

# Annual Report 2023 - 2024



# Scouts

## Hereford & Worcester

Charity Number: 505004  
Hereford and Worcester Scout County

**Hereford & Worcester Scout County**

**Contents of the Financial Statements  
for the Year Ended 31st March 2024**

	<b>Page</b>
<b>Report of the Trustees</b>	1 to 23
<b>Independent Examiner's Report</b>	24
<b>Statement of Financial Activities</b>	25
<b>Balance Sheet</b>	26
<b>Cash Flow Statement</b>	27
<b>Notes to the Cash Flow Statement</b>	28
<b>Notes to the Financial Statements</b>	29 to 38

# Welcome from Harry!

I am thrilled to begin this report by expressing our collective awe and admiration for the remarkable journey of Scouting in our county over the past five years. It is with great pride and joy that we share with you the outstanding accomplishments of our young people and the invaluable contributions they have made to our community.



Reflecting on the past five years, we have witnessed incredible milestones, starting with the unforgettable Shirejam County Camps in 2019 and 2023. These camps were more than just gatherings; they were vibrant celebrations of Scouting spirit, camaraderie, and adventure. Our Scouts demonstrated their enthusiasm and dedication, making these events truly memorable.

In addition to these major events, our young leaders have been at the forefront of various forums and camps, showcasing their skills and passion. They have represented Scouts with distinction, engaging in meaningful discussions, and contributing to the growth and development of our community. The support and guidance provided during these forums have been instrumental in shaping their leadership qualities and empowering them to take on greater responsibilities.

We have also had the privilege of embarking on extraordinary trips, such as our journey to Norway. These experiences have not only broadened the horizons of our Scouts but have also strengthened their bonds and enriched their understanding of different cultures and environments.

Throughout these years, Scouting in our county has been in full swing, with our youth displaying extraordinary dedication, resilience, and commitment to making a positive impact in our society. Their involvement in significant national events, such as Jubilees, the late Queen's funeral, and the coronation of our new King, has showcased their unwavering commitment to service and community.

The incredible youth forums have been a testament to the creativity, passion, and maturity of our Scouts. Their ideas, perspectives, and dreams for our county highlight their limitless potential and the bright future they will help shape in the coming years.

Through their participation in Scouting activities and programs, our youth have not only developed essential life skills but have also become compassionate, responsible, and empowered individuals. They are our community's future leaders, and it is a privilege to witness their growth and journey towards becoming the change-makers our county needs.

None of this would be possible without the dedicated and passionate volunteers who tirelessly support our Scouts. Their unwavering commitment, guidance, and mentorship have been instrumental in empowering our young people and helping them discover their true potential.

As we reflect on the achievements of the past five years, let us celebrate the amazing youth we have in our midst. Their energy, enthusiasm, and drive continue to inspire us all and remind us of the limitless possibilities that lie ahead. Together, let us nurture and support these exceptional individuals as they shape our county and contribute to a brighter future for all.

Thank you for your continued support and belief in the power of Scouting.

Harry Bantham-Jones  
County Youth Lead

# An Introduction from the Chair

Hello Scouts, Volunteers, and Friends!

Wow, what a year it has been! I'm immensely proud to have played my small part in a very big year of Scouting.

First off, a huge shout-out to our amazing Explorers, Scouts, Cubs, Beavers and Squirrels. You've rocked it this year! From earning badges to tackling adventurous projects, your spirit and determination have been phenomenal. Whether you were camping under the stars, mastering new skills, or helping out in your communities, you've shown what true Scouting is all about. Your resilience and positivity have made this year unforgettable. You've created memories and friendships that will last a lifetime. Keep shining!

None of this would have been possible without our fantastic volunteers. To our leaders, parents, and supporters, thank you from the bottom of my heart. Your dedication and enthusiasm have been the driving force behind our successes. You've spent countless hours planning, guiding, and cheering on our young people, ensuring they had the best experiences possible. You've helped create moments that change lives. You're the best!

This year wasn't without its challenges, including the widely reported difficulties at the World Scout Jamboree in South Korea. Several of our own County team were in Korea and rallied to support all the UK participants as well as our own contingent of young people. They faced the challenges head-on and came out stronger.

We also had some amazing events including the second Shirejam county camp and many other events organised by dedicated County and District teams. We will continue to build on these successes and hope to deliver more of the same in the future.

As we look ahead, there's so much to be excited about. We're planning even more awesome activities, new adventures, and opportunities for growth. Together, we'll continue to make a positive impact.

Thank you all for an incredible year. Here's to more fun, adventure, and success in the year to come!

Jamie  
😊

## Community Impact

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

By 2025::

- at least 547,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the top awards

As a result of supporting the UK Visions the County as a result will:

- Continue to grow groups and build upon the Districts growth and development
- Continue to improve Scouting provision in highly deprived areas of the County with support of the Regional Development Service
- Work on increased ethnic membership to fully reflect local communities.
- Appoint Deputy County Youth Commissioner to improve our focus on Youth Shaped Scouting throughout the County.
- Build the County activity provision and support leaders in building their programmes
- Make sure we have an effective Young Leaders Leader in each District and build upon our County Young Leaders camps (which includes training).
- Review the support towards top awards and the pathways to them
- Maintain a great level of young people on the County Executive and focus on all Districts achieving similar.
- Focus on supporting the Explorer age ranges to build on retention
- Ensure Youth Forums are happening in every District and as appropriate at County level.
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

## Supporting the Strategy

**To support the UK strategy the County has prepared and is implementing an orbit plan, detailed on the next page. Which sets out targets and priorities.**

<p><b>What we are good at!</b></p> <ul style="list-style-type: none"><li>- Positive Teams</li><li>- Positive Programme</li><li>- Awards coming Through</li><li>- Increase in Top Awards</li><li>- Positive Growth from Census</li><li>- Driving Compliance</li></ul>	<p><b>Where we will GROW over the next year...</b></p> <ul style="list-style-type: none"><li>- Squirrels</li><li>- Explorers</li><li>- Volunteer Drives</li><li>- More collaboration</li><li>- Transformation</li><li>- Leaders Weekend</li></ul>
<p><b>Problems that we will face into...</b></p> <ul style="list-style-type: none"><li>- Rural Barriers</li><li>- Activity Provision within the County</li><li>- 10% Of our groups do not have GLV</li></ul>	<p><b>On the plan to support in the next 2 years....</b></p> <ul style="list-style-type: none"><li>- Skill fade</li><li>- Volunteer Apathy</li><li>- Governance on Events, Safety and Adventure</li><li>- Drop in Cub Numbers</li></ul>

# Census & Membership

Avon Vale, with 7 colonies and 9 packs, has 570 total members, a slight overall increase. Bromsgrove, having a significant number of sections across all categories, recorded 961 total members, showing substantial growth, particularly in the Beaver and Scout sections. Redditch, with 554 total members, also saw a notable increase, especially in Squirrels and Explorers.

Ross On Wye's figures are modest, with only 167 total members, but there's steady participation across all sections. South Marches boasts strong numbers, particularly in Cubs and Scouts, contributing to a total of 974 members. The Malverns, with a similar section spread, has 813 members, indicating stable growth.

The Shire and Worcester demonstrate varying trends; Worcester, with the highest total of 1693 members, showed a significant increase in Beavers and Cubs. Wyre Forest also stands out with a large membership of 1543, particularly strong in the younger sections.

Overall, the total number of youth members aged 4-18 is 5502, with a total membership of 7407. Year-on-year comparisons indicate positive changes, with a 3% increase from 2023 and a 9% rise from 2022. However, there's a notable 10% decrease compared to 2019, reflecting broader challenges in maintaining growth over a longer period.

Census January 2024 - Summary - Hereford & Worcester																
Name	Dreys	Colonies	Packs	Troops	Explorer Units	Networks	Squirrels	Beavers	Cubs	Scouts	Explorers	YP 4-18	Network Members	Total Adults *	Total	
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5
Avon Vale	-	7	9	9	2	1	-	93	133	136	21	383	11	187	570	
Bromsgrove	1	9	11	11	6	1	9	162	208	233	95	707	10	254	961	
Redditch	1	7	7	7	1	1	11	107	146	118	49	431	16	123	554	
Ross On Wye	-	2	2	3	1	-	-	18	40	45	16	119	-	48	167	
South Marches	1	11	15	11	3	1	10	196	244	216	70	736	3	238	974	
The Malverns	1	10	11	11	7	1	10	143	170	200	70	593	4	220	813	
The Shire	-	3	3	3	-	-	-	23	44	34	-	101	-	26	127	
Worcester	5	16	19	18	10	1	81	282	391	388	176	1318	5	375	1693	
Wyre Forest	8	16	16	16	5	1	117	287	300	306	104	1114	2	429	1543	
<b>Totals</b>	<b>17</b>	<b>81</b>	<b>93</b>	<b>89</b>	<b>35</b>	<b>7</b>	<b>238</b>	<b>1311</b>	<b>1676</b>	<b>1676</b>	<b>601</b>	<b>5502</b>	<b>51</b>	<b>1905</b>	<b>7407</b>	
Change from 2023	+5	-4	-4	-3	+2	+1	+70	-3	-59	+65	+72	+145	+12	+19	+164	
% change from 2023	+42%	-5%	-4%	-3%	+6%	+17%	+42%	-0%	-3%	+4%	+14%	+3%	+31%	+1%	+2%	
Change from 2022	+13	-9	-6	-7	+5	+0	+216	+37	+44	+132	+99	+528	+10	+95	+623	
% change from 2022	+325%	-10%	-6%	-7%	+17%	+0%	+982%	+3%	+3%	+9%	+20%	+11%	+24%	+5%	+9%	
Change from 2019 (5 years)	+17	+81	-14	-6	+4	-1	+238	-304	-304	-43	+31	-382	-74	-471	-853	
% change from 2019	-	-	-13%	-6%	+13%	-13%	-	-19%	-15%	-3%	+5%	-6%	-59%	-20%	-10%	

\*Numbers of Young People highlighted when the average is 12 or fewer per section

# Adult Awards

Congratulations to all our members listed here.  
All of whom fully deserve the recognition they have received.

Nicola	Dean	Bar to the Award for Merit
Kathryn	Farr	Award for Merit
David	Fish	Award for Merit
Nigel Roy	Harris	Award for Merit
Suzanne	Packwood	Award for Merit
Jennifer Louise	Robson	Silver Acorn
Matthew Mario	Vas	Award for Merit



# Squirrels



## Wild about the outdoors? So are we.

Squirrels. The newest branch of the Scouts family tree. Where 4-6 year olds can join in too.

This is an age when minds are fizzing, when energy and curiosity levels are sky high, when little lives are full of wow and wonder.

Set them climbing the tree. Who knows how far they'll reach?

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

**#SkillsForLife**

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# Scouts

Hereford & Worcester

## ***Financial Review:***

The Charity's principal income sources are members subscriptions, events and campsite fees.

Overall membership increased as did income from Kinver Campsite.

As well as the usual events, 40 members went to the 25th World Scout Jamboree in South Korea, 3,500 attended Shirejam 2023, and there was a trip to Poland in 2024. These three events significantly increased overall income and expenditure, which were twice the level of the previous year.  
(income £603k up from £297k, Expenditure £654k up from £325k).

Full details are set out in the Financial Statements for the year ending 31st March 2024..

## **Reserves:**

At the 31st March 2024, the charity held (net current assets) £164,615, equivalent to nine months of running costs.

The Trustees policy is to work to increase this to the equivalent of 12 months of running costs to be able to continue its charitable activities should income and fundraising fall short.

## **Investment Policy**

It is the Trustees' policy to invest funds in interest bearing bank accounts and in low risk charity income funds.

# Why volunteering at Scouts is

## #GOODFORYOU

### 1. It's good for your skills and your future

# 84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

# 71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

### 2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)



Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



Scouts spend on average **1.1** more days a week being physically active (Scouts Experience Survey 2020)

### 3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34. (Time Well Spent Survey NCVO 2019)

# Scouting by the County Lead Volunteer

The Scout County's development plan is aligned directly with The Scout Association's vision that by 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. As a County we will support this wider vision:

## Growth

We will be growing, be more inclusive, and be shaped by young people, making a bigger impact in our communities.

As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

By 2025, in the UK we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

## Inclusivity

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

By 2025:

- we will have started Scouts in 500 more UK areas of deprivation reaching young people who could benefit the most
- our adult volunteers will reflect the demographics of our society

## Youth Shaped

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

By 2025:

- 547,000 young people will be shaping their experiences at Scouts
- 40% of young people will be achieving the top awards
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

There are a number of challenges to overcome to make these aims a reality; the key one of which is finding and recruiting the right adult volunteers.



## Our People

Simplifying Roles and Structures is a crucial step towards clarity and efficiency within our organisation. By aligning with Charity Commission structures, we will transition to calling our committee the Board of Trustees, with individual members referred to as Trustees. While most executive roles will remain the same, such as Chair and Treasurer, we will streamline the governance focus of the Board, allowing operational teams to handle tasks like fundraising. To improve understanding and attract new volunteers, we will update role titles to accurately reflect the associated responsibilities, addressing the confusion identified through external research.

In order to foster More Engaging Learning for our Trustees, we are implementing accessible and personalised learning pathways. Trustees will have easy access to required modules and will receive specific learning opportunities tailored to their role. We aim to make learning more accessible and relevant, acknowledging that our current training matrix is outdated after 20 years.

The introduction of New Digital Tools and Support will enhance the overall experience for our Trustees. By accessing Welcome, Membership, and Learning systems through a single log-in on [scouts.org.uk](https://scouts.org.uk), our volunteers will enjoy seamless access across multiple devices. These tools have been extensively tested by our own volunteers to ensure user-friendliness and reliability.

Through these initiatives, we are committed to strengthening our organisation by simplifying roles and structures, providing engaging learning opportunities, and leveraging digital tools for support. These improvements will enhance the efficiency, effectiveness, and overall experience of our dedicated Trustees and volunteers, enabling us to continue positively impacting the lives of young people in our community.

# Trustee Support

By working together, and following our Scouts values, we'll make sure everyone has a positive, safe and rewarding experience.

The Scout County provides:

- Volunteering development for county teams including District Commissioners.
- Adventurous activity assessors and events which are better delivered at scale.
- Operational support throughout the County.

We have been briefing changes for the upcoming transformation changes to ensure that alongside each District Commissioner, together form the County Leadership Team.

- Leadership Team
- Volunteering Development Team
- Programme Team
- Support Team



# Young Leaders

The Young Leaders' Scheme is a programme of 10 training modules and four missions (projects) designed to help and support those aged between 14 to 18 who work with a section (Beaver Scouts, Cub Scouts and Scouts) as a Young Leader. It gives Young Leaders the skills and knowledge to act as part of the section leadership team, and covers subjects such as a balanced, quality programme, Child Protection, First Aid and leadership skills.

Completion of the Young Leaders' Scheme modules are based on attendance. The Missions are where this learning can be put into practice (a similar concept to validation in the Adult Training Scheme).

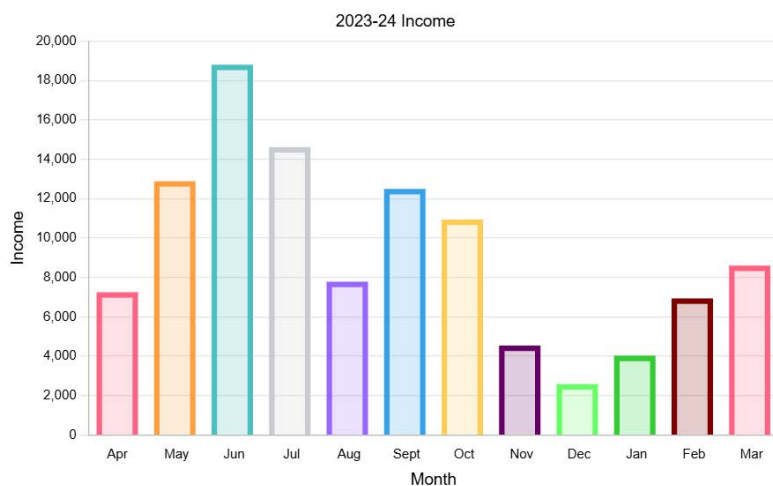
The Young Leaders' Scheme is designed to help Young Leaders to develop the knowledge, skills and understanding needed in their current role, which can be built on if they decide to take out an adult appointment.

Our county is incredibly fortunate to have a remarkable group of young leaders who are truly the future of our scouting community. Their dedication, passion, and enthusiasm are commendable, and their contributions have made a significant impact on the youth-led focus we strive for. These young leaders embody the values of scouting and serve as inspiring role models for their peers.

We have recently organised several training camps that have garnered exceptional attendance, further highlighting the commitment and eagerness of our young leaders. One such example is the First Aid Training Weekend held at our esteemed Kinver Campsite. This weekend provided an invaluable opportunity for our young leaders to enhance their skills in first aid, equipping them with the knowledge and confidence to handle emergency situations. The event was met with enthusiasm and participation, a testament to the dedication of our young leaders to continuously improve and expand their abilities.

It is through initiatives like these that we nurture and empower our young leaders, providing them with the necessary tools to lead and guide their fellow scouts. Their enthusiasm for learning, growth, and service is truly inspiring, and their impact on our scouting community is immeasurable. We are immensely proud of our young leaders and are confident that they will continue to positively shape the future of scouting in our county.

Kinver's income for 2023-24 has been generated by bookings from Scouts, Girlguiding, 3rd-party providers, schools, DofE, LARPs (Live Action Role-Playing), Compa Hall hirers, activity/training courses and other youth/charity organisations.



The total income for the year including donations was £119,911.

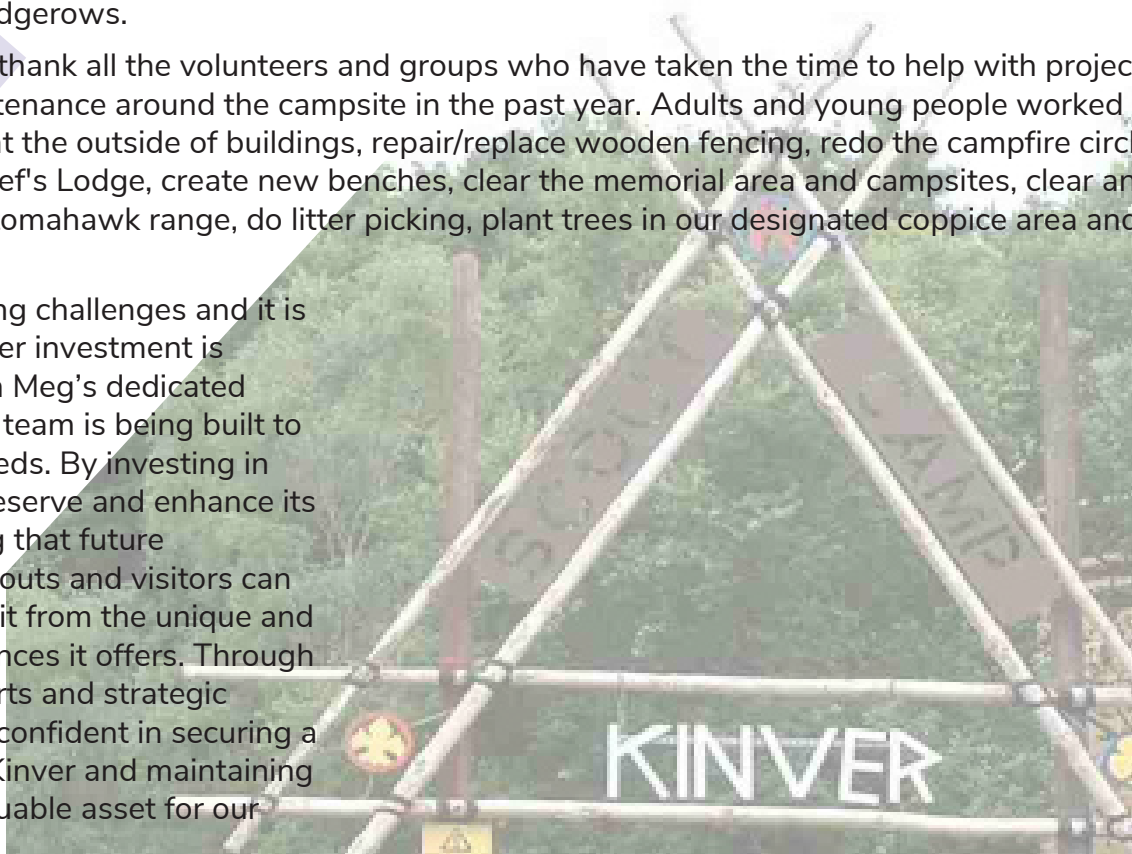
This figure includes revenue from the campsite shop and is the highest income Kinver has ever had.

The County has benefited directly from free site bookings (valued at £320), freestorage facilities, and equipment loans. Furthermore, Kinver was a sponsor of ShireJam2023 giving £10,000 to support the event, as well as providing extensive ongoing storage for ShireJam equipment. The campsite continues to support District events with hosting and activities.

In the past year we have focused on improving the security on the campsite. New fencing has been installed in certain areas as well as more outdoor lighting. We have also taken steps to follow the County Climate Declaration by, for example, changing lighting to LEDs and planting more native trees to create hedgerows.

We would like to thank all the volunteers and groups who have taken the time to help with projects and general maintenance around the campsite in the past year. Adults and young people worked together to repaint the outside of buildings, repair/replace wooden fencing, redo the campfire circle outside of the Chief's Lodge, create new benches, clear the memorial area and campsites, clear an area for the new tomahawk range, do litter picking, plant trees in our designated coppice area and much more!

The estate is facing challenges and it is evident that further investment is required, but with Meg's dedicated efforts, a support team is being built to address these needs. By investing in Kinver we can preserve and enhance its facilities, ensuring that future generations of Scouts and visitors can continue to benefit from the unique and enriching experiences it offers. Through collaborative efforts and strategic planning, we are confident in securing a bright future for Kinver and maintaining its status as a valuable asset for our community.



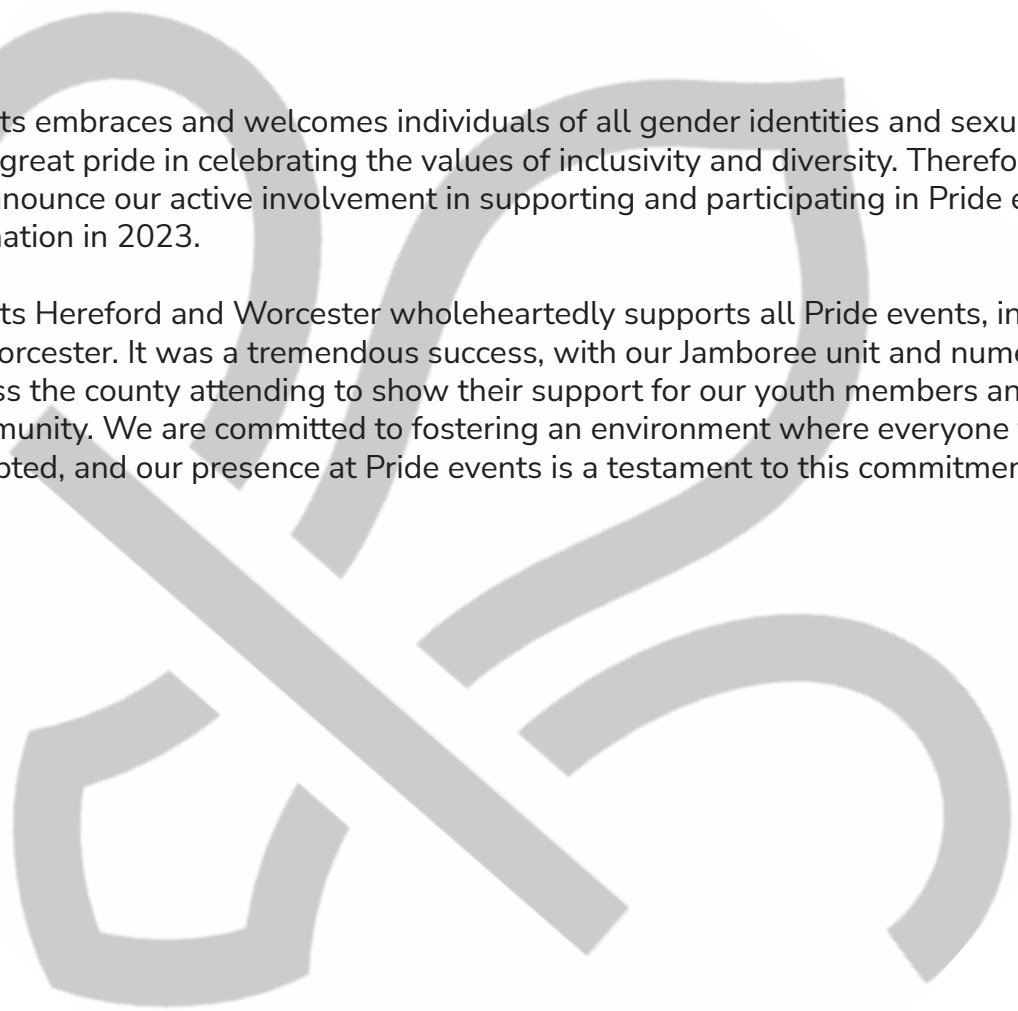
# Scouts

## Pride



Scouts embraces and welcomes individuals of all gender identities and sexual orientations. We take great pride in celebrating the values of inclusivity and diversity. Therefore, we are delighted to announce our active involvement in supporting and participating in Pride events throughout the nation in 2023.

Scouts Hereford and Worcester wholeheartedly supports all Pride events, including the one held in Worcester. It was a tremendous success, with our Jamboree unit and numerous leaders from across the county attending to show their support for our youth members and the wider LGBTQ+ community. We are committed to fostering an environment where everyone feels valued and accepted, and our presence at Pride events is a testament to this commitment.



This year has seen challenges for all leaders, considering how to keep their programmes inclusive, both whilst being virtual and when returning face to face under the restrictions. Common queries have focussed on how to explain the new rules, clarity around having additional adults attending for 1:1 support, and the perennial questions around making adjustments to badge criteria to balance accessibility with equal levels of challenge. Some groups have also made use of the time to focus on their Inclusivity RAGs and action plans, with support given to facilitate that discussion with the full leader team.

Scouts is an inclusive, values based movement. Membership is open to all those who share our fundamental values. The Equal Opportunities Policy outlines what we do to ensure the movement is open and accessible; and that people are treated equally and with respect.

This policy is reflective of the ethos of Scouts, expressed by our fundamental values (integrity, care, co-operation, respect and belief) and our commitment to delivering Scouts for all.

By removing any real or perceived barriers to participation, we can ensure that even more young people can enjoy the adventure of Scouts and that Scouts will be as diverse as the communities in which we live.





This second ShireHike event was truly amazing, with an impressive turnout of over 500 young people. It received exceptional support from various organizations, including our local BP Guild, which added to the overall success and excitement of the occasion.

This exciting event continued from last year's success, using the freedom to venture outside and explore our stunning Area of Outstanding Natural Beauty (AONB). A hiking challenge designed to captivate and engage participants of all ages.

So, embracing the mud, on Saturday 9th March, the Malvern Hills and surrounding areas were awash with Scouts of all ages, equipped with maps, tracking devices and warm clothing, not to mention a lot of sandwiches and sugary snacks.

A range of thrilling trails were on offer, providing diverse options for all participants.

The 37km and 21km hikes were open to Scouts, Explorers, and Network members and presented a challenging opportunity to undertake a long-distance hike along the picturesque Malvern Hills and the lower elevations to the west. Teams left Colwall in the dark and returned in the dark after a full day on the hills.

For Cubs and Scouts, the 12km Day Hike Challenge enabled our Young People to explore the Malvern Hills and the lower elevations, giving both physical and navigational challenges.

Even our younger members, including Cubs, Beavers and Squirrels, were not left out. The 5km Adventure, tailored for their age group, was an introduction to hiking and we hope that all participants are looking forward to increasing their challenge and distances at our next event.

# county ski trip to poland february 2024



## Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, 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.

## Trustees

### ***Ex Officio***

Robert Sidley - County Lead Volunteer

Jamie Sandison - Chair

Ian Newman - Treasurer

Jo Turnbull - Secretary (Until 27th September 2024)

Harry Bantham-Jones - County Youth Lead (Until 31st March 2024)

### ***Elected***

Callum Walters

Abbie McFarlane

Ellen Cockram

### ***Nominated***

Felicity Jones (Nominated 27th September 2023)

Tom Palmer (Nominated 27th September 2024)

Robert Williams

Alan Lane (Until 27th September 2024)

# Our Governance

## Other Key Roles during the year:

Team People Lead	Vacant
Team Perception Lead	Peter Dodman
Team 14-25 Lead	Lauren Wheeldon
Team Programme Lead	Rob Williams
Team Activities Lead	Vacant
Team Leader Kinver	Vacant
County Youth Lead	Harry Bantham-Jones
International Adviser	Ann Clark
Young Leaders Support	Vacant
Explorer Team Leader	Vacant
Network Team Leader	Vacant
Inclusion Team Leader	Andy Hopkins
Pride Team Leader	Phil Lacey
Exec. Support Team Leader	John Day & Dr Derek Barnes
County Training Administrator	Mark Strain
County Activate SAS Manager	Vacant
County BushScout SAS Manager	Lee Russell
County Appointments Chair	Alan Lane
County Appointments & Awards Secretary	Gareth Roberts
County Safeguarding Advisor	Val Leddington
County Safety Adviser	Paul Howard
County Legal Adviser	Mike Thompson
County MAPS	Rob Williams
County Badge Secretary	Jacky Green
County Presidents	To be appointed

## Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Active Support Units and a County Team. Scouting in the County is run by the County Team lead by the County Commissioner and supported by the County Executive (the Trustees).

Trustees comprise 3 County Officers, the County Commissioner, the County Youth Commissioner, up to 4 persons nominated by the County Commissioner and approved by the County Scout Council plus up to 4 persons elected by members of the County Scout Council at the annual meeting. Proposals are invited prior to the annual meeting for elected trustees. The number of nominated trustees may not exceed the number of elected trustees.

# Our Governance

The County Executive Committee manage the County infrastructure and support services, meeting four times a year. The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment.

Members of the Executive Committee act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Chairmen to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Scout Active Support Units in the County as necessary.
- Appoint and manage the operation of an Appointments Advisory Committee, including appointing an Appointments Committee Chairperson to lead it.

The Executive Committee also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Executive Committee business.

## Risk and Internal Controls

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

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Commissioner. A number of training initiative and updates have taken place including the revision of The Scout Association's yellow card policy.

## Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

## Our Paid Staff

The County currently has three members of staff. The pensions provision is provided for by the Scouts Association.

*County Administrator*; full time part time hours contract

*Operations Manager for Kinver*; full time fixed term contract.

*Growth & Development Officer*; full time fixed term contract.

## Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

# Our Governance

Declaration:

The Trustees declare that they have approved this annual report at their virtual meeting on Wednesday 26th June, 2024.

Signed on behalf of the charity Trustees:

Signature:



Full Name: Jamie Sandison

Position: Chair

Date: 11 July 2024

County Office

Hereford & Worcester Scout County  
Kinver Outdoors, The Compa, Kinver DY6 7HR

e-mail: [heretohelp@scoutshw.org.uk](mailto:heretohelp@scoutshw.org.uk)

Website: [www.scoutshw.org.uk](http://www.scoutshw.org.uk)

**Independent Examiner's Report to the Trustees of  
Hereford & Worcester Scout County**

**Independent examiner's report to the trustees of Hereford & Worcester Scout County**

I report to the charity trustees on my examination of the accounts of Hereford & Worcester Scout County (the Trust) for the year ended 31st March 2024.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

**Independent examiner's statement**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Melissa Godwin ACA ACCA  
The Institute of Chartered Accountants in England and Wales

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

Date: .....27.10.24.....

Hereford & Worcester Scout County

Statement of Financial Activities  
for the Year Ended 31st March 2024

				2024	2023
	Notes	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	4	66,691	661	-	67,352
<b>Charitable activities</b>					
Events and activities	7	412,096	-	-	412,096
Kinver campsite		-	101,228	-	101,228
Admin training and support		-	-	-	-
Other trading activities	5	-	18,022	-	18,022
Investment income	6	4,268	-	-	4,268
<b>Total</b>		<b>483,055</b>	<b>119,911</b>	<b>-</b>	<b>602,966</b>
<b>EXPENDITURE ON</b>					
Raising funds	8	-	2,320	-	2,320
<b>Charitable activities</b>					
Events and activities	9	429,988	-	-	429,988
Kinver campsite		-	157,758	-	157,758
Admin training and support		64,324	-	-	64,324
<b>Total</b>		<b>494,312</b>	<b>160,078</b>	<b>-</b>	<b>654,390</b>
Net gains/(losses) on investments		1,857	-	-	1,857
<b>NET INCOME/(EXPENDITURE)</b>		<b>(9,400)</b>	<b>(40,167)</b>	<b>-</b>	<b>(49,567)</b>
Transfers between funds	20	17,070	(9,570)	(7,500)	-
<b>Net movement in funds</b>		<b>7,670</b>	<b>(49,737)</b>	<b>(7,500)</b>	<b>(49,567)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		89,138	371,028	14,500	474,666
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>96,808</b>	<b>321,291</b>	<b>7,000</b>	<b>474,666</b>

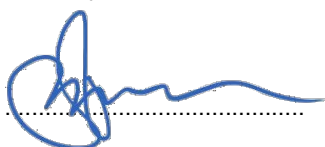
The notes form part of these financial statements

**Hereford & Worcester Scout County**

**Balance Sheet  
31st March 2024**

		Unrestricted funds	Kinver designated fund	Restricted funds	<b>2024</b>	2023
	Notes	£	£	£	<b>Total funds £</b>	Total funds £
<b>FIXED ASSETS</b>						
Tangible assets	15	1,920	214,414	-	216,334	266,724
Investments	16	<u>37,150</u>	-	-	<u>37,150</u>	<u>34,363</u>
		<b>39,070</b>	<b>214,414</b>	-	<b>253,484</b>	301,087
<b>CURRENT ASSETS</b>						
Stocks	17	-	1,231	-	1,231	374
Debtors	18	76,418	8,916	-	85,334	182,376
Cash at bank		<u>636,510</u>	<u>102,092</u>	<u>7,000</u>	<u>745,602</u>	<u>517,639</u>
		<b>712,928</b>	<b>112,239</b>	<b>7,000</b>	<b>832,167</b>	700,389
<b>CREDITORS</b>						
Amounts falling due within one year	19	<u>(655,190)</u>	<u>(5,362)</u>	-	<u>(660,552)</u>	<u>(526,810)</u>
<b>NET CURRENT ASSETS</b>		<u><b>57,738</b></u>	<u><b>106,877</b></u>	<u><b>7,000</b></u>	<u><b>171,615</b></u>	<u><b>173,579</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u><b>96,808</b></u>	<u><b>321,291</b></u>	<u><b>7,000</b></u>	<u><b>425,099</b></u>	<u><b>474,666</b></u>
<b>NET ASSETS</b>		<u><u><b>96,808</b></u></u>	<u><u><b>321,291</b></u></u>	<u><u><b>7,000</b></u></u>	<u><u><b>425,099</b></u></u>	<u><u><b>474,666</b></u></u>
<b>FUNDS</b>	20					
Unrestricted funds					<b>418,099</b>	460,166
Restricted funds					<u><b>7,000</b></u>	<u>14,500</u>
<b>TOTAL FUNDS</b>					<u><u><b>425,099</b></u></u>	<u><u><b>474,666</b></u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on ...11 July 2024..... and were signed on its behalf by:



J Sandison, Chair

**Hereford & Worcester Scout County**

**Cash Flow Statement  
for the Year Ended 31st March 2024**

	Notes	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>224,625</u>	<u>121,595</u>
Net cash provided by operating activities		<u>224,625</u>	<u>121,595</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		-	(2,400)
Purchase of fixed asset investments		(930)	(1,316)
Interest received		<u>4,268</u>	<u>2,297</u>
Net cash provided by/(used in) investing activities		<u>3,338</u>	<u>(1,419)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>227,963</b>	120,176
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>517,639</u>	<u>397,463</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>745,602</u>	<u>517,639</u>

The notes form part of these financial statements

Hereford & Worcester Scout County

Notes to the Cash Flow Statement  
for the Year Ended 31st March 2024

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>(49,567)</b>	<b>(32,367)</b>
<b>Adjustments for:</b>		
Depreciation charges	50,390	52,007
(Gain)/losses on investments	(1,857)	3,768
Interest received	(4,268)	(2,297)
(Increase)/decrease in stocks	(857)	303
Decrease/(increase) in debtors	97,042	(98,576)
Increase in creditors	<u>133,742</u>	<u>198,757</u>
<b>Net cash provided by operations</b>	<b><u>224,625</u></b>	<b><u>121,595</u></b>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
<b>Net cash</b>			
Cash at bank	<u>517,639</u>	<u>227,963</u>	<u>745,602</u>
	<u>517,639</u>	<u>227,963</u>	<u>745,602</u>
<b>Total</b>	<b><u>517,639</u></b>	<b><u>227,963</u></b>	<b><u>745,602</u></b>

## Hereford & Worcester Scout County

### Notes to the Financial Statements for the Year Ended 31st March 2024

#### 1. STATUTORY INFORMATION

Hereford & Worcester Scout County is an unincorporated charity registered with the Charity Commission for England and Wales. The charity's principal address is 16 Northwick Close, Worcester, WR3 7EF.

#### 2. ACCOUNTING POLICIES

##### **BASIS OF PREPARING THE FINANCIAL STATEMENTS**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

##### **INCOME**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from grants and donations is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income from grants is only deferred when the charity has to fulfil conditions not yet met before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Amounts collected by the charity as agent on behalf of The Scout Association are not accounted for as income of the charity.

Legacies are recognised when probate is granted and there is sufficient information to measure them. Where there is insufficient information to reliably measure any outstanding legacies, these are instead treated as contingent assets (and details of any such legacies will be disclosed in the notes to these financial statements).

Income relating to services provided in the course of undertaking direct charitable activities represents the value of services provided to the extent that there is a right to consideration and is recorded at the fair value of the consideration received or receivable.

Rental income is measured on a straight line basis over the period of the lease.

Investment income is recognised when the relating investments issue notice of distribution to its investors.

##### **EXPENDITURE**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **GRANTS PAYABLE**

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

##### **TANGIBLE FIXED ASSETS**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property - land	- not depreciated
Freehold property - buildings and static caravans	- 10% on cost
Scouting equipment	- 10% on cost

Assets costing less than £500 are not capitalised.

## Hereford & Worcester Scout County

### Notes to the Financial Statements - continued for the Year Ended 31st March 2024

#### 2. ACCOUNTING POLICIES - continued

##### TANGIBLE FIXED ASSETS

###### Property of the charity held by Custodian

The freehold land and buildings are held by The Scout Association Trust Corporation.

##### INVESTMENTS

Listed investments are stated at market value. Increases/(decreases) on revaluations of listed investments are transferred to/(from) the Statement of Financial Activities.

##### STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

##### TAXATION

The charity is exempt from tax on its charitable activities.

##### FUND ACCOUNTING

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### PENSION COSTS

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

##### FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### Basic Financial Assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

##### Basic Financial Liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction cost.

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024**

**3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION  
UNCERTAINTY**

Accounting estimates and judgement are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

**Critical accounting judgements - tangible fixed asset depreciation policies**

Freehold property includes land which is not depreciated and buildings and static caravans which are depreciated at an annual depreciation rate of 10% on cost.

The charity first adopted FRS 102 in the year ended 31 March 2019, prior to which it prepared financial statements on the receipts and payments methodology. On first time adoption of FRS 102 the charity elected to depreciate freehold buildings and static caravans from the date of transition and did not provide for any depreciation on this sub-class of tangible fixed assets for periods prior to the date of transition to FRS 102, on the basis that the charity undertook significant annual maintenance work of the buildings and static caravans (a depreciation policy that is not consistent with FRS 102).

**Critical accounting judgements - agency transactions re The Scout Association**

The charity collects a single combined membership fee which includes an element deemed payable to the charity and an element deemed payable to The Scout Association. The element of membership income deemed payable to The Scout Association has been accounted for as an agency transaction and has been netted against gross subscription income received, rather than shown as an expense of the charity.

**4. DONATIONS AND LEGACIES**

	2024	2023
	£	£
Donations	1,221	872
Gift aid	220	218
Gross subscriptions received (including amounts payable to The Scout Association)	<b>256,085</b>	230,175
Subscriptions paid over to The Scout Association	<b>(190,174)</b>	<u>(171,603)</u>
	<b><u>67,352</u></b>	<u>59,662</u>

A proportion of subscription income collected by the charity is deemed to be collected on behalf of The Scout Association. Under FRS 102 this is considered an agency transaction and is not revenue of the charity. However in the above disclosure gross receipts and element of those receipts subsequently paid over to The Scout Association have been disclosed separately in order to provide an analysis of funds received and paid by the charity as agent.

**5. OTHER TRADING ACTIVITIES**

	2024	2023
	£	£
Shop income	1,967	3,214
Kinver hall rental income	<b>16,055</b>	<u>15,291</u>
	<b><u>18,022</u></b>	<u>18,505</u>

**6. INVESTMENT INCOME**

	2024	2023
	£	£
Bank interest	3,338	982
Investment income	<b>930</b>	<u>1,315</u>
	<b><u>4,268</u></b>	<u>2,297</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

7. INCOME FROM CHARITABLE ACTIVITIES

		2024	2023
	Activity	£	£
Activate Scout Support Unit	Events and activities	-	1,628
Young Leaders Camps	Events and activities	3,168	-
Operation Bald Eagle	Events and activities	11,194	10,125
World Scout Jamboree	Events and activities	160,992	-
Shirejam	Events and activities	189,521	-
Duke of Edinburgh	Events and activities	1,856	1,585
Explorer Scouts	Events and activities	3,711	-
Shire District Camp	Events and activities	-	2,181
Norway / Nepal	Events and activities	155	93,910
Hillwalking weekend	Events and activities	3,705	2,735
Scotland	Events and activities	550	9,650
Poland	Events and activities	34,344	-
Shirehike	Events and activities	2,900	-
Kinver Camping & Activity	Kinver campsite	96,521	90,186
Courses	Kinver campsite	4,707	2,167
Shire District Camp	Admin training and support	-	1,973
Inclusions, Pride and YL	Admin training and support	-	310
Trooping the Colour	Admin training and support	-	260
		<u>513,324</u>	<u>216,710</u>

8. RAISING FUNDS

OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Purchases	<u>2,320</u>	<u>2,954</u>

9. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 10)	Support costs (see note 11)	Totals
	£	£	£	£
Events and activities	404,463	25,525	-	429,988
Kinver campsite	120,089	-	37,669	157,758
Admin training and support	52,174	-	12,150	64,324
	<u>576,726</u>	<u>25,525</u>	<u>49,819</u>	<u>652,070</u>

10. GRANTS PAYABLE

	2024	2023
	£	£
Events and activities	<u>25,525</u>	<u>3,500</u>

The total grants paid to institutions during the year was as follows:

	2024	2023
	£	£
Grants to institutions	<u>1,435</u>	<u>-</u>

The total grants paid to individuals during the year was as follows:

	2024	2023
	£	£
Grants to individuals	<u>24,090</u>	<u>3,500</u>

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024**

**11. SUPPORT COSTS**

	Management £	Finance £	Governance costs £	Totals £
Kinver campsite	36,261	1,408	-	37,669
Admin training and support	<u>10,008</u>	<u>312</u>	<u>1,830</u>	<u>12,150</u>
	<u>46,269</u>	<u>1,720</u>	<u>1,830</u>	<u>49,819</u>

Support costs, included in the above, are as follows:

			2024	2023
	Kinver campsite £	Admin training and support £	Total activities £	Total activities £
Telephone	595	-	595	675
Postage and stationery	-	1,566	1,566	1,807
Meetings and conference	-	3,012	3,012	4,431
Maintenance and repairs	35,666	-	35,666	19,054
Computer and website	-	3,270	3,270	2,762
Professional fees	-	2,160	2,160	2,580
Bank charges	1,408	312	1,720	1,205
Independent examination	-	<u>1,830</u>	<u>1,830</u>	<u>1,746</u>
	<u>37,669</u>	<u>12,150</u>	<u>49,819</u>	<u>34,260</u>

**12. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31st March 2024 nor for the year ended 31st March 2023.

**TRUSTEES' EXPENSES**

During the year the charity reimbursed 4 (2023 - 3) trustees expenses relating to travel costs totalling £2,259 (2023 - £1,066).

During the year the charity advanced R Sidley (Trustee) a total of £10,537.50 to pay later overseas costs associated with arranging and attending overseas scouting trips.

**13. STAFF COSTS**

	2024 £	2023 £
Wages and salaries	53,558	50,301
Other pension costs	<u>1,372</u>	<u>1,273</u>
	<u>54,930</u>	<u>51,574</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Kinver staff	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024**

**14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and legacies	59,140	522	-	59,662
<b>Charitable activities</b>				
Events and activities	121,814	-	-	121,814
Kinver campsite	-	92,353	-	92,353
Admin training and support	2,543	-	-	2,543
Other trading activities	-	18,505	-	18,505
Investment income	<u>2,226</u>	<u>71</u>	<u>-</u>	<u>2,297</u>
<b>Total</b>	<u>185,723</u>	<u>111,451</u>	<u>-</u>	<u>297,174</u>
<b>EXPENDITURE ON</b>				
Raising funds	-	2,954	-	2,954
<b>Charitable activities</b>				
Events and activities	118,170	-	1,500	119,670
Kinver campsite	-	130,374	423	130,797
Admin training and support	<u>72,352</u>	<u>-</u>	<u>-</u>	<u>72,352</u>
<b>Total</b>	<u>190,522</u>	<u>133,328</u>	<u>1,923</u>	<u>325,773</u>
Net gains/(losses) on investments	<u>(3,768)</u>	<u>-</u>	<u>-</u>	<u>(3,768)</u>
<b>NET INCOME/(EXPENDITURE)</b>	(8,567)	(21,877)	(1,923)	(32,367)
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	97,705	392,905	16,423	507,033
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>89,138</u>	<u>371,028</u>	<u>14,500</u>	<u>474,666</u>

**15. TANGIBLE FIXED ASSETS**

	Freehold property £	Scouting equipment £	Totals £
<b>COST</b>			
At 1st April 2023 and 31st March 2024	<u>531,483</u>	<u>2,400</u>	<u>533,883</u>
<b>DEPRECIATION</b>			
At 1st April 2023	266,919	240	267,159
Charge for year	<u>50,150</u>	<u>240</u>	<u>50,390</u>
At 31st March 2024	<u>317,069</u>	<u>480</u>	<u>317,549</u>
<b>NET BOOK VALUE</b>			
At 31st March 2024	<u>214,414</u>	<u>1,920</u>	<u>216,334</u>
At 31st March 2023	<u>264,564</u>	<u>2,160</u>	<u>266,724</u>

Hereford & Worcester Scout County

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

16. FIXED ASSET INVESTMENTS

	Listed investments £
<b>MARKET VALUE</b>	
At 1st April 2023	34,363
Additions	930
Revaluations	<u>1,857</u>
At 31st March 2024	<u>37,150</u>
<b>NET BOOK VALUE</b>	
At 31st March 2024	<u>37,150</u>
At 31st March 2023	<u>34,363</u>

17. STOCKS

	2024 £	2023 £
Kinver shop stock	<u>1,231</u>	<u>374</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	2,883	4,346
Accrued income	7,214	4,657
Prepayments	<u>75,237</u>	<u>173,373</u>
	<u>85,334</u>	<u>182,376</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Pensions	827	2,212
Deferred income	651,469	517,137
Accrued expenses	<u>8,256</u>	<u>7,461</u>
	<u>660,552</u>	<u>526,810</u>

**Deferred income**

	2024 £	2023 £
Gross subscription income relating to the next financial year	278,613	256,065
Event income relating to future events:		
- collected in the year ended 31 March 2022	-	28,463
- collected in the year ended 31 March 2023	99,002	232,609
- collected in the year ended 31 March 2024	<u>273,854</u>	
	<u>651,469</u>	<u>517,137</u>

Gross subscription income includes a proportion deemed collected on behalf of The Scout Association.

The event income carried forward relates to Kanderstag 2024, Roverway and Costa Rica.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

20. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
<b>Unrestricted funds</b>				
General fund	53,838	11,745	17,070	82,653
Kinver designated fund	371,028	(40,167)	(9,570)	321,291
International fund	27,300	(20,645)	-	6,655
Hardship fund	8,000	(500)	-	7,500
	<u>460,166</u>	<u>(49,567)</u>	<u>7,500</u>	<u>418,099</u>
<b>Restricted funds</b>				
Mary Cotterell Trust	14,500	-	(7,500)	7,000
	<u>14,500</u>	<u>-</u>	<u>(7,500)</u>	<u>7,000</u>
<b>TOTAL FUNDS</b>	<u>474,666</u>	<u>(49,567)</u>	<u>-</u>	<u>425,099</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	483,055	(473,167)	1,857	11,745
Kinver designated fund	119,911	(160,078)	-	(40,167)
International fund	-	(20,645)	-	(20,645)
Hardship fund	-	(500)	-	(500)
	<u>602,966</u>	<u>(654,390)</u>	<u>1,857</u>	<u>(49,567)</u>
<b>TOTAL FUNDS</b>	<u>602,966</u>	<u>(654,390)</u>	<u>1,857</u>	<u>(49,567)</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
<b>Unrestricted funds</b>				
General fund	59,755	(6,567)	650	53,838
Kinver designated fund	392,905	(21,877)	-	371,028
International fund	23,600	(2,000)	5,700	27,300
Hardship fund	8,000	-	-	8,000
County Building Set Up fund	5,000	-	(5,000)	-
New Scout Logo - Group Signs fund	1,350	-	(1,350)	-
	<u>490,610</u>	<u>(30,444)</u>	<u>-</u>	<u>460,166</u>
<b>Restricted funds</b>				
Mary Cotterell Trust	16,000	(1,500)	-	14,500
South Staffordshire Water PLC fund	423	(423)	-	-
	<u>16,423</u>	<u>(1,923)</u>	<u>-</u>	<u>14,500</u>
<b>TOTAL FUNDS</b>	<u>507,033</u>	<u>(32,367)</u>	<u>-</u>	<u>474,666</u>

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024**

**20. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	185,723	(188,522)	(3,768)	(6,567)
Kinver designated fund	111,451	(133,328)	-	(21,877)
International fund	-	(2,000)	-	(2,000)
	<u>297,174</u>	<u>(323,850)</u>	<u>(3,768)</u>	<u>(30,444)</u>
<b>Restricted funds</b>				
Mary Cotterell Trust	-	(1,500)	-	(1,500)
South Staffordshire Water PLC fund	-	(423)	-	(423)
	<u>-</u>	<u>(1,923)</u>	<u>-</u>	<u>(1,923)</u>
<b>TOTAL FUNDS</b>	<u>297,174</u>	<u>(325,773)</u>	<u>(3,768)</u>	<u>(32,367)</u>

**PURPOSE OF INDIVIDUAL FUNDS**

**Unrestricted funds (including designated funds)**

**General Fund**

The unrestricted general fund can be used for any charitable purpose within the charity's objects and approved by the Trustees.

**Kinver Fund**

The Trustees have designated net proceeds from Kinver camp activities to be used to maintain and develop the County Campsite at Kinver.

**International Fund**

These are funds which have been designated for the purpose of supporting members attending Scouting events in other countries. Note that £800 of grants have been committed from this fund and have been put towards trips taking place in 2024/25.

**Hardship fund**

These are funds which have been designated for the purpose of supporting members to participate in Scouting events that they otherwise could not afford.

**County Building Set Up fund**

These are funds which have been designated for the purpose of equipping a suitable property as a County HQ.

**New Scout Logo - Group Signs fund**

These are funds which have been designated for the purpose of grants towards the cost of Scout Group HQ signs with the new Scout brand logo.

**Restricted funds**

**Mary Cotterell Trust fund**

This fund is restricted for the purpose of supporting children in Herefordshire as far as this may be possible.

**South Staffordshire Water PLC fund**

This fund is restricted for the purpose of landscaping at the Kinver Campsite.

**TRANSFERS BETWEEN FUNDS**

During the year £7,500 was transferred from the restricted Mary Cotterell Trust fund to the General Unrestricted fund to contribute towards the salary of the County Development Office (in support of Scouting development in Herefordshire).

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024**

**21. RELATED PARTY DISCLOSURES**

During the year the charity received donations from trustees totalling £24 (2023 - £101).