

The Scout Association
Northern Ireland Scout Council

annual report



for the year ended 31 March 2020



The Scout Association Northern Ireland Scout Council

THE ANNUAL REPORT for the year ended 31 March 2020

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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 Kenneth Gillespie, the Administrative Officer Pamela Hale, the Northern Ireland Scout Centre Crawfordsburn Manager Peter Harrison and Development Officer Rachael Harger.



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 D Fawcett DL Dr W Mulryne OBE Mr G Purdy CBE Mr S Donaldson

Chief Commissioner: Chair: Dr H Brown Hon Treasurer: Mr G Proctor 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

Mrs B Edgar **Beaver Scouts Cub Scouts** Mr C McIlwee Mrs A Nicholson Scouts **Explorer Scouts** Mr A Stacey Scout Network Mr D Scott Mr J McCullough Inclusion Mr C McGrath Adult Support Mr M Kerry **Activity Permits** Mr R Dorrian Activities & Crawfordsburn

International Ms C Brown Miss R Wells Youth Rev D Skuce Chaplain

County Commissioners

Mr L Hall Antrim Mr R Watson Armagh Belfast Mr S Mallett Mr R Watson Down Mrs K Armstrong Fermanagh Mr P Meikle Londonderry Mr N Collins Tyrone

Nominated by Chief Commissioner

Mr C Lammey Mr C Thompson Mr R Thompson





District Commissioners

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

Elected Members

Mrs J Allen	Mr S Dowds	Mr C Lammey	Mr P Meikle	Mrs E Robb
Mrs K Armstrong	Mr R Dunlop	Mr S Leech	Mr P Menary	Mr T Rose
Miss S Armstrong	Mrs B Edgar	Mr N Leinster	Mr S Millar	Mr D Scott
Mr T Blair	Miss C Ewing	Mr N Linnegan	Miss J Minish	Mr R Scott
Mr N Bogle MBE	Mr D Fawcett	Mr C MacArtney	Mrs S Mooney	Mr J Shirley
Ms C Brown	Miss B Fisher	Mrs J Major	Mr J Morrison	Miss S Simpson
Dr H Brown	Mr E Fleming	Mr S Mallett	Mrs A Morrow	Mr D Skuce
Mr M Cairns	Mrs R Forde	Mrs A McClean	Mr D Morrow	Mr A Stacey
Mrs R Calvert	Miss F Fyfe	Mr C McCloskey	Mr J Mullan	Mr I Stewart
Miss E Campbell	Mr R Gillespie	Mr D McConkey	Dr W Mulryne OBE	Mrs E Stewart
The Rt Hon The	Mr R Gilpin	Mr W McCullough	Mr T Neill	Mr R Thom
Lord Carswell	Mr A Graham	Miss A McDonald	Mrs A Nicholson	Mr C Thompson
Miss A Clarke	Mr B Graham	Mr G McGowan	Miss R Nicholson	Mr H Thompson
Mr P Clydesdale	Mr F Graham	Mr C McGrath	Mr D Peden	Mr J Watson
Mr I Coates	Mr S Hamilton	Mr C McIlwee	Mrs S Potter	Mr R Watson
Mr J Collins	Mr B Hassard	Mr M McKeag	Mr P Price	Miss R Wells
Mr N Collins	Mr S Kelly	Miss A McKee	Mr G Proctor	Mr J White
Miss R Davey	Mr M Kerry	Mr N McKee	Mr G Purdy CBE	Mr P Wilson
Mr P Dickson	Mr C Kirkpatrick	Mr B McKeown	Mrs C Rankin	Mrs W Wilson
Mr S Donaldson	Mr D Kirkpatrick	Mr A McRoberts	Mr D Reilly	Mr S Wilton
Mr R Dorrian	Mr W Lambe MBE	Mr A Meikle	Mr C Ringland	Miss A Wolfe
The Chief Commissioner are tom Circleviding Histor & The Chief Scout are tom Scouting Irolan				

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

Council's Committees

The Board	Mr R Thompson	Finance & General	Programme &	Mr C McGrath
Chair: Dr H Brown	Mr R Watson	<u>Purposes</u>	<u>Development</u>	Mr C McIlwee
Dr S Bell		Chair:Mrs R Forde	Chair: Mr S Millar	Mr P Meikle
Miss M Campbell		Dr S Bell	Mrs K Armstrong	Mr A Meikle
Mr N Collins		Dr H Brown	Ms Caroline Brown	Mrs A Nicholson
Mr R Dorrian	Executive	Mr S Donaldson	Dr H Brown	Mr D Scott
Mrs R Forde	Dr H Brown	Mr C Lammey	Mr N Collins	Rev D Skuce
Mr C Lammey	Mr S Donaldson	Mr B McKeown	Mr S Donaldson	Mr A Stacey
Mrs J Major	Mrs R Forde	Mr C O'Neill	Mr R Dorrian	Mr R Watson
Mrs J Minish	Mr K Gillespie	Mr G Proctor	Mrs B Edgar	Miss R Wells
Mr C McCloskey	Mr C Lammey	Mr C Thompson	Mr L Hall	
Mr B McKeown	Mr S Millar	Mr R Thompson	Mr M Kerry	
Mr A Meikle	Mr P Price		Mr S Mallett	
Mr P Meikle	Mr G Proctor		Mc C McCloskey	
Mr I Stewart	Mr C Thompson		Mr J McCullough	



Letter from the President

This great worldwide youth Movement, to which Scouting here in Northern Ireland belongs, shares many features that make it quite unique and very special. The sense of adventure, achievement and belonging, which it instilled in the young people who started to do 'Scouting' back in the early days of the 20th Century, was shared by young people like myself 50 years later and still carries on today.

I write this letter in 'lockdown' with life at a standstill and none of our usual Scouting activities happening even in the outdoors. Yet, it helps us all to reflect on what is really important in our lives and to us all in Scouting here in Northern Ireland. This Annual Report is packed full of what Scouting in Northern Ireland is all about and it gives me great hope for the future of our great Movement.

So..... take a while to read it, remind ourselves of the achievements, reflect on the many good Leaders and supporters who make it happen and re-affirm our commitment to helping it continue going from strength. This commitment is reflected in the Vision 2023 'Skills for Life - our plan to prepare better futures' five year plan which we follow at present and detailed in the reports which follow.

The success of Scouting in providing such a wide ranging programme to all young people only happens through careful planning, commitment, dedication and hard work and I would pay tribute to our Chief Commissioner and his many teams who make it possible, along with the Chair of the Board and the committees, all supported so professionally by our Executive Commissioner and the staff.

It is therefore a great pleasure to be able to congratulate all those who have received well earned Scouting Awards this past year. It often amazes me how so many good, gifted people give of their time and talents, usually on top of their local Scouting, to take on a leadership role in the ScoutsNI Team. On behalf of the Northern Ireland Scout Council can I thank those who have stepped down this past year and welcome those who have taken on new roles.

I continue to be encouraged with the support Scouting receives from the Northern Ireland 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 thank everyone who has supported ScoutsNI in any way.

The Scouting that we enjoy today and take so much for granted, has only been possible due to all those who have gone before and sadly this past year some wonderful members of our Northern Ireland Scout family have passed away. So, on behalf of the Northern Ireland Scout Council, ScoutsNI, I offer my sympathy to all their relatives and friends on their great loss.

As usual one of the highlights of the year for me was being invited to attend the Scout Award Ceremony, which took place this year at the Craigavon Civic Centre. There I saw so many of our best Scouts receiving their well deserved Awards and for many completing the hardest part of their challenge (walking across the stage in front of the assembled audience!)

So, as you read this report in the context of not only our Northern Ireland community but the whole world facing the Covid-19 Pandemic, let us all celebrate all that is good about Scouting. My list is so long

Let us re-double our efforts to ensure that the young people of today and tomorrow can enjoy the great outdoors, make lifelong friends, build their self-respect and respect for others, develop 'Skills for Life' and through putting the Scout Promise and Laws into practice, Be Prepared for the future.

Third Joseph

Philip Scott BEM
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 Scout Association's Strategic Plan to 2023 – Preparing Better Futures, Delivering Skills for Life formed the basis of the Agenda for meetings during the year. Members of the Committee gave progress reports at each meeting on (i) targets and way forward on good practice, and (ii) priority areas to be targeted over the next 12 month period under the key areas of Growth, Inclusivity, Youth Shaped and Community Impact.

"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 Committee also supported Group Scout Leaders, District Commissioners and County Commissioners in ensuring that AccessNI checks and rechecks were carried out in a timely manner for all adult Leaders. Workshops were also held across Northern Ireland to support Group Scout Leaders, Administrators and Commissioners in the Compass and AccessNI procedures.

The importance of emphasizing safety in the Scouting programme was highlighted at all meetings. It is pleasing to report that the number of accidents in Northern Ireland had decreased during the reporting period. Ensuring that Safety and Safeguarding mandatory training was completed by all Leaders was a priority area of work for the Committee and regular mailings were sent to Leaders that needed to complete these Modules.

During the year the ScoutsNI Team welcomed Jordan McCullough into the new role of NI Commissioner Inclusion. Ciaran McGrath stepped down from the role of Co Antrim County Commissioner and Len Hall took over in that role. Ciaran has taken on the role of NI Commissioner Adult Support as Jon Morrison finished his term. Stephen Wilton has also finished his term of office as County Commissioner for Co Down and Rodney Watson has been appointed as Co Down County Commissioner, in addition to his role as County Commissioner for Co Armagh, until a search is carried out for Stephen's successor. on identifying a new Commissioner for Co Fermanagh was ongoing at the end of the reporting period. Thanks are recorded to Jon, Stephen and Ciaran for their many years of service and wish them well as they continue in other roles in Scouting.



Finance and General Purposes Committee

The Committee met according to the NISC Committee Calendar but due to Covid-19, the March 2020 meeting was cancelled as were all Scouting activities.

The Committee is responsible for:

- the review of the income, expenditure, and general management of Scouting in Northern Ireland
- 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 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 Reports on also discussed. developments at the Northern Ireland Scout Centre Crawfordsburn were given at each meeting together with confirmation that the staff and Wardens are suitably qualified for running the activities on site.

Committee business included:

• Finance Training Workshops for Group, District, County Executive Committees.

- Education Authority Engagement Framework Workshops for Scout Groups that are registered with the Education Authority.
- Education Authority proposed Funding scheme for Regional and Local Voluntary Youth Organisation.
- Compliance reports regarding the mandatory training for Safety and Safeguarding and the strategies employed to encourage Leaders to complete this training and reports on number of adult members recorded with clear AccessNI Disclosures
- GDPR training which currently has no accurate reporting method other than Leaders being encouraged to complete this aspect of training along with their Getting Started modules.
- Recruitment the appointment of a new Development Officer and a new Project Officer, both appointments being effective from January 2020.
- Governance Risk Register. The Risk Register is in the ownership of the NISC Board, with each of the Board Committees being responsible for their areas of risk and report back to the Board.
- The Under 6 provision in Scouting across the UK.
- Membership Apportionment The membership agreement with HQ in London to increase the fee paid by the nations to The Scout Association.
- The allocation of funds left to the Northern Ireland Scout Council through legacies and bequests for the ongoing work of Scouting in Northern Ireland.

The Committee members agreed that the following would become Standing Items on the Agenda for future meetings – Investment Portfolio, Accounts and Financial Statements, Compliance Reports for AccessNI, Safeguarding, Safety, GDPR, First Response, Northern Ireland Scout Centre Crawfordsburn reports and the Governance Risk Register.

The Committee Chair and Members record their appreciation of the work of the Executive Commissioner and staff in the offices of the Northern Ireland Scout Council.





Financial Review

The charity is a non-profit making organisation. The results are set out in detail on page 35. The charity had net expenditure for the year of £65,828 (2019 - £42,555).

The Board of Council have examined the charity's requirements for reserves in light of the main risks to the funding of the organisation. Unrestricted reserves are

currently £451,542, as detailed in Note 22, and this level of reserves would be sufficient to fund the organisation's running costs for a period of six months at current levels of spending and cover redundancy payments for the current staff. The Board of Council consider this level of reserves to be adequate to meet the needs of the charity.

Growth

To increase the number of youth members and volunteers

Membership

A summary of the position as at 31 January 2020 is as follows:

Beaver Scouts	2,273	Beaver Scout Colonies	152
Cub Scouts	3,073	Cub Scout Packs	164
Scouts	2,467	Scout Troops	150
Explorer Scouts	856	Explorer Scout Units	73
Network members	443	Scout Network	15
Total Youth Membership	9,112	Scout Active Support Units	15
Leaders, Commissioners &			
Other Adults	2,859	Total number of Groups	166
		Districts	14
Total Membership	11,971	Counties / Areas	7

Adult Support

2019 saw another successful year of Woodbadge training being delivered with 83 Leaders gaining their Woodbadge. This training is a key element in delivering on our People pillar within Vision 2023. It is encouraging to see new and existing Leaders continually updating their skills and knowledge.

In addition to the training for uniformed Leaders, new training to support our Executive Committee members in Groups, Districts, Counties and at Northern Ireland level was rolled out. This training is to ensure that everyone, young and old, understands their role and the role of their Executive Committee in the governance of the Movement.

Once again the Managers and Supporters training was very well attended with a range of roles represented. A total of 35 took part over the two weekends.

It is particularly heartening to see the number of Scout Network members attending continuing to increase. This is due to Scout Network members also taking on management roles across Districts and Counties.

In addition to the face to face courses there has been significant investment in online training resources. This is to help volunteers take the training that is relevant to their role and also provides an online guide to the steps needed to validate each module.



The last face to face event prior to the suspension of activities due to the pandemic was a very successful Commissioners' conference held at Corr's Corner Hotel. Topics included the new mandatory training and an update on the national strategy.

Touching on the pandemic, 2020 will be a very different year for adult support with new challenges and additional support. A good start has been made at the end of March with the aim of ensuring all adults have refreshed their mandatory training requirements prior to starting back to Scouting.

Northern Ireland Scout Centre Crawfordsburn

Much of the residential, camping and outdoor programme of ScoutsNI 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 Kayaking
Archery Mountain Boards
Backwoods Orienteering
Bouldering (dry) Pedal Karts
Bushcraft Pond Dipping
Canoeing Rafting

Caving Rib (power boat)

Challenge Course Sailing
Climbing Team Building

Crate Climb Tomahawk Throwing

Grass Sledges Zip Line

Gravity Swing

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 all installed. 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 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.

Phase 5

Proposed **Training Block** to replace existing Training Cabin and new **Shelter/Den at Wightman's Plantation**.

In Spring 2016 the Board agreed to apply for funding for this additional work and approval was granted in April 2017. Due to the NI Executive at Stormont not meeting for three years this resulted in a delay in progressing to site. An announcement was made in December 2019 that the funding would be available for the work to commence with the Education Authority managing the project including tendering, appointing contractors and all site work. With planning permission still to be granted it was likely that it would be a further 18 months before work commenced on site.

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

· 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

2002

2005 • Path network and boardwalk

• Lodge One – Purpose built accommodation for the Wardens on site 2006-2007

• Purpose built Pedal Go Kart track 2008

• 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 • Worked started on The Cedar Lodge residential facility

• Grass sledge/grass ski slope redeveloped and drained

2011 • The Cedar Lodge residential facility completed

• Access paths from main entrance on to the site

· Pond created for pond dipping activity

• Assault course replaced with a new Challenge Course

• New flooring in All Weather Centre (Lid)

2012 • Double King Gravity Swing

• Five Camping Pods

• Minibus for site users

2013/2014 Stage area

• Terracing between main camping field and All Weather Centre

New campfire circle

· Heasley Chapel refurbished

Phase 4 Total Cost £1.2 million

• Work reaching completion on the new Main Complex to replace Cabin 2015/2016

• Official Opening of new Main Complex, Wednesday 26th October 2016. 2016/2017

• 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





2019/2020

- On-going maintenance of the Chalet, painting, inside and outside
- The All Weather Centre, painting of the toilets/showers inside and outside
- Whiteman's Plantation where several rotten trees were removed, cut up and placed in the woodpile and the continuing replanting of that area
- The cleaning and maintenance of the picnic tables around the site
- The replacement of activity equipment such as new buoyancy aids and paddles, new climbing harnesses and helmets and further staff training on the activities
- The on-going tiding of the pond area
- The building of the Tomahawk range, although this was halted as materials were not being delivered due to the outbreak of Covid-19
- The on-going work to get ready for the AdventureMark assessment, again this piece of work was halted due to the outbreak of Covid-19 and furloughing of staff
- Training on the use of equipment in the computer suite i.e. Drone flying, working with the Cameras including up-loading footage and associated programmes, again this work was halted due to the Covid-19 outbreak.

Youth Shaped

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

Youth Shaped Scouting

As a key pillar in The Scout Association's national strategy, along with growth, community impact and inclusion, youth shaped Scouting is really at the heart of what we do in this Movement. Over the past year ScoutsNI has had countless amazing opportunities, activities and events for young people, from right on their doorstep or in the comfort of their own homes, to international trips or camps.

Section Leaders have been busy delivering amazing weekly programmes, with young people more than ever before having the chance to shape their Scouting experience.

Youth Commissioners have certainly been busy supporting sectional events, camps and YouShape days at District, County and Northern Ireland level. Visiting Groups, supporting Patrol Leader, Young Leader and Section Leader even training development, sitting on NI core teams along with other youth representatives and volunteers and so much more. We no longer have a set 'YouShape Month' as we strive to embed Youth Shaped Scouting everything we do - however a Sectional YouShape Award was consulted on last year and is it the process of development- so watch this space.

ScoutsNI now has youth representation across many of its different teams, governing

boards and committees locally and nationally, with young people contributing and making an impact on a strategic level. Some of these amazing young people are also making an impact further afield, helping with UK Scouting programmes of work. ExSite and the World Scout Jamboree were incredible events last summer with more inspiring young people volunteering to help to make them a reality as IST, Unit Leaders and subcamp staff.

This year many new Youth Commissioners have been welcomed but we have also had to say goodbye to some fantastic individuals as they finished their terms or went on to other new and exciting things. Their dedication, enthusiasm and passion for Scouting has been second to none and we are so excited for them on their next adventures as they continue to grow, do their best and leave the world a little better than they found it. A sincere "thank you" from all at ScoutsNI and best of luck with everything in the future, both inside and outside of Scouting.

We end this Scouting year in a place of uncertainty due to Covid-19 and the restrictions and regulations surrounding that. We have no doubt that Scouting has and will continue to make a difference in the lives and communities of our members over the next months and years and is an unstoppable force for good.



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 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 Scout Colonies throughout Northern Ireland had another enjoyable year taking part in District, County and Northern Ireland events. We have continued to focus on helping young people to achieve their Chief Scout Bronze Award, so a lot of the NI events and activities have been linked to the Challenge Award badges.

On 18th May, the annual Beaver Rally Day was held at Northern Ireland Scout Centre Crawfordsburn. The theme this year was 'The World Around Us'. The wet weather didn't stop the 732 Beaver Scouts taking part in world games in the main field led by some NI Youth Commissioners, bouncing on the bouncy castles, racing to the bottom of the grassy slope in the grass sledges, and toasting a tasty marshmallow at the campfire circle. They also made lots of noise creating music with Releasing Rhythms using their authentic drums, watching Carnival Promotions puppet shows, crafts in the marquee with 'Crafts 4 Christ' and also completing the RSPB Wildlife Challenge. Most of the activities were linked to the My World Challenge Award and other activity badges.

This year Chief Commissioner Stephen Donaldson presented certificates to thirty-two Beaver Scouts from 1st Ballygally, 5th Ballymena, 115th Belfast, 1st Carrickfergus, 1st Carnfunnock, Killymurris and 5th North Belfast who had all achieved their Chief Scout's Bronze Award. Also well done to Kaden Duffy from 1st Kildress for achieving a Special Recognition Award.

On the Friday night SE Antrim District had their sleepover before Rally Day with thirty-eight Beaver Scouts and then another forty-two Beaver Scouts from five local Groups completed their sleepover on the Saturday evening. This is a great way to encourage Groups to provide that residential experience for their Beaver Scouts under canvas.

On Saturday 19th October Beaver Scouts had a great day 'Down on the Farm' at Rosepark Farm in Ballymoney with 326 Beaver Scouts attending. They had lots of fun on the quad train, petting and feeding the animals, playing on an old boat and in the park areas. Thankfully the weather stayed dry and most wellies came home clean. Twenty-nine Colonies throughout NI were represented, and it was great to meet some that don't normally attend NI events. It was also really good to see Beaver Scouts from new Groups such as Greencastle attending one of their first events.

Christmas at Crawfordsburn took place again in December. A magical event, captivating both young and old. The Beaver Scouts enjoy the journey of the Christmas story, crafts, and games and of course a visit to Santa and refreshments. Thank you to Jacqui Berryman and her team for organising a great week.

The NI Beaver Team continued to run the annual Leader Development Day in February. This year it took place on Saturday 29th February in Northern Ireland Scout Centre Crawfordsburn with thirty-six Leaders attending. The focus was on programme support using the new digital programme online tool. There were also workshops linked to the Million Hands project, learning more about Scouting's six new partners, the community impact staged activity badge and disability awareness. Thank you to Grace Hamilton, a Paralympian who won a gold medal in the ladies basketball in the 2019 Special Olympics in Abu Dhabi, for sharing her story at the workshop. Throughout the day the Leaders had the opportunity to chat and Network with each other, sharing ideas. The day finished with a review and reflection around the campfire in the rain.

To keep up to date with all that is happening with the Beaver Scout Section please visit the web page:

http://www.scoutsni.org/sections/beaverscouts/beaver-section-events/ or connect via the Facebook Page: https://www.facebook.com/NIBeaverScouts/



cubs

The highlight of this Cubs' year took place in September when over 900 Leaders and Cubs from all over Northern Ireland converged on Tayto Park in County Meath for a day of fun. Although the weather didn't look the best at the start of the day the sun eventually came out and brightened up the day. All of the rides proved popular and a lot of competition was seen at the climbing wall (and not just by the Cubs). All went home tired after a fun filled day.

November saw thirteen Leaders and seventythree Sixers/Seconders take part in a combined Leaders and Sixers/Seconders day which was held at Northern Ireland Scout Centre Crawfordsburn. Leaders' activities included backwoods cooking, Inclusivity, Gift Aid/Online Scout Manager. Youth activities run by the NI Youth team included -Bouldering, "what makes good Sixer/Seconder" and Team Building. Many thanks have to go to Becca Dowds and the NI Youth Team for coordinating and running Thanks also have to go to Peter this. Harrison and his team of Wardens for all their help in making the day a success.

Northern Ireland Cubs have been privileged, through the coordination of Derek McKillop, a Cub Leader from Broughshane, in taking part in the pilot and development of a programme called "Disease Detectives" which has been developed in partnership between Northern Ireland Cubs and the Royal College of Pathology. In November a number of Cub Packs converged on W5 in Belfast and took part in activities relating to describing how the body works and how diseases can be transmitted. It is hoped that these activities can be promulgated across the UK to both educate and assist with badge work within the Cub Programme. Thanks are to Derek for all the effort he has put into bringing this idea to the stage it is currently at.

In June, County Londonderry hosted the NI Cub football competition at the Mid Ulster Arena in Cookstown. Seventeen teams from

the various Counties took part and the Cubs were very competitive in what was an inclement day. After the morning league the serious end of the competition took place – In the end the Northern Ireland Shield was won by Killyman with last year's winners, Jordanstown, taking second place. 7th Bangor won the United Trophy and Ballygawley lifted the Blues Trophy. Killyman also won the Best Trophy as the team which scored the highest number of goals.

The Northern Ireland Cub Quiz took place in March where nineteen teams were hosted by County Tyrone at Killyman. There was a lot of competition and again, the strategic use of the Joker proved to be very decisive, with only three points separating 1st and 3rd place. Ultimately there had to be winners and first place went to last year's runners up, 30th Belfast with second place going to 1st Ballyclare and Castlerock A coming in a very close third. This year the Leaders and adults attending were put into a separate room and took part in exactly the same quiz, with interesting results. There was a tie at the end between Grief & 2Bs. Instead of the novelty round we had a talk from Habitat for Humanity and the work they do both locally and globally. The Cubs then had a Habitat for Humanity word search to complete and each Cub went home with various goodies.

As is usual a number of camps and Pack holidays took place throughout the year in all parts of the country and it is great to see the Cubs gaining new skills and confidence in all their camping activities. In order to try to encourage the Cubs to do more outdoor activities the Section has increased awareness of the NI Challenge Award where the Cub has to complete a number of activities relating to e.g. camping, pioneering or orienteering. This will be promoted and monitored further as we move into 2020-2021.

Thanks are recorded to the Leaders throughout Northern Ireland who, week in and week out, give up their free time to ensure that the Cubs of today receive a balanced programme that is not only educational but more importantly fun, which gives them a fantastic grounding to become models of Society. Without their continued





enthusiasm and tireless work Cub Scouting would not be in the healthy position it is.

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. The Youth members of the Team also provide invaluable assistance

throughout the year and their enthusiasm and input is also very much appreciated.

To keep up to date with all that is happening with the Cub Section please visit the web page:

https://www.scoutsni.org/join/cub-scouts/cub-section-news-events or connect via the Facebook Page: https://www.facebook.com/scoutsni/

SCOUTS

The Scout Section had some very enjoyable events over the past twelve months thanks to dedicated Leaders delivering an adventurous and varied programme week on week. A lot of Troops helped out in the community with different food collections and other areas to help the Scouts achieve their Community Impact badge.

May saw the usual annual Scout Flag competitions and it gave the Northern Ireland Commissioner for Scouts, Anne Nicholson, an opportunity to hear firsthand from the young people about the events they would like to take part in.

In May, Leaders also took part in their Residential Woodbadge training at Northern Ireland Scout Centre Crawfordsburn. Thanks to all those Leaders that helped facilitate this event passing on their knowledge to new Leaders.

21-23rd June saw a different style of NI Camp Challenge, this was held at Mount Stewart and was hosted by Co Down. Nine Troops in total took part in the event. The Troops had to navigate their way around Mount Stewart where they had challenges at different bases around the area. Overall winners were 1st Comber, 2nd place went to 7th Belfast and 3rd went to 2nd Donaghadee. Saturday challenges were won by 7th Belfast and the evening meal was won by Islandmagee A team. Thanks again to the many Leaders that gave up their weekend to help the event run more smoothly.

Many Groups had great international experiences during the year and Scouts attended the 24th World Scout Jamboree, at Summit Bechtel Reserve in West Virginia in the United States of America.

3rd August saw Scout Leaders from ScoutsNI taking part in Belfast Pride event.

September saw a number of Counties doing their own Patrol Leader Training, thanks to the Youth Commissioners around those areas who were involved in helping to run the courses in Co Fermanagh and Co Antrim. Also to the Scouts that participated in the events, learning the skills of what was is needed to be a Patrol Leader or Assistant Patrol Leader.

6th October saw another NI Scout Mud Run Event held at Parkanaur with Blood, Sweat and Tears organising the event. All Counties had Scouts participate in this event. Massive thanks to Colin Scott for helping to organise with BST. Thanks also to the many Leaders that helped at the event, from either marshalling to taking photographs, your help is very much appreciated.

On 19th and 20th October the Army REME 157 ran two more mechanic badge events, this again was very popular and had over one hundred Scouts from all over Northern Ireland attend.

15th December– Scout Dodgeball competition hosted by Londonderry. This was a new Scout event with the majority of Counties having held competitions at County level in advance of the NI event. Congratulations to 1st Comber who won the competition and to 5th Ballymena who came second.



4th January was the Gold Chief Scout's Award presentation at Craigavon Civic Centre where it was pleasing to see so many young people achieve the top Award in the Scout Section. It is not only a testament to their hard work and commitment but also the commitment of all the Leaders that have helped them achieve these goals.

20th January saw the roll out of the new partnerships with the Community Impact badge, this information was passed onto all Leaders.

1st March – Scout Archery Competition hosted by Belfast County, in total there were 11 teams that took part in the NI finals. Overall Winners were 5th Ballymena, 2nd Place went to 6th Belfast and 3rd place went to 74th Belfast. There was a tie for top archer

both with 158 points in total a Scout from Tandragee and a Scout from 74th Belfast.

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.

To keep up to date with all that is happening with the Scout Section please visit the web page:

https://www.scoutsni.org/join/scouts/scoutsection-news-events or connect via the Facebook Page: https://www.facebook.com/scoutsni/

EXPLORERS

Even though the year has ended in uncertain and challenging times, there has been a lot to celebrate in the Explorer Scout Section during the past year. Fifteen Explorer Belts were presented at the annual Awards ceremony in January, after Explorers and Network members from County Londonderry completed their challenge in Germany during the summer of 2019.

Twenty-nine Explorers and Network members gained their Queen's Scout Award during the year, and they also received their Royal Certificates at the Awards Ceremony at Craigavon in January.

Explorers from all across Northern Ireland continued to be involved in Duke of Edinburgh's Awards, Chief Scout's Awards and Queen's Scout Awards by taking part and completing all sections of the Awards. To facilitate Units who face challenges providing the expedition section, ScoutsNI run the NIEX scheme and in the fifth year of NIEX, seven completed their Chief Scout's Diamond Award Expedition and there are a further thirty Explorers who started during the last year at either Diamond or Queen's

Scout level. Most of whom attended training and planning sessions at Northern Ireland Scout Centre Crawfordsburn in February and are eagerly awaiting the return of face to face Scouting to continue their adventure. During the year 125 Explorer Scouts had Duke of Edinburgh Bronze and Silver Awards approved with eleven Gold Awards also being approved.

Young Leader training continues to be an important part of Explorer Scouting and training days were held in most Counties by local teams. There was also a training weekend at National level during September Northern Ireland Scout Crawfordsburn with just under thirty taking part. Thank you to the Young Leader training and the Warden **Teams** team Crawfordsburn, who all ran a packed programme covering modules B to J to provide leadership and practical skills to be used by Young Leaders in Scout Groups across Northern Ireland during their weekly meetings.

The major event of 2019 was the 24th World Scout Jamboree, which involved eighty Explorer Scouts from across Northern Ireland travelling to the Jamboree at Summit Bechtel Reserve in West Virginia in the United States of America. Participants also took part in pre and post Jamboree events and proved to be





fantastic ambassadors for ScoutsNI.

Definitely one of the most rewarding
Scouting experiences available.

also had ExSite2019 Explorers mini international Jamboree at the Northern Ireland Scout Centre Crawfordsburn at the end of July and beginning of August. The whole programme was largely planned and chosen by Explorers, who took part in planning meetings during the previous year. It cumulated in six days of activities that saw nearly 200 people take part in a day trip to Scotland. All the participants faced the challenge of sleeping out under the stars in shelters they built at Ardnavally Scout Centre. They also enjoyed adventurous activities during two of the days. These activities included Rock Climbing in the Mournes, Sea Kayaking on Strangford Lough, Dinghy Sailing on Belfast Lough, Canoeing down the River Lagan, including over weirs, and Caving at Belfast Activity Centre. The Jamboree was visited by Tim Kidd, UK Chief Commissioner, and Commissioners from Scouting Ireland, with a late visit for the closing ceremony by our own Chief Commissioner Stephen Donaldson, who had arrived back from the World Jamboree, the previous evening. The Jamboree also had a number of short activities including a colour run, discos, foam party and onsite activities at the Northern Ireland Scout Centre Crawfordsburn. There were participants and staff from Northern Ireland, England, Scotland, Wales, Italy and Switzerland making it interesting, challenging and rewarding for participants and the relatively small team that ran the event. Thanks, must again go, to all those involved.

Explorers from across Northern Ireland continued to have amazing engagement with local communities either by working with other charities including one of the 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.

To keep up to date with all that is happening with the Explorer Scout Section please visit the web page:

https://www.scoutsni.org/join/explorer-scouts/explorer-section-news-events or connect via the Facebook Page: https://www.facebook.com/scoutsni/

network

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 organise themselves under 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 Programme Areas: three Community, International and Adventure.

The highlights of the 2019-2020 season were the third Scouts of the World Award (SOWA) Discovery and the formation of our second team planning to go to Malawi in the summer of 2020.

Ten more members started their SOWA journeys in one of the three areas of sustainability, environment or peace framed United Nations' Sustainable Development Goals (SDGs). The quality of these ten young adults was impressive and ScoutsNI look forward to seeing the impact that they will have on communities locally and further afield. Many thanks are due to the trainers Mark Dick, Mark Toplis, Peter Rookes and Neil Aldred who facilitated the weekend so very well. Mark Toplis and Peter Rookes visited from England at their own cost which shows their commitment to the Award and Scouting which is very much appreciated.

After a successful trip to Malawi in 2018, the Northern Ireland Commissioner for Network, David Scott, was delighted to see such good interest in a second trip. Eighteen people signed up for the service trip to Malawi where they will continue to support the work



of the charity Habitat for Humanity. Habitat aims to eliminate poverty housing globally and to enable everyone to have a safe place to live which means that people can live with dignity and hopefully flourish. The team will build more homes for orphans and vulnerable children in a country where the IMF reported that 51% of people live below the poverty line (2017). The team Leaders are Des Grant, Kat Armstrong, Barbara Edgar, Rebecca Dowds and David Scott, with team members coming from Antrim, Armagh, Belfast, Down and Fermanagh. Each team member must pay £2,600 to attend the trip so any support that can be given to the team would be appreciated. This year was very busy with four team meetings, a Leaders' training day and numerous fundraising events. Many thanks to those who have supported the team already.

It is also important to build a sustainable relationship with a very poor country like Malawi to see longer term improvement to their housing never mind the benefit of meeting our fellow Malawian Scouts and supporting them as well. After Cyclone Idai in March 2019, ScoutsNI crowdfunded about £600 to support The Scout Association of Malawi to buy impregnated mosquito nets to prevent malaria from claiming more lives. Executive Commissioner Howard Maujo reported that the donation provided nets for 250 households and 1,500 people. Many thanks to all who supported that Appeal.

It was pleasing to see Aaron Fry, Jordan Leinster and Edward Tang give their SOWA Presentations to a packed Northern Ireland Scout Centre Crawfordsburn in November before receiving their Awards at Craigavon Civic Centre in January. Congratulations to all three recipients.

After a busy year of Scouting, QUB Network visited The Network Festival at Rough Close Campsite in Coventry in July before a good number of members joined ScoutsNI's first contingent to attend and parade at Belfast Pride in August. Well done to FLAGS Regional Co-ordinator, Justin Gawn, for organising the event so well and thanks to UK Chief Commissioner Tim Kidd for attending and supporting the event. In February, Emma Webster (QUB Network)

organised a Group of thirty Explorers, Network members and Leaders to plant over 150 oak, alder, silver birch, birch hazel, crab apple and cherry trees at the Northern Ireland Scout Centre Crawfordsburn in partnership with The Conservation Volunteers NI and NI Electricity to off-set the carbon dioxide emissions for their planned Explorer Belt flights. Well done to Emma and QUB Network.

The Scout Network Section has a challenging development plan focussed on the national strategy to 2023 'Preparing Better Futures, Delivering Skills for Life'. Regarding growth, the Section has increased to 443 members which is a 9% increase. The number of local Scout Networks has remained the same at fifteen. It is great to see the active Networks recruiting so well which in turn leads to more adults wanting to volunteer as Leaders. 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. membership has increased to 136 which is a 6% increase and females now make up 31% of Network's membership which is pleasing. It is anticipated that more people who see themselves as Irish or are from ethnic minorities or come from deprived areas or 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 the Scout Movement is Youth Shaped. The closed Facebook Group called 'NI Scout Network' has a healthy membership which helps with effective communication. In the Community Impact area, twenty-two people are working on their SOWA projects currently and eighteen people have joined a NI Scout Network team which is partnering with local charity Habitat for Humanity NI to travel to Malawi in July 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 Census 2020 showed that forty-six top Awards were achieved by Scout Network members.

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 province which the NI Team hopes to see replicated in other Districts and Counties next year.

To keep up to date with all that is happening with Network please visit the web page: https://www.facebook.com/scoutsni/

Inclusivity

To be as diverse as our communities

Inclusion

We believe in Skills for life, for all

As part of 'Skills for Life' plan, by 2023 Scouting will be more open, welcoming and accessible than ever before. Diversity and inclusion will be integral to who we are, how we work and what we do. Our programme and events will be shaped by diverse communities, bringing together more young people from different backgrounds than ever before. Our volunteers will feel supported to make Scouting accessible and appealing to every young person in their area. Our members will not only reflect the rich diversity of local communities and UK society, but will feel truly included, valued and able to be themselves at the Scouts. To build on the success of the previous plan; to continue to grow, become more inclusive, to be shaped by young people and to make a bigger impact in our communities. We have set new goals for 2023 in line with The Scouts. We believe it's a priority to reflect the diversity of the communities we are in within ScoutsNI to truly deliver 'Scouting for all'.

During the past year, there have been a number of key developments showcasing the inclusive culture of local Scouting within the region in addition to the key appointment in October 2019 of a NI Commissioner for Inclusion, Jordan McCullough. It is hoped that his appointment will drive equality, diversity and inclusion within the region in line with Scouts UK Vision 2023 in making ScoutsNI open for all. The NI Commissioner for Inclusion sits on a National UK Inclusion

Team and leads a NI Inclusion Team who work to achieve:

Training & Resources	Mobilise and support local volunteers to take the lead on diversity and inclusion with new resources and training	
Widening Participation	Create a culture where diversity and inclusion is embedded in everything we think, say, do and deliver	
Extending Reach	Build dynamic partnerships and networks to extend life-changing skills and experiences to even more diverse communities	

'Module 7: Scouting for all' continued to be delivered to Leaders as part of their Woodbadge training to develop their understanding and awareness of the fundamentals of equality and inclusion legislation, terminology and supports within Scouting. During the course of the year, 62 members took part in Module 7 training delivered by the NI Inclusion Team.

During the past year, Scouts in conjunction with the National Autistic Society developed Autism Awareness modular e-learnings, which are available on scouts.org.uk. These modules are optional for adults in Scouting to



complete, however they may be used as part of a member's on-going learning which would be uploaded onto the member's Compass record.

On Saturday 3rd August, ScoutsNI took part in the Belfast Pride parade for the first time with attendance of thirty members from the Network section joined by other adult Leaders and supporters who were both members from the LGBT+ community involved in ScoutsNI and also a large number of allies showing their support. Members who attended wore Scout uniform and rainbow scarves in addition to their own Group's colours. Reactions from the people on the day and external media were positive

leading to ScoutsNI involvement with Pride celebrations to continue in the future.

In January 2020, the Programme and Development Committee took part in a Community Impact Partner day hosted at Ireland Scout Crawfordsburn where ScoutsNI met Community Impact partners including the British Red Cross, National Autistic Society, Save the Children, WWF, Inspire and the Simon Community as part of the Million During the sessions, Hands campaign. Inspire provided basic mental wellbeing training to the group. This would be followed by online sessions for Leaders to attend giving them the understanding and key principles in regard to Mental Wellbeing and Scouting in Northern Ireland.

Activities

Over the last year the NI Activities Team has been continuing to try and improve the ways in which Leaders in Northern Ireland can deliver adventurous activities to youth members in a safe and well managed way.

This is continuing to be delivered by modules during the Woodbadge training, skills sessions, activity training and also permit training courses.

Thanks are recorded to all 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.

During September and October two Archery training courses where held at the Northern Ireland Scout Centre Crawfordsburn. Thirty-six Leaders from across Northern Ireland attended and were trained in all the requirements needed for assessment, there was also some time for personal shooting which got a bit competitive at times. The assessments were held in October and November with twenty-seven Leaders attending and all Leaders passed their assessment. Thanks to George Griffin,

Michael Curry, Vic Wootton and Stephen Stanley for their knowledge and help in organising and running both the training weekends and the assessments.

During September the Activities Team ran an overnight lightweight hike for the Leaders who completed their hillwalking training earlier in the year. This was to give them some experience of what is required for this element of the Hillwalking permit. Everyone that took part thoroughly enjoyed the hike and the wild camp with the weather being good to the Group as well.

The Hillwalking assessment took place in mid-October and two Leaders from Castlerock attended with some of their Scouts. David Carlile put the two Leaders through their paces and at the end of the day, after a short review, both Leaders passed their assessment.

During the start of 2020 the Northern Ireland Commissioner for Activities, Richard Dorrian, has been working with the Crawfordsburn Warden Teams on how the site can run certain activity badges at the site for youth members. These will be badges that would be difficult to deliver during a normal Section meeting or camp, watch this space.





International

This was another busy year for Visits Abroad from Northern Ireland. 381 members from ScoutsNI (306 Young People and 75 Leaders/Others) took part in Camps and Trips outside Northern Ireland.

There were three large Northern Ireland Trips and the following Groups from Northern Ireland took part in Visits Abroad during the year.

Co Londonderry	Explorer	Germany
Explorer Scouts	Belt, Salach	
1 st Castlerock	Avenvald	Germany
4 th Bangor	Delft	Netherlands
1 st Portstewart	Bentelo	Netherlands
2 nd Holywood	Adelboden	Switzerland
5 th Portadown	Kandersteg	Switzerland
37 th Belfast	Kandersteg	Switzerland
74 th Belfast	Kandersteg	Switzerland
5 th Ballymena	Snow	Kazakhstan
	Camp	

Several Groups visited the Republic of Ireland staying at: Castle Saunderson Wexford Lough Keel in Co Roscommon

Eurojam 2020

Four Units from Northern Ireland and nineteen International Service Team members were due to travel to the European Scout Jamboree in Gdansk Poland in July 2020. This has unfortunately been postponed due to the Covid-19 situation, but it is hoped that it will take place in August 2021.

World Scout Jamboree 2019

The World Scout Jamboree was held at Summit Betchel Scout Reserve, West Virginia, America in summer 2019 and two Jamboree Units from Northern Ireland and five International Support Team adults joined the UK Contingent of 4,750 to the Jamboree. Each Unit was made up of thirty-six Participants and four Leaders.

The Unit Leaders were: Phil Maxwell (Belfast), Bronagh McAuley (Co Antrim), Dave Orr (Co Down), Adam Clements (Co Antrim). Aldo Moscato (Belfast), Callum

McCloskey (Co Antrim), Sam Kyle (Co Antrim), Stephanie Hanna (Girlguiding Ulster). There were sixty-three ScoutsNI participants and nine from Girlguidng Ulster.

The Units flew from Dublin to New York on 20th July 2019 and spent two days in the city before travelling to the Jamboree. During their time at the Jamboree they took part in a wide ranging number of activities including: Stand up Paddle boarding, Scuba Diving, Climbing, Mountain Biking, Skateboarding, Zip Lining, Hiking, Learning about Science, Space, Global Development Sustainability. They also experienced other Cultures, Food, Music, Faith and Beliefs from around the World, making new friends, enjoying Subcamp Life and generally hanging out.

Large Stage and Drone Shows and a massive Fireworks Display helped make unforgettable memories. After an exhausting but exhilarating twelve days at the Jamboree they then moved to Washington DC for three days. Whilst there the whole of the UK Contingent attended a Baseball Game – Baltimore Orioles v Toronto Blue Jays. Jack Fry one of the Northern Ireland Unit Members was given the honour of pitching the first ball at the match.

They then travelled to Canada for three days hosted hospitality – one Unit stayed in London Ontario and the other in Daveluyville Quebec.

Returning to Northern Ireland via Dublin on 9th August 2019 -with a lifetime of memories.

Hardworking International Service Team members from ScoutsNI were Rhiannon Wells (Co Down), Phillip Dalzell (Co Down), Daniel McKissick (Co Down), Hannah Armstrong (Co Fermanagh) and Roxy Thompson (Girlguidng Ulster).

Peter Wilson (District Commissioner, North Down) was a member of the UK Contingent Management Team working for almost three years before the Jamboree to help ensure that all members of the UK Contingent had a fabulous time.



Arrowhead Club

Membership numbers remain very much the same but attendance at outings and monthly lunches is being maintained although generally at a reduced level.

At the 22nd Annual Dinner held at the Park Avenue Hotel on 10th May, 54 members and guests enjoyed an interesting talk from Mr and Mrs Denis Wilson who raise money for Helping Hand Helping Hearts. Following the dinner, the AGM of the Club took place with nomination of office bearers including reelection of members to the Committee.

In the Autumn the Club's first lunch on 2nd September was held at Northern Ireland Scout Centre Crawfordsburn to celebrate 100 years of the Woodbadge. The event was attended by fifty-one people who enjoyed a great meal and a wonderful programme produced by Trevor and Joycelyn Canning and Allister and Patricia Law, they took us back to when members did the Woodbadge bringing back a lot of wonderful memories.

An evening visit on the 30th October was to the Theatre at the Mill to see the King and I and the twenty-five that attended had a great evening.

At the Club's Annual Christmas Lunch on 2nd December in the Park Avenue Hotel members enjoyed a wonderful meal including a visit from "Santa" with accompanying small

gifts which were greatly appreciated by those present.

The Founder's Day Service on 23rd February was held in St Nicholas' Church, Carrickfergus which was well attended and enjoyed by all. The Rev Brian Courtney conducted the Service as the minister was unable to do it due to a prior arrangement. The reading was taken by Philip Scott BEM, President, ScoutsNI and the reaffirmation of the Scout Promise and Scout Law was led by the Scout Leader. It was well attended by members 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 Billy and Alberta Miskimmin, for which the members are extremely grateful.

Due to the change in the caterers at the Bowling Club the monthly lunches were moved to the Castlereagh Golf Club until somewhere more convenient could be found.

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 ScoutsNI who will pass on your inquiry on to one of the committee members who will get in contact.





Community Impact

To make a positive impact in our communities

Counties

It is pleasing to report on a very successful year of Scouting across the Counties and thanks are recorded all the Commissioners, Leaders, Executive members and the rest of the individuals who work tirelessly to provide excellent Scouting to young people across the Counties. Let's not also forget the parents who also give up their time to get the young people to the various meetings, programme activities and events that take place.

Two new County Commissioners and one new District Commissioner were appointed during the year. In Co Antrim Len Hall took over as County Commissioner from Ciaran McGrath in January, and in Co Down, Rodney Watson took over from Stephen Wilton as County Commissioner in March. In North West Belfast Jason Watson stood down as District Commissioner and Scott Hamilton was appointed to that role. Thanks are recorded to Ciaran, Stephen and Jason for their years of service in their Commissioner roles.

Growth

Scouting has been promoted in schools, colleges and shops in local communities through leaflets and posters and work has been ongoing to open new Sections across Northern Ireland. A Development Officer, Rachael Harger and a Project Development Officer, Michael Croft were appointed in January to focus on development of Scouting across the Counties. Thanks are recorded to Steph Williams for his work as Development Officer from May 2018 to September 2019.

Growth is something that is 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 from the following table.

District/County	Opened	
Slemish District	1 st Crumlin – Cubs	
South East Antrim	1 st Ballynure – Beaver and	
District	Cubs	
Co Armagh	1st Tandragee Explorer	
	Scout Unit	
Lagan District	Stranmillis Explorer Scout	
	Unit (81st Belfast)	
	Lagan Explorer Scout	
	Young Leaders Unit	
	(Ardnavally)	
	74 th Belfast – Inchmarlo -	
	Beavers	
North West	48 th Belfast – Cubs	
Belfast	Blackmountain Explorer	
	Scout Unit (77 th Belfast)	
North Down	Bangor Central Explorer	
	Scout Unit (6 th Bangor)	
	8 th Bangor – Scouts	
Strangford	1 st Inch – Scouts	
Co Fermanagh	1 st Clabby & Tempo –	
	Scouts	
Co Tyrone	1 st Ballygawley - Scouts	

Inclusivity

60th Belfast in North West Belfast District is continuing to provide an excellent programme for those with high end autism and who would struggle in the standard Scout Group.

Safeguarding and Safety training has taken place across the Counties during the year. The Scout Association recognises the need for Leaders to be provided with up to date training as the issues facing adult volunteers in keeping young people safe are changing all the time. Most of the learning has been completed by e-learning available through The Scout Association's website. Thanks are recorded to Line Managers for encouraging Leaders in their County, District, Group to complete this mandatory training.

Some extensive work took place during the year with Groups that historically didn't have girls and now all Groups in Northern Ireland are open to girls and many have female members.



Youth Shaped

World Scout Jamboree 2019 participants enjoyed giving presentations on their experiences in America around the Counties and it is hoped that this will encourage more young people to take part in international trips in the future.

County and District Youth Commissioners continued to work and provide resources and support as required to Groups and Sections bringing youth-shaped Scouting programmes to Beavers, Cubs, Scouts and Explorers.

Sections continue to enable young people to make their own decisions on various topics and their own Sectional programme through Beaver Log Chews, Cub Sixer Councils and Scout Patrol Leader Forums.

Momentum Conference was attended by young people in Co Londonderry with feedback very positive from the young people that both planned and attended the conference.

Patrol Leader Training and Young Leader Training took place across the Counties enabling young people to mix with other young people from a different area of Northern Ireland.

Community Impact

Congratulations to 81st Belfast Beavers, Lagan District, Belfast County on again having been recognised for the work they have done in the community with people with dementia. They have achieved the Dementia Friendly Awards trophy in both 2018 and 2019.

Fundraising activities took place across the Sections in aid of many charities including Comic Relief, British Red Cross, Simon Community, World Wildlife Fund, Inspire Wellbeing for All, Simon Community, National Autistic Society. Participating in the Million Hands programme has enabled young people to take action and achieve their Community Impact Staged Activity Badge. The Million Hands programme provides ready-made activities and programme ideas and the Simon Community Northern Ireland produced resources for each of the Sections.

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

Social media including Facebook and Twitter continues to increase ScoutsNI's profile across the Counties and Facebook is being used as the main tool for communicating to young people and parents about various events taking place. Local newspapers also carried many articles showing events and celebrations taking place across all the Sections in Scouting. This gives not only credit to Scouting but also recognition to those running the local Scout Groups.

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

Chief Scout's Commendation for Good Service

County Down

Tara Patricia Greenfield

County Fermanagh

Katrina Fern Armstrong Alan Sidney Bailie Norma Elizabeth Ferguson Sonia Noelle Johnston Dean James Kirkpatrick

County Londonderry

Karen Jayne Anderson
Sandra Caroline Black
Ian Robert Bunting
Barbara Anne Marie Davey
Pamela Elizabeth Duddy
Karen Roberta Elliott
Gavin Paul Hawthorne
Tommy Hurrell

Sharon Leslie
Adam Wilson Meikle
John Leslie Moody
David William Peden
Sarah Margaret Thompson
Joanne Warke
Andrew Jonathan Wilson
Margaret Jane Wysner

Award for Merit

Denise E K Ferguson Raymond Finlay Francis Patrick McGowan Robert Rowley Keith Rutledge Gloria Pearl Verner Mark David Wray

County Londonderry Stephanie Carol Mooney Elizabeth Louise Moody County Tyrone

Nigel Jonathan Collins

Barbara Frances Edgar Andrew Stacey

County Antrim

<u>County Fermanagh</u> Derek John Allen Jean Edwina Armstrong

Paul William Dickson

Bar to the Award for Merit

County Antrim

Ciaran James McGrath

County Fermanagh

David Samuel Leitch

County Down

Richard Colin James Dorrian

County Londonderry

Paul Alexander Fleck

The Silver Acorn

In recognition of specially distinguished service

Belfast County

Stephen Anderson
Maureen Joan Davidson
Desmond Edward Grant
Trevor Robert Hendren
Maureen Kirk

Deirdre Anne Kissock Gareth Henry McAuley

County Tyrone

Donald Frazer Morrow

The Bar to the Silver Acorn

In recognition of further specially distinguished service

County Antrim

William Leslie Lyness

The Silver Wolf

In recognition of service of the most exceptional character

County Antrim

Robert Laurence Hooke

Belfast County

Prudence Sutton

County Londonderry

Jean Thompson Caulfield







Youth Awards

The following Awards were presented on Friday 3rd January 2020 in Craigavon Civic Centre by Ollie Wood - UK Youth Commissioner and Stephen Donaldson - NI Chief Commissioner

Youth Organisation of the Year Award

Alzheimer Society, Dementia Friendly Awards 2019 81st Belfast (Beavers)

Chief Scout's Gold Award Certificates



County Antrim Slemish District

3rd Ballymena

Harry Caithness Will Carroll Rhvs Grainger Caleb Murdock Ethan Potter

South East Antrim

1st Islandmagee

Campbell Coles Rhys Pollard Azara Smyth Jessica Woodside

1st Jordanstown

Declan McAteer Alex McCleave Lee Walker

County Armagh

1st Tandragee

Caden Brock Jamie Craig Kerrie Gibson Ella Rea Amy Segon Mariesa Williamson

4th Portadown

Gemma Crowe Sam Gilpin Matthew Hanna Joshua Jones

5th Portadown

Lucy Browne Oliver McCann Charlotte Quinn Jack Somerville Nathaniel Woods

Belfast County East Belfast District

7th Belfast

Daniel Camlin Jude Hughes Danya Terlik Caitlyn Watson

Lagan District 81st Belfast

Zoe Kerr

90th Belfast

Ethan McGladderv Tom McGurn Fabio Moscato

North Belfast District

108th Belfast Nathan Allen

5th Belfast

Rogan Orr

North West Belfast District

45th Belfast

Teagan Clifford Daniel Crymble Joshua Gilliland Jamie Jones Daryn McKay Tori Montgomery

County Down North Down District

Ella Parker

2nd Bangor

Edward Lillev Robin Montoiro Kelly Ruby Mullen Cassie Phillips

2nd Holywood

Josh Andrews

Sam Crossle Jack Greer Sam Jackson Charlie Lawden Will Sheridan

4th Bangor

Jake Thompson

Luke Black Nathan Caulfield Tom Johnston Cameron Kitchen Cormac Kitchen Finn Robinson Zach Williamson

North Down District

6th Bangor

Benjamin Hein Hannah Joyce Morgan Martin Rowen Nihell Jack Wilson

12th Bangor

Todd McEvoy Josh Rutledge

Strangford District

1st Comber

Stephen Harvey Joshua McGregor Mark Moore Idoia Oscoz Kurtis Ritchie James Ward Rory Wilson

2nd Donaghadee

Benjamin Graham Charli Graham-Ogg Luke Hamilton Alex Mason Popi Mason Callum Murdock

Lucy Watson

2nd Newtownards

Scott Cummins Ryan McPeake

3rd Newtownards

Luke Dineley Matthew Johnston Rudy Mayne Suzanne McGrath Toby McKay Toby Meredith

6th Ards Sea Scouts

Matthew Bowman **Euan Burrows** Megan Edgar Alex Jellie Finn Neely Eddie Page Ryan Page Ethan Trueick Hannah Williams

County Londonderry

1st Coleraine

Joshua Bryant Adam Graham Jack Hart Ethan McCloskey Calvin McIntyre Max Miller **Daniel Moffatt** Lewis Moore Paul Richmond Harvey Smyth

County Tyrone 1st Baronscourt

Stacey Fulton Matthew Spratt Ross Stevenson





Explorer Belt Certificates



Aoibheann Armstrong Donal Armstrong Daniel Bell Michael Carlin Julia Caulfield Luke Deery Mollie Fyrth Sophie MacLurg Ben Meikle Jacob Millar Isaac Neeson Grace Owens George Peden Michael Simpson Lilly Toorish

Scouts of the World Award Certificates



Aaron Fry Jordan Leinster Edward Tang

Queen's Scout Award Certificates



County Antrim

Andrew Dorman
Jonathan Gregg
Matthew Gregg
Ellen Hegen
Joshua Irvine
Jordan Leinster
Alastair McIlwee
Jeremy McIlwee

Belfast County

Laura Gray Scott Robinson

County Down

Andrew Johnston
Benjamin Johnston
Holly Johnston
Jordan McIlveen
Rhys McLean
Matthew Thompson

County Londonderry

Donal Armstrong
Luke Deery
Mollie Fyrth
Sophie MacLurg
Paul Reid
Sarah Thomson

County Tyrone

Sam Alderdice Matthew Gillis Emily Harper Ailbhe Keenan Ronan McCaffrey Cara Moore Adam Porter



Chair's Conclusion

I write my concluding remarks in a very different world from that which hosted the vast majority of the Scouting year detailed in this Annual Report. As the Scouting Year 2019-2020 came to an end in March, the UK went into "lockdown" in an effort to limit the impact of Covid-19 and all Scouting stopped. What followed thereafter, both good and bad will be detailed in next year's report.

Thankfully the report for 2019-2020 reflects upon another successful year for Scouting in Northern Ireland. We have now entered a new strategic phase of our development following the plan "Skills for Life" which aims to

"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".

We have retained the four key pillars of our previous development plan – Growth, Youth Shaped, Inclusivity and Community Impact and what we have achieved under each is well described in the report. If I may I will pick out one highlight from each area – the 14 new Sections, the impact of our Youth Commissioners in all aspects of what we do, the participation in Belfast Pride, our work with people with dementia.

All five Sections have had busy and successful years with a wide range of activities in Northern Ireland and trips overseas. The Scout Centre at 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.

Once again we have put huge effort into developing our Leaders and I pay tribute to those who have helped with this important work. It is critical that all our Leaders have completed both Safety and Safeguarding training and we have made great strides to achieve this. I would encourage all our

Leaders, who have not done so, to take these simple but important steps. We have a duty to our young people and their parents to keep them safe and also to keep our Leaders safe. At our Board meetings this is one of our standing agenda items that always gets detailed scrutiny.

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 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.

This coming year has already provided stern new challenges to the Board and its Committees, not least from Covid-19, and no doubt there will be more to come. We will approach them with a determination to do our best for the young people we serve and to uphold the Scouting values we so proudly espouse.

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

Henry From

Dr Henry Brown Chair





Chief Commissioner

As I write this note for our Annual Report for the year ending March 2020 we are in the midst of a pandemic which at the start of this year none of us could have even imagined could happen. After a period of complete lockdown we are beginning to emerge and starting to get Scouting face to face back outdoors at least. I would like to take this opportunity to thank our fantastic group of Leaders from across ScoutsNI, not only for your tremendous contribution throughout the year but for continuing to provide Scouting throughout this difficult time in the form of Zoom meetings, daily and weekly challenges and virtual camps.

At the start of 2019 we had a disappointing Census with a decrease in our membership across all Sections, however due to the hard work of many of you, especially our County Commissioners we have turned this around and maintained our numbers this year (January 2020). Going forward we face challenging times, but I am convinced that our young people will over the next few years need Scouting more than ever as the world recovers from the current situation. It may be some time before we can get back to normal, but please don't lose contact with your Sections while we can meet outdoors even in a limited way. The youth of today still need to come together to develop the Skills for life, and experience the Adventure and Challenge that Scouting can provide.

Being a Chief Commissioner involves leading a team of individuals who all contribute to providing the Adventure that is Scouting. My thanks go to all the members of the exceptional team that make up ScoutsNI, they each have provided a report of activities over the year and you can see how busy they have been. Highlights for me have been visiting the Beaver Rally, seeing how much fun they were having and giving out certificates to those who had achieved top awards. The Cubs went to Tayto Park in a mass exodus from NI and had a brilliant time trying as many attractions as possible in the time available. Once more Scouts took up the challenge of completing the Mechanics Badge sponsored by the Army and held in the Army base in Holywood, always a great adventure for our Scouts to be in the base. It

was good also to visit Mountstewart to see Scouts from across the province compete for a different type of NI challenge based on many of the skills they have learned. Andrew Stacey and a team of Explorer Leaders provided our first ever all Explorer International Camp at the Northern Ireland Scout Centre Crawfordsburn. NIEx gave those who were unable to attend the World Jamboree an international experience on their own doorstep and was a huge success with friendships made across several countries. For Network much has been achieved with the growth of Queen's University Network and the founding of a Network at the University of Ulster. The presentations for Scouts of the World Award have once again convinced me of the standard of young adults we have in this Section, people who will undoubtedly go on to do great things.

For Alison, my wife, and I the highlight of our year was the trip to West Virginia to the World Jamboree. The site at Bechtel Reserve was truly massive and had to be seen to be believed. It was great to be able to join both of our Units on separate nights for an evening meal, and also to catch up on the members of ScoutsNI who were part of the International Service Team. Thank you to all our Leaders for their commitment and dedication over two years to make this such a life changing experience for those Scouts and Explorers who attended.

During the year we had been preparing to take a large contingent of four Units to Poland for the European Jamboree, however Covid-19 caused the postponement of this event along with many other camps in 2020. It is hoped it may be able to go ahead in 2021 but that is still uncertain.

In keeping with our Inclusion strategy we have appointed Jordan McCullough to lead an inclusion team and for the first time this year we attended Belfast Pride. We also launched our new Community Impact partners at an event at the Northern Ireland Scout Centre Crawfordsburn in January and look forward to being more able to work with these organisations when conditions allow.



I am grateful to Board Chair Dr Henry Brown and members of the Board for their enthusiastic support and guidance This has especially throughout the year. been the case as during the year we realised compliance with Safety Safeguarding training was simply not good enough. Events nationally confirmed this and we set about getting Leaders to do their training, firstly at courses and more recently on line. Thanks to all who have worked so hard to achieve success and leave us in a much better place. Just before lockdown in March we were able to hold a day for District and County Commissioners to discuss Safety at events, risk assessments and training, it was great to see almost every District represented. Around the same time Ken Gillespie and Pamela Hale were running information evenings for GSLs about logging on to Compass and the correct process for registering new Leaders and their training. Both events undoubtedly assisted us in achieving better compliance today.

Best thanks to our hard working County Commissioners who have been kept extremely busy during the year. Thanks especially to Stephen Wilton who stepped down after completing his term in County Down, and to Kat Armstrong who had to give up in County Fermanagh for health reasons. I have asked Rosemary Forde and Paul Dickson to look after Fermanagh and Rodney Watson to look after Down until we can complete the process to find replacements and I wish them well. As Ciaran McGrath left Antrim to take over form Jon Morrison in Adult Support it is good to welcome Len Hall to the team in County Antrim, and to wish Jon well in the future and thank him for his work in Adult Support.

Our Youth Commissioner Rhiannon Wells has been elected to the National Board of Trustees and we wish her well in this challenging post. We also have representation by several other young members on National Committees, keeping the Youth shaped side of ScoutsNI to the fore both locally and nationally.

Although not strictly in this reporting year it has been great to watch the progress of national trials on Early Years, culminating in the Board approving a new Section for 4 to 6 year olds to begin just as soon as conditions allow. Work will now begin to merge Squirrels into full membership of ScoutsNI, a just reward for many hours of hard work by the leadership of The Squirrel Association.

In conclusion I commend this report to all, it provides only a snapshot of the many hours of service given by our volunteers, rewarded only by the smiles on the faces of so many young people, and the satisfaction of seeing people achieve what they never dreamed possible, truly the magic of Scouting. On behalf of all our volunteers sincere thanks are due to Ken Gillespie and the staff in the NI Scout Office and Crawfordsburn, your support has been over and above everything you have been required to do and is truly appreciated.

Scouting is a team game and at all levels if we stick together and help and support each other there is nothing we can't achieve. It is an honour and a privilege to be your Chief Commissioner.

Stephen Donaldson Chief Commissioner

SML





Will you make a promise to invest in their future?

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 <u>AND I DIRECT</u> 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 <u>AND I DIRECT</u> 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 <u>AND I DIRECT</u> 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.



Northern Ireland Scout Council Independent Auditor's Report to the Members of Northern Ireland Scout Council Year ended 31 March 2020

Opinion

We have audited the financial statements of Northern Ireland Scout Council (the 'charity') for the year ended 31 March 2020 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 2020 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 25 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 2020

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;
- 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 2020

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.

Muis o Odely

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

10 November 2020





Northern Ireland Scout Council Statement of Financial Activities Year ended 31 March 2020

			2020		2019
		Unrestricted	Restricted		
		funds	funds	Total funds	Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	4	8,114	95,624	103,738	118,580
Charitable activities	6	686,673	6,628	693,301	649,662
Investment income	7	2,464	-	2,464	2,796
Total income		697,251	102,252	799,503	771,038
Expenditure					
Expenditure on charitable activities	8,9	635,088	218,262	853,350	812,874
Total expenditure		635,088	218,262	853,350	812,874
Net losses on investments	10	11,981	-	11,981	719
Net expenditure and net movement	in				
funds		50,182	(116,010)	(65,828)	(42,555)
Reconciliation of funds					
Total funds brought forward		421,152	3,365,851	3,787,003	3,829,558
Total funds carried forward		471,334	3,249,841	3,721,175	3,787,003

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 38 to 50 form part of these financial statements.



Northern Ireland Scout Council Statement of Financial Position Year ended 31 March 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible fixed assets	15		3,165,776
Investments	16	69,745	81,726
		3,155,817	3,247,502
Current assets			
Debtors	17	112,826	102,147
Cash at bank and in hand		916,297	934,939
		1,029,123	1,037,086
Creditors: amounts falling due within one year	19	463,765	497,585
Net current assets		565,358	539,501
Total assets less current liabilities		3,721,175	3,787,003
Net assets		3,721,175	3,787,003
Funds of the charity			
Restricted funds		3.249.841	3,365,851
Unrestricted funds			421,152
Total charity funds	21	3,721,175	3,787,003

These financial statements were approved by the board of trustees and authorised for issue on 10 November 2020, and are signed on behalf of the board by:

Henry From

Dr Henry Brown Chair Gary Proctor Treasurer

The notes on pages 38 to 50 form part of these financial statements.





Northern Ireland Scout Council Statement of Cash Flows Year ended 31 March 2020

	Note	2020 £	2019 £
Cash flows from operating activities Net expenditure		(65,828)	(42,555)
Adjustments for: Depreciation of tangible fixed assets Net losses on investments Dividends, interest and rents from investments Accrued expenses		79,704 11,981 (2,464) 111,499	79,730 719 (2,796) 16,076
Changes in: Trade and other debtors		(10,679)	17,983
Cash generated from operations		124,213	69,157
Net cash from operating activities		124,213	69,157
Cash flows from investing activities Dividends, interest and rents from investments Purchase of tangible assets		2,464	2,796 (26,069)
Net cash from/(used in) investing activities		<u> 2,464</u>	(23,273)
Net increase in cash and cash equivalents Cash and cash equivalents at beginning of year		126,677 782,797	45,884 736,913
Cash and cash equivalents at end of year	18	909,474	782,797 ———

The notes on pages 38 to 50 form part of these financial statements.



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





3. Accounting policies (continued)

(iii) Unrestricted funds

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

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.





3. Accounting policies (continued)

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.

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.

Defined contribution plans

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

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

4. Donations and legacies

	Unrestricted	Restricted	Total Funds
	Funds	Funds	2020
	£	£	£
Donations			
Donations	3,114	7,101	10,215
Legacies	_	_	_
Cuanta			
Grants	Unrestricted	Restricted	Total Funds
	Funds	Funds	2020
	£	£	£
Grants received	_	88,523	88,523
Other donations and legacies			
Belfast County Scout Council	5,000	_	5,000
	8,114	95,624	103,738
		=======================================	





4. Donations and legacies (continued)

	Donations	Unrestricted Funds £ 4,198	Restricted Funds £ 19,860	Total Funds 2019 £ 24,058
	Legacies	-	1,000	1,000
	Grants Grants received	88,522	-	88,522
	Other donations and legacies Belfast County Scout Council	5,000	_	5,000
		97,720	20,860	118,580
5.	Grants received			
	Total as estimated by Education Authority 5% retention by Education Authority 5% retention for previous years now paid		2020 £ 88,523 (4,426) 4,426	2019 £ 88,522 (4,426) 4,426
			88,523 ======	88,522 ————
6.	Charitable activities			
		Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
	Membership fees Fees	170,228 516,445 	6,628	170,228 523,073
		686,673	6,628	693,301
		Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
	Membership fees Fees	159,781 483,826 	6,055 	159,781 489,881
		643,607 ————	6,055	649,662





7. Investment income

	Unrestricted	Total Funds	Unrestricted	Total Funds
	Funds	2020	Funds	2019
	£	£	£	£
Income from listed investments	2,464	2,464	2,796	2,796

8. Expenditure on charitable activities by fund type

	Unrestricted	Restricted	Total Funds
	Funds	Funds	2020
	£	£	£
Salaries	107,765	111,655	219,420
Depreciation	577	79,127	79,704
Other costs	526,396	24,230	550,626
Support costs	350	3,250	3,600
	635,088	218,262	853,350
	Unrestricted	Restricted	Total Funds
	Funds	Funds	2019
	£	£	£
Salaries	208,210	_	208,210
Depreciation	577	79,153	79,730
Other costs	505,510	15,944	521,454
Support costs	3,480	_	3,480
	717,777	95,097	812,874

9. Expenditure on charitable activities by activity type

	Activities			
	undertaken		Total funds	Total fund
	directly	Support costs	2020	2019
	£	£	£	£
Salaries	219,420	_	219,420	208,210
Depreciation	79,704	_	79,704	79,730
Other costs	550,626	_	550,626	521,454
Governance costs	_	3,600	3,600	3,480
	849,750	3,600	853,350	812,874





10	Net Insses	on investments
TU.	INEL IUSSES	on myesunents

	Unrestricted	Total Funds	Unrestricted	Total Funds
	Funds	2020	Funds	2019
	£	£	£	£
Gains/(losses) on other investment				
assets	(11,981)	(11,981)	(719)	(719)

11. Net expenditure

Net expenditure is stated after charging/(crediting):

Depreciation of tangible fixed assets	79,704	79,730
	£	£
	2020	2019

12. Auditors remuneration

	2020	2019
	£	£
Fees payable for the audit of the financial statements	3,600	3,480

13. Staff costs

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

	2020	2019
	£	£
Wages and salaries	186,829	172,902
Social security costs	17,525	18,693
Employer contributions to pension plans	15,066	16,615
	219,420	208,210

The average head count of employees during the year was 10 (2019: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2020	2019
	No.	No.
Number of staff	10	10

No employee received employee benefits of more than £60,000 during the year (2019: 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 £107,448 (2019:£111,942).





14. Trustee remuneration and expenses

During the year -

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

15. Tangible fixed assets

	Freehold	Fixtures and	Motor			
	property	fittings	vehicles	Equipment	Buildings	Total
	£	£	£	£	£	£
Cost						
At 1 Apr 2019						
and 31 Mar 2020	3,874,080	44,266	20,520	28,171	92,550	4,059,587
Depreciation						
At 1 Apr 2019	735,255	37,684	20,520	28,171	72,181	893,811
Charge for the						
year	77,481	1,646	_	_	577	79,704
At 31 Mar 2020	812,736	39,330	20,520	28,171	72,758	973,515
Carrying amount						
At 31 Mar 2020	3,061,344	4,936	_	_	19,792	3,086,072
At 31 Mar 2019	3,138,825	6,582	_	_	20,369	3,165,776

16. Investments

	Listed	Other	
	investments	investments	Total
	£	£	£
Cost or valuation			
At 1 April 2019	80,326	1,400	81,726
Additions	_	_	_
Fair value movements	(11,981)	_	(11,981)
At 31 March 2020	68,345	1,400	69,745
Impairment At 1 April 2019 and 31 March 2020			_
Carrying amount			
At 31 March 2020	68,345	1,400	69,745
At 31 March 2019	80,326	1,400	81,726



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

	Prepayments and accrued income Other debtors	2020 £ 107,326 5,500 112,826	2019 f 95,282 6,865
18.	Cash and cash equivalents		
10.	Cush and Cush Equivalents		
	Cash and cash equivalents comprise the following:		
		2020	2019
		£	£
	Cash at bank and in hand	916,297	934,939
	Bank overdrafts	(6,823)	(152,142)
		909,474	782,797
19.	Creditors: amounts falling due within one year		
		2020	2019
		£	£
	Bank loans and overdrafts	6,823	152,142
	Accruals and deferred income	456,942	345,443
		463,765	497,585

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 £15,066 (2019: £16,615).





21. Analysis of charitable funds

Unrestricted funds					
	At			Gains and	At 31 March
	1 April 2019	Income	Expenditure	losses	2020
	£	£	£	£	£
Development Fund	171,255	4,198	_	_	175,453
Glenn Bequest	18,039	· _	_	_	18,039
Jamboree Fund	6,757	_	_	_	6,757
Tyack Memorial	5,000	_	_	_	5,000
Capital expenditure	3,376	_	_	_	3,376
Property maintenance	17,068	_	_	_	17,068
General funds	199,657	693,053	(635,088)	(11,981)	245,641
General fanas	155,057		(055,000)	(11,501)	
	421,152	697,251	(635,088)	(11,981)	471,334
	=======================================	=======================================		=======================================	=======================================
	At			Gains and	At
	1 April 2018	Income	Expenditure		31 March 2019
	£	£	£	£	£
Development Fund	167,776	4,198			171,974
Glenn Bequest	18,039	4,130	_	_	18,039
Jamboree Fund	6,757				6,757
Tyack Memorial	5,000	_	_	_	5,000
•	3,376	_	_	_	
Capital expenditure		_	_	_	3,376
Property maintenance	17,068	720.025	- (717 777)	(710)	17,068
General funds	177,509	739,925	(717,777) 	(719)	198,938
	395,525	744,123	(717,777)	(719)	421,152
Restricted funds					
		At			At 31 March
		1 April 2019	Income	Expenditure	2020
		£	£	£	£
Crawfordsburn Developmer	nt Fund	3,266,688	7,101	(79,127)	3,194,662
International Friendship Fur	d	4,812	_	_	4,812
Cubs		1,214	_	_	1,214
Scouts		359	_	_	359
Explorer Scouts		97	_	_	97
Beaver Scouts		4,063	_	_	4,063
Arrowhead		2,194	4,262	(3,999)	2,457
Leader Active		43,834	_	(43,834)	_
YCNI funded projects		17,980	_	(2,762)	15,218
NI Jam		21,533	2,366	(17)	23,882
Scoutlink		3,077	_		3,077
Education Authority		_	88,523	(88,523)	_
		3,365,851	102,252	(218,262)	3,249,841
				=======================================	



21. Analysis of charitable funds (continued)

	At			At 31 March
	1 April 2018	Income	Expenditure	2019
	£	£	£	£
Crawfordsburn Development Fund	3,324,981	20,860	(79,153)	3,266,688
International Friendship Fund	4,812	_	_	4,812
Cubs	1,214	_	_	1,214
Scouts	359	_	_	359
Explorer Scouts	97	_	_	97
Beaver Scouts	4,063	_	_	4,063
Arrowhead	1,987	2,978	(2,771)	2,194
Leader Active	47,910	_	(4,076)	43,834
YCNI funded projects	19,735	_	(1,755)	17,980
NI Jam	28,875	_	(7,342)	21,533
Scoutlink	_	3,077	_	3,077
Education Authority				
	3,434,033	26,915	(95,097)	3,365,851

22. Analysis of net assets between funds

	Unrestricted	Restricted	Total Funds
	Funds	Funds	2020
	£	£	£
Tangible fixed assets	19,792	3,066,280	3,086,072
Investments	63,637	6,108	69,745
Current assets	387,905	177,453	565,358
Net assets	471,334	3,249,841	3,721,175
			
	Unrestricted	Restricted	Total Funds
	Unrestricted Funds	Restricted Funds	Total Funds 2019
Tangible fixed assets	Funds	Funds	2019
Tangible fixed assets Investments	Funds £	Funds £	2019 £
_	Funds £ 20,383	Funds £ 3,145,393	2019 £ 3,165,776
Investments	Funds £ 20,383 74,650	Funds £ 3,145,393 7,076	2019 £ 3,165,776 81,726
Investments	Funds £ 20,383 74,650	Funds £ 3,145,393 7,076	2019 £ 3,165,776 81,726





23. Financial instruments

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

	2020	2019
	£	£
Financial assets measured at fair value through income and expenditure		
Listed investments	68,345	80,326
_		

24. Analysis of changes in net debt

	At		At
	1 Apr 2019	Cash flows	31 Mar 2020
	£	£	£
Cash at bank and in hand	934,939	(18,642)	916,297
Bank overdrafts	(152,142)	145,319	(6,823)
	782,797	126,677	909,474

25. 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 b. 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.
- 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.
- A Scout has self-respect and respect for others.

The Cub Scout Promise

I promise that I will do my best

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

and to keep the Cub Scout Law.

The Cub Scout Law

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

The Beaver Scout Promise

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

The Beaver Scout Law

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

Variations to the wording of the Promises

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

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



- Where some other form of wording is f. 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 g. 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:

- 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 relevant equalities with leaislation. volunteers should make reasonable adjustments where possible to support all young people with disabilities to access Scouting.

Reasonable Adjustments

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

Leaders and other volunteers

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

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

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

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

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

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

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

- the safety and security of young people;
- the continued development of young people; and
- equal opportunities for all;

no person volunteering their services should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of:

- age;
- class or socio-economic status;
- ethnic origin, nationality (or statelessness) or race;
- gender (including gender reassignment);
- marital or civil partnership status;
- sexual orientation;
- disability (including mental or physical ability);
- political belief;
- pregnancy;
- religion or belief (including the absence of belief)

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

Responsibilities within the Equal Opportunities Policy

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

 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;
- 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;
- 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;
- 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;
- 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

- All adults aged 18 or over within Scouting are responsible for the operation of the Association's Child Protection Policy.
- 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 i. people;
 - they follow the procedures following suspicion, disclosure or allegation of child abuse:
 - they recognise the position of trust in j. 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.
- 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.
- The role of Safeguarding Awareness Coordinator 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.
- The District Commissioner or the County Commissioner, as appropriate, must be satisfied that all those whom they appoint are appropriate persons to carry out the responsibilities of the appointment. They must ensure that all applicants demonstrate an understanding of and a commitment to the principles and procedures supporting the Association's Child Protection Policy.
- k. Group Scout Leaders must be satisfied that all those whom they invite to assist them in the work of the Scout Group are (a) appropriate persons to carry out the tasks to be given to them, (b) are aware of their responsibilities under the Association's Child Protection Policy and (c) if required, maintain a current valid disclosure.
- In cases where there is an allegation or suspicion of child abuse the District Commissioner or County Commissioner, as appropriate, must immediately take steps to ensure that no Scouting situation arises which could cause further concern and that no adult or youth Member is placed in a position which could cause further compromise. To this end, suspension of membership may be necessary.
- m. Headquarters may, from time to time, issue procedures detailing the reporting arrangements for suspicions or allegations of abuse. Group Scout Leaders and relevant Commissioners must follow these procedures.





- n. The Safeguarding Team at Headquarters has a remit to advise Commissioners of the actions required in the event of a suspicion or allegation of abuse. The Head of Safeguarding may issue mandatory advice regarding the management of such situations.
- o. Commissioners must consult the Safeguarding Team at Headquarters as soon as possible in the event of any incident, concern or allegation of abuse being made. In any event this must occur within 24 hours of the incident being reported.
- p. Headquarters may appoint a situation manager to be responsible for the Association's response to any allegation or suspicion of abuse. Situation Managers appointed by Headquarters shall have full powers to act.
- q. Where urgent issues of safeguarding are involved the Chief Commissioner has the authority to suspend the membership of any adult or youth Member.
- 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 e. 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".

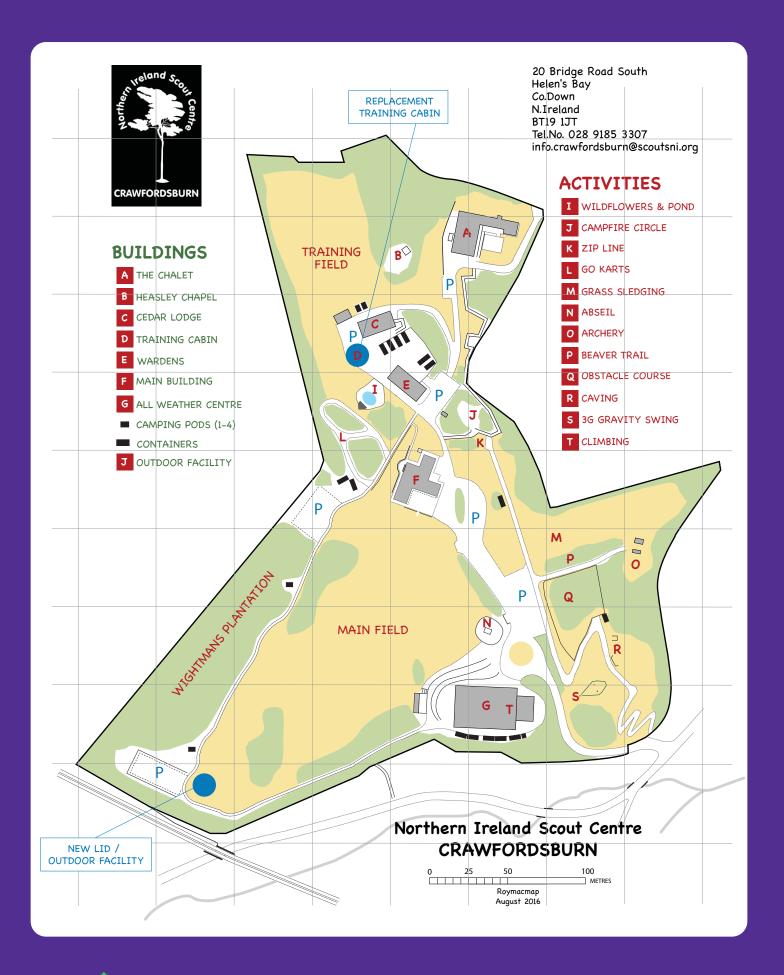
- a. The Scout Association at national UKHQ level and each local Scout unit operate as separate, independent charities in their own right. Each collects and handles personal data and is responsible, as a separate data controller, for the personal data it collects and uses.
- b. As a larger organisation, 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.

- 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-todate 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.











The Scout Association Northern Ireland Scout Council, 109 Old Milltown Road, Belfast BT8 7SP.