

# Annual Report 2024 - 2025



# Scouts

## Hereford & Worcester

Charity Number: 505004  
Hereford and Worcester Scout County

# Welcome & Goodbye from Harry!



I am thrilled to begin this report by celebrating the remarkable journey of Scouting in Hereford & Worcester over the past five years. Our young people have demonstrated unwavering dedication, resilience, and a passion for making a positive impact in our communities.

Reflecting on our achievements, the Shirejam County Camps in 2019 and 2023 stand out as vibrant celebrations of Scouting spirit, camaraderie, and adventure. These events brought together Scouts from across the county, fostering friendships and creating lasting memories.

Our youth 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. Notably, Scouts from Herefordshire and Worcestershire joined 500 others from across the UK to help shape the future of the movement.

We have also embarked on extraordinary trips, such as our journey to Norway, which broadened the horizons of our Scouts and enriched their understanding of different cultures and environments. These experiences have strengthened bonds and fostered a global perspective among our youth.

Throughout these years, Scouting in our county has been in full swing. Our youth have displayed 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 look to the future, I am excited to announce the handover of responsibilities to our new County Youth Leads: Billy, Fliss, Daisy, Bryn, and Marc. Their enthusiasm and fresh perspectives will undoubtedly propel our youth initiatives to new heights.

Let us continue to 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

It's a real pleasure to share this year's annual report on behalf of the Board of Trustees. I'm incredibly proud of everything we've achieved together over the past year - our staff, our trustees, our volunteers, and most of all, the amazing young people at the heart of everything we do.

Our young people continue to inspire us with their ambition, creativity, and courage. This year, we've seen them try new things, take part in new experiences, and speak out on issues that matter to them. Their achievements are a testament not just to their own determination, but to the supportive environment nurtured by our community of dedicated volunteers. We are proud of each and every one of them.

This year has not been without its challenges. As trustees, we have had to make some difficult decisions, balancing our long-term goals with immediate realities. One of these was a short-term change of direction for Shirejam. While this was not an easy choice, we believe it was the right one for the sustainability of the event and to allow us to develop skills in a team that can bring it back bigger and better, in the future.

We've also started to see the positive impact of introducing a dedicated County Safety Advisor following the Prevention of Future Deaths report, which came out of the inquest into the tragic incident on the Great Orme in 2018. Paul has helped us strengthen risk assessments, improve training, and embed a culture of safety and accountability across our entire volunteer team through his advice and training sessions.

There are many more things I could talk about but most importantly I want to say thank you.

To the young people - you are the reason we do what we do. Thank you for your trust, your energy, and your determination.

And to our volunteers - your time, your care, and your belief in the next generation are what make everything we do possible.

With heartfelt thanks

Jamie  
😊

# Scouting by the County Lead Volunteer

The Scout Association is currently developing its strategy for 2025 and beyond, building upon the successes and lessons of the “Skills for Life” plan. This new strategy aims to ensure that Scouting remains relevant, inclusive, and impactful in a rapidly changing world.

For Scouts Hereford & Worcester, aligning with this national vision offers an opportunity to strengthen local Scouting, address community-specific challenges, and contribute meaningfully to the broader movement.

## National Strategic Priorities

The upcoming strategy focuses on several key areas:

- Growth and Inclusivity - Expanding membership by reaching underrepresented communities and ensuring that Scouting is accessible to all young people.
- Youth Shaped Scouting - Empowering young people to take the lead in shaping their Scouting experience, fostering leadership and decision-making skills.
- Community Impact - Encouraging Scouts to engage with and contribute positively to their local communities, reinforcing the movement’s commitment to social responsibility.
- Digital Transformation - Leveraging technology to enhance the volunteer experience, streamline administrative processes, and improve communication across the organisation.

## Hereford & Worcester: Local Context and Opportunities

The 2025 Census data for Hereford & Worcester provides valuable insights into the region’s current standing and areas for development:

- Membership Trends - The total number of Beavers, Cubs, Scouts, and Explorers in 2025 is 5,143, which is approximately 88% of the 2020 figure of 5,849. While this indicates a strong recovery post-pandemic, there remains a gap to bridge to reach the 2026 target of 6,142 members.
- Squirrels Section - Introduced after 2020, the Squirrels section has grown to 356 members in 2025, achieving nearly 47% of the 2026 target of 762. This growth demonstrates the potential for engaging younger age groups and their families in Scouting.
- Volunteer Engagement - The success of Scouting in the region heavily relies on the dedication of volunteers. Embracing the national strategy’s emphasis on digital tools and streamlined processes can alleviate administrative burdens and enhance volunteer satisfaction.

## Strategic Alignment and Action Steps

To align with the national strategy and address local needs, Scouts Hereford & Worcester can consider the following actions:

- Targeted Recruitment: Implement outreach programs to attract new members, particularly in underserved communities, ensuring diversity and inclusivity.
- Youth Empowerment: Establish platforms for young people to voice their ideas and participate in decision-making processes, reinforcing the youth-shaped aspect of Scouting.
- Community Projects: Develop initiatives that encourage Scouts to engage with local issues, fostering a sense of civic responsibility and community connection.
- Volunteer Support: Provide training and resources to volunteers, focusing on digital literacy and leadership development, to enhance their effectiveness and satisfaction.
- Monitoring and Evaluation: Regularly assess progress towards membership and engagement goals, using data to inform strategies and make necessary adjustments.

## Conclusion

The development of the Scout Association's strategy for 2025 and beyond presents a pivotal moment for Scouts Hereford & Worcester. By aligning local efforts with national priorities, embracing innovation, and focusing on inclusivity and community impact, the region can continue to provide meaningful and transformative experiences for young people. Through collective commitment and strategic action, Scouts Hereford & Worcester can contribute significantly to the future success of the Scouting movement.

*Sid*



**What we are good at!**

- Positive Teams
- Positive Programme
- Awards coming Through
- Increase in Top Awards
- Positive Growth from Census
- Driving Compliance

**Where we will GROW over the next year...**

- Squirrels
- Explorers
- Volunteer Drives
- More collaboration
- Transformation
- Leaders Weekend

**Problems that we will face into...**

- Rural Barriers
- Activity Provision within the County
- 10% Of our groups do not have GLV

**On the plan to support in the next 2 years....**

- Skill fade
- Volunteer Apathy
- Governance on Events, Safety and Adventure
- Drop in Cub Numbers

# Census & Membership

The 2025 Census data for Hereford & Worcester reveals both encouraging progress and areas requiring further attention as the Scout Association continues its recovery and growth efforts following the disruptions of recent years.

Across Beavers, Cubs, Scouts, and Explorers, the total membership in 2025 stands at 5,143 young people, representing nearly 88% of the 2020 baseline figure of 5,849. Although there has been a decline of around 700 members since 2020, the region is on a promising trajectory, with current figures meeting approximately 84% of the 2026 growth target of 6,142. This demonstrates sustained momentum in the return to pre-pandemic levels and highlights the importance of continued local engagement and recruitment strategies.

The newer Squirrels section, introduced after the 2020 Census, has reached 356 members in 2025. While this is below the target of 762 by 2026, it represents substantial initial uptake, achieving nearly 47% of the goal in its early growth phase. Continued investment in supporting new sections and volunteers will be key to furthering this progress.

These figures are complemented by broader transformation efforts underway within the Scout Association. These include significant changes to the digital infrastructure and volunteer experience, with streamlined joining processes, improved learning resources, and revised volunteer role titles. The introduction of the new “Growing Roots” and “Branching Out” learning framework, along with making the Wood Badge optional and open to all, is expected to further enhance volunteer engagement and retention.

The data supports the strategic focus on growth and inclusion while recognising the challenges that remain. With an ambitious but achievable target for 2026 and the continued rollout of national transformation plans, Hereford & Worcester is well placed to sustain its progress. Local leadership and volunteers will be crucial in delivering the next phase of recovery, helping to realise a more vibrant and accessible Scouting experience for all young people across the county

Census January 2025 - 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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	187
Avon Vale	-	8	9	9	2	1	-	102	135	134	18	389	9	181	570
Bromsgrove	3	9	11	11	6	1	31	158	203	225	89	706	17	301	1007
Redditch	2	7	8	7	1	1	23	114	133	119	51	440	8	160	600
Ross On Wye	-	2	3	3	-	-	-	18	42	41	-	101	-	49	150
South Marches	2	12	15	11	4	1	24	187	238	196	67	712	17	239	951
The Malverns	1	10	9	11	7	1	11	136	154	175	87	563	3	208	771
The Shire	1	3	3	3	-	-	11	27	43	43	-	124	-	42	166
Worcester	6	16	20	19	10	1	93	284	413	364	161	1315	9	422	1737
Wyre Forest	11	16	16	16	6	1	163	283	285	300	118	1149	3	445	1594
<b>Totals</b>	<b>25</b>	<b>73</b>	<b>94</b>	<b>90</b>	<b>36</b>	<b>7</b>	<b>316</b>	<b>1309</b>	<b>1646</b>	<b>1577</b>	<b>591</b>	<b>5495</b>	<b>66</b>	<b>2231</b>	<b>7733</b>
Change from 2024	+9	+2	+1	+1	+1	+0	+118	-2	-30	-79	-10	-3	+15	+329	+326
% change from 2024	+53%	+2%	+1%	+1%	+3%	+0%	+50%	-0%	-2%	-5%	-2%	-0%	+29%	+17%	+4%
Change from 2023	+14	-2	-3	-2	+3	+1	+188	-5	-89	-14	+62	+142	+27	+348	+490
% change from 2023	+117%	-2%	-3%	-2%	+9%	+17%	+112%	-0%	-5%	-1%	+12%	+3%	+69%	+18%	+7%
Change from 2020 (5 years)	+26	+83	-7	-5	+6	+0	+356	-189	-314	-175	-28	-350	-72	+0	-350
% change from 2020	-	-	-7%	-5%	+20%	+0%	-	-13%	-16%	-10%	-5%	-6%	-52%	+0%	-4%

\*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.

## Award

Silver Wolf

Silver Wolf

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Award for Merit

Chief Scout's Commendation for  
Good Service

## Awardee

Derek Barnes

John Martin Day

Nathan David Read

Susanna Louise Taylor

Wendy Carol Porteus

Kevin David Casey

Michael Charles Richardson

Michael John Thomas Chalk

Jane Preston

Simon Richard Turner

Andrew Rawlinson

Christopher Neil Packwood

Emily May Davies

Jessica Daisy Walker

Jo Watson

Andrew Mark Vincent

Ann Davies

Jennifer Mary Oliver

Lucy Hancock

Adam Johnson, Alice Jane Clark, Benjamin James Harris, Bethany Grace Taylor, Hannah Louise Willington, Harry Joshua Lees, Joseph Paolo Capaldi, Lee Tresigne, Louise Grace Davis, Michelle Smith, Oliver Paul Rowberry, Oliver Thomas Kingscott Lees, Aaron James Pinder, Aileen Carina Cockram, Alexandra Braticevici, Darren Paul Harffey, Erica Jenny Elizabeth Wilson, Hazel Bradley, Matthew Cann, Robert Andrew Farrington, Samuel Charles John Brookes, Stewart Brian Watkiss, Suzanne Maureen Harffey, Bethany Norwood, Cheryl Watson-Cumbes, Gareth Richard Griffiths, Keith Han-bury Preston, Matthew Taylor, Philip Moore, Ruth McNeill, Samantha Jane Panniers, Sarah Chedgzooy, Annette Pye, Anthony Sam Turbutt, Christopher Kevin Guest, Craig James Pedley, Ian Russell Wood, James Robert Thom-as Stanley, Louisa Coleman, Matthew Jennings, Cameron Jack Kelly, James Richard Rowberry



# 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

## From the Treasurer

### Financial Review:

The Charity's income sources are membership subscriptions, organised events, participant fees and campsite hire.

The increase in membership subscriptions income has been used to ensure ongoing funding for the growth and development officer and to increase spending on adult member training and activity skills.

Organised events income and expenditure both increased significantly due to the trip to Kandersteg, Switzerland involving 250+ members.

Kinver Campsite income has been maintained in spite of several closures due to weather storms, which caused significant damage to the campsite resulting in increased expenditure on maintenance and repairs.

Full details are set out in the Financial Statements for the year ending 31st March 2025.

### Reserves:

At the 31st March 2025, the charity had funds (Net Current Assets) equivalent to 10 months of expenditure.

The Trustees' aim is to hold a reserve equivalent to 12 months of operating costs to be able to continue its charitable activities should income sources fall short due to circumstances outside its control.

### Investment Policy:

It is the Trustees' policy to hold funds in interest-bearing bank accounts and investment in a medium risk income and growth fund.

*Jan Newman*

# 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)



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



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)

### 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)



## Our People

The Scout Association is undergoing a major transformation to make volunteering simpler, more accessible, and more rewarding. This includes a comprehensive digital overhaul, with new systems introduced to help manage membership data, welcome new volunteers, and access learning resources more easily. A refreshed volunteer experience is being rolled out, featuring a new joining journey and warm welcome process. Learning has also been redesigned, now structured around “Growing Roots” and “Branching Out”, with the Wood Badge becoming optional and available to all volunteers. In addition, many volunteer role titles have been updated to reflect a more inclusive and streamlined approach.

A revised edition of the Policy, Organisation and Rules (POR) has been published, incorporating these changes as well as integrating Scottish Variations. Badge updates include the merging of the Astronomer and Astronautics Activity Badges into a single Space Activity Badge, with a transition period in place until 30 June 2025.

Looking ahead, Scouts is reimagining the 14–24 year old programme, with a test-and-learn phase launching from 1 April 2025. The digital system will continue to evolve, with ongoing enhancements to volunteer management, criminal record checks, and disclosure processes. We also welcome Dwayne Fields as our new Chief Scout, following Bear Grylls’ tenure.

# 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 Lead Volunteers.
- 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 Lead Volunteer, together form the County Leadership Team.

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



# Team Lead Report: 14-24

The 14 to 24 age group across the county continue to go from strength to strength with more Explorer Units opening allowing more Young People to carry on their Scouting journey and experience more.

## Top Awards

In the last 12 months, we have celebrated plenty of Top Awards successes including:

- 8 King's Scout Awards, the highest award that can be achieved in Scouting
- 2 Explorer Belt trips
- Bronze, Silver and Gold Duke of Edinburgh awards

A huge congratulations to everyone on your achievements. We are all incredibly proud of you!

## Scouts of the World Award

Hereford & Worcester held our first Scouts of the World Award (SOWA) discovery weekend allowing Network members to begin their journey to complete their projects to "make the world a better place". Good luck to everyone as you undertake this award. We look forward to hearing all about your projects.

The Young Leaders' Scheme is a programme of training modules and 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.

Modules give them the knowledge and the missions are where this learning can be put into practice to develop the learning, skills and understanding needed in their 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 organised training events that have been extremely well attended, further highlighting the commitment and eagerness of our young leaders including a full weekend at Barnt Green Scout and Guide Centre and a First Aid Masterclass held at Perdiswell Young People's Leisure Club.

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.

Our income includes bookings from Scouts, third-party providers for schools, LARPs (Live Action Role-Playing), Compa Hall hirers and activity courses.

The total income for the site in the year 2024-2025, including donations, was **£118,935**



# 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 2024/5.

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.

Leaders continue to face and meet the challenges of keeping, their programmes fun and challenging while being inclusive to all.

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.

More strategically, a new national Inclusion team launched this year, so far delivering talks and workshops for mental health awareness week and recruitment for advisory groups to inform the national volunteer recruitment strategy, cascaded to members via newsletters and social media.





In 2025, Scouts Hereford & Worcester continued to offer enriching and adventurous experiences for young people across the county. This year featured a variety of activities that not only fostered personal growth but also strengthened community bonds.

One of the highlights was the County Cub Camp held from 14th to 16th June at Warren Oak, Ledbury. With a vibrant “Pirates Ahoy!” theme, the camp brought together approximately 300 Cubs and leaders for a weekend filled with treasure hunts, water fights, and campfire camaraderie. The event emphasized self-led activities and adventurous challenges, encouraging Cubs to develop teamwork and problem-solving skills in a fun and engaging environment.

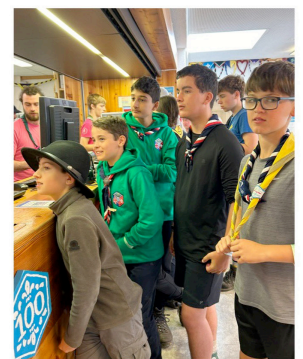
In March, the annual Shirehike event took place, attracting 970 participants and around 100 adult volunteers. Starting and finishing in Colwall, the event offered various walking routes ranging from 5km to 37km, catering to all sections from Squirrel Scouts to Scout Network members. This well-established event not only promoted physical activity and appreciation for the outdoors but also reinforced the values of perseverance and community support.

The county also focused on youth leadership development. The Young Leaders' Scheme continued to thrive, providing training modules and missions designed to equip young people aged 14 to 18 with the skills necessary for leadership roles within their sections. Training camps, including a First Aid Training Weekend at Kinver campsite, were well-attended, highlighting the commitment of our young leaders to personal development and service.

Looking ahead, the county is excited to welcome a new team of County Youth Leads: Billy, Fliss, Daisy, Bryn, and Marc. Their enthusiasm and fresh perspectives are anticipated to bring new energy to youth initiatives and ensure that the voices of young people continue to shape the future of Scouting in Hereford & Worcester.

These activities and developments underscore the county's commitment to providing diverse and meaningful opportunities for young people. Through camps, hikes, and leadership programs, Scouts Hereford & Worcester continues to empower youth, foster community engagement, and uphold the values of Scouting.

# 12 months of county Activity in photos



## 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

Felicity Jones - County Youth Lead Team representative

### ***Appointed***

Callum Walters

Abbie McFarlane

Ellen Cockram

Tom Palmer

Robert Williams

# Our Governance

## Other Key Roles during the year:

Team People Lead	Vacant
Team Media & Comms Lead	Peter Dodman
Team 14-25 Lead	Lauren Wheeldon
Team Programme Lead	Rob Williams
Team Leader Kinver	Vacant
County Youth Lead Team	Fliss Jones, Billy Bantham Jones, Bryn Jones, Daisy Mawby, Marc Chorley
County Volunteering Learning Manager	Vacant
Young Leaders Support	Vacant
Explorers Team Leader	Vacant
Network Team Leader	Vacant
Inclusion Team Leader	Andy Hopkins
Pride Team Leader	Phil Lacey
Transformation Lead	John Day & Dr. Derek Barnes
County Activity Team Manager	Vacant
County BushScout Team Manager	Lee Russell
County Safeguarding Advisor	Vacant
County Safety Advisor	Paul Howard
County Legal Advisor	Vacant
County MAPS	Rob Williams
County Badge Secretary	Vacant
County Hillwalking Team Leader	Mark Graham
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 Sub teams and a County Team. Scouting in the County is run by the County Team led by the County Lead Volunteer and supported by the County Trustees.

Trustees comprise the ex officio County Trustees (County Lead Volunteer and County Youth Lead Volunteer), 8 appointed County Trustees (including Chair and Treasurer) appointed by the County Scout Council at the AGM and, if required, co-opted Trustees appointed annually by the County Trustee Board. The number of co-opted members must not exceed the actual number of appointed Trustees, excluding Chair and Treasurer. Upcoming vacancies will be announced prior to the AGM and nominations invited.

# Our Governance

The County Trustee Board manages the County infrastructure and support services, meeting four times a year. The Trustee Board exists to support the County Lead Volunteer in meeting the responsibilities of the appointment.

Members of the Trustee Board 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 Team Leaders 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 Support Teams in the County as necessary.

The Trustee Board members 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 Trustee Board 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 Lead Volunteer. A number of training initiatives 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 Thursday 19th June

Signed on behalf of the charity Trustees:

Signature:



Full Name: **Jamie Sandison**

Position: **Chair**

Date: **19th June 2025**

## Registered Address:

Hereford & Worcester Scout County  
Kinver Outdoors  
The Compa  
Kinver  
Staffordshire DY7 6HR  
e-mail: [heretohelp@scoutshw.org.uk](mailto:heretohelp@scoutshw.org.uk)  
website: <https://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 2025.

**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: ..... 17-07-25 .....

Hereford & Worcester Scout County

Statement of Financial Activities  
for the Year Ended 31st March 2025

				2025	2024
	Notes	Unrestricted funds £	Kinver designated fund £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				<b>Total funds £</b>	<b>Total funds £</b>
Donations and legacies	4	91,459	680	-	92,139
<b>Charitable activities</b>	7				
Events and activities		431,827	238	-	432,065
Kinver campsite		-	99,270	-	99,270
Other trading activities	5	-	18,684	-	18,684
Investment income	6	4,365	63	-	4,428
<b>Total</b>		<b>527,651</b>	<b>118,935</b>	<b>-</b>	<b>646,586</b>
<b>EXPENDITURE ON</b>					
Raising funds	8	-	1,169	-	1,169
<b>Charitable activities</b>	9				
Events and activities		433,420	-	-	433,420
Kinver campsite		-	175,007	-	175,007
Admin training and support		75,556	-	-	75,556
<b>Total</b>		<b>508,976</b>	<b>176,176</b>	<b>-</b>	<b>685,152</b>
Net gains/(losses) on investments		(552)	-	-	(552)
<b>NET INCOME/(EXPENDITURE)</b>		<b>18,123</b>	<b>(57,241)</b>	<b>-</b>	<b>(39,118)</b>
Transfers between funds	20	(7,500)	-	7,500	-
<b>Net movement in funds</b>		<b>10,623</b>	<b>(57,241)</b>	<b>7,500</b>	<b>(39,118)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		96,808	321,291	7,000	425,099
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>107,431</b>	<b>264,050</b>	<b>14,500</b>	<b>385,981</b>

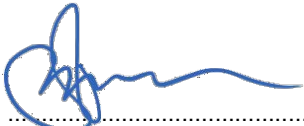
The notes form part of these financial statements

**Hereford & Worcester Scout County**

**Balance Sheet  
31st March 2025**

		Unrestricted funds £	Kinver designated fund £	Restricted funds £	<b>2025 Total funds £</b>	2024 Total funds £
	Notes					
<b>FIXED ASSETS</b>						
Tangible assets	15	1,680	164,264	-	165,944	216,334
Investments	16	<u>37,601</u>	-	-	<u>37,601</u>	<u>37,150</u>
		<b>39,281</b>	<b>164,264</b>	-	<b>203,545</b>	253,484
<b>CURRENT ASSETS</b>						
Stocks	17	-	1,131	-	1,131	1,231
Debtors	18	144,742	15,186	-	159,928	85,334
Cash at bank		<u>341,032</u>	<u>84,332</u>	<u>14,500</u>	<u>439,864</u>	<u>745,602</u>
		<b>485,774</b>	<b>100,649</b>	<b>14,500</b>	<b>600,923</b>	832,167
<b>CREDITORS</b>						
Amounts falling due within one year	19	<u>(417,624)</u>	<u>(863)</u>	-	<u>(418,487)</u>	<u>(660,552)</u>
<b>NET CURRENT ASSETS</b>		<u><b>68,150</b></u>	<u><b>99,786</b></u>	<u><b>14,500</b></u>	<u><b>182,436</b></u>	<u>171,615</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u><b>107,431</b></u>	<u><b>264,050</b></u>	<u><b>14,500</b></u>	<u><b>385,981</b></u>	425,099
<b>NET ASSETS</b>		<u><u><b>107,431</b></u></u>	<u><u><b>264,050</b></u></u>	<u><u><b>14,500</b></u></u>	<u><u><b>385,981</b></u></u>	<u><u>425,099</u></u>
<b>FUNDS</b>	20					
Unrestricted funds					<b>371,481</b>	418,099
Restricted funds					<u><b>14,500</b></u>	<u>7,000</u>
<b>TOTAL FUNDS</b>					<u><u><b>385,981</b></u></u>	<u><u>425,099</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on ...19th June 2025..... and were signed on its behalf by:



.....  
J Sandison - Trustee

**Hereford & Worcester Scout County**

**Cash Flow Statement  
for the Year Ended 31st March 2025**

	Notes	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>(309,163)</u>	<u>224,625</u>
Net cash (used in)/provided by operating activities		<u>(309,163)</u>	<u>224,625</u>
<b>Cash flows from investing activities</b>			
Purchase of fixed asset investments		(1,003)	(930)
Interest received		<u>4,428</u>	<u>4,268</u>
Net cash provided by investing activities		<u>3,425</u>	<u>3,338</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(305,738)</b>	227,963
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b><u>745,602</u></b>	<b><u>517,639</u></b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b><u>439,864</u></b>	<b><u>745,602</u></b>

The notes form part of these financial statements

Hereford & Worcester Scout County

Notes to the Cash Flow Statement  
for the Year Ended 31st March 2025

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

	2025 £	2024 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>(39,118)</b>	<b>(49,567)</b>
<b>Adjustments for:</b>		
Depreciation charges	50,390	50,390
Losses/(gain) on investments	552	(1,857)
Interest received	(4,428)	(4,268)
Decrease/(increase) in stocks	100	(857)
(Increase)/decrease in debtors	(74,594)	97,042
(Decrease)/increase in creditors	<u>(242,065)</u>	<u>133,742</u>
<b>Net cash (used in)/provided by operations</b>	<b><u>(309,163)</u></b>	<b><u>224,625</u></b>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
<b>Net cash</b>			
Cash at bank	<u>745,602</u>	<u>(305,738)</u>	<u>439,864</u>
	<u>745,602</u>	<u>(305,738)</u>	<u>439,864</u>
<b>Total</b>	<b><u>745,602</u></b>	<b><u>(305,738)</u></b>	<b><u>439,864</u></b>

## Hereford & Worcester Scout County

### Notes to the Financial Statements for the Year Ended 31st March 2025

#### 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

## Hereford & Worcester Scout County

### Notes to the Financial Statements - continued for the Year Ended 31st March 2025

#### 2. ACCOUNTING POLICIES - continued

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

Assets costing less than £500 are not capitalised.

##### **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 2025**

**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**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Donations	<b>17,762</b>	1,221
Gift aid	<b>216</b>	220
Gross subscriptions received (including amounts payable to The Scout Association)	<b>280,586</b>	256,085
Subscriptions paid over to The Scout Association	<b>(206,425)</b>	(190,174)
	<b><u>92,139</u></b>	<b><u>67,352</u></b>

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**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Shop income	<b>204</b>	1,967
Kinver hall rental income	<b>18,480</b>	16,055
	<b><u>18,684</u></b>	<b><u>18,022</u></b>

**6. INVESTMENT INCOME**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Bank interest	<b>3,635</b>	3,338
Investment income	<b>793</b>	930
	<b><u>4,428</u></b>	<b><u>4,268</u></b>

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**7. INCOME FROM CHARITABLE ACTIVITIES**

		<b>2025</b>	2024
	Activity	£	£
Young Leaders Camps	Events and activities	<b>1,818</b>	3,168
Operation Bald Eagle	Events and activities	<b>8,868</b>	11,194
World Scout Jamboree	Events and activities	-	160,992
Shirejam	Events and activities	-	189,521
Duke of Edinburgh	Events and activities	<b>1,285</b>	1,856
Explorer Scouts	Events and activities	-	3,711
Norway / Nepal	Events and activities	-	155
Hillwalking weekend	Events and activities	<b>2,600</b>	3,705
Scotland	Events and activities	<b>15,100</b>	550
Poland	Events and activities	<b>1,420</b>	34,344
Shirehike	Events and activities	<b>5,850</b>	2,900
Roverway	Events and activities	<b>14,579</b>	-
Cub Camp	Events and activities	<b>7,070</b>	-
Costa Rica Ball	Events and activities	<b>1,450</b>	-
Kandersteg	Events and activities	<b>371,950</b>	-
SOWA Weekend	Events and activities	<b>75</b>	-
Kinver Camping & Activity	Kinver campsite	<b>91,585</b>	96,521
Courses	Kinver campsite	<b>7,685</b>	4,707
		<b><u>531,335</u></b>	<b><u>513,324</u></b>

**8. RAISING FUNDS**

**OTHER TRADING ACTIVITIES**

	<b>2025</b>	2024
	£	£
Purchases	<b><u>1,169</u></b>	<b><u>2,320</u></b>

**9. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Grant funding of activities (see note 10) £	Support costs (see note 11) £	Totals £
Events and activities	<b>432,120</b>	<b>1,300</b>	-	<b>433,420</b>
Kinver campsite	<b>125,755</b>	-	<b>49,252</b>	<b>175,007</b>
Admin training and support	<b>58,820</b>	-	<b>16,736</b>	<b>75,556</b>
	<b><u>616,695</u></b>	<b><u>1,300</u></b>	<b><u>65,988</u></b>	<b><u>683,983</u></b>

**10. GRANTS PAYABLE**

	<b>2025</b>	2024
	£	£
Events and activities	<b><u>1,300</u></b>	<b><u>25,525</u></b>

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

	<b>2025</b>	2024
	£	£
Grants to institutions	<b><u>-</u></b>	<b><u>1,435</u></b>

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

	<b>2025</b>	2024
	£	£
Grants to individuals	<b><u>1,985</u></b>	<b><u>24,090</u></b>

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**11. SUPPORT COSTS**

	Management £	Finance £	Governance costs £	Totals £
Kinver campsite	47,725	1,527	-	49,252
Admin training and support	<u>14,528</u>	<u>288</u>	<u>1,920</u>	<u>16,736</u>
	<u>62,253</u>	<u>1,815</u>	<u>1,920</u>	<u>65,988</u>

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

			2025	2024
	Kinver campsite £	Admin training and support £	Total activities £	Total activities £
Telephone	704	-	704	595
Postage and stationery	-	1,818	1,818	1,566
Meetings and conference	-	5,918	5,918	3,012
Maintenance and repairs	45,505	815	46,320	35,666
Computer and website	1,516	3,997	5,513	3,270
Professional fees	-	1,980	1,980	2,160
Bank charges	1,527	288	1,815	1,720
Independent examination	-	<u>1,920</u>	<u>1,920</u>	<u>1,830</u>
	<u>49,252</u>	<u>16,736</u>	<u>65,988</u>	<u>49,819</u>

**12. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31st March 2025 nor for the year ended 31st March 2024.

**TRUSTEES' EXPENSES**

During the year the charity reimbursed 4 (2024 - 4) trustees expenses relating to travel costs totalling £952 (2024 - £2,259).

During the year the charity advanced R Sidley (Trustee) a total of £2,006 (2024: £10,538) to pay later overseas costs associated with arranging and attending overseas scouting trips.

**13. STAFF COSTS**

	2025 £	2024 £
Wages and salaries	56,627	53,558
Other pension costs	<u>1,468</u>	<u>1,372</u>
	<u>58,095</u>	<u>54,930</u>

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

	2025	2024
Campsite Operations Manager	1	1
Administrator	1	1
Growth & Development Officer	<u>1</u>	<u>1</u>
	<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 2025**

**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	66,691	661	-	67,352
<b>Charitable activities</b>				
Events and activities	412,096	-	-	412,096
Kinver campsite	-	101,228	-	101,228
Other trading activities	-	18,022	-	18,022
Investment income	<u>4,268</u>	<u>-</u>	<u>-</u>	<u>4,268</u>
<b>Total</b>	<u>483,055</u>	<u>119,911</u>	<u>-</u>	<u>602,966</u>
<b>EXPENDITURE ON</b>				
Raising funds	-	2,320	-	2,320
<b>Charitable activities</b>				
Events and activities	429,988	-	-	429,988
Kinver campsite	-	157,758	-	157,758
Admin training and support	<u>64,324</u>	<u>-</u>	<u>-</u>	<u>64,324</u>
<b>Total</b>	<u>494,312</u>	<u>160,078</u>	<u>-</u>	<u>654,390</u>
Net gains on investments	<u>1,857</u>	<u>-</u>	<u>-</u>	<u>1,857</u>
<b>NET INCOME/(EXPENDITURE)</b>	(9,400)	(40,167)	-	(49,567)
<b>Transfers between funds</b>	<u>17,070</u>	<u>(9,570)</u>	<u>(7,500)</u>	<u>-</u>
<b>Net movement in funds</b>	7,670	(49,737)	(7,500)	(49,567)
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	<u>89,138</u>	<u>371,028</u>	<u>14,500</u>	<u>474,666</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>96,808</u></u>	<u><u>321,291</u></u>	<u><u>7,000</u></u>	<u><u>425,099</u></u>

**15. TANGIBLE FIXED ASSETS**

	Freehold property £	Scouting equipment £	Totals £
<b>COST</b>			
At 1st April 2024 and 31st March 2025	<u>531,483</u>	<u>2,400</u>	<u>533,883</u>
<b>DEPRECIATION</b>			
At 1st April 2024	317,069	480	317,549
Charge for year	<u>50,150</u>	<u>240</u>	<u>50,390</u>
At 31st March 2025	<u>367,219</u>	<u>720</u>	<u>367,939</u>
<b>NET BOOK VALUE</b>			
At 31st March 2025	<u>164,264</u>	<u>1,680</u>	<u>165,944</u>
At 31st March 2024	<u>214,414</u>	<u>1,920</u>	<u>216,334</u>

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**16. FIXED ASSET INVESTMENTS**

		Listed investments £
<b>MARKET VALUE</b>		
At 1st April 2024		<b>37,150</b>
Additions		<b>1,003</b>
Revaluations		<u><b>(552)</b></u>
At 31st March 2025		<u><b>37,601</b></u>
<b>NET BOOK VALUE</b>		
At 31st March 2025		<u><b>37,601</b></u>
At 31st March 2024		<u><u>37,150</u></u>

**17. STOCKS**

	2025 £	2024 £
Kinver shop stock	<u><b>1,131</b></u>	<u><b>1,231</b></u>

**18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2025 £	2024 £
Other debtors	<b>2,321</b>	2,883
Accrued income	<b>11,609</b>	7,214
Prepayments	<u><b>145,998</b></u>	<u>75,237</u>
	<u><b>159,928</b></u>	<u><b>85,334</b></u>

**19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2025 £	2024 £
Pensions	<b>873</b>	827
Deferred income	<b>412,262</b>	651,469
Accrued expenses	<u><b>5,352</b></u>	<u>8,256</u>
	<u><b>418,487</b></u>	<u><b>660,552</b></u>

**Deferred income**

	2025 £	2024 £
Gross subscription income relating to the next financial year	<b>252,648</b>	278,613
Event income relating to future events:		
- collected in the year ended 31 March 2023	-	99,002
- collected in the year ended 31 March 2024	<b>29,920</b>	273,854
- collected in the year ended 31 March 2025	<u><b>129,694</b></u>	<u>          </u>
	<u><b>412,262</b></u>	<u><b>651,469</b></u>

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

The event income carried forward relates to Costa Rica, Adult Skills Weekend and Scout Camp 2025.

Hereford & Worcester Scout County

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025

20. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
<b>Unrestricted funds</b>				
General fund	82,653	3,676	(11,373)	74,956
Kinver designated fund	321,291	(57,241)	-	264,050
International fund	6,655	-	(6,655)	-
Support Fund	7,500	15,210	2,928	25,638
World Scout Jamboree	-	(763)	7,600	6,837
	<u>418,099</u>	<u>(39,118)</u>	<u>(7,500)</u>	<u>371,481</u>
<b>Restricted funds</b>				
Mary Cotterell Trust	7,000	-	7,500	14,500
	<u>7,000</u>	<u>-</u>	<u>7,500</u>	<u>14,500</u>
<b>TOTAL FUNDS</b>	<u><b>425,099</b></u>	<u><b>(39,118)</b></u>	<u><b>-</b></u>	<u><b>385,981</b></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	511,641	(507,413)	(552)	3,676
Kinver designated fund	118,935	(176,176)	-	(57,241)
Support Fund	16,010	(800)	-	15,210
World Scout Jamboree	-	(763)	-	(763)
	<u>646,586</u>	<u>(685,152)</u>	<u>(552)</u>	<u>(39,118)</u>
<b>TOTAL FUNDS</b>	<u><b>646,586</b></u>	<u><b>(685,152)</b></u>	<u><b>(552)</b></u>	<u><b>(39,118)</b></u>

Comparatives for 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
Support 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><b>474,666</b></u>	<u><b>(49,567)</b></u>	<u><b>-</b></u>	<u><b>425,099</b></u>

## Hereford & Worcester Scout County

### Notes to the Financial Statements - continued for the Year Ended 31st March 2025

#### 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	483,055	(473,167)	1,857	11,745
Kinver designated fund	119,911	(160,078)	-	(40,167)
International fund	-	(20,645)	-	(20,645)
Support 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>

#### 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 were put towards trips in the year. During the year, this fund was closed and merged into the support fund.

###### **Support Fund (Formerly 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. This now also incorporates the International fund, allowing support to be given to any type and location of scouting event.

##### 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.

#### TRANSFERS BETWEEN FUNDS

##### Current Year

During the year the Hardship Fund was renamed to Support Fund, and the International fund merged to create the one fund. To facilitate this, £6,655 was transferred from the International Fund. Other transfers included a transfer from the Support Fund to General funds to cover a deficit in the Poland Trip, and £5,700 from general funds to the Jamboree fund, being the annual contribution agreed by trustees this year. Furthermore £1,900 was designated into the Jamboree fund as directed by the trustees.

During the prior 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). The trustees considered that this was not needed and have since transferred the £7,500 back into the fund this year.

**Hereford & Worcester Scout County**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**21. RELATED PARTY DISCLOSURES**

During the year the charity received donations from trustees totalling £27 (2024 - £24).

**Hereford & Worcester Scout County**  
**Detailed Statement of Financial Activities**  
**for the Year Ended 31st March 2025**

	2025 £	2024 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	17,762	1,221
Gift aid	216	220
Gross subscriptions received (including amounts payable to The Scout Association)	280,586	256,085
Subscriptions paid over to The Scout Association	<u>(206,425)</u>	<u>(190,174)</u>
	<b>92,139</b>	67,352
<b>Other trading activities</b>		
Shop income	204	1,967
Kinver hall rental income	<u>18,480</u>	<u>16,055</u>
	<b>18,684</b>	18,022
<b>Investment income</b>		
Bank interest	3,635	3,338
Investment income	<u>793</u>	<u>930</u>
	<b>4,428</b>	4,268
<b>Charitable activities</b>		
Kinver Camping & Activity	91,585	96,521
Young Leaders Camps	1,818	3,168
Operation Bald Eagle	8,868	11,194
World Scout Jamboree	-	160,992
Shirejam	-	189,521
Duke of Edinburgh	1,285	1,856
Explorer Scouts	-	3,711
Norway / Nepal	-	155
Hillwalking weekend	2,600	3,705
Courses	7,685	4,707
Scotland	15,100	550
Poland	1,420	34,344
Shirehike	5,850	2,900
Roverway	14,579	-
Cub Camp	7,070	-
Costa Rica Ball	1,450	-
Kandersteg	371,950	-
SOWA Weekend	<u>75</u>	<u>-</u>
	<b>531,335</b>	<b>513,324</b>
<b>Total incoming resources</b>	<b>646,586</b>	602,966
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Shop purchases	1,169	2,320
<b>Charitable activities</b>		
Warden honorarium and travel	1,958	2,422
Wages	56,627	53,558
Carried forward	<b>58,585</b>	55,980

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**Hereford & Worcester Scout County**  
**Detailed Statement of Financial Activities**  
**for the Year Ended 31st March 2025**

	2025 £	2024 £
<b>Charitable activities</b>		
Brought forward	58,585	55,980
Pensions	1,468	1,372
Insurance	7,793	7,664
Light, heat and rates	27,879	30,056
Sundry expenses	1,340	809
Activity Instructors	1,405	1,679
Young Leaders Camps	1,308	2,401
Operation Bald Eagle	8,555	10,305
World Scout Jamboree	-	160,412
Shirejam	375	182,129
Duke of Edinburgh	1,222	1,493
Scout Sections	3,137	3,874
Adult Training	7,615	4,057
Regional Levy	600	-
Explorer Scouts	-	2,202
Travelling	2,588	3,889
Online youth manager	7,607	7,679
Growth and development	3,851	2,516
Hillwalking weekend	2,533	2,758
Courses	10,950	2,111
Inclusion, Pride and YL	52	427
Scotland	16,660	806
Poland	-	40,146
Shirehike	2,870	1,571
Cub Camp	8,701	-
Roverway	14,577	-
Kandersteg	373,111	-
Costa Rica Ball	1,450	-
SOWA Weekend	73	-
Depreciation of freehold property	50,150	50,150
Plant and machinery	240	240
Grants to institutions	-	1,435
Grants to individuals	1,300	24,090
	<b>617,995</b>	<b>602,251</b>
<b>Support costs</b>		
<b>Management</b>		
Telephone	704	595
Postage and stationery	1,818	1,566
Meetings and conference	5,918	3,012
Maintenance and repairs	46,320	35,666
Computer and website	5,513	3,270
Professional fees	1,980	2,160
	<b>62,253</b>	<b>46,269</b>
<b>Finance</b>		
Bank charges	1,815	1,720
	<b>1,920</b>	<b>1,830</b>
Total resources expended	<b>685,152</b>	<b>654,390</b>
<b>Net expenditure before gains and losses</b>	<b>(38,566)</b>	<b>(51,424)</b>
<b>Realised recognised gains and losses</b>		
Realised gains/(losses) on fixed asset investments	<b>(552)</b>	<b>1,857</b>
<b>Net expenditure</b>	<b><u>(39,118)</u></b>	<b><u>(49,567)</u></b>

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