's Scout Award.

To gain this Award members must complete the following: Be a member of Explorer Scouts or the Scout Network or both for at least 12 months. Complete 12 nights away as an Explorer Scout or member of the Scout Network, of which eight must be camping. Complete four activities from the list of International, Community and Values activities. Hold the Silver Duke of Edinburgh Award, or complete the four Diamond Challenges, which are: take up a skill for three or six months, and show progress and lasting interest, take up a physical activity for three or six months, completing an agreed programme of taking part and achievement, provide service to an individual or the community for six months, complete a three day and two night expedition in rural or open country by foot, cycle, horse, canoe, boat or dinghy.

County Antrim
Lisburn District
Lagan Valley
Explorers

Alastair McIlwee
Jeremy McIlwee
Rebecca Murray
Daniel Simpson

South East Antrim
District

1st Islandmagee
Ellen Heggen
Lucy Kane
Mya McCalmont
Slemish District
1st Cullybackey
Robert Adair

Rory Cunningham
County Armagh
1st Keady
Aaron Armstrong
Kyle Bradshaw
Jacqui Hawthorne
Rebecca Nesbitt
Portadown Explorers

Iona Rose Peyton
Patrick Sheerin
James Vennard

Belfast County
East Belfast District
Ballyhanwood Unit

Jonathan Bell
Christopher Finlay
Joshua Lynas

Lagan District
Windsor Explorers
Gregory Conway
West Belfast District
74th Belfast (RBAI)

Matthew Betts
Noah Brown
Adam Byrne
Barry Cheevers
Toby Cheevers
Benjamin Connolly
Robert Curry
Thomas Dunne
Jonathan Eagleson
Jonathan Mitchell
Chris Todd

County Down
North Down
2nd Holywood

Cameron McKimm

Strangford District
Peninsula Explorer
Unit

Sophie Blaney
Ethan Carlile
Thomas McCullough
Brooke Robinson

Comber Explorer
Scouts

Thomas Whittaker

County Londonderry

1st Coleraine

Matthew Boyd
Rhys Ewings
Josh Glass
John Harte
Adam Jackson
Andrew King
Poppy McCrellis
Katie Moffatt

Emily Purdy
Callum Wallace
Cameron Wallace
John Weir

1st Cookstown

Roan Anderson
Joshua Dripps
Paul Reid
Sarah Thomson

County Tyrone
Aughnacloy Explorers

Eve Galloway
Amy Gillespie
Jordan McDonald
Abbie Pike

Omagh Explorers

Jill Alderdice
Cameron Clarke
Kyla Clements

Keith Ewing
Rebecca Ewing
Adam Giles
Harry Isaacs
Sadhbh Keenan
Adam McCollum
James Thompson
Aaron Wilson

The Queen's Scout Award

A young people who has become a Queen's Scout has gained the highest training Award in The Scout Association.

To gain this Award members must complete the following:

Complete 18 nights away as an Explorer Scout or Scout Network member, of which at least 12 must be camping. Complete six activities in total, two from each topic area of the International, Community & Values activities (ICV) List. Complete the five Queen's Scout Award challenges or hold the Gold Duke of Edinburgh's Award (DofE). Take up a skill for six or 12 months, and show progress and lasting interest. Take up a physical activity for six or 12 months, completing an agreed programme by taking part and achieving your objectives. Provide service to an individual or the community for 12 months. Undertake training, a practice expedition and a four day, three night self-led final expedition (including a project). Undertake a five-day, four-night residential project in an unfamiliar environment with people that are unknown to you. Make a presentation covering all elements of your Award to a suitable audience, with the aim of inspiring and motivating others to achieve the Award.

County Antrim

Amy Baxter
Georgia Beaton
Victoria Bond
Niall Cavanagh
Hazel Nicholson
Paul Stacey
Curtis Wylie

Belfast County

Tristan Betts
Jack Wallace

County Down

Rhiannon Hill
Daniel Lee

County Londonderry

Daniel Bell
Ian Brown
Emily McAllister
Ryan McIvor
Stewart Thomson

County Tyrone

Keith Ewing
George Goodwin
Grainne McNulty
Niall McSorley



Chair's Conclusion

I am once again delighted to write these concluding remarks on our Annual Report which reflects upon another successful year for Scouting in Northern Ireland. We are growing the Movement in areas that are not regarded as “traditional” and including young people from a wide range of backgrounds as we try and fulfill our strategic aim of “Inclusivity”. Scouting is coming to the end of its five year strategic plan “Vision to 2018” and aims to build on its success with its new 2018-2023 strategic plan “Skills for Life” - *By 2023 we will have prepared more young people with skills for life supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.*

The emphasis of Council and its Board on “youth shaped” is paying big dividends. Our young people are having a growing influence on how we run Scouting in N Ireland and we have now an excellent group of Youth Commissioners. They and their teams have run some excellent events particularly in February- #YouShape Month and these events took place right throughout N Ireland. In our Sections young people are having a say in programme and have originated some great community impact projects. All our Sections got involved in having a Community Impact by both doing things for others less well-off and by increasing the Movement's profile. These activities have been detailed elsewhere in this report.

All five Sections have had busy and successful years with a wide range of activities in Northern Ireland and trips overseas. The Northern Ireland Scout Centre Crawfordsburn continues to develop both its infrastructure and activities with once again large numbers of young people spending time on the site. Our Chief Commissioner Stephen Donaldson continues to provide

excellent leadership and has attended many events throughout the past year.

I would like to pay a personal tribute and thank all the dedicated Leaders in Groups, Districts and Counties who work tirelessly for the good of our young people and also the members of Council and its committees, our Chief Commissioner, and his Northern Ireland Commissioners, County and District Commissioners and our Executive Commissioner and his professional staff. I greatly appreciate the work of our Honorary Treasurer and the Finance and General Purposes Committee in keeping us on a sound financial footing. I would like to take this opportunity to thank those who have stepped down from such leadership roles for all their sterling work and send my good wishes to their successors.

No doubt the coming year will provide new challenges to Council and its Board, which I am sure we will take on in a positive manner with the well being of our young people and Leaders at the forefront of what we do. The Board continues to look to improve its governance arrangements and promote a culture of safety for our young people and the adults working with them. The Board has supported the reorganisation within Counties to make our support structures more efficient and effective.

Finally I would like to congratulate all the young people who have achieved the Queen's Scout Award and Chief Scout's Award, and those Leaders recognised in the St George's Day Awards.



Henry Brown
Chair



Chief Commissioner

As you look through this report you cannot fail to be impressed by the many and varied activities that have taken place throughout the Sections, and across all the Counties. Scouts NI continues to provide opportunities for many of our young people to achieve the highest standards possible across all the age ranges. We strive to achieve the top awards for as many Beavers, Cubs, Scouts and Explorers as possible and this is a continuing challenge to all our Leaders. We have in Scouts NI many dedicated volunteers who week in, week out, provide excellent Scouting for our young people and I want to pay tribute to them for all they have achieved and hope to achieve. Thank you.

Looking back over the year, for me the highlight was our international camp NIJam 2017. A week of fun and adventure for around 1,000 Scouts and Explorers, and an opportunity to welcome guests from many parts of the UK and Europe to the Northern Ireland Scout Centre Crawfordsburn. The smiles on so many faces were the reward for all the hard work put in by Camp Chief Mr Raymond Gillespie and his team over the last two years. Particular mention must be made of the Work and Play Explorers without whom the Camp could not have taken place, but who also thoroughly enjoyed the experience, so much so that plans are now well advanced to hold an international camp "Exsite" in 2019 just for Explorers.

The next World Jamboree will take place in West Virginia in the summer of 2019 and over the winter we selected a Leader team and participants to make up two Northern Ireland Units. This is one of the most youthful leadership teams we have ever selected and I wish them well in the build up to and preparation for the Jamboree. Mr Peter Wilson has been selected as part of the UK core team and we also have four members of the International Support Team, exciting times ahead for them all.

A great deal of time has been spent by the Board, County and District Commissioners and the Northern Ireland Team discussing how we would like the Vision to 2023 to look. Consultations have been held and feedback recorded. The main pillars of our current plan Youth Shaped, Community Impact, Inclusivity and Growth will remain and be encapsulated within the three new areas of Programme, People and Perception. By 2023 we will prepare better futures for more young people, giving them skills for life and allowing them to enjoy better wellbeing and play a full part in their communities. My thanks to Chair Dr Henry Brown, the Board and its associated Committees for all their work over the year, the work of governance is really important and often goes unseen, but without which we could not function.

My theme is team work, whether it be Team UK or team 2nd Donaghadee it matters little, the important thing is that everyone has a place and feels valued. Scouting is a very special team to be part of and no one should ever feel that they are not important or that their opinion is not valued.

My sincere thanks to my team of NI and County Commissioners for all your help and support over the year, ably supported by Mr Ken Gillespie and the staff team at the NI Scout Office and the Northern Ireland Scout Centre Crawfordsburn. Together we have achieved a lot and together we must pledge to continue to provide the very best we can for the young people within our Movement and those we hope to recruit in the future.



Stephen Donaldson
Chief Commissioner



Northern Ireland Scout Council
Independent Auditor's Report to the Members of Northern Ireland Scout Council
Year ended 31 March 2018

Opinion

We have audited the financial statements of Northern Ireland Scout Council (the 'charity') for the year ended 31 March 2018 which comprise the statement of financial activities, statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, as a body, in accordance with section 65 of the Charities Act (Northern Ireland) 2008. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act (Northern Ireland) 2008.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the members' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or



Northern Ireland Scout Council
Independent Auditor's Report to the Members of Northern Ireland Scout Council
(continued)
Year ended 31 March 2018

- the members have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The members are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the members' report.

We have nothing to report in respect of the following matters in relation to which the Charities Act (Northern Ireland) 2008 requires us to report to you if, in our opinion:

- the information given in the members' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of members

As explained more fully in the members' responsibilities statement, the members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.





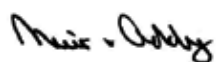
Northern Ireland Scout Council
Independent Auditor's Report to the Members of Northern Ireland Scout Council
(continued)
Year ended 31 March 2018

In preparing the financial statements, the members are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.



Muir & Addy
 Chartered Accountants & statutory auditor
 Muir Building
 427 Hollywood Road
 Belfast
 BT4 2LT

19 September 2018



**Northern Ireland Scout Council
Statement of Financial Activities
Year ended 31 March 2018**

		2018		2017	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	4	97,192	43,022	140,214	142,658
Charitable activities	6	477,485	116,680	594,165	533,479
Investment income	7	2,915	–	2,915	4,050
Total income		<u>577,592</u>	<u>159,702</u>	<u>737,294</u>	<u>680,187</u>
Expenditure					
Expenditure on charitable activities	8,9	572,500	242,541	815,041	607,301
Total expenditure		<u>572,500</u>	<u>242,541</u>	<u>815,041</u>	<u>607,301</u>
Net (losses)/gains on investments	10	(3,407)	–	(3,407)	12,124
Net (expenditure)/income and net movement in funds		<u>1,685</u>	<u>(82,839)</u>	<u>(81,154)</u>	<u>85,010</u>
Reconciliation of funds					
Total funds brought forward		393,840	3,516,872	3,910,712	3,825,702
Total funds carried forward		<u>395,525</u>	<u>3,434,033</u>	<u>3,829,558</u>	<u>3,910,712</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 36 to 46 form part of these financial statements



**Northern Ireland Scout Council
Statement of Financial Activities
Year ended 31 March 2018**

	Note	2018 £	2017 £
Fixed assets			
Tangible fixed assets	15	3,219,437	3,288,233
Investments	16	82,445	85,852
		<u>3,301,882</u>	<u>3,374,085</u>
Current assets			
Debtors	17	120,130	106,104
Cash at bank and in hand		893,664	807,183
		<u>1,013,794</u>	<u>913,287</u>
Creditors: amounts falling due within one year	19	486,118	376,660
Net current assets		<u>527,676</u>	<u>536,627</u>
Total assets less current liabilities		<u>3,829,558</u>	<u>3,910,712</u>
Net assets		<u>3,829,558</u>	<u>3,910,712</u>
Funds of the charity			
Restricted funds		3,434,033	3,516,872
Unrestricted funds		395,525	393,840
Total charity funds	21	<u>3,829,558</u>	<u>3,910,712</u>

These financial statements were approved by the board of trustees and authorised for issue on 19 September 2018, and are signed on behalf of the board by:



Dr Henry Brown
Chairman



Phillip Price
Treasurer

The notes on pages 36 to 46 form part of these financial statements



Northern Ireland Scout Council
Statement of Cash Flows
Year ended 31 March 2018

	Note	2018 £	2017 £
Cash flows from operating activities			
Net (expenditure)/income		(81,154)	85,010
<i>Adjustments for:</i>			
Depreciation of tangible fixed assets		80,474	82,687
Net losses/(gains) on investments		3,407	(12,124)
Dividends, interest and rents from investments		(2,915)	(4,050)
Accrued expenses/(income)		53,085	(46,207)
<i>Changes in:</i>			
Trade and other debtors		(14,026)	(8,064)
Trade and other creditors		–	(200,000)
Cash generated from operations		38,871	(102,748)
Net cash from/(used in) operating activities		38,871	(102,748)
Cash flows from investing activities			
Dividends, interest and rents from investments		2,915	4,050
Purchase of tangible assets		(11,678)	(32,543)
Net cash used in investing activities		(8,763)	(28,493)
Net increase/(decrease) in cash and cash equivalents		30,108	(131,241)
Cash and cash equivalents at beginning of year		706,805	838,046
Cash and cash equivalents at end of year	18	736,913	706,805

The notes on pages 36 to 46 form part of these financial statements



**Northern Ireland Scout Council
Notes to the Financial Statements
Year ended 31 March 2018**

1. General information

The charity is a public benefit entity and a registered charity in Northern Ireland and is unincorporated. The address of the principal office is 109 Old Milltown Road, Belfast, BT8 7SP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Charities Act (Northern Ireland) 2008.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

The charity is responsible for various types of funds that require separate disclosure as follows:

(i) Restricted funds

Funds earmarked by the donor for a specific purpose

(ii) Designated funds

Funds set aside for a specific purpose

(iii) Unrestricted funds

Funds that are expendable at the discretion of the committee in the furtherance of the objects of the charity



Northern Ireland Scout Council
Notes to the Financial Statements *(continued)*
Year ended 31 March 2018

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.



Northern Ireland Scout Council
Notes to the Financial Statements *(continued)*
Year ended 31 March 2018

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	2% straight line
Fixtures & fittings	-	25% reducing balance
Motor vehicles	-	25% reducing balance
Computer & video equipment	-	25% reducing balance
Buildings	-	2% straight line

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.



Northern Ireland Scout Council
Notes to the Financial Statements *(continued)*
Year ended 31 March 2018

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.



Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2018

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Donations			
Donations	3,258	42,941	46,199
Legacies	–	–	–
Grants			
Grants received	88,934	81	89,015
Other donations and legacies			
Belfast County Scout Council	5,000	–	5,000
	<u>97,192</u>	<u>43,022</u>	<u>140,214</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Donations			
Donations	2,787	32,034	34,821
Legacies	515	–	515
Grants			
Grants received	96,322	6,000	102,322
Other donations and legacies			
Belfast County Scout Council	5,000	–	5,000
	<u>104,624</u>	<u>38,034</u>	<u>142,658</u>



Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2018

5. Grants received

	2018	2017
	£	£
Unrestricted		
Total as estimated by YCNI	88,523	96,733
5% retention by YCNI	(4,426)	(4,837)
5% retention for previous years now paid	4,837	4,426
	<u>88,934</u>	<u>96,322</u>
Restricted		
EA/YCNI funded projects	81	6,000
	<u>81</u>	<u>6,000</u>
Total grants received	<u>89,015</u>	<u>102,322</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Membership fees	162,586	–	162,586
Fees	314,899	116,680	431,579
	<u>477,485</u>	<u>116,680</u>	<u>594,165</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Membership fees	158,483	–	158,483
Fees	256,461	118,535	374,996
	<u>414,944</u>	<u>118,535</u>	<u>533,479</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2018 £	Unrestricted Funds £	Total Funds 2017 £
Income from listed investments	<u>2,915</u>	<u>2,915</u>	<u>4,050</u>	<u>4,050</u>



Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2018

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Salaries	161,883	–	161,883
Depreciation	594	79,880	80,474
Other costs	406,543	162,661	569,204
Support costs	3,480	–	3,480
	<u>572,500</u>	<u>242,541</u>	<u>815,041</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2017 £
Salaries	156,261	9,907	166,168
Depreciation	5,727	76,960	82,687
Other costs	293,376	61,590	354,966
Support costs	3,480	–	3,480
	<u>458,844</u>	<u>148,457</u>	<u>607,301</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2018 £	Total fund 2017 £
Salaries	161,883	–	161,883	166,168
Depreciation	80,474	–	80,474	82,687
Other costs	569,204	–	569,204	354,966
Governance costs	–	3,480	3,480	3,480
	<u>811,561</u>	<u>3,480</u>	<u>815,041</u>	<u>607,301</u>

10. Net (losses)/gains on investments

	Unrestricted Funds £	Total Funds 2018 £	Unrestricted Funds £	Total Funds 2017 £
Gains/(losses) on other investment assets	(3,407)	(3,407)	12,124	12,124



Northern Ireland Scout Council
Notes to the Financial Statements *(continued)*
Year ended 31 March 2018

11. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2018	2017
	£	£
Depreciation of tangible fixed assets	80,474	82,687

12. Auditors remuneration

	2018	2017
	£	£
Fees payable for the audit of the financial statements	3,480	3,480

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2018	2017
	£	£
Wages and salaries	134,225	136,016
Social security costs	13,785	15,308
Employer contributions to pension plans	13,873	14,844
	161,883	166,168

The average head count of employees during the year was 7 (2017: 7). The average number of full-time equivalent employees during the year is analysed as follows:

	2018	2017
	No.	No.
Number of staff	7	7

No employee received employee benefits of more than £60,000 during the year (2017: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £88,209 (2017:£85,597).



Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2018

14. Trustee remuneration and expenses

During the year -

- no remuneration or other benefits from employment with the charity or a related entity were received by the trustees;
- no trustee expenses have been incurred.

15. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Equipment £	Buildings £	Total £
Cost						
At 1 Apr 2017	3,848,011	32,588	20,520	28,171	92,550	4,021,840
Additions	–	11,678	–	–	–	11,678
At 31 Mar 2018	<u>3,848,011</u>	<u>44,266</u>	<u>20,520</u>	<u>28,171</u>	<u>92,550</u>	<u>4,033,518</u>
Depreciation						
At 1 Apr 2017	581,335	32,554	20,520	28,171	71,027	733,607
Charge for the year	76,960	2,937	–	–	577	80,474
At 31 Mar 2018	<u>658,295</u>	<u>35,491</u>	<u>20,520</u>	<u>28,171</u>	<u>71,604</u>	<u>814,081</u>
Carrying amount						
At 31 Mar 2018	<u>3,189,716</u>	<u>8,775</u>	<u>–</u>	<u>–</u>	<u>20,946</u>	<u>3,219,437</u>
At 31 Mar 2017	<u>3,266,676</u>	<u>34</u>	<u>–</u>	<u>–</u>	<u>21,523</u>	<u>3,288,233</u>

16. Investments

	Listed investments £	Other investments £	Total £
Cost or valuation			
At 1 April 2017	84,452	1,400	85,852
Additions	–	–	–
Fair value movements	(3,407)	–	(3,407)
At 31 March 2018	<u>81,045</u>	<u>1,400</u>	<u>82,445</u>
Impairment			
At 1 April 2017 and 31 March 2018		–	–
Carrying amount			
At 31 March 2018	<u>81,045</u>	<u>1,400</u>	<u>82,445</u>
At 31 March 2017	<u>84,452</u>	<u>1,400</u>	<u>85,852</u>



Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2018

All investments shown above are held at valuation.

Financial assets held at fair value

Listed investments are valued at their market value at the balance sheet date.

Listed Investments

Listed investments includes shares costing £10,063 held in respect of the Tyack Memorial and International Friendship Funds.

Ground Rents

Ground rents have been valued on the basis of six years purchase of the profit rental.

17. Debtors

	2018	2017
	£	£
Prepayments and accrued income	113,925	99,068
Other debtors	6,205	7,036
	<u>120,130</u>	<u>106,104</u>

18. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2018	2017
	£	£
Cash at bank and in hand	893,664	807,183
Bank overdrafts	(156,751)	(100,378)
	<u>736,913</u>	<u>706,805</u>

19. Creditors: amounts falling due within one year

	2018	2017
	£	£
Bank loans and overdrafts	156,751	100,378
Accruals and deferred income	329,367	276,282
	<u>486,118</u>	<u>376,660</u>

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £13,873 (2017: £14,844).



Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2018

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2017 £	Income £	Expenditure £	Gains and losses £	At 31 March 2018 £
Development Fund	164,518	3,258	-	-	167,776
Glenn Bequest	18,039	-	-	-	18,039
Jamboree Fund	6,757	-	-	-	6,757
Tyack Memorial	5,000	-	-	-	5,000
Capital expenditure	3,376	-	-	-	3,376
Property maintenance	17,068	-	-	-	17,068
General funds	179,082	574,334	(572,500)	(3,407)	177,509
	<u>393,840</u>	<u>577,592</u>	<u>(572,500)</u>	<u>(3,407)</u>	<u>395,525</u>

Restricted funds

	At 1 April 2017 £	Income £	Expenditure £	Gains and losses £	At 31 March 2018 £
Crawfordsburn Development Fund	3,361,920	42,941	(79,880)	-	3,324,981
International Friendship Fund	4,812	-	-	-	4,812
Cubs	1,214	-	-	-	1,214
Scouts	359	-	-	-	359
Explorer Scouts	97	-	-	-	97
Beaver Scouts	4,063	-	-	-	4,063
Arrowhead	2,080	3,162	(3,255)	-	1,987
Leader Active	47,921	-	(11)	-	47,910
YCNi funded projects	21,345	81	(1,691)	-	19,735
NI Jam	73,061	113,518	(157,704)	-	28,875
	<u>3,516,872</u>	<u>159,702</u>	<u>(242,541)</u>	<u>-</u>	<u>3,434,033</u>

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £	Total Funds 2017 £
Tangible fixed assets	20,963	3,198,474	3,219,437	3,288,233
Investments	74,723	7,722	82,445	84,452
Current assets	299,839	227,837	527,676	538,027
Net assets	<u>395,525</u>	<u>3,434,033</u>	<u>3,829,558</u>	<u>3,910,712</u>

23. Financial instruments

The carrying amount for each category of financial instrument is as follows:

	2018 £	2017 £
Financial assets measured at fair value through income and expenditure		
Listed investments	<u>81,045</u>	<u>84,452</u>





Fundamentals of Scouting

The Purpose of Scouting

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

The Values of Scouting

As Scouts we are guided by these values:

Integrity - We act with integrity; we are honest, trustworthy and loyal.

Respect - We have self-respect and respect for others.

Care - We support others and take care of the world in which we live.

Belief - We explore our faiths, beliefs and attitudes.

Co-operation - We make a positive difference; we co-operate with others and make friends.

Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting and:

- enjoy what they are doing and have fun
- take part in activities indoors and outdoors
- learn by doing
- share in spiritual reflection
- take responsibility and make choices
- undertake new and challenging activities
- make and live by their Promise.

The Scout Promise

(for Scouts, Explorer Scouts, the Scout Network and adults)

On my honour,

I promise that I will do my best

to do my duty to God and to The Queen, to help other people

and to keep the Scout Law.

The Scout Law

1. A Scout is to be trusted.
2. A Scout is loyal.
3. A Scout is friendly and considerate.
4. A Scout belongs to the world-wide family of Scouts.
5. A Scout has courage in all difficulties.
6. A Scout makes good use of time and is careful of possessions and property.
7. A Scout has self-respect and respect for others.

The Cub Scout Promise

I promise that I will do my best to do my duty to God and to The Queen, to help other people

and to keep the Cub Scout Law.

The Cub Scout Law

Cub Scouts always do their best, think of others before themselves and do a good turn every day.

The Beaver Scout Promise

I promise to do my best to be kind and helpful and to love God.

The Beaver Scout Law

There is no formal Beaver Scout Law. The concepts expressed in the Scout Law are to be presented to Beaver Scouts through games, storytelling and other informal activities.

Variations to the wording of the Promises

- a. Scouting is open to people of all faiths and of none and must therefore take account of the different religious obligations of its Members while upholding the essential spirit of the Promise.
- b. The following table shows the alternative wording of the Promise that young people and adults may wish to use to best reflect their own beliefs.

Religion or Belief (including no religion)	Beaver Scout Promise	Cub and Scout Promise (for British Subjects)
Christian, Jew, Sikh	...to love God	...duty to God and to The Queen
Muslim	N/A ...to love God or	On My honour... or In the name of Allah, the Most Beneficent the Most Merciful... ...duty to God and to The Queen or
Hindu	...to love God or ...to love my Dharma	...duty to God and to The Queen or ...duty to my Dharma and to The Queen
Humanist, atheist or no faith	... To be kind and helpful and to love our world To uphold our Scout values, to do my duty to The Queen

- c. Where some other form of wording is required for a member of a particular faith or religion advice should be sought from Headquarters.
- d. Similarly it is accepted that foreign residents who may become Members of the Association owe allegiance to their own country.
- e. To meet these circumstances the phrase 'duty to The Queen' should be replaced by the phrase 'duty to the country in which I am now living'.
- f. In the case of young people the decision as to which permitted form of wording should be used rests with them, however in the younger Sections parents should be aware of the Promise chosen before the investiture ceremony.
- g. In the case of adults the decision as to which permitted form of wording should be used rests entirely with the adult concerned.

Key Policies

The order of Key Policies in this section infers no order of importance nor priority; they are all equal.

The Religious Policy

The Scout Movement includes Members of many different faiths and religions as well as those with no formal religion. The following policy has received the approval of the heads of the leading religious bodies in the United Kingdom. All Members of the Movement are encouraged to:

- make every effort to progress in the understanding and observance of the Promise to do their
- best to do their duty to God or to uphold Scouting's values as appropriate;
- explore their faith, beliefs and attitudes
- consider belonging to some faith or religious body;
- carry into daily practice what they profess.

Attendance at services

If a Scout Group, Explorer Scout Unit or Scout Network is composed of members of several denominations, religions or beliefs, the young people should be encouraged to attend services relevant to their own form of religion or belief.

Chaplains

Chaplains may be appointed as Advisers in Scout Groups, Districts, Counties, Countries and Nationally. A Chaplain may be a Minister of Religion or a lay person.

In a Scout Group sponsored by a religious body the religious leader may be appointed Group Chaplain.

National Chaplains may be appointed for religious bodies represented in Scouting.

Responsibilities within the Religious Policy

- a. The District Commissioner or the County Commissioner, as appropriate, must be

satisfied that all applicants for Leader or Commissioner appointments are fully aware that they will be required by their personal example to implement the Association's religious policy.

- b. If a Sponsored Group has a policy of recruitment restricted to members of one particular form of religion or denomination, the Sponsoring Authority is responsible for the religious training of all young people in the Group.
- c. In this case it is the duty of the Group Scout Leader to encourage attendance at such religious instruction and observances as the Sponsoring Authority may consider desirable.
- d. Scouts' Own Services may be held for the purpose of spiritual reflection and to promote a fuller understanding of the significance of the Scout Promise and Law.
- e. Such services must be regarded as supplementary to, rather than a substitute for, formal attendance at the services of the individual's own form of religion.
- f. If a Beaver Scout, Cub Scout, Scout, Explorer Scout or Scout Network Member is not allowed, by reasons of the individual's own religious obligations, to attend acts of worship other than that of the individual's own faith, the Leader must make certain that those obligations are not compromised.

The Equal Opportunities Policy Young People

The Scout Association is part of a worldwide educational youth movement. The values, which underpin and inspire its work are embodied in the Scout Promise and Law and in the Purpose of the Association.



Within this framework, the Association is committed to equality of opportunity for all young people. Accordingly:

- a. The Scout Association is committed to extending Scouting, its Purpose and Method to young people in all parts of society.
- b. No young person should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:
 - Class or socio-economic status;
 - ethnic origin, nationality (or statelessness) or race;
 - gender (including gender reassignment);
 - marital or civil partnership status;
 - sexual orientation;
 - disability (including mental or physical ability);
 - political belief;
 - pregnancy;
 - religion or belief (including the absence of belief)

All Members of the Movement should seek to practice that equality, especially in promoting access to Scouting for all young people. The Scout Association opposes all forms of prejudice and discrimination, including racism, sexism, and homophobia. All Scout Groups, as independent charities, have a duty to comply with relevant equalities legislation. All volunteers should make reasonable adjustments where possible to support all young people with disabilities to access Scouting.

Reasonable Adjustments

Reasonable adjustments means actions to enable young people with disabilities to access Scouting and Scouting activities, as far as reasonably possible, to the same level as young people without disabilities. This should involve working in partnership with parents/carers, to identify needs and support strategies. Reasonable steps should also be taken to identify any young people with disabilities in the Section/Group.

Leaders and other volunteers

To carry out its work the Association seeks to appoint effective and appropriate Leaders, and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment.

The overriding considerations in making all appointments in Scouting shall be the safety and security of young people, and their

continued development in accordance with the Purpose and Values of the Association.

Accordingly, all those whom the Movement accepts as volunteers must be appropriate persons to undertake the duties of the particular position to which they have been appointed (including, if relevant, meeting the requirements of the Sponsoring Authority) and, where appropriate, the responsibilities of membership.

In making an appointment to a particular leadership or support position it may be appropriate to consider the gender and/or ethnicity of the potential appointee, in particular to ensure appropriate composition of leadership or supporting teams.

The physical and mental ability of a particular potential appointee to fulfil a particular role will always be a relevant factor to consider.

Within these constraints, and those imposed by the need to ensure:

- the safety and security of young people;
 - the continued development of young people; and
 - equal opportunities for all;
- no person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:
- age;
 - class or socio-economic status;
 - ethnic origin, nationality (or statelessness) or race;
 - gender (including gender reassignment);
 - marital or civil partnership status;
 - sexual orientation;
 - disability (including mental or physical ability);
 - political belief;
 - pregnancy;
 - religion or belief (including the absence of belief)

Note: Pedophilia is a bar to any involvement in the Scout Movement.

Responsibilities within the Equal Opportunities Policy

All adults in Scouting have a responsibility for the operation of the Association's Equal Opportunities Policy. All Scout Groups, as independent charities have a duty to comply with relevant equalities legislation.

- a. The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all applicants for Leader or Commissioner appointments are fully



aware that they will be required by their personal example to operate the Association's Equal Opportunities Policy and support Groups to comply with relevant equalities legislation.

- b. They must also be satisfied that all those whom they invite to assist them in other ways in the work of the District or County are upholding the Association's Equal Opportunities Policy by the personal example that they set before the Scouts in the District or County as the case may be.
- c. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Group will comply with relevant equalities legislation and uphold the Association's Equal Opportunities Policy by the personal example that they set before the Scouts in the Group.
- d. Appointment Advisory Committees are required to operate the Association's Equal Opportunities Policy and comply with relevant equalities legislation in their work.
- e. The District Executive or the County Executive Committee, as appropriate, must be satisfied that all applicants for appointments in their gift are fully aware that they will be required by their personal example to operate the Association's Equal Opportunities Policy and support Groups to comply with relevant equalities legislation.

The Safety Policy

It is the policy of The Scout Association to provide Scouting in a safe manner without risk to health, so far as is reasonably practicable.

The Association believes that this responsibility ranks equally with the other responsibilities incumbent upon those providing Scouting activities and functions.

It is the responsibility of all those involved in Scouting to seek, so far as is reasonably practicable, to ensure that:

- all activities are conducted in a safe manner without risk to the health of participants;
- the provision and maintenance of equipment and buildings for Members and others is safe and without risk to health and adequate for their welfare;
- information, instruction, training and supervision is provided with the object of ensuring the health and safety of all those involved in Scouting activities or who may be affected by them;

- appropriate arrangements are made to ensure safety and the absence of risks to health in connection with the use, transport, storage and handling of equipment, and substances which are inherently or potentially dangerous.

Responsibilities within the Safety Policy

- a. All persons involved with Scouting are responsible for the operation of the Association's Safety Policy.
- b. It is the responsibility of all persons to ensure that:
 - they do not endanger the health and safety of themselves or others;
 - they observe the rules established for the safety of those involved in Scouting activities.
- c. The Local responsibility for the management of the Safety Policy of the Association rests with the appropriate County, District or Group Executive Committee together with the appropriate County Commissioner, District Commissioner or Group Scout Leader.
- d. The District or County Commissioner, as appropriate, must be satisfied that all applicants for adult appointments are fully aware that they will be required by their personal example to implement the Association's Safety Policy.
- e. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Scout Group are competent persons to carry out the tasks given to them and are aware of their responsibilities under the Association's Safety Policy.
- f. Counties may choose to designate one or more Safety Co-ordinators to assist the County Commissioner and the County Executive Committee in the implementation of the Safety Policy within the County and shall assist District Commissioners in operating the policy.
- g. When District or County Commissioners do not renew, or when they cancel appointments because the holder has not acted in accordance with the Association's Safety Policy, they must inform the Vetting Team at Headquarters, in writing, of the reasons for the termination of the appointment.



The Vetting Policy

It is the policy of The Scout Association to check all adult volunteers to ensure that: only adults appropriate for a role are permitted to undertake responsibilities in Scouting; and that regular reviews are undertaken of adult volunteers to ensure their continued suitability. Accordingly The Scout Association is committed to:

- following a defined process for appointing adult volunteers that establishes the applicant's suitability taking into account the fundamentals of Scouting; the Child Protection Policy, Anti-Bullying Policy, Safety Policy and the Equal Opportunities Policy;
- Refusing offers from applicants that are found to be unsuitable;
- Putting in place robust vetting arrangements and ensuring that these arrangements are made clear to applicants and to the public;
- Taking into account relevant information from The Scout Association's records, police forces, relevant statutory authorities, personal references and other credible sources.

As part of the vetting arrangements, The Scout Association will undertake a Personal Enquiry which involves a check made against records at Headquarters for all adult volunteers and for certain roles a Criminal Record Disclosure Check. For foreign nationals or British Overseas Territory citizens operating abroad in British Scouting Overseas and Overseas Branches, checks must be made according to arrangements authorised by the Head of Safeguarding at Headquarters.

The Child Protection Policy

The Scout Association acknowledges the duty of care to safeguard and promote the welfare of children and young people and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and The Charity Commission requirements.

This policy:

- a. applies to all adults including the Board of Trustees, volunteers, paid staff, agency staff and anyone working on behalf of The Scout Association;
- b. recognises that the welfare and interests of children and young people are paramount in all circumstances; and

- c. aims to ensure that all children and young people have a positive and enjoyable experience of Scouting in a safe and child centred environment and are protected from abuse whilst participating in Scouting and otherwise.

The Scout Association acknowledges that some children and young people, including those disabled and those from ethnic minority communities, can be particularly vulnerable to abuse and accepts the responsibility to take reasonable and appropriate steps to ensure their welfare.

The Scout Association will:

1. promote and prioritise the safety and wellbeing of children and young people;
2. ensure that everyone is clear about their roles and responsibilities in respect of safeguarding and is provided with appropriate mandatory learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people;
3. provide all children and young people on joining the organisation with information for themselves and their parents or carers covering The Scout Association's safeguarding arrangements;
4. widely promote The Scout Association's safeguarding policies and procedures;
5. ensure that trustees, staff and volunteers take seriously all concerns and allegations of abuse and respond appropriately;
6. securely maintain and store confidential, detailed and accurate records of all safeguarding concerns;
7. prevent the use of unsuitable individuals through the robust use of Disclosure and Barring arrangements as they apply in each nation within the UK, and the application of best practice in the safe recruitment of staff and volunteers working with children and young people;
8. ensure that robust safeguarding arrangements and procedures are in operation; and
9. address without delay any failure to comply with this policy.

Monitoring

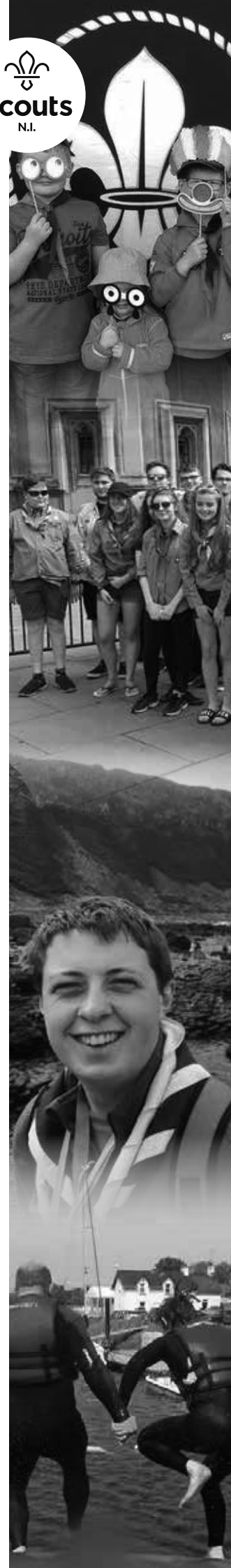
This policy will be reviewed annually and revisions recommended to the Board of Trustees. This policy may also be reviewed in the following circumstances:



- changes in legislation or government guidance (including Working Together as revised within each nation, relevant legislative changes and nation specific child protection and safeguarding policies and procedures);
- in the light of learning identified by a Local Safeguarding Children Board;
- as required by the Charity Commission; and
- as a result of any other significant change or event.

Responsibilities within the Child Protection Policy

- a. All adults aged 18 or over within Scouting are responsible for the operation of the Association's Child Protection Policy.
 - b. It is the responsibility of all adults to ensure that:
 - their behaviour is appropriate at all times;
 - they observe the rules established for the safety and security of young people;
 - they follow the procedures following suspicion, disclosure or allegation of child abuse;
 - they recognise the position of trust in which they have been placed;
 - in every respect, the relationships they form with the young people under their care are appropriate.
 - c. The 'Young People First' (yellow card) sets out a Code of Behaviour, which is essential for all adults in Scouting to follow. Adults who fail to implement the Code of Behaviour or procedures issued by Headquarters may have the matter drawn to the attention of the relevant Commissioner who must take appropriate disciplinary action.
 - d. Adults must not consume alcohol when they are directly responsible for young people on a Scouting activity and must not permit young people (aged under 18 years) to consume alcohol on Scouting activities. The Association issues further advice on Alcohol and Scouting, which is available from the Information Centre.
 - e. The use of illegal substances on Scouting activities is unacceptable and appropriate action should be taken where necessary by responsible Commissioners. Headquarters issues additional guidance on request.
- f. Counties must designate one or more Safeguarding Awareness Co-ordinators, following consultation with Headquarters. They shall have the responsibility of advising the County Commissioner and the County Executive Committee on the implementation of the Association's Child Protection and Anti Bullying Policies within the County. They shall also have a specific remit for monitoring compliance with these policies within the County and reporting their findings to the County Executive Committee and Headquarters.
 - g. Safeguarding Awareness Co-ordinators shall provide general guidance to the various Districts and Groups in the Counties to which they are appointed, but should not be involved in responding to allegations or suspicions of abuse.
 - h. The role of Safeguarding Awareness Co-ordinator must not be combined with an appointment as a Group Scout Leader or Commissioner in the same County.
 - i. The Head of Safeguarding at Headquarters is the Association's ultimate source of advice on all safeguarding matters, subject to any direction from the relevant sub Committee.
 - j. The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all those whom they appoint are appropriate persons to carry out the responsibilities of the appointment. They must ensure that all applicants demonstrate an understanding of and a commitment to the principles and procedures supporting the Association's Child Protection Policy.
 - k. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Scout Group are (a) appropriate persons to carry out the tasks to be given to them, (b) are aware of their responsibilities under the Association's Child Protection Policy and (c) if required, maintain a current valid disclosure.
 - l. In cases where there is an allegation or suspicion of child abuse the District Commissioner or County Commissioner, as appropriate, must immediately take steps to ensure that no Scouting situation arises which could cause further concern and that no adult or youth Member is placed in a position which could cause further



compromise. To this end, suspension of membership may be necessary.

- m. Headquarters may, from time to time, issue procedures detailing the reporting arrangements for suspicions or allegations of abuse. Group Scout Leaders and relevant Commissioners must follow these procedures.
- n. The Safeguarding Team at Headquarters has a remit to advise Commissioners of the actions required in the event of a suspicion or allegation of abuse. The Head of Safeguarding may issue mandatory advice regarding the management of such situations.
- o. Commissioners must consult the Safeguarding Team at Headquarters as soon as possible in the event of any incident, concern or allegation of abuse being made. In any event this must occur within 24 hours of the incident being reported.
- p. Headquarters may appoint a situation manager to be responsible for the Association's response to any allegation or suspicion of abuse. Situation managers appointed by Headquarters shall have full powers to act.
- q. Where urgent issues of safeguarding are involved the Chief Commissioner has the authority to suspend the membership of any adult or youth Member.
- r. The suspending authority must ensure that the Vetting Team at Headquarters is informed immediately.
- s. When District or County Commissioners do not renew, or when they cancel appointments because the holder has not acted in accordance with the Association's Child Protection Policy, or has breached the code of behaviour, set out in the *Young People First* guidelines, they must inform the Vetting Team at Headquarters in writing of the reasons for the termination of the appointment.
- t. Nothing in the rules of the Association, or any guidance produced by it, may be construed as permitting an adult to take a young person away on an activity alone. No activity may take place where only one adult and one young person are present.

Anti-Bullying Policy

"Children have the right to protection from all forms of violence (physical or mental). They

must be kept safe from harm and they must be given proper care by those looking after them." [The United Nations Convention on the Rights of the Child, Article 19]

The Scout Association is committed to this ethos and seeks to ensure, as far as is reasonably practicable, the prevention of all forms of bullying among Members. To this end all Scouting activities should have in place rigorous anti-bullying strategies.

Responsibility within the Anti-Bullying Policy

It is the responsibility of all adults in Scouting to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable.

Adults in Scouting should:

- be aware of the potential problems bullying may cause;
- be alert to signs of bullying, harassment or discrimination;
- take action to deal with such behaviour when it occurs, following Association policy guidelines;
- provide access for young people to talk about any concerns they may have;
- encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like;
- help ensure that their Group/Section has a published anti-bullying code.

Development Policy

Subject to the Rules governing age ranges and mixed membership the Scout Movement is open to all young people of whatever background.

The Scout Association recognises, however, that access to Scouting is not equally available to all groups and communities across society as a whole.

The Operations sub-Committee of the Trustee Board and the Regional Development Service at Headquarters support the Movement in its work in making Scouting available to all.

In particular, through the use of innovation and experiment, it supports local Scouting in meeting the needs of young people in areas of urban disadvantage or priority, in highly rural areas, and among the minority ethnic communities.

It also works in collaboration with other agencies to support those disadvantaged young people who might benefit from its programme and ethos, and who may never become full Members of the Movement.



The Regional Development Service supports local Scouting in a number of different ways:

- through the production and distribution of development material;
- through the sharing of experience and models of good practice;
- through support and advice from Headquarters staff, volunteer and professional;
- through recommendations to the National Development Grants Board for financial support.

Those seeking help in this field should contact the Regional Development Service at Headquarters in the first instance.

Privacy and Data Protection Policy

The Scout Association takes the protection of privacy and personal data very seriously and all adults operating within Scouting, whether at National UKHQ or within local Scout units (i.e. Scout Groups, Districts, Counties, Areas, Regions (Scotland) or Countries), must comply with data protection law which includes the EU General Data Protection Regulation “GDPR”.

- a. The Scout Association at national UKHQ level and each local Scout unit operate as separate, independent charities in their own right. Each collects and handles personal data and is responsible, as a separate data controller, for the personal data it collects and uses.
- b. As a larger organisation, The Scout Association is registered with the Information Commissioners Office (ICO) as a data controller. However, data protection law applies to all data controllers (whether registered with the ICO or not) and therefore applies to each local Scout unit.
- c. All adults in Scouting have a responsibility to comply with data protection law when handling or dealing with any personal data. However, ultimate responsibility for ensuring that adequate data protection systems are in place, lies with the relevant charity trustees as follows:
 - i. at national Scouting level, the Board of Trustees of The Scout Association is responsible for ensuring that adequate data protection systems are in place in respect of The Scout Association UKHQ based at Gilwell Park, Chingford, London E4 7QW; and
 - ii. at local Scouting level, the local Executive Committees (as the charity

trustees) are responsible for ensuring that adequate data protection systems are in place for their respective local Scout units.

- d. Whilst the charity trustees and Executive Committees are responsible for ensuring that adequate data protection systems are in place, each adult operating within scouting whether as staff, members or volunteers are also responsible for ensuring that they handle all personal data in compliance with those procedures and the law.
- e. In compliance with the 6 key principles of the GDPR (Article 5), personal data in Scouting must be:
 - i. Processed lawfully, fairly and in a transparent manner. Clear and accessible information must be provided to individuals about what personal data is collected, how it will be processed and how they can exercise rights over it e.g. the right to request a copy of their personal data by making a Subject Access Request (SAR) or to have incorrect data corrected or deleted. This information should be provided both at the initial point of contact in the form of a Privacy Statement or Notice and also be made regularly accessible to the individual.
 - ii. Collected and processed for specified, explicit and legitimate purposes only. Personal data should only be collected and used for activities directly relating to Scouting or a person’s membership or association with Scouting;
 - iii. Adequate, relevant and limited to what is necessary for the purposes it is collected and processed;
 - iv. Accurate and, where necessary, kept up to date. Every reasonable step must be taken to ensure that the data is kept as accurate and up-to-date as possible for the purposes for which it is being held;
 - v. Kept for no longer than necessary for the purposes it was collected and processed;
 - vi. Kept secure using appropriate technical or organisational measures to prevent the data from being used in an unauthorised or unlawful way or against accidental loss, destruction or damage.
- f. As data controllers, the relevant Charity Trustees and Executive Committees are responsible for demonstrating compliance with the above principles.



compromise. To this end, suspension of membership may be necessary.

- m. Headquarters may, from time to time, issue procedures detailing the reporting arrangements for suspicions or allegations of abuse. Group Scout Leaders and relevant Commissioners must follow these procedures.
- n. The Safeguarding Team at Headquarters has a remit to advise Commissioners of the actions required in the event of a suspicion or allegation of abuse. The Head of Safeguarding may issue mandatory advice regarding the management of such situations.
- o. Commissioners must consult the Safeguarding Team at Headquarters as soon as possible in the event of any incident, concern or allegation of abuse being made. In any event this must occur within 24 hours of the incident being reported.
- p. Headquarters may appoint a situation manager to be responsible for the Association's response to any allegation or suspicion of abuse. Situation managers appointed by Headquarters shall have full powers to act.
- q. Where urgent issues of safeguarding are involved the Chief Commissioner has the authority to suspend the membership of any adult or youth Member.
- r. The suspending authority must ensure that the Vetting Team at Headquarters is informed immediately.
- s. When District or County Commissioners do not renew, or when they cancel appointments because the holder has not acted in accordance with the Association's Child Protection Policy, or has breached the code of behaviour, set out in the *Young People First* guidelines, they must inform the Vetting Team at Headquarters in writing of the reasons for the termination of the appointment.
- t. Nothing in the rules of the Association, or any guidance produced by it, may be construed as permitting an adult to take a young person away on an activity alone. No activity may take place where only one adult and one young person are present.

Anti-Bullying Policy

"Children have the right to protection from all forms of violence (physical or mental). They

must be kept safe from harm and they must be given proper care by those looking after them." [The United Nations Convention on the Rights of the Child, Article 19]

The Scout Association is committed to this ethos and seeks to ensure, as far as is reasonably practicable, the prevention of all forms of bullying among Members. To this end all Scouting activities should have in place rigorous anti-bullying strategies.

Responsibility within the Anti-Bullying Policy

It is the responsibility of all adults in Scouting to help develop a caring and supportive atmosphere, where bullying in any form is unacceptable.

Adults in Scouting should:

- be aware of the potential problems bullying may cause;
- be alert to signs of bullying, harassment or discrimination;
- take action to deal with such behaviour when it occurs, following Association policy guidelines;
- provide access for young people to talk about any concerns they may have;
- encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like;
- help ensure that their Group/Section has a published anti-bullying code.

Development Policy

Subject to the Rules governing age ranges and mixed membership the Scout Movement is open to all young people of whatever background.

The Scout Association recognises, however, that access to Scouting is not equally available to all groups and communities across society as a whole.

The Operations sub-Committee of the Trustee Board and the Regional Development Service at Headquarters support the Movement in its work in making Scouting available to all.

In particular, through the use of innovation and experiment, it supports local Scouting in meeting the needs of young people in areas of urban disadvantage or priority, in highly rural areas, and among the minority ethnic communities.

It also works in collaboration with other agencies to support those disadvantaged young people who might benefit from its programme and ethos, and who may never become full Members of the Movement.

