## Developing the Vision – Corporate Objectives

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## 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                                                      | 11   |
- The Scouting Programme                                                      | 12   |
- Beavers                                                                    | 13   |
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- Scouts                                                                     | 15   |
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- Network                                                                    | 17   |

## Inclusivity

**To be as diverse as our communities**

- Activities                                                                 | 19   |
- International                                                              | 19   |
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## Community Impact

**To make a positive impact in our communities**

- Dementia Friendly Awards 2018                                              | 21   |
- Social Media                                                               | 22   |
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## Financial Statements

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<td>48</td>
</tr>
</tbody>
</table>
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, the Northern Ireland Scout Centre Crawfordsburn Manager Mr P Harrison and Development Officer Mr S Williams.
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 N Sempey
Secretary: Mr K Gillespie

Chair of Finance and General Purposes Committee: Mrs R Forde
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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mrs B Edgar</td>
<td>Beaver Scouts</td>
</tr>
<tr>
<td>Mr C McIlwee</td>
<td>Cub Scouts</td>
</tr>
<tr>
<td>Mrs A Nicholson</td>
<td>Scouts</td>
</tr>
<tr>
<td>Mr A Stacey</td>
<td>Explorer Scouts</td>
</tr>
<tr>
<td>Mr D Scott</td>
<td>Scout Network</td>
</tr>
<tr>
<td>Mr J Morrison</td>
<td>Adult Support</td>
</tr>
<tr>
<td>Mr M Kerry</td>
<td>Activity Permits</td>
</tr>
<tr>
<td>Mr R Dorrian</td>
<td>Activities &amp; Crawfordsburn</td>
</tr>
<tr>
<td>Ms C Brown</td>
<td>International</td>
</tr>
<tr>
<td>Miss R Wells</td>
<td>Youth</td>
</tr>
<tr>
<td>Rev D Skuce</td>
<td>Chaplain</td>
</tr>
</tbody>
</table>

### County Commissioners

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr C McGrath</td>
<td>Antrim</td>
</tr>
<tr>
<td>Mr R Watson</td>
<td>Armagh</td>
</tr>
<tr>
<td>Mr S Mallett</td>
<td>Belfast</td>
</tr>
<tr>
<td>Mr S Wilton</td>
<td>Down</td>
</tr>
<tr>
<td>Mrs K Armstrong</td>
<td>Fermanagh</td>
</tr>
<tr>
<td>Mr P Meikle</td>
<td>Londonderry</td>
</tr>
<tr>
<td>Mr N Collins</td>
<td>Tyrone</td>
</tr>
<tr>
<td><strong>Nominated by Chief Commissioner</strong></td>
<td></td>
</tr>
<tr>
<td>Mr C Lammey</td>
<td></td>
</tr>
<tr>
<td>Mr C Thompson</td>
<td></td>
</tr>
<tr>
<td>Mr R Thompson</td>
<td></td>
</tr>
</tbody>
</table>

### District Commissioners

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mrs A Morrow</td>
<td>Lisburn</td>
</tr>
<tr>
<td>Mr S Millar</td>
<td>Slemish</td>
</tr>
<tr>
<td>Mrs B Fisher</td>
<td>South East Antrim</td>
</tr>
<tr>
<td>Mrs B Robb</td>
<td>East Belfast</td>
</tr>
<tr>
<td>Mrs J Allen</td>
<td>North Belfast</td>
</tr>
</tbody>
</table>

### Elected Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mrs J Allen</td>
<td>Mr T Hendren</td>
</tr>
<tr>
<td>Miss S</td>
<td>Mr A Meikle</td>
</tr>
<tr>
<td>Armstrong</td>
<td>Mr J Shirley</td>
</tr>
<tr>
<td>Mr W</td>
<td>Mrs R Forde</td>
</tr>
<tr>
<td>Ashenhurst</td>
<td>Mr J Watson</td>
</tr>
<tr>
<td>Mr T Blair</td>
<td>Mr J Michael</td>
</tr>
<tr>
<td>Mr C Braziel</td>
<td>Miss R Ewing</td>
</tr>
<tr>
<td>Mr D Bryson</td>
<td>Mr C Kirkpatrick</td>
</tr>
<tr>
<td>Mr M Cairns</td>
<td>Miss A Clarke</td>
</tr>
<tr>
<td>Miss R Calvert</td>
<td>Mr S Bell</td>
</tr>
<tr>
<td>Miss M Campbell</td>
<td>Dr H Brown</td>
</tr>
<tr>
<td>Mr L Carswell</td>
<td>Mr S Donaldson</td>
</tr>
<tr>
<td>Miss A Clarke</td>
<td>Mr C Lammey</td>
</tr>
<tr>
<td>Mr P Clydesdale</td>
<td>Mr C O'Neill</td>
</tr>
<tr>
<td>Mr J Collins</td>
<td>Mr R Thompson</td>
</tr>
<tr>
<td>Mr C Cully</td>
<td>Mr R Gillespie</td>
</tr>
<tr>
<td>Miss R Davey</td>
<td>Mr T M McKeown</td>
</tr>
<tr>
<td>The Chief Commissioner, pro tem, Girlguiding Ulster &amp; The Chief Scout, pro tem, Scouting Ireland</td>
<td></td>
</tr>
</tbody>
</table>

### Council’s Committees

#### The Board

<table>
<thead>
<tr>
<th>Chair: Dr H Brown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr S Bell</td>
</tr>
<tr>
<td>Miss A Clarke</td>
</tr>
<tr>
<td>Mr N Collins</td>
</tr>
<tr>
<td>Mr R Dorrian</td>
</tr>
<tr>
<td>Mrs R Forde</td>
</tr>
<tr>
<td>Mr C Lammy</td>
</tr>
<tr>
<td>Mrs J Major</td>
</tr>
<tr>
<td>Mr C McCloskey</td>
</tr>
<tr>
<td>Mr C McGrath</td>
</tr>
<tr>
<td>Mr A Meikle</td>
</tr>
<tr>
<td>Mr P Meikle</td>
</tr>
<tr>
<td>Mr R Watson</td>
</tr>
</tbody>
</table>

#### Executive

| Dr H Brown |
| Mr S Donaldson |
| Mrs R Forde |
| Mr K Gillespie |
| Mr C Lammy |
| Mr N Sempey |
| Mr C Thompson |

#### Finance & General Purposes

| Chair: Mrs R Forde |
| Miss A Clarke |
| Mr S Bell |
| Dr H Brown |
| Mr S Donaldson |
| Mr C Lammy |
| Mr C O’Neill |
| Mr N Sempey |
| 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 |
| Mr S Mallett |
| Mr C McGrath |
| Mr C McIlwee |

| Miss A McKee |
| Mr P Meikle |
| Mr A Meikle |
| Mr R Watson |
| Miss R Wells |
| Mr S Wilton |
Letter from the President

Thank you for taking the time to read this Annual Report which I am sure will bring you as much pleasure and encouragement as it has to me. Scouting in Northern Ireland has had another busy year as you will find in this overview of the main events, projects and activities.

Having looked back at the challenge Scouting across the UK set itself five years ago, it is encouraging to find that Scouting here in NI has played a strong part in helping the VISION 2018 become a reality. Well done to all who worked so hard, at every level, to keep the focus clear and meet the many objectives.

As we are not just a Youth Organisation but a Movement we continue to make Scouting more relevant, more worthwhile and more enjoyable (if that is possible!) So, we have embarked on the **New Vision to 2023 - ‘Skills for Life’** which is our plan to deliver better futures.

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.

**Key Initiatives:**
- More support for volunteers
- Digital transformation
- Review and refresh of programme for 14–25 year olds
- Exploring Early Years Provision
- Inclusivity
- A new brand, focussing on ‘Skills for Life’

Already we have a snazzy revamped logo and many new initiatives helping us communicate better. Members are being consulted on uniform changes, as it is nearly 20 years since the last one and I await with interest on the outcome! Although only an associated member of Scouting in NI, The Squirrel Association continues to provide an excellent first experience of our unique programme for 4 and 5 year olds. It’s success, just like Beavers before, has been recognised by Scouting UK with a major consultation and pilot project of provision is being carried out in GB and I await with interest on the outcome of this as well!

All this progress does not just happen without careful planning, commitment, dedication and much hard work and I would like to pay tribute to the NI Chief Commissioner and all his Team who continue to make it happen. It was therefore a great pleasure to hear of all those adults who received well-earned Scouting Awards this past year and to be at the Presentations Ceremony at our Northern Ireland Scout Centre Crawfordsburn. We continue to have a strong team of adults in many support and leadership roles and my thanks to all who have stepped down during the year and my best wishes to those who have taken up new posts.

I continue to be encouraged by the support Scouting receives from the NI community in so many ways. The financial support through donations, legacies and grants enables us to provide new facilities, programmes, training and activities, so I would like to thank everyone who has supported Scouts NI in any way.

Scouting has always prided itself on being a family so, on behalf of the NI Scout Council, I would offer my sympathy to all the relatives and friends of members of our Scouts NI family who have passed away during the past year.

Perhaps the greatest pleasure for me this and every year is to be present at the Scout Awards Ceremony, which was once again in the Belfast City Hall at the start of January. I can think of no better way to start a new year than to see the happy faces of our Scouts, along with their proud parents and Leaders.

A report will only give a brief summary of the progress made, but it also gives us so much hope for the future of Scouting here in NI as we try our best to continue to put every Scout in our care at the centre of all we do as we help them Be Prepared for the Future by giving them, **“Skills for Life.”**

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.

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 and adult volunteers.

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 “Strategy to 2018” with the headings Growth, Youth Shaped, Inclusivity and Community Impact was merged with the new “Strategy to 2023” to create a seamless development plan that members could take ownership of as quickly and smoothly as possible. The new Strategy to 2023 was 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 C McIlwee as NI Cub Commissioner who took over from Mrs J Major. Thanks are recorded to Jean for her years of service as NI Cub Commissioner. Work on identifying a new County Commissioner for County Fermanagh and a NI Commissioner for Diversity was ongoing at the end of the reporting period.

Congratulations are recorded to Mrs B Edgar on being appointed as National Beaver Commissioner, Miss A McKee from Belfast County who was appointed to represent Scouts NI on the national working group looking at Scouts Owns and Miss R Wells who represented Scouts NI at the Commonwealth Youth Forum which took place prior to the Commonwealth Heads of Government meeting.

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 Early Year’s Provision Project started nationally with Mrs J Berryman and Mrs M Guiler on the national discussion group. There
was a large number of Groups nationally interested in taking part in the pilot which will be ongoing over the next number of months. This project is not affecting The Squirrel Association in Northern Ireland at this time.

A new Development Officer for Northern Ireland was employed in May 2018 and reports were given at each meeting on new Sections and Groups that were being opened and supported through Scouts NI.

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 overviewed at each meeting by the Hon Treasurer 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 C O'Neill, Cunningham Coates Stockbrokers. Financial support for international events and camps was also discussed including the World Scout Jamboree 2019 and Eurojam 2020.

Reports on developments at the Northern Ireland Scout Centre Crawfordsburn were given at each meeting together with ensuring that the staff and wardens are suitably qualified for running the activities on site.

During the year a new Activities Co-ordinator and Activities Assistant for Crawfordsburn and a Development Officer for NI Scout Council were appointed.

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.

Workshops were held across the Counties and Districts on GDPR following the new regulations that came into effect on 25 May 2018. GDPR e-learning Training was introduced as a mandatory training Module for all Scouting appointments. It covers the basic information that individual's need to know in relation to the General Data Protection Regulations, what this means for their role and for Scouting and how to effectively align with it. Topics covered include: Personal Data, Individuals’ rights, Consent, Accountability & Governance. The provision of training workshops on compliance and governance for Group, District and County Secretaries and Treasurers were discussed during the year with a view to delivery during 2019-2020.

The 2019 census statistics indicated a drop in membership in Northern Ireland, particularly youth membership. This has had a bearing on the amount of finance apportioned to Northern Ireland from Gilwell. A response had also been submitted to Gilwell regarding a consultation on the apportionment of the membership fee.

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
A summary of the position at 31 January 2019 is as follows:

<table>
<thead>
<tr>
<th>Group</th>
<th>Number</th>
<th>Group</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beaver Scouts</td>
<td>2,348</td>
<td>Beaver Scout Colonies</td>
<td>153</td>
</tr>
<tr>
<td>Cub Scouts</td>
<td>3,123</td>
<td>Cub Scout Packs</td>
<td>164</td>
</tr>
<tr>
<td>Scouts</td>
<td>2,345</td>
<td>Scout Troops</td>
<td>148</td>
</tr>
<tr>
<td>Explorer Scouts</td>
<td>846</td>
<td>Explorer Scout Units</td>
<td>73</td>
</tr>
<tr>
<td>Network members</td>
<td>405</td>
<td>Scout Network</td>
<td>15</td>
</tr>
<tr>
<td>Total Youth Membership</td>
<td>9,067</td>
<td>Scout Active Support Units</td>
<td>19</td>
</tr>
<tr>
<td>Leaders, Commissioners &amp; Other Adults</td>
<td>2,942</td>
<td>Young Leader Units</td>
<td>14</td>
</tr>
<tr>
<td>Total Membership</td>
<td>12,009</td>
<td>Total number of Groups</td>
<td>164</td>
</tr>
<tr>
<td>(2018 = 12,025)</td>
<td></td>
<td>Districts</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Counties / Areas</td>
<td>7</td>
</tr>
</tbody>
</table>

#### Adult Training and Support
The main focus in 2018 for the NI Adult Support and Training function was to build resilience, capacity and support structures. This meant the identification of additional people to be encouraged to join the Northern Ireland Team in the many different areas of training for adult Leaders, Supporters and Managers.

The Leadership and Management Training team delivered exceptional skills events throughout 2018, with a large increase in the uptake of available places. The feedback from those that attended was encouraging and evidenced that the new training being delivered by the NI Team was relevant, insightful, empowering and valued. Having highly skilled Managers and Supporters is vital to ensuring our young people, adult Leaders and Groups are fully supported in all areas but especially in growing the Sections, developing Leaders and Groups and ensuring matters such as safeguarding are dealt with professionally and quickly.

The NI Training Team worked throughout 2018 with our Youth Commissioners and 18 to 25 year old Leaders. Specific events were delivered to support the work of these young people and to identify the many areas their roles hold.

Some of our Youth Commissioners and 18 to 25 year old Leaders joined the NI Training Team this year with three of them both completing their Trainer Training and its validation. They then went on to redesign and deliver a Northern Ireland Patrol Leader Training event that was very well attended. The enthusiasm they had was infectious and the Patrol Leaders spent the whole event with baited breath, hanging on every word our young trainers shared with them.

Other Leaders answered the call to the Train the Trainer events that were delivered. Both the NI Training Team and the District/County Teams gained new First Response Trainers and Woodbadge Module Trainers. The event was delivered with a completely new training content which was designed to revitalise our training methods, content and styles to ensure our Leader training is modern, enjoyable and current. There was also a large number of Young Leader Trainers who attended the Train the Trainer event. This ensures our Explorer Young Leaders are enjoying the same level of training as the adult Leaders, better preparing them for their leadership roles.

In September, we hosted the Safeguarding Team from Gilwell, who delivered Safeguarding Trainer Training to a large
number of County and District Trainers and Commissioners. This is vital training to ensure our young people and adults are protected against safeguarding issues and should an issue arise, it can be dealt with quickly and professionally to minimise any impact on the individual involved.

A Training Adviser development event held at the end of 2018, had great support, with over thirty existing Training Advisers updating their skills. The workshop looked at the validation material required and looked at ways of simplifying the validation processes for our Leaders to help them gain their Woodbadge.

Northern Ireland has continued to assist nationally in the shaping of the future of adult training. The Northern Ireland Commissioner (Adult Training) is working with other Country and Regional Training Managers to improve training through the assessment of training delivery and identifying a means to audit and evaluate the training delivered to our Leaders.

Our provision of Woodbadge Training Modules for Section Leaders is well established with a dedicated team of Trainers who deliver Modules at open sessions at the Northern Ireland Scout Centre Crawfordsburn as well as more localised delivery in Districts and Counties. Both new and experienced Leaders are great supporters of these events and it is encouraging to see our Leaders keen to complete and participate in their Woodbadge Training.

None of this is possible without the commitment of the Trainers and Supporters for adult training throughout NI. A big thank you must go to these dedicated people and the many people who support the adult training and support function, such as our Training Advisers, Training Managers, facilitators and Trainers as well as the many Leaders, Managers and Commissioners who help support Leaders throughout their training.

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

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 Staff Team and 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  
  - Cutting of first sod and Topping Out Ceremony for All Weather Centre (Lid)
- 2001  
  - All Weather Centre (Lid) with an 8 metre covered climbing wall, shower and toilet facilities
  - Modern Abseil and Climbing Tower
- 2002  
  - 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
    - (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  
  - Work 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.
- 2017/2018  
  - 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.
- 2018/2019  
  - Daytime office on driveway
  - Permanent roofing over the stage
  - New IT suite situated at the back of the Main Complex
  - Ongoing site maintenance including repainting of Chalet
  - Introduction of two new onsite activities - Bushcraft and Tomahawk Throwing
Youth Shaped
To ensure Scouting is shaped by young people in partnership with adults

Youth Shaped Scouting
Youth Shaped Scouting remains a major strand of our strategy across all areas, including key initiatives such as: more support for volunteers, digital transformation, a review and refresh of the programme for 14-25 year olds, exploring early years provision, inclusivity and a new brand. Excitingly, we have some adult volunteers and youth representatives from Scouts NI helping to make all these things a reality! Our next UK Youth Commissioner, Oliver Wood, was also appointed this year alongside his two Deputies for People and Programme, Alex Harvey and Victoria Lawton respectively.

February 2019 saw the final return of YouShape month, encouraging young people to make more decisions, shape their own programmes and take on leadership roles. On a UK Level, a YouShape Award has been suggested to support continuing to embed Youth Shaped Scouting into our weekly programme, with feedback on this gathered throughout the month.

Locally, YouShape was already more than just a month this year! With Sectional events from the Beaver YouShape Day in Armagh, Beaver Rally Day, Momentum 3.0 and Youth Team on tour in Londonderry, NI CubShape Sixers and Seconders Day, NI Scout Camp Competition and an NI Youth Commissioner Support Day throughout the year. Youth Commissioners and the NI Youth Team also helped run and support training, such as the NI Beaver Leader Development Day on feelings and emotions, Young Leader/Patrol Leader Training, SOWA training and more!

Under 25s were involved in the planning and delivery of CubJam 2018, using feedback from the previous CubShape day last year, and are involved in leadership teams of other upcoming events such as ExSite 2019, the World Scout Jamboree, Network Team to Malawi and Njam 2021.

Across Northern Ireland there is a strong youth emphasis on the importance and need to be more inclusive and welcoming in our actions in line with our values. It is so inspiring and motivating to see young people and adult volunteers getting involved to help make this happen, from supporting Scouting in low income areas, raising money for charities and awareness of local issues such as homelessness and mental health.

Some of our Youth Commissioners are now coming to the end of their terms, or are moving on to other exciting projects. I want to pass on thanks for all their hard work, enthusiasm and dedication on behalf of Scouts NI and wish them all the best for what they do in the future, both inside and outside of Scouting. This is an exciting time for local Scouting with the appointment of new youth members to leadership positions, including not just Youth Commissioner roles, but as members of Youth Parliament, National Role Pools, Jamboree Global Ambassadors, Trainers, County and District Positions and so much more! My thanks to all the Adult Volunteers and Leaders who continue to support and encourage our Young People across all Sections to develop skills for life and achieve their top Awards 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.
Beaver Colonies throughout Northern Ireland had another enjoyable year taking part in District, County and Northern Ireland events. The Section has continued to focus on helping young people to achieve their Chief’s Scout Bronze Award, so a lot of the NI events and activities have been linked to the Challenge Award badges.

On 18th-19th May the Beaver Section held their annual Beaver Rally Day with 809 Beaver Scouts coming with their wacky hairstyles to take part in the ‘Carnival’ at the Northern Ireland Scout Centre Crawfordsburn. With the sun shining they enjoyed a stilt walker going around the site helping the Beaver Scouts to take part in lots of carnival games in the main field with circus skills workshops, a duck shy and wet sponge throwing, mainly at the Leaders. Carnival Promotion made their annual appearance entertaining lots of Beavers with a Punch and Judy show, puppet show and a magic show. Beavers also tried out some grass sledging and crate climbing. Joe from Gathering Drum got the young people to make lots of noise in his drum circle and they also did some craft in the marquee with Crafts 4 Christ. It was great to have the support of outside organisations such as these coming to Rally Day to introduce different activities to the Beaver Scouts. The NI Beaver Team is always keen to get more young Leaders involved and if anyone would like to join the NI Beaver Team to help with Rally Day they would be very welcome. Following Rally Day this year just under 100 Beavers completed their nights away under canvas and enjoyed toasting marshmallows and learning new songs around the campfire.

After the summer break the Section always enjoy having an event in different parts of the country, so this year Beavers visited Armagh on Saturday 20th October with 330 Beavers taking over the Planetarium to complete activities linked to the Space Activity badge such as rocket building and completing the Astropark trail to find out more about our solar system. BEAR Nibbles were also able to provide free resources for each colony.

Christmas at Crawfordsburn took place again this year in December. This magical event captivates both young and old with the site used to its full potential. The Beaver Scouts enjoy the journey of the Christmas story, crafts, games and of course a visit to Santa and refreshments. Thank you to Jacqui Berryman and her Team for organising a great week.

The Section continued to run the annual Leaders’ Development Day in Harmony Hill Presbyterian Church and this year 35 Leaders attended on Saturday 9th February. With one in eight young people having a diagnosable mental health problem it was decided to look at Mental Health Awareness amongst Beaver Scouts. Leaders gained an understanding of mental health issues, made stress ball balloons using flour, had great discussions on programme planning to start exploring feelings and emotions with their young people and promoting mental wellbeing. Some of the Leaders who came along to the development day have been involved in Beaver Scouting for a number of years and yet all left with new ideas and renewed enthusiasm. The Section would encourage all Beaver Leaders young and old (experienced) to come along to the next development day as it is a great way to network with other Leaders.

It was great to see lots of Beaver Youth shaped events taking place in various Counties throughout Northern Ireland, helping Beavers to have their say on activities and badges they enjoy. Well done to County Londonderry on their first BeaverShape event in Castlerock, and the Section hopes to support more Districts and Counties next year to ensure Scouting is shaped by all young people in partnership with their Leaders.

Thanks to all Leaders, helpers and members of the NI Beaver Team who are dedicated to providing Beaver Scouts with the best Scouting experience.
The major event this year was Cub Jam which proved to be so popular that there wasn’t enough room to hold it in one venue so it was held over two venues. Ardnavaally, which catered for 360 Cubs and 125 Leaders and the Northern Ireland Scout Centre Crawfordsburn which catered for 700 Cubs and 255 Leaders; a total of 1,440 participants which was very encouraging.

Over the weekend in May the participants took part in various bases including backwoods cooking, fire lighting, slippery slopes, water canyons, bucket transfer, archery, climbing, obstacle targets and bubble football. The Cubs all went home very tired but with a few more skills under their belts. Thanks have to go to all the Team who helped with the activities and the Wardens and staff at Crawfordsburn and Ardnavaally without whose help this great event couldn’t have taken place.

In October 45 Leaders and 128 Sixers/Seconders took part in a combined Leaders and Sixers/Seconders day held at Crawfordsburn. This was a Youth Shaped day led by the Youth Team where the bases were decided by the Youth. Leaders’ activities included pond dipping and badge opportunities run by Crawfordsburn. Youth activities run by the Youth Team included computer base, woggle and poppy making. Thanks to Rhianne Wells, NI Youth Commissioner and the NI Youth Team for running this.

In June, County Londonderry hosted the NI Cub football competition at the Mid Ulster Arena in Cookstown. Even though it was a warm day the competition was very intense with every Cub giving their all. After the morning league the serious end of the competition took place and in the end the Northern Ireland Shield was won by Jordanstown with Colebrooke winning the City Trophy. 1st Lurgan retained the United Trophy and Coleraine lifted the Blues Trophy. Jordanstown also won the Best Trophy as the team which scored the highest number of goals.

The Northern Ireland Cub Quiz took place in March when eighteen teams were hosted by County Armagh at Lough Neagh Discovery Centre, Craigavon. There was a lot of competition with the strategic use of the Jokers proving to be very decisive. Ultimately there had to be winners and 1st place went to 1st Maghaberry with 2nd place going to 30th Belfast and Randalstown coming in a very close 3rd. The novelty round with the balloons proved to be a hit with the competitors. A big thank you has to be given to the Lord Mayor of Armagh, Banbridge and Craigavon Council and Tayto for helping to sponsor the event. Each Cub went home with a prize.

As is usual a number of camps and Pack holidays took place throughout the year in all parts of the country and it was great to see the Cubs gaining new skills and confidence in all their camping activities.

The NI 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 and their assistance and guidance (often behind the scenes) does not go unnoticed and is very much appreciated.

Thanks are also 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.

Finally, massive thanks to Mrs Jean Major who has stepped down as NI Commissioner for Cubs after many years of devoted service. She has epitomised the Values of Scouting and her continued assistance is much appreciated.
The Scout Section had some very enjoyable events over the past 12 months thanks to dedicated Leaders delivering an adventurous and varied programme week on week.

15th April saw a new Orienteering competition held at Castle Saunderson with twelve Troops in total taking part and it was great to see new faces at the competition. Junior winners were 1st Lisnaskea, 2nd place went to 1st Newtownhamilton and 3rd place went to 4th Portadown. Seniors winners were 1st Armagh, 2nd place went to 1st Lisnaskea and 3rd place went to 1st Comber. Thanks to Alan Armstong who helped organise the event with the help from Fermanagh Orienteers.

29th April saw another new event which was the Scout Go-Kart competition, held at the Eikon Exhibition Centre. Scouts had to make their own Karts to compete in the competition and this helped them gain certain badges along the way. Fifteen teams in total took part in the event. Many thanks to the Core Team Leaders Trevor, Beverley, Alan and Dean who helped with scoring, laying out the course etc to make the event run smoothly. Overall winners were 1st Islandmagee B, 2nd went to 6th Bangor this was a very tight contest and 3rd place went to 1st Islandmagee A. Thanks also to members of the World Scout Jamboree Units 87 and 88 that provided refreshments on the day.

During May a number of Counties ran their Flag competitions and the NI Commissioner was in attendance at most of them.

18th-20th May saw the annual Scout Leaders Residential Training weekend and the Trainers commented that it was a pleasure to meet new Scout Leaders and help pass new skills on to them.

15-17th June was the date for the NI Camp Challenge weekend, six Troops from around the Counties took part in the event which was held at the Northern Ireland Scout Centre Crawfordsburn. Troops took part in a variety of Scout challenges throughout the weekend, this was kindly organised by County Fermanagh. Thanks to the Leaders and Youth Commissioner that helped run the bases. The overall winner was a mixed team from SE Antrim District consisting of two members from 1st Cloughfern, two members from 1st Whitehouse and two members of 1st Islandmagee, a credit to this team who worked together as a team and showed the true meaning of Scouting as they had only met twice before the event. 2nd Place went to 2nd Ards and 3rd Place went to 81st Belfast.

A fantastic weekend at TOE camp was held at Crawfordsburn on 22nd-24th June. The sun shone, the activities were fantastic and loads of new friendships were made as well as rekindling of old ones too. The camp raised an amazing £3,400 for NI Air Ambulance. Thanks to the TOE Team, the young people and their Leaders for attending the event.

On Saturday 18th-19th August the Scout Team ran a skills and social event for Leaders. This was a progression from the Leaders Residential Training weekend, expanding on their skills that they had learnt. All cooking was done on an open fire and Leaders learnt more ways of starting fires, pioneering skills, setting up hammocks and bivis and also got time to socialise with other Leaders over the weekend collecting many more ideas for camping places, games and badgework.

On 6th October Scouts from around Northern Ireland took part in the Kennedy Dolphin Competition at Portavoe Reservoir, thanks to those that helped in any way at the event.

7th October was the Scout Section's second Scout Mud Run event. Nearly 300 Scouts in total took part and the smiles on the Scout's faces said it all at the end of the event. Special thanks to Colin Scott who helped organise the event with BST.

27th-28th October saw the first dates with the REME (Army) who helped Scouts gain their Mechanic Badge. This was a very popular event and had a very long waiting list for Scouts wanting to take part, with so much demand the Army kindly organised another
date on the 30-31st March 2019 meaning over 300 Scouts gained their Mechanic Badge. Special thanks to Stephen Donaldson who helped make this possible for Scouts in Northern Ireland to take part in this new opportunity and learn skills for life. The Army was fantastic and gave up a lot of time teaching Scouts how to change tyres, take oil levels, check antifreezes and change light bulbs plus many more elements of the badge that were needed to gain it, so thanks very much to them.

Thanks to the Civil Engineers who ran a programme at Crawfordburn for the Scouts on the 17th November.

25th November was the NI Scout Quiz which took place at RBAI hosted by Belfast County. The quiz master was Trevor Hendren and thanks to the NI Scout Team who provided questions for the event. Ten Troops took part and this year there was a few unusual rounds from smell, tasting and feeling different objects, also guess the Commissioners in the picture round. Overall winners were Parkhall who retained the trophy for another year.

Congratulations to all the young people who attended the Chief Scout’s Award ceremony on 4th January 2019 at Belfast City Hall. It was great to see that Scouting will be in safe hands with all these fantastic individuals. Thanks to Tim Kidd, UK Chief Commissioner, Stephen Donaldson, NI Chief Commissioner and Rhiannon Wells, NI Youth Commissioner for presenting the Certificates.

Over January and February 2019 a number of Counties ran their own events from Robot Wars, First Aid, Archery, Climbing, Orienteering and community impact projects.

24th March 2019 saw a return to the NI Scout Go-Kart competition and this year a total of 22 teams attended the event at Eikon Exhibition Centre. Again members of World Scout Jamboree Units 87 and 88 provided refreshments and keeping the Scouts re-fuelled by the sugar treats. Thanks to Alan Armstrong for again sorting out the venue, to Rebecca, Trevor, Beverley and Philip for the time keeping and to all those that attended the event. Thanks to Stephen Donaldson who handed out the prizes. 1st Place went to Ballinamallard, 2nd place went to 1st Islandmagee and 3rd place went to 6th Bangor.

Many Groups had great international experiences during the year and Scouts are looking forward to the next World Scout Jamboree in America in July.

Thanks are recorded to all those that have helped the NI Scout Team in any way over the past year, without the Leaders giving up so much, Scouting in Northern Ireland would not be possible. Thanks for giving our young people all these fantastic opportunities.

EXPLORERS

2018 to 2019 saw Explorers from Northern Ireland taking part in camps, projects, events, volunteering and expeditions with a number of them gaining awards along the way.

The Canada Trip and Explorer Belt were memorable highlights of the year for many, whilst others had fantastic experiences taking part in community projects or just giving their time volunteering either with local Scout Groups or within the wider community.

Explorers from all across Northern Ireland continued their training and completed their Queen’s Scout Award and DofE Gold practice expeditions in order to progress to their qualifying expeditions and the trip of a lifetime to Canada at the end of June. The trip saw ten Leaders assisting two Chief Scout’s Diamond/DofE Silver and three Queen’s Scout Award/DofE Gold Expeditions followed by international Scouting experiences at Haliburton Scout Camp and trips to Toronto and Niagra Falls.

Fundraising and training for those attending the World Scout Jamboree 2019 continued throughout the year ahead of this summer’s trip.

In the fourth year of NIEx, Explorer Scouts from across Northern Ireland came together to take part in Chief Scout’s Diamond and Queen’s Scout Award expeditions run by
Crawfordsburn DoE Centre. After training and practice expeditions were completed, during the early part of the year, summer saw successful qualifying expeditions from five Silver and one Gold teams, and all the expeditions also satisfied the requirements for the expedition sections of the DoE Silver and Gold Awards.

Explorer Scouts attended the Queen’s Scout Awards ceremony at Belfast City Hall in January with a mix of twenty Explorer and Network Scouts gaining their Queen’s Scout Award with eighteen attending and being presented with their Award by Tim Kidd, UK Chief Commissioner. There were also a number of Explorer Scouts presented with Certificates on gaining their Explorer Belt.

Northern Ireland again ran a Young Leader Training weekend with over seventy Young Leaders from across the Counties taking part. In addition to this a number of Young Leaders participated in training at County and 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 continued 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.

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.

Scout Network gives opportunities to 18-25 year olds who have an interest in Scouting, their own personal development and having fun. Scout Network 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) and sometimes with the support of a Programme Coordinator. The Programme is divided into three Programme Areas: Community, International and Adventure.

The highlight of the year was the service trip to Malawi in partnership with local charity Habitat for Humanity Northern Ireland. Twenty Leaders and Scout Network members travelled to Lilongwe in Malawi from 4th to 17th July to build homes for three families, including three mothers and ten orphans and vulnerable children. The team was led by NIC David Scott along with County Commissioners Stephen Mallett and Kat Armstrong, Scout Leader Des Grant, Belfast County Deputy County Commissioner Ben McKeown and Scout Network Leader Alex O’Hare. Regarding the rest of the Team, there were two Scout Network members from County Armagh, seven from Belfast County, one from County Down and four from County Fermanagh.

The team flew from Dublin on 4th July, arrived in the Malawian capital Lilongwe on 5th July where they worked with families to build three homes for seven days which included orientation, health and safety, family visits and dedication of homes. They met local Scouts, from the Lion Powerful Scout Group and Flying Eagles Veterans, for Scouting and cultural activities on Sunday 8th July. They also met with the Malawian Chief Commissioner, Executive Commissioner and Lilongwe District Commissioner. The group spent two days resting at Liwonde National Park and Lake Malawi before returning home on 17th July.

The highlight of the trip was the closing ceremony where the team experienced the emotional and celebratory responses from the families and the local people to the build. It was very powerful. The team worked very well which is a credit to the preparation,
especially the final training weekend away in June, the good attitudes of the team members and the skill and expertise of the Leaders. When one considers the range of people on this team, the high level of inclusivity and diversity must be noted and appreciated. Scouting is certainly working in this regard.

It was a very busy 16 months of preparation with many aspects to consider – Scouting requirements, Habitat for Humanity NI requirements, fundraising, passport and visa requirements, vaccinations and medication to mention some of the main areas. The cost of the trip included personal contributions, fundraising and donations from Scouting and elsewhere. The team is very appreciative of the generosity which has been shown by Scout Groups, Districts and Counties. Thanks go to the Leadership team who have put a lot of time and effort into preparing and leading the team so well for this exciting, life-changing, international experience. This trip met the main aims of the Section – adventure, community and international. This team provided some of the poorest and most disadvantaged children in the world with a decent place to live where they can be safe, have dignity and even flourish. They left the world a little better than they found it.

Apart from the Malawi 2018 trip, it was also a notable year in that the first Scouts of the World Awards (SOWAs) from Northern Ireland were presented. Jack Denvir, Matthew Douglas, Rebecca Dowds and Steven Foreman collected their SOWAs at the Awards Ceremony at Belfast City Hall on 4th January while Ben McKeown received his Award at his County AGM. Jack is the first person to achieve all four top awards! Congratulations to him. The recipients gave their final presentations at RBAI on November 8th on the same evening as the ‘Malawi 2018 Celebration’. January 18th to 20th saw the second NI SOWA Discovery Weekend take place at Crawfordsburn Scout Centre with 11 participants taking part. Thanks go to Mark Toplis for flying over from Derbyshire to lead the weekend along with ACC Mark Dick, Neil Aldred, CYC Rebecca Dowds and NIC David Scott who assisted with training as well.

SOWA is an internationally recognised Scout Network only top Award that gives Scout Network members the chance to undertake a project of their choice within the themes of Peace, Environment and Sustainability and take 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 developing their personal skills. Members learn skills including independence, teamwork, project planning, time management and communication skills, while gaining an understanding for global issues and international relations. You don’t have to go abroad to complete the Scouts of the World Award. Local and national projects are acceptable, as long as all requirements of the Award are being met.

The Scout Network Section has a challenging development plan focussed on the national strategy to 2023 ‘Preparing Better Futures, Delivering Skills for Life’. With regard to growth, the Section has increased to 405 members which is a 77% increase. The number of local Scout Networks has increased to 15 (25%). It is great to see QUB Network re-open under the enthusiastic leadership of Emma Webster. Thanks are due to District Commissioner Norman McKee and his team along with Northern Ireland Development Officer, Steph Williams for their support with this development. 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 128 which is a 83% 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, 15 people are working on their SOWA projects currently and 18 people have joined a NI Scout Network Team which is partnering with local charity Habitat for Humanity NI to travel to Malawi in July 2020 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 has met three times in the year where there is a small group of committed and enthusiastic Commissioners and Leaders who are keen to see the Section grow and develop. Many thanks to them. There are areas with active and impressive Scout Networks across the Counties which the NI Team hopes to see replicated in other Districts and Counties next year.

Inclusivity
To be as diverse as our communities

Activities
Over the last year the Activities Team has been focused on improving the ways in which the Leaders in Northern Ireland can deliver adventurous activities to Youth Members in a safe and well managed way.

This has been managed by delivering Modules during the Woodbadge Training, skills sessions, activity training and also permit training courses.

Many thanks goes to the Activity Assessors and Advisers for their continued dedication to training and assessing Leaders for their activity and camping permits which enables our Youth Members to gain new skills through the adventurous activities they are offered.

On the 6th October 2018, 31 Scouts and 24 Explorers from 5 different Groups competed in the Kennedy Dolphin Trophy canoeing and kayaking competition. After a closely fought competition the event was won by Lisburn Cathedral and 2nd place went to Donaghadee. The event was held at Portavoe Reservoir which has been an ideal venue for few years now. Many thanks goes to all the volunteer organisers and helpers for all the hard work that goes into the organising and run of this event, also our thanks goes to DCAL and NI Water for the use of the facility.

The weekend of 22nd March saw the first of the NI Permit training courses. This course was for beginners in Hill Walking and was attended by fourteen Leaders who learnt new skills and improved existing skills through classroom sessions and also two days putting these skills to practice in the Mournes and the Belfast hills. The assessment for these Leaders has been set for the 20th October.

The second Permit training course has been set for the weekend of the 27th–29th September and will be an Archery training course which already has had over fifty Leaders applying for a place on the course.

International
This was a very busy year for Visits Abroad from Northern Ireland. 481 members from Scouts NI (366 Young People and 115 Leaders/Others) took part in Camps and Trips outside Northern Ireland.

There were three large Northern Ireland Trips:
1. Canada Canoe Expedition – 35 Young People completed DofE Silver and Gold Award Expeditions based at the Haliburton Scout Reserve near Toronto.
2. NI Explorer Belt – 20 Participants completed their Explorer Belts by walking 150km over 10 days in the Netherlands and Germany.

3. NI Network Trip to Malawi – 14 Network members travelled to Malawi along with 6 Leaders to help build houses in conjunction with the Northern Ireland Charity Habitat for Humanity. They also met up with some local Scouts and some of them were able to complete their Scouts of the World Award – the first of these awards for Northern Ireland.

Several Groups visited the Republic of Ireland staying at:
- Castle Saunderson
- Lough Dan
- Larchill
- Lough Eske in County Donegal

Two DofE Expeditions were held in County Wicklow and County Leitrim.

Two Troops, 7th Bangor and Three Spires, attended the International Jamboree at Stradbally, County Laois.

Later this year (July 2019) two Units from Northern Ireland will be heading off to the World Scout Jamboree in West Virginia USA followed by a short visit to Canada. We look forward to hearing all about their adventures on their return.

The Visits Abroad process is working well but there is a need to encourage Groups to get their forms and information in as early as possible. The details need to be passed to the International Department at Gilwell at least 6 weeks before the start of the trip. The importance of having insurance in place before booking flights, etc cannot be stressed enough.

Arrowhead Club

Membership numbers remained very much the same but attendance at outings and monthly lunches was maintained, although generally at a reduced level.

The 21st Annual Dinner was held at the Boat Club on 12th May and 42 members and guests enjoyed an interesting talk from Lady Christine Eames. Following the dinner, the AGM of the Club took place with the nomination of office bearers including re-election of members to the Committee. Mr Finlay Reid stood down as Secretary and Miss Mavis Kirk was elected into the position. Thanks go to Finlay for all his years of hard work as Secretary.

In the autumn the Club’s first lunch on 4th September was held at Linen Green, Dungannon and quite a few made the journey. An evening visit in November to the First World War celebrations at St Bartholomew’s Church was well attended.

The Bart Players did re-enactment sketches and songs from the First World War. The Rector came out in military uniform and closed the evening with the Act of Remembrance. Refreshments were served at the end.

Christmas Lunch was held on 3rd December in the Indoor Bowling Club and members enjoyed a wonderful meal including a visit from Santa with accompanying small gifts was greatly appreciated by those present.

The Founders Day Service on 17th February was held in Saintfield Road Presbyterian Church which was well attended and enjoyed by all. The Rev Ann Tollen conducted the service as they do not have a minister. The reading and the reaffirmation of the Scout Promise and Scout Law was taken by Mr P Scott. There was a very good turnout by the Scout Troop who handed out the hymn
sheets and refreshments were enjoyed at the conclusion of the Service.

A limited issue of Scoutlook in a simpler format continued to be prepared and produced by Mr and Mrs B Miskimmin, and thanks are recorded to them for this work.

There was a visit to the Whitehead Railway Museum on 14th March when 31 attended the guided tour and lunch afterwards.

The Arrowhead Club is open to all current and retired Leaders of the Scout Movement, meeting every first Monday of the month for a lunch between September and June. If anyone is interested in joining the Club please contact the NI Scout Office who will pass your inquiry on to one of the Committee members who will get in contact.

Community Impact
To make a positive impact in our communities

Dementia Friendly Awards 2018
81st Belfast Youth Organisation of the Year Award

The 81st Belfast Beaver Colony is part of the 81st Belfast Scout Group based in South Belfast. The Group has 110 members ranging from 4 to 14 years and is made up of boys and girls from varied faith, cultural and social backgrounds. The Scout Group offers an exciting range of activities to help young people develop physically, intellectually, socially, spiritually and emotionally with a strong emphasis on outdoor Scouting, the environment and good citizenship.

The Beavers, boys and girls aged 6 – 8 years, have been involved in an ongoing Colony Dementia project for the past 3 years. This year a new group of Beaver Scouts have learned about dementia through fun activities, spread the word about dementia through fundraising for the Alzheimer’s Society and continued to take part in activities that make a difference to the lives of people living with dementia.

Activities included
- Learning about dementia through fun activities based on the film, ‘Finding Dory’.
- Made posters to raise awareness of dementia, displaying these in 81st Belfast’s meeting place and local area.
- Held an Alzheimer’s Society fundraising Memory Walk commencing in CS Lewis Square, East Belfast, through Victoria Park, the Titanic Quarter and finishing at ‘The Big Fish’ near the River Lagan. ‘The Big Fish’ is almost a ‘memory fish’, full of wonderful illustrations of the history of Belfast – a fitting place to end the walk.
- Visited Sydenham Court, supported housing for people living with dementia with a ‘memory box’ of items including a gasmask, china cup and saucer, single record, movie stars’ photos, old-fashioned sweets and a chamber pot! These prompted lots of discussion and laughter amongst both Beavers and residents. Everyone enjoyed singing songs linked to the various items. The visit ended with tea and cakes!
- Held an Alzheimer’s Society fundraising ‘Elf Party’.
- Invited residents of Sydenham Court to the Colony’s meeting place for afternoon tea, a visit from a lady who runs an animal sanctuary with some of her rescue animals – ferret, owl, rabbit, hedgehog and fox - followed by a game of animal bingo and a singsong. This was a wonderful intergenerational event and everyone really enjoyed themselves, stroking the animals and listening intently to their rescue stories. One lady said, ‘I didn’t think I would like this but I love it’. It was amazing to see the Beavers and their visitors helping each other play bingo, all equally competitive to be first to complete their sheet!
- Held an Alzheimer’s Society fundraising ‘Cupcake’ event decorating cupcakes with bright blue icing, sweets and sprinkles and created their own ‘Donuts for Dementia’ event by making lots of mini donuts with delicious toppings! The Beavers sold these to family, friends and our Church community.

The 81st Belfast Beaver Colony of the Year Award
The activities the Colony has been involved in this year have introduced a new group of children to understand the importance of creating a dementia friendly society. The Beavers have learnt about dementia through fun activities which will empower them for the future. They have raised awareness of dementia through taking part in the Alzheimer’s Society Memory Walk, Elf Party, Cupcake Day and their own ‘Donuts for Dementia’ event and passing support information from the Alzheimer’s Society on to family members and the local community. Above all, the Beavers have had a wonderful experience interacting with the residents of Sydenham Court. The ‘memory box’ visit and the visit to the Colony’s meeting place were enjoyable intergenerational activities and provided plenty of opportunity for chat and to get to know each other. The Beavers learned that even though a person is living with dementia and their memory is fragmented, they have lived rich and full lives and during activities and conversations over a ‘cuppa’ they were keen to share little bits about themselves. The Beavers were delighted to listen, learn and the chat was great. The visits had a ‘feel good’ factor for everyone involved and left the residents with a sense of well-being although they may not have any lasting memories of them. The staff of Sydenham Court look forward to the Colony visits and activities as they can see the benefit to the residents of the social interaction and the opportunity to reminisce. The Beavers enjoy thinking of things that they could do along with the residents of Sydenham Court and are already planning further activities for the future.

The residents of Sydenham Court enjoy meeting the Beaver Scouts and vice versa. Some of the Colony don’t have grandparents or elderly family members living close by and it is heart-warming to see a special bond forming between the Beavers and the residents during visits and activities. The Leadership team felt that it is important that young people learn to respect and appreciate our diverse society. Rather than seeing elderly people as ‘old and slow’ and those living with dementia as ‘forgetful and confused’, the young people should look behind the façade and see the person underneath. The activities the Colony has been engaged in with the residents of Sydenham Court have provided opportunities to chat, sing songs and share stories but, above all, have fun together. The residents have been energised by the Beavers’ enthusiasm and sense of fun and vice versa. Memories of the residents’ own childhood were sparked by chats about hobbies, favourite sweets and games, brothers and sisters, pets and school days.

The residents appreciated the invitation to visit 81st Belfast’s meeting place, it was opportunity for them to ‘get dressed up’ and experience somewhere different. Being able to still ‘get out and about’ is an important aspect of the ethos of Sydenham Court.

Social Media

The Scout Facebook page, Scouts NI, has grown continuously during the year. There is a regular feed into the page and it is a great way to get our message out to the public and show that we are delivering Skills for Life.

The challenge is relying on members of the public to follow the page. It’s easy to engage parents to follow their own Group but a challenge for the Scouts NI page. This is simply due to parents seeing information relevant to them on the Group page and not necessarily the Scouts NI Page.

That being said, the page has received good year on year growth with ‘likes’ now at over 1,200, up 18% on last year, with post engagement up 30%.

Scouts NI can deliver success on this platform keeping information up to date and ensuring big events are showcased. Ultimately we want to show the skills and activities we do that make us unique and to encourage people to join us.

Thanks are recorded to the team of administrators who monitor the page responding to members of the public’s questions and passing joining information on to the relevant Commissioners.
Counties
It is pleasing to report on a very successful year of Scouting across the Counties and would record thanks all the Leaders, Executive members and the rest of the individuals who work tirelessly to provide excellent Scouting to young people across the Counties and truly have the Movement at the heart of what they do. Let’s not also forget the parents who also give up their time to get the young people to the various events that take place.

Growth
Growth is something that’s always on the agenda at the NI meetings. Each County has an ambitious but achievable target figure to reach by 2023 and it can be seen that developments are heading in the right direction.

During the year the following Groups/Sections have been opened or re-opened by Counties and Districts and supported locally by the new Development Officer for Northern Ireland, Mr Steph Williams:

Opened:
- 11th Belfast Cubs, Fleming Fulton School, Lagan District, Belfast County
- 1st Ballynure Beavers, South East Antrim District, County Antrim
- 1st Crumlin Cubs, Slemish District, County Antrim
- Inchmarlo Cubs, Inchmarlo Prep School, Belfast County
- Gortin Scouts opened up as a satellite Section of 1st Sion Mills
- Derryloran Explorer Scout Unit which is being fed into by Kildress, Desertcreat and Derryloran.

Re-opened:
- 1st Moyola Cub Section
- Queen’s University of Belfast Network
- 1st Inniskilling Scout Section
- Following their closure in 2017-2018 due to flooding, Eglinton in Londonderry has been able to re-open their Cub Pack and Scout Troop. Cubs from All Saints Clooney are being encouraged to attend Eglinton Scouts.
- 3rd Londonderry is due to open up satellite Sections in Glendermott Church Hall.

Cladagh Glen received a grant of £300K for refurbishing the building and site. This work was almost complete with a celebration weekend taking place 18th-20th May. The County Fermanagh AGM would be held on Monday 20th May at the site and an official opening would take place in September.

Inclusivity
Work is continuing across the Counties to identify and overcome barriers to membership and participation, both perceived and actual and Counties have seen an increase in awareness of ‘Scouting for All’. Census 2019 has shown that Groups are seeing an increase in young people joining from a wider variety of backgrounds. Scouting for All lays a great foundation to empower Leaders to consider alternative options for how we can include more new Leaders and young people than ever before.

During the year Leaders have undertaken courses in Autism Support, Makaton, REC 2 and REC 3, paediatric resuscitation, use of defibrillators and anaphylaxis as well as the required 1st Response training courses.

Safeguarding Awareness training ThinkUKnow has been ongoing during the year and the Safeguarding e-learning Module has been completed by more Leaders giving them a greater understanding of the importance of Safeguarding the young people in their care.

The first Understanding LGBT+ in Scouting course was held in Belfast County, led by the ACC Inclusivity, and received positive feedback. Comments included that it clarified the ‘what to do’ aspects as well as dispelling a few myths around LGBT+. The next stage in line with keeping Scouting Youth Led would be to run the course with a small group of Explorers to see how they felt the content related to them.

Scouts were again part of the CRED programme this year, spending three weekends with members of the other five uniformed organisations learning about share space, diversity and inclusion as well as making new friends and taking part in adventurous activities.
Youth Shaped
Sectional forums have continued across the Counties facilitated by County Youth Commissioners and District Youth Commissioners. These forums have enabled even the youngest Beavers and Cubs to have their say on what they would like in their Scouting programme.

Young people from the County Londonderry Youth Team took the lead in arranging the Cub youth shaped day in October. Youth Team on tour – where the Youth Team visited Sections and led youth shaped programmes in their halls. The Youth Team also led their first Beaver shape event with in excess of 130 participating. County Antrim held a youth shaped weekend in November and County Londonderry held Momentum 3.0 in February with both events being very well supported.

County Armagh ran a Beaver Youshape day which had a total of 60 Beavers in attendance. Information from this, such as what badges and activities the Beavers were interested in, and what they felt made a good Leader were passed onto all Beaver Leaders, the County Commissioner and the NI Beaver Commissioner.

Young Leader and Patrol Leader training has been on-going across the Counties.

Congratulations to Sara Ewing (an Explorer Scout from 1st Omagh and Queen's Scout Award holder) who was selected to assist with the organising of the Windsor Parade. She was selected along with two other young people from London and the Isle of Man.

Community Impact
Many Groups have undertaken Million Hands projects during the year supporting the Alzheimer’s Society, Leonard Cheshire Disability, Guide Dogs, Mind, WaterAid and Canal and River Trust.

Various events and parades were held across the Counties on Remembrance Day and St George’s Day with coverage in local newspapers and Facebook pages increasing the public’s awareness of Scouting.

Some on-going projects that Scouting has supported across the Counties include NI Hospice, Fold Housing, Habitat for Humanity, Comic Relief and The Simon Community. Many personal volunteering projects have also taken place as part of Chief Scout's Awards, Queen's Scouts Awards and DofE Award programmes.

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 the Counties.

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.

Congratulations to all adults that have had their service recognised by various Awards during the year. An increased number of young people gained Chief Scout’s Awards and Queen’s Scout Awards 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**

**AWARD FOR MERIT**
Is awarded after a period of not less than 10-12 years of outstanding service

- Belfast County
  - Elaine Mosgrove
- County Fermanagh
  - Alan Armstrong

**THE SILVER ACORN**
In recognition of specially distinguished service

- County Antrim
  - Leslie Carswell
- County Armagh
  - Rodney Watson
- County Down
  - Gary Warke

**THE BAR TO THE SILVER ACORN**
In recognition of further specially distinguished service

- County Antrim
  - Charles Moore
- County Down
  - John McKee
  - Stephanie Potter

**THE SILVER WOLF**
In recognition of service of the most exceptional character

- County Antrim
  - Ron Cole
  - Oliver Townsend
Scout, Explorer Scout and Network Awards

The following Awards were presented on 4th January 2019 in Belfast City Hall. by the UK Chief Commissioner, Mr Tim Kidd and the NI Chief Commissioner, Mr Stephen Donaldson.

Youth Organisation of the Year Award
Alzheimer Society
Dementia Friendly Awards 2018
81st Belfast (Beavers)

Chief Scout’s Gold Award Certificates

County Antrim
Slemish District
3rd Ballymena
Matthew Graham
Aaron McKillip
Euan Watt
7th Ballymena
Kris Black
Bartek Delas
Aedan Loughran

County Armagh
1st Tandragee
Harry Alexander
Jack Gillespie
Cayden McCarney
Flynn Mercer
Daniel Murdock
Jamie Rafferty

2nd Lurgan
Mark Green
Andrew Watters

4th Portadown
Molly Blair
Kajus Ciujevas

South East Antrim
District
1st Islandmagee
Daniel Corbett
Jack McCallum
Tirney McFerran
Robbie Morrow
1st Cloughfern
Ryan Hill
1st Whitehouse
Emili Irvine
Jack Lee
Mark Shaw

4th Carrickfergus
Luke Hamilton
Thea Nordmann

County Down
North Down District
2nd Holywood
Thomas Connolly
Charlie Crummey

North Belfast
District
78th Belfast
Ciaran McWilliams

West Belfast
District
74th Belfast (RBAI)
Daniel Lyttle

County Fermanagh
1st Lisnaskea
Hollie Cashel
Tegan Hannigan
Olivia Jordan
Luke McCabe
Michael Smith
Cameron Smith

County Londonderry
1st Roe Valley
Adam Moore
Aidan Somers

1st Coleraine
Lucy Graham
Ben King
Thomas King
Rogan Murray
Tom Shields
Cameron Sinclair

County Tyrone
1st Baronscourt
Alan Fulton
Tyler Kerrigan

12th Bangor
Rayanne Armstrong
Hannah Cunningham
Ella Davey
Peter Donaldson
Charlie Hamilton
Lewis Lockhart
Aaron Lusty
James Nickell
Dillon O’Hara
Hayden Scroggie
Marcie Weatherup

Belfast County
East Belfast District
4th Belfast
Matthew Wilson

Lagan District
62nd Belfast
Joe Dickson
John Farry
Eoin Moran

110th Belfast
Sarah Brown
Odhran Fitzmaurice
Orla King
Thomas Orr
81st Belfast
Jamie Paterson

County Londonderry
1st Cookstown
Alan Brooks
Ewan Brown
Connor Reid
Ethan Robinson

County Tyrone
1st Baronscourt
Alan Fulton
Tyler Kerrigan

6th Ards Sea Scouts
Isaac Moore
Mark Stinson

1st Comber
Emma Campbell
Holly Campbell
Caitlin Clarke
Daniel Clarke
Andrew Corken
Daniel Keith
Michael Lytle
Eli McCullough
Katie Migan
Ethan Mowbray

Peninsula Explorers
Eden Bailie
Rory Blaney
Chief Commissioner’s Commendation Award
Sara Ewing

Explorer Belt Certificates
Robert Adair
Roan Anderson
Stephen Bell
Peter Clarke
James Cockfield
Rory Cunningham
Jamie Ferris
Harry Gaston
Fiona Kearney
Daniel Lee

Callum McCloskey
Amber McKee
Haselle McKeown
Cameron McKimm
Aaron Murphy
Samuel Murphy
Isaac Simpson
Daniel Williams
Curtis Wylie

Scouts of the World Award Certificates

Jack Denvir
Matthew Douglas
Rebecca Dowds
Steven Foreman
Ben McKeown

Queen’s Scout Award Certificates

County Antrim
Stephen Bell
Lucy Kane
Mya McCalmont
Callum McCloskey
Rebecca Murray

County Armagh
Thomas Cuthbert
Patrick Hammond
Christopher Hoy
Callum Martin

County Down
Zachary Askham
Joe McCormack
Andrew McCracken
Liz Pollock

Belfast County
Matthew Betts
Barry Cheevers
Matthew Lambe
Amber McKee

County Tyrone
Rebecca Ewing
Adam Giles
Aaron Wilson
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. For the first time in quite a number of years we did not experience further sustained growth in total membership though there was no significant decline. Many factors influence overall numbers including demographic trends, individual Group circumstances and movements at the time of census. There were new Groups and Sections established and generally our membership is in good health though we must avoid complacency and continue to recruit and retain young people and adult leaders. We continue to grow the Movement in areas that are not regarded as “traditional” and include young people from a wide range of backgrounds as we try and fulfill our strategic aim of “Inclusivity”.

Scouting has come to the end of its 5 year strategic plan “Vision to 2018” and we in Northern Ireland made a significant contribution to these aims being fulfilled. We have started to work on the 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 Northern Ireland and we have now an excellent group of Youth Commissioners. They and their teams have run some excellent events throughout Northern Ireland. We take great pride in the recognition given to these young people with their appointment to National roles. In our Sections young people are having a say in programme and have originated some great community impact projects. All our Sections are 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. Special mention must be made of the Network expedition to Malawi. 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 Sub-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.

Dr Henry Brown
Chair
Once again the time has come to look back over the Scouting year and to read about the many and varied events that have taken place over the year in all our age groups, from Beavers to Network. There is no doubt about the high standard of Scouting being offered to our young people by an exceptional group of people we collectively call our Leaders. I want to pay tribute to all those who give up a great deal of their time to enable so much to be achieved, thank you all on behalf of Scouts NI.

I am disappointed that over the year our numbers of young people have fallen by a small percentage. The reasons for this are currently being studied by Programme and Development Committee and especially by our County Commissioners. There is no doubt that we can turn this around to enable us to offer the adventure of Scouting to more young people, to give them skills for life and help with their development into better citizens both at home and around the world.

Some highlights from the year include Cub Jam, a trip to Canada and the Network trip to Malawi. Cub Jam was such a success that it had to be run over two sites, Ardnahavilly and Crawfordsburn and what a joy it was to see all these Cubs having such a great adventure, giving them the taste for a big camp in preparation for Nijam 2021. This was the last big event for Jean Major as NI Cub Commissioner and I really can’t put into words how much we appreciate what Jean has done for Cubs over her time in office, other than to say “Thank you Jean”. It is good to welcome Ciaran McIlwee to the post and to the Scouts NI Team. Explorers had the opportunity to visit Canada on a canoe expedition which was a great success, while some others went to Europe on an Explorer Belt. Network had a hugely successful two weeks of service in Malawi, building homes for local people in partnership with Habitat. The highlight for the Scout Section once again seemed to be the Mud Run.

We continue to prepare two Units for the World Jamboree in West Virginia and we have selected four Units to attend Eurojam 2020 in Poland so there is no lack of opportunity to travel if that is your wish. Opportunity for international experience at less expense this summer close to home will be Exsite 2019 our first Explorer only Jamboree, it promises to be great fun for those not going abroad.

Scouts NI continue to build on the vision to 2023 preparing better futures for more young people, giving them skills for life. The Board and Committees monitor progress against the pillars of People, Programme and Perception. Nationally work has been completed on a new Cub programme online to make it easier for Leaders to provide better programmes, covering all areas and leading to the top Award. Similar resources for Beavers are well under way and the work to provide for the Scout Section will begin in the Autumn. It is interesting to watch from a distance as Scouts in England trial Early Years provision, known to us as Squirrels. It has been good to have representation from The Squirrel Association here on this particular programme board, and we await with interest any further developments.

My thanks to NISC Chair, Dr Henry Brown, and all the members of the Board for their guidance and support throughout the year.

I have tried throughout the year to keep everyone updated on what is happening via a newsletter on several occasions, I hope this makes everyone feel included in what we are doing both at home and in the UK.

My sincere thanks to my Team of Northern Ireland and County Commissioners for all your help and support throughout the year, as I often say to our young people, “Scouting is a team game, we can do so much more when we all work together”. The team of volunteers is well supported by Ken Gillespie and the staff team at both the NI Scout Office and Crawfordsburn and we are indeed grateful to them for their hard work which often goes over and above all that they are required to do. I am justly proud of all we have achieved, and have no doubt that working together we can achieve better futures for more of our young people across Northern Ireland.

Stephen Donaldson
Chief Commissioner
Northern Ireland Scout Council
Independent Auditor's Report to the Members of Northern Ireland Scout Council
Year ended 31 March 2019

Opinion

We have audited the financial statements of Northern Ireland Scout Council (the 'charity') for the year ended 31 March 2019 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2019 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 the provisions available for small entities, in the circumstances set out below, 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.

In auditing these financial statements we have applied the "Ethical Standard - Provisions Available for Small Entities", issued by the Financial Reporting Council, in the circumstances set out in note 24 to the financial statements.

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

- 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.
Northern Ireland Scout Council  
Independent Auditor’s Report to the Members of Northern Ireland Scout Council  
(continued)  
Year ended 31 March 2019

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.

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.
Northern Ireland Scout Council
Independent Auditor's Report to the Members of Northern Ireland Scout Council
(continued)
Year ended 31 March 2019

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.

Use of our report

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.

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

23 September 2019
Northern Ireland Scout Council  
**Statement of Financial Activities**  
Year ended 31 March 2019

<table>
<thead>
<tr>
<th></th>
<th>2019 Unrestricted funds</th>
<th>2018 Unrestricted funds</th>
<th>2019 Restricted funds</th>
<th>2018 Restricted funds</th>
<th>Total funds 2019</th>
<th>Total funds 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income and endowments</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations and legacies</td>
<td>4</td>
<td>97,720</td>
<td>20,860</td>
<td></td>
<td>118,580</td>
<td>140,214</td>
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<tr>
<td>Charitable activities</td>
<td>6</td>
<td>643,607</td>
<td>6,055</td>
<td></td>
<td>649,662</td>
<td>594,165</td>
</tr>
<tr>
<td>Investment income</td>
<td>7</td>
<td>2,796</td>
<td>–</td>
<td></td>
<td>2,796</td>
<td>2,915</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td></td>
<td>744,123</td>
<td>26,915</td>
<td></td>
<td>771,038</td>
<td>737,294</td>
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</table>

<table>
<thead>
<tr>
<th>Expenditure</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenditure on charitable activities</td>
<td>8,9</td>
<td>717,777</td>
<td>95,097</td>
<td></td>
<td>812,874</td>
<td>815,041</td>
</tr>
<tr>
<td><strong>Total expenditure</strong></td>
<td></td>
<td>717,777</td>
<td>95,097</td>
<td></td>
<td>812,874</td>
<td>815,041</td>
</tr>
</tbody>
</table>

| Net losses on investments | 10                       | (719)                    | –                     |                       | (719)            | (3,407)          |

| Net expenditure and net movement in funds |                          | 25,627                  | (68,182)              |                       | (42,555)         | (81,154)         |

| Reconciliation of funds |                           |                          |                       |                       |                  |                  |
| Total funds brought forward |                          | 395,525                  | 3,434,033             |                       | 3,829,558        | 3,910,712        |
| **Total funds carried forward** |                          | 421,152                  | 3,365,851             |                       | 3,787,003        | 3,829,558        |

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 47 form part of these financial statements
Northern Ireland Scout Council  
Statement of Financial Position  
Year ended 31 March 2019

<table>
<thead>
<tr>
<th>Note</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Fixed assets</td>
<td></td>
<td></td>
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<tr>
<td>Tangible fixed assets</td>
<td>15</td>
<td>3,165,776</td>
</tr>
<tr>
<td>Investments</td>
<td>16</td>
<td>81,726</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>3,247,502</strong></td>
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<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>17</td>
<td>102,147</td>
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<tr>
<td>Cash at bank and in hand</td>
<td></td>
<td>934,939</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>1,037,086</strong></td>
</tr>
<tr>
<td>Creditors: amounts falling due within one year</td>
<td>19</td>
<td>497,585</td>
</tr>
<tr>
<td>Net current assets</td>
<td></td>
<td><strong>539,501</strong></td>
</tr>
<tr>
<td>Total assets less current liabilities</td>
<td></td>
<td><strong>3,787,003</strong></td>
</tr>
<tr>
<td>Net assets</td>
<td></td>
<td><strong>3,787,003</strong></td>
</tr>
<tr>
<td>Funds of the charity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restricted funds</td>
<td></td>
<td><strong>3,365,851</strong></td>
</tr>
<tr>
<td>Unrestricted funds</td>
<td></td>
<td><strong>421,152</strong></td>
</tr>
<tr>
<td>Total charity funds</td>
<td>21</td>
<td><strong>3,787,003</strong></td>
</tr>
</tbody>
</table>

These financial statements were approved by the board of trustees and authorised for issue on 23 September 2019, and are signed on behalf of the board by:

Dr Henry Brown  
Chair

Nigel Sempey  
Treasurer

The notes on pages 36 to 47 form part of these financial statements
### Northern Ireland Scout Council
### Statement of Cash Flows
### Year ended 31 March 2019

<table>
<thead>
<tr>
<th>Note</th>
<th>2019 £</th>
<th>2018 £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash flows from operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net expenditure</td>
<td>(42,555)</td>
<td>(81,154)</td>
</tr>
<tr>
<td>Adjustments for:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation of tangible fixed assets</td>
<td>79,730</td>
<td>80,474</td>
</tr>
<tr>
<td>Net losses on investments</td>
<td>719</td>
<td>3,407</td>
</tr>
<tr>
<td>Dividends, interest and rents from investments</td>
<td>(2,796)</td>
<td>(2,915)</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>16,076</td>
<td>53,085</td>
</tr>
<tr>
<td>Changes in:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other debtors</td>
<td>17,983</td>
<td>(14,026)</td>
</tr>
<tr>
<td>Cash generated from operations</td>
<td>69,157</td>
<td>38,871</td>
</tr>
<tr>
<td>Net cash from operating activities</td>
<td>69,157</td>
<td>38,871</td>
</tr>
<tr>
<td><strong>Cash flows from investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dividends, interest and rents from investments</td>
<td>2,796</td>
<td>2,915</td>
</tr>
<tr>
<td>Purchase of tangible assets</td>
<td>(26,069)</td>
<td>(11,678)</td>
</tr>
<tr>
<td>Net cash used in investing activities</td>
<td>(23,273)</td>
<td>(8,763)</td>
</tr>
<tr>
<td><strong>Net increase in cash and cash equivalents</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45,884</td>
<td>30,108</td>
<td></td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at beginning of year</strong></td>
<td>736,913</td>
<td>706,805</td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at end of year</strong></td>
<td>18</td>
<td>782,797</td>
</tr>
</tbody>
</table>

The notes on pages 36 to 47 form part of these financial statements
Northern Ireland Scout Council  
Notes to the Financial Statements  
Year ended 31 March 2019

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
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.
3. Accounting policies (continued)

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.
3. Accounting policies (continued)

Impairment of fixed assets (continued)

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 2019

3. Accounting policies (continued)

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

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Restricted Funds £</th>
<th>Total Funds £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Donations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>4,198</td>
<td>19,860</td>
<td>24,058</td>
</tr>
<tr>
<td>Legacies</td>
<td>–</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants received</td>
<td>88,522</td>
<td>–</td>
<td>88,522</td>
</tr>
<tr>
<td><strong>Other donations and legacies</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Belfast County Scout Council</td>
<td>5,000</td>
<td>–</td>
<td>5,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Restricted Funds £</th>
<th>Total Funds £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Donations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>3,258</td>
<td>42,941</td>
<td>46,199</td>
</tr>
<tr>
<td>Legacies</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants received</td>
<td>88,934</td>
<td>81</td>
<td>89,015</td>
</tr>
<tr>
<td><strong>Other donations and legacies</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Belfast County Scout Council</td>
<td>5,000</td>
<td>–</td>
<td>5,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Restricted Funds £</th>
<th>Total Funds £</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Donations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>3,258</td>
<td>42,941</td>
<td>46,199</td>
</tr>
<tr>
<td>Legacies</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants received</td>
<td>88,934</td>
<td>81</td>
<td>89,015</td>
</tr>
<tr>
<td><strong>Other donations and legacies</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Belfast County Scout Council</td>
<td>5,000</td>
<td>–</td>
<td>5,000</td>
</tr>
</tbody>
</table>
5. Grants received

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Unrestricted</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total as estimated by EA</td>
<td>88,522</td>
<td>88,523</td>
</tr>
<tr>
<td>5% retention by EA</td>
<td>(4,426)</td>
<td>(4,426)</td>
</tr>
<tr>
<td>5% retention for previous years now paid</td>
<td>4,426</td>
<td>4,837</td>
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<tr>
<td></td>
<td>88,522</td>
<td>88,934</td>
</tr>
<tr>
<td>Restricted</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EA/YCNI funded projects</td>
<td>88,522</td>
<td>89,015</td>
</tr>
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</table>

6. Charitable activities

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Membership fees</td>
<td>159,781</td>
<td>–</td>
<td>159,781</td>
</tr>
<tr>
<td>Fees</td>
<td>483,826</td>
<td>6,055</td>
<td>489,881</td>
</tr>
<tr>
<td></td>
<td>643,607</td>
<td>6,055</td>
<td>649,662</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Membership fees</td>
<td>162,586</td>
<td>–</td>
<td>162,586</td>
</tr>
<tr>
<td>Fees</td>
<td>314,899</td>
<td>116,680</td>
<td>431,579</td>
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<tr>
<td></td>
<td>477,485</td>
<td>116,680</td>
<td>594,579</td>
</tr>
</tbody>
</table>

7. Investment income

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Income from listed investments</td>
<td>2,796</td>
<td>2,796</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Income from listed investments</td>
<td>2,796</td>
<td>2,796</td>
</tr>
</tbody>
</table>
Northern Ireland Scout Council  
Notes to the Financial Statements (continued)  
Year ended 31 March 2019

8. Expenditure on charitable activities by fund type

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds</th>
<th>Restricted Funds</th>
<th>Total Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Salaries</strong></td>
<td>£208,210</td>
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</tr>
<tr>
<td><strong>Depreciation</strong></td>
<td>577</td>
<td>79,153</td>
<td>79,730</td>
</tr>
<tr>
<td><strong>Other costs</strong></td>
<td>505,510</td>
<td>15,944</td>
<td>521,454</td>
</tr>
<tr>
<td><strong>Support costs</strong></td>
<td>3,480</td>
<td>–</td>
<td>3,480</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£717,777</td>
<td>95,097</td>
<td>£812,874</td>
</tr>
</tbody>
</table>

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

9. Expenditure on charitable activities by activity type

<table>
<thead>
<tr>
<th></th>
<th>Total funds 2019</th>
<th>Total fund 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activities undertaken directly</strong></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>Support costs</strong></td>
<td>£208,210</td>
<td>161,883</td>
</tr>
<tr>
<td><strong>Support costs</strong></td>
<td>79,730</td>
<td>80,474</td>
</tr>
<tr>
<td><strong>Support costs</strong></td>
<td>521,454</td>
<td>569,204</td>
</tr>
<tr>
<td><strong>Governance costs</strong></td>
<td>3,480</td>
<td>3,480</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>£809,394</td>
<td>812,874</td>
</tr>
<tr>
<td><strong>Support costs</strong></td>
<td>3,480</td>
<td>815,041</td>
</tr>
</tbody>
</table>

10. Net (losses)/gains on investments

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds 2019</th>
<th>Total Funds 2019</th>
<th>Unrestricted Funds 2018</th>
<th>Total Funds 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gains/(losses) on other investment assets</strong></td>
<td>(719)</td>
<td>(719)</td>
<td>(3,407)</td>
<td>(3,407)</td>
</tr>
</tbody>
</table>
11. Net (expenditure)/income

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

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depreciation of tangible fixed assets</td>
<td>79,730</td>
<td>80,474</td>
</tr>
</tbody>
</table>

12. Auditors remuneration

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fees payable for the audit of the financial statements</td>
<td>3,480</td>
<td>3,480</td>
</tr>
</tbody>
</table>

13. Staff costs

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

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>172,902</td>
<td>134,225</td>
</tr>
<tr>
<td>Social security costs</td>
<td>18,693</td>
<td>13,785</td>
</tr>
<tr>
<td>Employer contributions to pension plans</td>
<td>16,615</td>
<td>13,873</td>
</tr>
<tr>
<td></td>
<td>208,210</td>
<td>161,883</td>
</tr>
</tbody>
</table>

The average head count of employees during the year was 10 (2018: 7). The average number of full-time equivalent employees during the year is analysed as follows:

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of staff</td>
<td>10</td>
<td>7</td>
</tr>
</tbody>
</table>

No employee received employee benefits of more than £60,000 during the year (2018: 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 £111,942 (2018: £88,209).
Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2019

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

<table>
<thead>
<tr>
<th></th>
<th>Freehold property</th>
<th>Buildings</th>
<th>Equipment</th>
<th>Fixture &amp; Fittings</th>
<th>Motor Vehicles</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Cost</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 Apr 2018</td>
<td>3,848,011</td>
<td>92,550</td>
<td>28,171</td>
<td>44,266</td>
<td>20,520</td>
<td>4,033,518</td>
</tr>
<tr>
<td>Additions</td>
<td>26,069</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>26,069</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 31 Mar 2019</td>
<td>3,874,080</td>
<td>92,550</td>
<td>28,171</td>
<td>44,266</td>
<td>20,520</td>
<td>4,059,587</td>
</tr>
<tr>
<td>Depreciation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 Apr 2018</td>
<td>658,295</td>
<td>71,604</td>
<td>28,171</td>
<td>35,491</td>
<td>20,520</td>
<td>814,081</td>
</tr>
<tr>
<td>Charge for the year</td>
<td>76,960</td>
<td>577</td>
<td></td>
<td>2,193</td>
<td></td>
<td>79,730</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 31 Mar 2019</td>
<td>735,255</td>
<td>72,181</td>
<td>28,171</td>
<td>37,684</td>
<td>20,520</td>
<td>893,811</td>
</tr>
<tr>
<td>Carrying amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 31 Mar 2019</td>
<td>3,138,825</td>
<td>20,369</td>
<td></td>
<td>6,582</td>
<td></td>
<td>3,165,776</td>
</tr>
<tr>
<td>At 31 Mar 2018</td>
<td>3,189,716</td>
<td>20,946</td>
<td></td>
<td>8,775</td>
<td></td>
<td>3,219,437</td>
</tr>
</tbody>
</table>

16. Investments

<table>
<thead>
<tr>
<th></th>
<th>Listed investments £</th>
<th>Other investments £</th>
<th>Total £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost or valuation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 April 2018</td>
<td>81,045</td>
<td>1,400</td>
<td>82,445</td>
</tr>
<tr>
<td>Fair value movements</td>
<td>(719)</td>
<td>–</td>
<td>(719)</td>
</tr>
<tr>
<td>At 31 March 2019</td>
<td>80,326</td>
<td>1,400</td>
<td>81,726</td>
</tr>
<tr>
<td>Impairment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 April 2018 and 31 March 2019</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Carrying amount</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 31 March 2019</td>
<td>80,326</td>
<td>1,400</td>
<td>81,726</td>
</tr>
<tr>
<td>At 31 March 2018</td>
<td>81,045</td>
<td>1,400</td>
<td>82,445</td>
</tr>
</tbody>
</table>
Northern Ireland Scout Council
Notes to the Financial Statements (continued)
Year ended 31 March 2019

16. Investments (continued)

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

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepayments and accrued income</td>
<td>£95,282</td>
<td>£113,925</td>
</tr>
<tr>
<td>Other debtors</td>
<td>£6,865</td>
<td>£6,205</td>
</tr>
<tr>
<td></td>
<td><strong>102,147</strong></td>
<td><strong>120,130</strong></td>
</tr>
</tbody>
</table>

18. Cash and cash equivalents

Cash and cash equivalents comprise the following:

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank and in hand</td>
<td>£934,939</td>
<td>£893,664</td>
</tr>
<tr>
<td>Bank overdrafts</td>
<td><em>(152,142)</em></td>
<td><em>(156,751)</em></td>
</tr>
<tr>
<td></td>
<td><strong>782,797</strong></td>
<td><strong>736,913</strong></td>
</tr>
</tbody>
</table>

19. Creditors: amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank loans and overdrafts</td>
<td>£152,142</td>
<td>£156,751</td>
</tr>
<tr>
<td>Accruals and deferred income</td>
<td>£345,443</td>
<td>£329,367</td>
</tr>
<tr>
<td></td>
<td><strong>497,585</strong></td>
<td><strong>486,118</strong></td>
</tr>
</tbody>
</table>

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 £16,615   (2018: £13,873).
## Analysis of charitable funds

### Unrestricted funds

<table>
<thead>
<tr>
<th>Fund</th>
<th>1 April 2018</th>
<th>Income</th>
<th>Expenditure</th>
<th>Gains and losses</th>
<th>At 31 March 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development Fund</td>
<td>167,776</td>
<td>4,198</td>
<td>–</td>
<td>(719)</td>
<td>171,974</td>
</tr>
<tr>
<td>Glenn Bequest</td>
<td>18,039</td>
<td>–</td>
<td>–</td>
<td></td>
<td>18,039</td>
</tr>
<tr>
<td>Jamboree Fund</td>
<td>6,757</td>
<td>–</td>
<td>–</td>
<td></td>
<td>6,757</td>
</tr>
<tr>
<td>Tyack Memorial</td>
<td>5,000</td>
<td>–</td>
<td>–</td>
<td></td>
<td>5,000</td>
</tr>
<tr>
<td>Property maintenance</td>
<td>17,068</td>
<td>–</td>
<td>–</td>
<td></td>
<td>17,068</td>
</tr>
<tr>
<td>General funds</td>
<td>177,509</td>
<td>739,925</td>
<td>(717,777)</td>
<td>(719)</td>
<td>199,655</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>395,525</td>
<td>744,123</td>
<td>(717,777)</td>
<td>(719)</td>
<td>421,152</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fund</th>
<th>1 April 2017</th>
<th>Income</th>
<th>Expenditure</th>
<th>Gains and losses</th>
<th>At 31 March 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development Fund</td>
<td>164,518</td>
<td>3,258</td>
<td>–</td>
<td>(6,814)</td>
<td>160,962</td>
</tr>
<tr>
<td>Glenn Bequest</td>
<td>18,039</td>
<td>–</td>
<td>–</td>
<td></td>
<td>18,039</td>
</tr>
<tr>
<td>Jamboree Fund</td>
<td>6,757</td>
<td>–</td>
<td>–</td>
<td></td>
<td>6,757</td>
</tr>
<tr>
<td>Tyack Memorial</td>
<td>5,000</td>
<td>–</td>
<td>–</td>
<td></td>
<td>5,000</td>
</tr>
<tr>
<td>Property maintenance</td>
<td>17,068</td>
<td>–</td>
<td>–</td>
<td></td>
<td>17,068</td>
</tr>
<tr>
<td>General funds</td>
<td>179,082</td>
<td>574,334</td>
<td>(572,500)</td>
<td>(3,407)</td>
<td>184,323</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>393,840</td>
<td>577,592</td>
<td>(572,500)</td>
<td>(3,407)</td>
<td>395,525</td>
</tr>
</tbody>
</table>

### Restricted funds

<table>
<thead>
<tr>
<th>Fund</th>
<th>1 April 2018</th>
<th>Income</th>
<th>Expenditure</th>
<th>Gains and losses</th>
<th>At 31 March 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crawfordsburn Development Fund</td>
<td>3,324,981</td>
<td>20,859.92</td>
<td>(79,153)</td>
<td></td>
<td>3,266,688</td>
</tr>
<tr>
<td>International Friendship Fund</td>
<td>4,812</td>
<td>–</td>
<td>–</td>
<td></td>
<td>4,812</td>
</tr>
<tr>
<td>Cubs</td>
<td>1,214</td>
<td>–</td>
<td>–</td>
<td></td>
<td>1,214</td>
</tr>
<tr>
<td>Scouts</td>
<td>359</td>
<td>–</td>
<td>–</td>
<td></td>
<td>359</td>
</tr>
<tr>
<td>Explorer Scouts</td>
<td>97</td>
<td>–</td>
<td>–</td>
<td></td>
<td>97</td>
</tr>
<tr>
<td>Beaver Scouts</td>
<td>4,063</td>
<td>–</td>
<td>–</td>
<td></td>
<td>4,063</td>
</tr>
<tr>
<td>Arrowhead</td>
<td>1,987</td>
<td>2,978</td>
<td>(2,771)</td>
<td></td>
<td>2,194</td>
</tr>
<tr>
<td>Leader Active</td>
<td>47,910</td>
<td>–</td>
<td>(4,076)</td>
<td></td>
<td>43,834</td>
</tr>
<tr>
<td>Funded projects</td>
<td>19,735</td>
<td>–</td>
<td>(1,755)</td>
<td></td>
<td>17,980</td>
</tr>
<tr>
<td>Camps</td>
<td>28,875</td>
<td>–</td>
<td>(7,342)</td>
<td></td>
<td>21,533</td>
</tr>
<tr>
<td>Scoutlink</td>
<td>–</td>
<td>3,077</td>
<td>–</td>
<td></td>
<td>3,077</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,434,033</td>
<td>26,915</td>
<td>(95,097)</td>
<td></td>
<td>3,365,851</td>
</tr>
</tbody>
</table>
21. Analysis of charitable funds (continued)

<table>
<thead>
<tr>
<th></th>
<th>At 1 April 2017</th>
<th>Income 2018</th>
<th>Expenditure 2018</th>
<th>Gains and losses 2018</th>
<th>At 31 March 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crawfordsburn Development Fund</td>
<td>3,361,920</td>
<td>42,941</td>
<td>(79,880)</td>
<td>–</td>
<td>3,324,981</td>
</tr>
<tr>
<td>International Friendship Fund</td>
<td>4,812</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>4,812</td>
</tr>
<tr>
<td>Cubs</td>
<td>1,214</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>1,214</td>
</tr>
<tr>
<td>Scouts</td>
<td>359</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>359</td>
</tr>
<tr>
<td>Explorer Scouts</td>
<td>97</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>97</td>
</tr>
<tr>
<td>Beaver Scouts</td>
<td>4,063</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>4,063</td>
</tr>
<tr>
<td>Arrowhead</td>
<td>2,080</td>
<td>3,162</td>
<td>(3,255)</td>
<td>–</td>
<td>1,987</td>
</tr>
<tr>
<td>Leader Active</td>
<td>47,921</td>
<td>–</td>
<td>(11)</td>
<td>–</td>
<td>47,910</td>
</tr>
<tr>
<td>YCNI funded projects</td>
<td>21,345</td>
<td>81</td>
<td>(1,691)</td>
<td>–</td>
<td>19,735</td>
</tr>
<tr>
<td>NI Jam</td>
<td>73,061</td>
<td>113,518</td>
<td>(157,704)</td>
<td>–</td>
<td>28,875</td>
</tr>
<tr>
<td>Scoutlink</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
</tbody>
</table>

22. Analysis of net assets between funds

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds 2019</th>
<th>Restricted Funds 2019</th>
<th>Total Funds 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tangible fixed assets</td>
<td>£20,383</td>
<td>£3,145,393</td>
<td>£3,165,776</td>
</tr>
<tr>
<td>Investments</td>
<td>£74,650</td>
<td>£7,076</td>
<td>£81,726</td>
</tr>
<tr>
<td>Current assets</td>
<td>£326,119</td>
<td>£213,382</td>
<td>£539,501</td>
</tr>
<tr>
<td>Net assets</td>
<td>£421,152</td>
<td>£3,365,851</td>
<td>£3,787,003</td>
</tr>
</tbody>
</table>

23. Financial instruments

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

<table>
<thead>
<tr>
<th>Financial assets measured at fair value through income and expenditure</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Listed investments</td>
<td>£80,326</td>
<td>£81,045</td>
</tr>
</tbody>
</table>

24. Ethical Standards

In common with many other businesses of our size and nature our auditors assist the charity to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.
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.

<table>
<thead>
<tr>
<th>Religion or Belief (including no religion)</th>
<th>Beaver Scout Promise</th>
<th>Cub and Scout Promise (for British Subjects)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian, Jew, Sikh</td>
<td>...to love God</td>
<td>...duty to God and to The Queen</td>
</tr>
<tr>
<td>Muslim</td>
<td>N/A</td>
<td>On My honour... or In the name of Allah, the Most Beneficent the Most Merciful... ...duty to God and to The Queen or</td>
</tr>
<tr>
<td></td>
<td>...to love God or</td>
<td></td>
</tr>
<tr>
<td>Hindu</td>
<td>...to love God or</td>
<td>...duty to God and to The Queen or...duty to my Dharma and to The Queen</td>
</tr>
<tr>
<td></td>
<td>...to love my Dharma</td>
<td></td>
</tr>
<tr>
<td>Humanist, atheist or no faith</td>
<td>... To be kind and helpful and to love our world</td>
<td>... To uphold our Scout values, to do my duty to The Queen</td>
</tr>
</tbody>
</table>
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 mean 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.
   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.
i. 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.
j. 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.
k. 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.
l. 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.
Scouting provides opportunities for the young people of Northern Ireland, that is due in no small measure to the generosity of our predecessors – both during their lifetimes and through forward planning, after their deaths.

By leaving a legacy to Scouting, you can help to ensure that our successors will be able to continue to service future generations of young people.

The following specimen wording is suitable for incorporating in a new will or in a codicil to an existing will.

I DEVISE AND BEQUEATH
[the sum of ...... to the Northern Ireland Scout Council of The Scout Association of 109 Old Milltown Road, Belfast, BT8 7SP, for the general purposes being in law charitable of the said Northern Ireland Scout Council AND I DIRECT that the receipt of the honorary treasurer or other officer approved of by my Trustees of the aforesaid Council shall be a sufficient discharge to my Trustees.]

OR
[all the residue of my estate both real and personal and wheresoever situate after payment thereout of my debt funeral and testamentary expenses Northern Ireland Scout Council of The Scout Association of 109 Old Milltown Road, Belfast, BT8 7SP, for the general purposes being in law charitable of the said Northern Ireland Scout Council AND I DIRECT that the receipt of the honorary treasurer or other officer approved of by my Trustees of the aforesaid Council shall be a sufficient discharge to my Trustees.]

OR
[....... share of my estate to the Northern Ireland Scout Council of The Scout Association of 109 Old Milltown Road, Belfast, BT8 7SP, for the general purposes being in law charitable of the said Northern Ireland Scout Council AND I DIRECT that the receipt of the honorary treasurer or other officer approved of by my Trustees of the aforesaid Council shall be a sufficient discharge to my Trustees.]

Your bequest, whatever its size, will help us give future generations of young people in Northern Ireland from all walks of life a better start.