

annual report



THE ANNUAL REPORT
for the year ended 31 March 2023

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Letter from the President

During this past year we were saddened at the death of our Patron, Her Majesty Queen Elizabeth II, who was a shining example to all Scouts of how to keep a promise to serve others and I was so proud of those Scouts from Northern Ireland who served on the support team at her Lying in State and funeral.

I am pleased to introduce this Annual report which gives an overview of the many events and activities which have taken place during another very busy year for Scouts NI. I am sure it will bring you as much pleasure and encouragement as it has to me.



The many restrictions caused by the COVID-19 pandemic, seemed to fade away as Scouting came bouncing back with renewed vigour and enthusiasm.

I wish to thank and congratulate our Chief Commissioner, along with his Team NI and all the Leaders across the province, who have risen to the challenge to give the best Scouting to more young people.

My thanks to all those who have stepped down from various roles during the year and I wish ongoing success to everyone who has taken up new posts and joined new teams.

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

On behalf of the Northern Ireland Scout Council, I would offer my deepest sympathy to all the relatives and friends of all those members of our Scout Movement (our family) who sadly passed away during the past year.

In closing I look forward to the year ahead, to be able to see Scouting in action, congratulate those Scouts who achieve Awards and say thanks and well done to all those who give of their best for the good of Scouting, of which we are all so proud to belong.


Philip Scott
President



Northern Ireland Scout Council

The Scout Association
(Incorporated by Royal Charter)
Founder: The Lord Baden-Powell of Gilwell, OM, GCMG, GCVO, KCB, LL D
Chief Scout: Bear Grylls

President:	Philip Scott BEM
Vice Presidents	Ian Coates
	David Fawcett DL
	Kenneth Gillespie
	Colin Lammey
	Wilfred Mulryne OBE
	George Purdy CBE
Chief Commissioner:	Stephen Donaldson
Chair:	Henry Brown
Hon Treasurer:	Gary Proctor
Secretary:	Jonathan Gracey
Chair of Finance and General Purposes Sub-Committee:	Rosemary Forde
Chair of Strategy & Delivery Sub-Committee:	Stephen Bell
Bankers:	Ulster Bank Ltd 11-16 Donegall Square East Belfast BT1 5UB
Northern Ireland Registration Number with the Scout Association:	30000
Charity Commission Registration No.	NIC103542
Contact:	Jonathan Gracey Chief Executive The Scout Association Northern Ireland Scout Council, 109 Old Milltown Road, Belfast, BT8 7SP

Northern Ireland Scout Council Membership

<p><u>Northern Ireland Commissioners</u> Rachel Gilliland, Beavers Kiara Kennedy, Cubs Trevor Hendren, Scouts Michael Morrison, Explorers Emma Webster, Network Justin Gawn, Inclusion Alan Parkes, Crawfordsburn Andrew Stacey, Activities & Activity Permits Ciaran McGrath, Adult Support Danielle Markwell, Deputy Adult Support</p>	<p>Caroline Brown, International Kayleigh Finlay, Youth (18-24)</p> <p><u>County Commissioners</u> Len Hall, Antrim Rodney Watson BEM, Armagh & Down Stephen Mallet, Belfast Rosemary Forde, Fermanagh Stephanie Meikle, Londonderry Nigel Collins, Tyrone</p>	<p><u>Chairs</u> Henry Brown, Board Rosemary Forde, Finance & General Purposes Stephen Bell, Strategy & Delivery William Humphrey, Crawfordsburn Peter Wilson, Perception Barbara Edgar, People David Scott, Programme</p> <p><u>Nominees of Chief Commissioner</u> Chris Thompson Roger Thompson</p>
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COUNTY REPRESENTATION

County Antrim

Leslie Carswell
Aaron Coates
Mark McKeag
Callum McCloskey (18-24)
Ellie Hughes (18-24)
Declan Larkin (18-24)

County Armagh

Richard Gilpin
Simon Kelly
Timothy Neill
Joanne Stewart
Tom McCann (18-24)
Patrick Hammond (18-24)

Belfast County

Maureen Campbell
Wilson Lambe
Jeanette Allen
Scott Hamilton
Sasha Barrett-Ferris (18-24)
Scott Robinson (18-24)

County Down

Evan Fleming
Adrian Hale
Stephanie Potter
Leanne McGrath
Kayleigh Finlay (18-24)
Megan Hunter (18-24)

County Fermanagh

Alan Armstrong
Richard McBride
Jackson Armstrong (18-24)

County Londonderry

Trevor Blair
Jean Major
Carol Mooney
David Peden
James Greer (18-24)
Joshua Dripps (18-24)

County Tyrone

Freddie Graham
Don Morrow
John Mullan
Raymond Gillespie

DISTRICT REPRESENTATION

Slemish District

Steven Millar, DC
Bill McCullough

Lisburn District

Colin Hewitt, DC
Paul Clydesdale
Cameron Ringland (18-24)

South East Antrim District

Stephen Bell, DC
Emili Irvine (18-24)
Joshua Irvine (18-24)

Armagh District

Joy Minish, DC
Caroline Dawson
Jack Sommerville (18-24)

East Belfast District

Victoria Gammon
Gareth McAuley

North Belfast District

Agnes Colgan, DC
Valerie Gibson
Adam McCambridge (18-24)

Lagan District

Norman McKee, DC
Ian Stewart

North West Belfast District

Scott Hamilton, DC
William Humphrey MBE

North Down District

Pamela Dunseath, DC
Chris MacArtney
Mark Hennessy (18-24)

South Down District

John Bradshaw

Strangford District

Danielle Markwell, DC
Maureen Smyth
Daniel Hunter (18-24)

Fermanagh District

Kenneth Reilly
Estrella Sanchez Barahona

Londonderry District

Adam Meikle
Paul Meikle
Grace Owens (18-24)

Tyrone District

Neal Linnegan
David Suke

Executive

Henry Brown
Rosemary Forde
Stephen Bell
Stephen Donaldson
Gary Proctor
Chris Thompson
Colin Lammey
Kayleigh Finlay

The Board

Chair: Henry Brown
Stephen Donaldson
Gary Proctor
Stephen Bell
Rosemary Forde
Chris Thompson
Colin Lammey
Sasha Barrett-Ferris
Becca Buchanan
Jean Major
Norman McKee
Barbara Edgar
Danielle Markwell
Ciaran McGrath
Scott Robinson
Paul Dickson
Anne Nicholson
Rodney Watson
Rhiannon Wells
Kayleigh Finlay

Finance and General Purposes

Sub-Committee

Chair: Rosemary Forde
Gary Proctor
Roger Thompson
Colin Lammey
Alan Palmer
Chris O'Neill
Chris Thompson
Rhiannon Wells
Rodney Watson
Jean Major
William Humphrey

Ex-officio
Henry Brown
Stephen Donaldson

Strategy and Delivery

Sub-Committee

Chair: Stephen Bell
David Scott
Barbara Edgar
Peter Wilson
Nigel Collins
Kayleigh Finlay
Paul Dickson

Ex-officio
Henry Brown
Stephen Donaldson

Chief Commissioner

Scouts NI has had a busy year as we recover fully from the COVID-19 pandemic. It was encouraging that our Census 2023 numbers once again grew year on year, but not yet back to 2020 numbers which was the target.

One highlight was that Squirrels in their first full year of recognition as an integral part of UK Scouting returned over 1,000 members, testament to the hard work of the Squirrel Team and of course those who went before them during the difficult days of the transfer process.



Following on from the AGM last year Scouts NI launched a consultation process on restructuring operations within Scouts NI as it was felt that the current support structure was no longer fit for purpose and too many roles remained unfulfilled. The Board approved a series of roadshows across the province to gauge Leaders' opinion and the month of November saw representatives of the Board travelling to every County. We hope to be in a position to move to a shadow structure in Autumn 2023 and fully implement by Autumn 2024.

This past year has also seen a move to update the Sub-Committees of the Board and the Programme and Development Sub-Committee was wound up and a new Strategy and Delivery Sub-Committee was formed with three Sub-Groups - Programme, People and Perception. Stephen Bell continues as Chair of Strategy and Delivery Sub-Committee and David Scott, Barbara Edgar and Peter Wilson are Chairing the respective Sub-Groups. I am really pleased how this has worked out and some great discussions will lead to better outcomes across Scouts NI.



This past year has seen four members of Team NI step down. Anne Nicholson, who has been a great advocate of the Scout Section has taken some time out to be with her family, Jonny Hoy just found the time commitment to Cubs to be too much, Barbara Edgar has handed over the Beaver Team role after many very successful years, and Richard Dorrian has finished his term as Crawfordsburn Commissioner and returned to Scouting with 3rd Ards. We wish them all well in their continued Scouting and thank them very much for all they have accomplished.

We have during the year welcomed Kiara Kennedy to Cubs, Trevor Hendren to Scouts, Rachel Gilliland to Beavers, and Andrew Stacey has combined his Activity Permit Scheme Manager role with supporting all Activity related issues. We look forward to them continuing to grow these Sections and supporting the Leaders. We have also formalised the Crawfordsburn Management Sub-Group and welcome William Humphrey as its Chair.

We also lost Michael Croft from the Staff Team, thank you Michael for your contribution. In more positive news we were able to appoint two new members to the Staff Team during the year, Emma Stevenson and Pamela Emerson joined as Growth and Engagement Officers under the guidance of Vicky Flanagan, Strategy and Engagement Manager. This Team has achieved great things during the year in support of the County and District Commissioners achieving growth in all areas. Special mention must be made of 117th Belfast Islamic Scout Group, which after starting last Autumn, has gone from strength to strength under the care of Vicky Flanagan's Team, Belfast County and Lagan District.

Emily Erskine also completed her term as Youth Commissioner, and we are grateful to her for her contributions to supporting Youth Shaped Scouting. I am delighted to have been able to appoint Kayleigh Finlay to the role and look forward to continuing to work closely with Kayleigh to further the role of young members within Scouts NI.

The young people top Awards ceremony returned to Belfast City Hall, and we welcomed CJ Ledger Deputy UK Chief Commissioner to Scouts NI. It was really encouraging to see so many top Awards achieved after the COVID-19 break, and congratulations and thanks are due not only to the young people but also the Leaders who have enabled this to happen.

The World Scout Jamboree Unit has gelled into a very capable and inspiring group of young people and Leaders, and we really look forward to hearing all about their adventures in South Korea this summer.

I would like to thank Henry Brown and all the members of the Trustee Board for their help and support during the year, your advice has always been willingly given and gratefully received. Thanks also to Rosemary Forde Chair of Finance and General Purposes Sub-Committee and Stephen Bell, Chair of Strategy and Delivery Sub-Committee. In a year of change, both nationally and locally, the County Commissioners have been a constant source of strength, even when

constantly challenged about compliance with mandatory training. This is something which is an ongoing concern as we try to ensure that Scouting in Northern Ireland is a safe space for all young people and adults.

It would be remiss not to mention Jonathan Gracey, Chief Executive, and the staff at Ardnally and Crawfordsburn Scout Centre who all go far over and above their contracted hours in support of our volunteers, something for which we are all extremely grateful.

In concluding this report, I want to emphasise how much Scouts NI has achieved in this year of recovery. We have had members of Network attend Her Majesty Queen Elizabeth II's Lying in State and Funeral in London and the Coronation of King Charles III some months later, a Jamboree Unit prepared to go to South Korea, Queen's and now King's Scouts attending Windsor, been able to once again have Beaver Rally Day, and had a very exciting Squirrel Day. We have been able to hold top Awards ceremonies for young people and adults. On top of all this we have considered how best to support our Leaders across Scouts NI, and prepared for National transformation, but above all we have provided fun, challenge and adventure for a growing number of young people.

It is only by working together at all levels of Scouting that we can continue to grow our presence in every community in Northern Ireland, to enable more young people to gain #SkillsForLife and join the adventure.

My sincere thanks to everyone who has contributed in any way to our success in recovery from the pandemic, and shares the belief that young people need Scouting more than ever. Let's commit ourselves to seeing Scouting continue to attract and inspire more young people to reach their full potential within their communities, and to celebrate their success whatever that may look like for them individually.



Stephen Donaldson
Chief Commissioner

Programme

Aim: to provide a fun, enjoyable, high-quality programme consistently delivered and supported by simple (digital) tools.

The Chair, David Scott, emphasised that the Sub-Group would focus on providing better Scouting for more young people and preparing young people with skills for life. The four relevant Programme and Development Sub-Committee objectives were explored to draw out the priorities of this new Sub-Group.



The January meeting saw the Sub-Group examine the NI Calendar and the national Sectional Core Teams. Members investigated how national events could draw more attendance along with moving certain events to County and District levels. The Strategy and Delivery Sub-Committee requested the sharing of good practice with respect to risk assessments and short and long term targets for programme events going forward. The Sub-Group was updated about several resources being developed to support programme activities at Group level, namely Scout Taster Sessions for Schools and Community Impact resources.



The NI Awards Ceremony took place at Belfast City Hall on 6th January with many Chief Scout's and Queen's /King's Scout Awards being presented in the Scout and Explorer Sections.

The March meeting saw the Sub-Group finalise the NI Strategy for programme with short and long term targets in the four strategic objective areas of Growth, Inclusivity, Youth Shaped and Community Impact. NIC Inclusion, Justin Gawn, attended to present some excellent ideas for Inclusion in Sections as well as attainable targets for the strategy document. The Chair had led the redevelopment of the Step Forward resource for the Community Impact Staged Activity badges and other top Awards in partnership with local charity Habitat for Humanity Ireland. This DEAR funded resource was to be launched in April 2023. The meeting also addressed the current NI Restructuring and UK Transformation projects as well as the Census 2023 figures.

Our new NIC Squirrels, Becca Buchanan, was busy building her new Sectional Team. She organised a Super Squirrels Fun Day at Ardnavalley Scout Centre in October which saw a large crowd celebrate the 30th anniversary of Squirrel Scouting in Northern Ireland and the 1st anniversary of being part of UK Scouting.



The Squirrel Leader Development Days were themed around outdoor activities and learning. NIC Beavers, Rachel Gilliland, took the reins of this large Section and began planning events such as

the signature Rally Day at Crawfordsburn Scout Centre. She spent the spring visiting various Colonies as they carried out programme activities and to celebrate Founder's Day. Kiara Kennedy, NIC Cubs, was appointed during the year and began to form her Core Team and calendar of events. NIC Scouts, Anne Nicholson, was pleased with the Mechanic Badge event hosted by REME at Kinnegar Army Barracks in October.



NIC Network, Emma Webster, reported that her Core Team had supported Network registration events in the autumn. Thanks go to outgoing NIC Beavers, Barbara Edgar, after six years of excellent service. She also held the role of UK Beaver Advisor during her term of leadership. Sincere thanks also go to NIC Scouts, Anne Nicholson, who has stepped down after seven years of excellent service. Both NICs led strong Teams very well to ensure that their national events ran successfully and that Scouting standards were kept as high as possible. Andrew Stacey replaced Richard Dorrian as NIC Activities towards the end of the Scouting year with Alan Parkes replacing Richard as NIC Crawfordsburn. Our thanks go to Richard for five years of excellent service to both these demanding roles.



The Big Sleepout for the Simon Community was a great success with over 500 participants taking part at Crawfordsburn Scout Centre. The Scout Core Team also supported Leaders' training events. NIC Explorers, Michael Morrison, reported that the Survival Weekend and Youth Forum held at Crawfordsburn Scout Centre in October was successful with great feedback. He was rebuilding his Core Team while supporting Districts and Units as they aim to achieve top Awards. Michael was especially pleased to see 14 Queen's Scout Awards being presented at the NI Awards Ceremony in January.



People

Aim: more well trained, better supported and motivated adult volunteers and young people from diverse backgrounds.

The People Sub-Group is made up of the Chair, Barbara Edgar, NI Commissioners for Adult Support, Activities, International, Inclusion, Manager of Activities Permit Scheme, NI Youth Commissioner, Member of Council (under the age 25), co-opted individual with recognised qualification in HR, and designated staff member.



As a new Sub-Group, meeting this year for the first time, the focus was the re-engagement and recruitment of volunteers, and recovery since COVID-19. Being back face to face with no restrictions, Scouts NI needs to help Leaders get through training, tailor meetings, and encourage more Leaders to engage at District, County and Northern Ireland level.

This year there has been good media coverage with the Belfast Islamic Centre (117th Belfast) and Operation Feather which has helped with recruitment and perception, but recruiting volunteers at a local level is so important. We also need to improve our communication with our Leaders, supporting people with what communication they can use and signposting them to places such as the recruitment pages on The Scout Association's website and the Brand Centre.

Every adult at Scouts should feel part of the team, know what's going on, know what's expected of them and know where they can go next.

There has been good work going on at a local level within our Districts and Counties supporting and helping Leaders to complete mandatory training. The Train the Trainer event scheduled for April will help to recruit new competent and enthusiastic Trainers and Training Advisors.

A satisfaction survey and training needs analysis was carried out this year and thanks are extended to all Leaders who completed it. The data obtained from this survey is invaluable to the People Sub-Group as it will shape the Group's thinking and approach over the coming years.

The Sub-Group continues to look at the 'People' Strategy and is putting together a 3-year plan for moving forward based on the 3 Rs: Recruit, Retain and Reward.

- Revising the welcoming process and ensuring support in line with the transformation process.
- Review training looking at what is delivered and how it is delivered.
- Address the loss of individuals post 18.
- Leader recognition, bringing Leaders together, saying thank you and celebrating their training and long service Awards.
- Programme support for Leaders still an important part of adult support – being part of team.
- Shout about what makes Scouts great.

Every volunteer needs to be welcomed, supported, valued, able to gain skills and to have fun! Every volunteer matters and it's people that we need to keep the movement going.

Perception

Aim: Scouts is understood, more visible, trusted, respected, and widely seen as playing a key role in society today.

The first year of the Perception Sub-Group has been very busy with a lot of work being done to develop and strengthen the support that can be given to Scouts NI Headquarters and the wider Scout members throughout Northern Ireland.

The Perception Sub-Group is made up of the Chair, Peter Wilson, NI Commissioner Inclusion, NI Youth Commissioner, NI Community Impact Lead and also has fantastic input and collaboration from the People and Programme Sub-Groups.

There has been great developments for the Youth Shaped Team. NI Youth Commissioner, Kayleigh Finlay, has recruited more Youth Commissioners and specific job roles and tasks have been set. The Sub-Group has been working very closely with the UK and Nations Youth Commissioners Teams for a joined-up approach. With this expansion and focus, the Sub-Group hopes to grow the interest in Scouts NI and the great work that goes on. Media training has been arranged for June to support these young people and help develop #SkillsForLife.

Justin Gawn has grown the Inclusion Team and now has a core group of six people who will design and develop their plans, events, their vision and resources for supporting all. A lot of work has been put into promoting Northern Ireland and attendance at a wider range of events will be increased. Belfast will host the Overture Conference in 2024, a dialogue for a peace programme is being worked on as well as attendance at Pride, Disability support, and supporting more to achieve the top Awards. Work is also underway to integrate the Sub-Group within the wider national Equity, Diversity, and Inclusion functions, to both benefit from and share lessons learned and best practice.

The Perception Sub-Group also supports the work of the Arrowhead Club which is open to all current and retired Scout Leaders and meets between September and June on the first Monday of the month for a lunch. The Club also enjoys

outings during the year to the theatre and various places of interest in NI.

Emily Erskine and Becca Buchanan have been working with our Community Impact partners to organise some excellent events this year. The Big Sleep Out saw over 400 Explorers sleep out in the Lid at Crawfordsburn Scout Centre. Events have also taken place with the Army, Live Here Love Here, and collaboration with other organisations continues.



Alongside these developments, the Sub-Group has also been supporting the NI Scout Office with a Communications Strategy and guidance on the use of social media and communications. The need to raise Scouts NI profile, both internally to support members, but also externally to grow the Movement is strategically important.

Nisha Patel, UK Commissioner of Perception, joined the Sub-Group at a meeting to discuss communications and campaigns specifically around the Coronation of King Charles III. Four members of the Perception Sub-Group were in attendance in London for the Coronation of King Charles III - Kayleigh Finlay, Scott Robinson, Stephen Bell and Peter Wilson - along with Gillian McEvoy who supported three Explorers. Northern Ireland also had a further ten Network members in London for the occasion. This was great for the perception of Scouting and more involvement with the UK Scout Association will only strengthen our growth across Scouts NI.

Crawfordsburn Scout Centre
20 Bridge Road South, Helen's Bay, Bangor, BT17 1JT

A decision was taken during the year to restructure the management of Crawfordsburn Scout Centre. The Chief Commissioner invited William Humphrey to Chair a new Management Sub-Group of the Finance and General Purposes Sub-Committee, populated by representatives from the Northern Ireland Scout Council and Wardens from each of the Teams at the site.



Thanks are recorded to Richard Dorrian who stepped down in January as Northern Ireland Commissioner for Crawfordsburn and Activities and a word of welcome to Alan Parkes who has taken on the role of Acting Northern Ireland Commissioner for Crawfordsburn.

The site continues to be very popular, demonstrating that Crawfordsburn remains an important part of Northern Ireland Scouting's outdoor programme. The site continues to offer a broad range of activities, delivered by professionally trained staff and skilled volunteers. Over the past year Crawfordsburn Scout Centre has faced a number of challenges. However, challenges provide opportunities, and Scouts NI must seize all opportunities and work to reduce and eradicate the challenges.

During the summer 2022 another very successful Summer Scheme was delivered, with over fifty young people enjoying a varied programme over seven weeks.

The Crawfordsburn Management Sub-Group has embarked on a programme of essential

maintenance, across the site. This has resulted in monies having to be spent, ensuring a high level of health and safety is maintained, at the expense of replacing or upgrading some activities. As part of this programme, 650 trees were planted around the site and these will be revised in the autumn to establish if further maintenance or thinning out is required.

Work has almost been completed on the new Squirrel Story Chair area. This quiet space has been newly established, with the area having been fenced off and a new perimeter hedge having been planted and bench seating installed around a large story chair. This is a pleasant quiet space for our younger Sections to enjoy.

A key part of the strategy has been to raise the profile of Crawfordsburn, both within Scouting and increasingly beyond. To this end, the Chair of the Crawfordsburn Management Sub-Group and the staff team have been engaging with wider society. This included the visit of former Education Minister, Michelle McIlveen MLA.

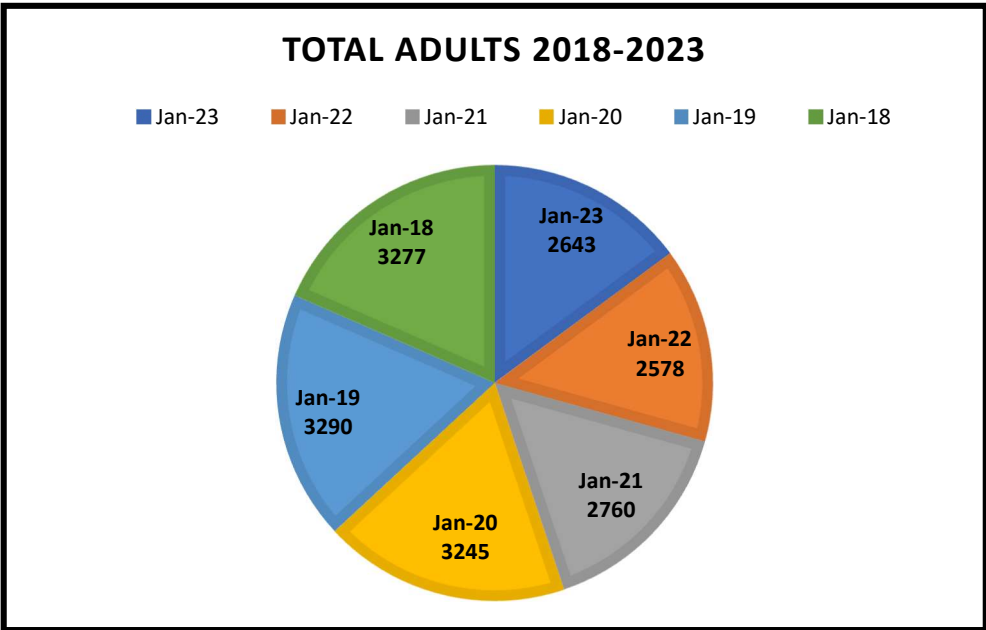
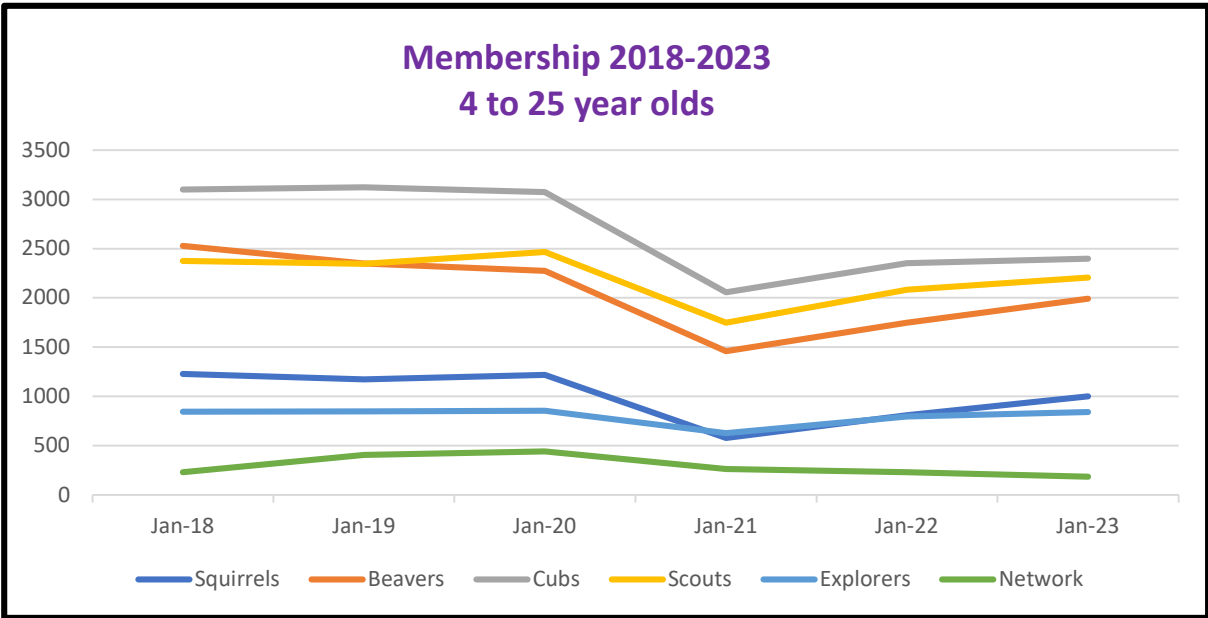


As the new Scouting season starts in September 2023, the site will mark a key and significant milestone in the life of Crawfordsburn Scout Centre - its 75th Anniversary. This will provide Scouts NI with a tremendous opportunity to celebrate a momentous occasion, but also to rebrand and relaunch a much cherished "jewel in the crown" of Northern Ireland Scouting.

Membership

A summary as at 31 January 2023 is as follows:

Squirrels	1,001	Squirrel Dreys	87
Beavers	1,990	Beaver Colonies	142
Cubs	2,399	Cub Packs	148
Scouts	2,205	Scout Troops	140
Explorers	839	Explorer Units	81
Network	185	Scout Network	19
Total Youth Membership	8,619	Scout Active Support Units	13
		Young Leader Units	14
Leaders, Commissioners and other adults	2,643	Total number of Groups	159
Total Membership	11,262	Districts	14
		Counties/Areas	7



Youth Awards

Presentation of Chief Scout's Gold Awards and Queen's Scout Awards held on Friday 6th January 2023 in Belfast City Hall. Awards presented by NI Chief Commissioner, Stephen Donaldson and Deputy UK Chief Commissioner (Support) C J Ledger

Chief Scout's Gold Award

County Antrim

Lisburn District

1st Hillsborough

Rhys Gregg
Niamh Grimley
Tim Jones
Eddie McKeag

Slemish District

3rd Ballymena

Eric Gamble

5th Ballymena

Oliver Logan
Rory MacDonald

1st Killymorris

Ryan Moore

South East Antrim District

1st Ballygally Sea Scouts

James Bonugli
Matthew Reid
Owen Sloan

1st Carrickfergus

Blair Clifford-Mayne
Ethan Hamilton

1st Islandmagee

Hedera Coles
Devyn Henderson
Rowan McConkey
Joey Milliken
Luke Simpson
Joshua Thompson
Matthew Tweed



1st Whitehouse

Jacob Gordon
Daniel Ogilby
Vincent McCullough

7th Larne

Richard Clements
Katelyn Grange
Robbie King
Denisa Veres

Belfast County

East Belfast District

7th Belfast

Ryan Mawhinney

North Belfast District

5th Belfast

Donal Creagh
Henry Johnston
Cormac McCollum
Natasha Morgan

78th Belfast

Conor Burnett
Ben Perkins

108th Belfast

Thomas Allen
Jude Craig
Adam Wallace

County Down

North Down District

1st Bangor

Luna Pandey
Emily Rennie



2nd Holywood

Matthew Gardner
Harrison Geddis
Daniel Greer
Robert Lyle
Harry McDowell

4th Bangor

Jamie Armstrong
Conor Branigan
Lucy Crawford
Georgia Getty
Susanne Kitchen
Cody McClelland
Patrick McClelland
Patrick McDonough
Joshua McLenaghan

Mia Neill

Eefa Shortt

Neave Shortt

Connor Sizer

Ethan Small

Ruby Wilgar

Strangford District

1st Comber

Charlie Adams
Lucy Dean

1st Newtownards

Sabah Fox
Billy Spiers
Rebecca Summerville

3rd Newtownards

Rachel Clark

Luke Miller

Dylan Robinson



Youth Awards

Commissioner's Commendation Award in recognition of
Bear Grylls Unsung Hero Award

County Antrim

1st Monkstown

Nicole Finlay



Queen's Scout Award



County Antrim

Andrew John Montgomery
Matthew Blair Andrew Stacey
Hannah Todd



County Down

Tomas Eduardo Arias
Joanne Isabel Annesley Carney
Kayleigh Jane Finlay
Daniel Hunter
Megan Hunter
Adam Thomas McCracken
Adam Glenn Morgan
Nathan Robert Quee

County Londonderry

James William Wilson Greer

Northern Ireland

Becca Buchanan

Adult Awards for Good Service



Chief Scout's Commendation for Good Service

<p><u>County Antrim</u> Linda Suzanne Cherry</p> <p><u>Belfast County</u> Jonathan Michael Allen Jill Elizabeth Anne Ashenhurst Heather Brown Agnes Colgan</p>	<p>Michael Croft Michael Brian Curry Rachel Susan Gilliland Scott Fitzgerald Hamilton Callum Sean McCloskey Scott Robinson Gareth John Thompson</p>	<p><u>County Down</u> Joanne Mary Burridge Jill Noelle Alexandra Constable Emma Jayne Currie Hannah Nadine Donaldson Geoffrey Alistair Harkness Rebecca Joanne Mccarthy David William Shephard</p>
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Award for Merit

<p><u>County Antrim</u> Graham Christopher Cully Gary Robert Grange Colin Eric Hewitt Carmen Irvine Audrey Margaret Morrow</p> <p><u>Belfast County</u> Maureen Adams Jeanette Allen Duncan Lamont Berryman</p>	<p>Ashlea Elizabeth Berryman Brian Joseph Johnston Elizabeth Kidd Daniel James Kinnear Philip Adam Maxwell Nicola Ruth McKee Sean Moore Gesualdo Moscato John White Ingrid Rose Wilson</p>	<p><u>County Down</u> Pauline Amanda Coulter Sean Jaakko Marius Hindsberg Richard John Lawther</p> <p><u>County Londonderry</u> Stuart John Andrew Cullen Ryan Mark Elliott Margaret Campbell Hamilton Bjorn Fergus O'Brien</p>
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Bar to the Award for Merit

<p><u>Belfast County</u> Lorraine Kidd Colin Peter McShane Helen Sarah Morrissey</p>



Adult Awards for Good Service



Silver Acorn

County Antrim
David Alexander Holmes
Eugene Patrick Neeson
Anne Louise Nicholson

Belfast County
Ian David Berryman
John William Lyons
Philip Patterson

County Londonderry
Amanda Gourley
William Henry Colin Scott
Robert James Simpson
Norman Eric Wilson



Bar to the Silver Acorn

County Londonderry

Colin Charles Rea

Northern Ireland

Caroline Anne Brown



Silver Wolf

County Antrim
James Mcallister Law

Belfast County
Maureen Hilda Campbell
Gordon Gregg Edgar
Carole Elizabeth Scott
Ian Victor Stewart

County Londonderry
Margaret Evelyn Love



Fundamentals of Scouting

The Purpose of Scouting

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

The Values of Scouting

As Scouts we are guided by these values:

- Integrity - We act with integrity; we are honest, trustworthy and loyal.
- Respect - We have self-respect and respect for others.
- Care - We support others and take care of the world in which we live.
- Belief - We explore our faiths, beliefs and attitudes.
- Co-operation - We make a positive difference; we co-operate with others and make friends.

The Scout Method

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.

Further information on the Fundamentals of Scouting is available at this website:

<https://www.scouts.org.uk/por/1-fundamentals-of-scouting/>

Key Policies

The Key Policies of The Scout Association are:

- Equal Opportunities Policy
- Privacy and Data Protection Policy
- Religious Policy
- Safeguarding Policy
- Safety Policy
- Vetting Policy
- Youth Member Anti Bullying Policy

Further information on each of the Policies is available at this website:

<https://www.scouts.org.uk/por/2-key-policies/>



Structure, Governance and Management

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to

any material departures disclosed and explained in the financial statements;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Board of the Council is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act (Northern Ireland) 2008. The Board of the Council are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The management of the business of the Council is vested in the Board of the Council. The Board is responsible for policy making, but delegates certain operational decisions to its Executive and Sub-Committees (Finance and General Purposes and Strategy and Delivery). The Board keeps under review a business risk management analysis that identifies potential risks to the key functions of the Association. The Board delegates the day-to-day operation of the business to the Senior Management Team of the following: Chief Executive Jonathan Gracey, Strategy and Engagement Manager Vicky Flanagan, Administration Manager Pamela Hale, Crawfordsburn Scout Centre Manager Peter Harrison.

Financial Review

The charity is non-profit making organisation. The results are set out in the Financial Statements.

The charity had net income for the year of £23,848 (2022 – net outgoings £7,810).

The Board of Council have examined the charity's requirements for reserves in light of the main risks to the funding of the organisation. Unrestricted free reserves are £724,296 as detailed in Note 23 and this level of reserves would be sufficient to fund the organisation's running costs for a period of six months at current levels of spending and cover redundancy payments for the current staff. The Board of Council consider this level of reserves to be adequate to meet the needs of the charity.

Chair of the Board

As the impact of the COVID-19 pandemic lessened the Scouts NI Board, and its various Committees, returned to face to face meetings and a more normal approach to business. We retained the use of MS Teams for smaller or ad hoc meetings to enable us to make better use of people's time and reduce our carbon footprint. As the Chief Commissioner has reported a lot of time has been spent progressing the restructuring of our support structures which we believe will lead to better Scouting for young people. The interactive roadshows to discuss the proposals proved to be a very positive exercise and are something the Board would consider doing again to ensure we understand the "grassroots" perspective. This consultation very much shaped the final proposal approved by the Board in March 2023. The work to make the necessary changes to the Scouts NI Constitution is now underway.

The move to a more streamlined Strategy and Delivery Sub-Committee with Programme, People and Perception Sub-Groups has proven very effective and looks set to provide a more efficient, effective and focused way of running Scouts NI with a direct benefit to young people.

The Board greatly values the work and expertise of our Chief Executive and Honorary Treasurer, along with the Finance and General Purposes Sub-Committee, in ensuring that Scouts NI remains in good financial health and that we make good use of our assets. Once this is evident in the accompanying accounts and financial statements. The Board continues to work to improve the governance arrangements within Scouts NI and is keen to promote good practice within Groups, Districts and Counties.

The work of the Board included the regular review of safety and safeguarding reports from The Scout Association, monitoring reports on compliance with mandatory training, reports from Sub-Committees and review of our risk register. The Board continues to provide support to the Chief Commissioner and his team to ensure that Scouting in N Ireland is delivered in the safest manner possible. The Chief Commissioner, the

Chief Executive and the Chair greatly appreciate the support and wise counsel of the Board throughout the past year.

The Board would like to see Scouting expand further into areas and communities where Scouts NI has not previously operated and also to support traditional areas that are experiencing difficulties maintaining their Scouting base. To this end the Board is seeking support from The Scout Association to expand the professional development team.

The other main focus by the Board has been and will continue to be the Crawfordsburn Scout Centre. Over the past two decades over £4 million has been invested with a further £1 million to be invested by Department of Education in 2023-24. Crawfordsburn is therefore the Scouts NI asset in receipt of the most investment and as a result has the potential to be our "Jewel in the Crown". It is the Board's desire to ensure that Crawfordsburn Scout Centre fulfils this potential and becomes the place where young people, both inside and outside Scouting, want to come for an Outdoor Experience. The Crawfordsburn Management Sub-Group is increasingly making strides to improve the day-to-day operation of the Centre.

I would like to thank members of the Board, Executive, Finance and General Purposes and Strategy and Delivery Sub-Committees for all their hard work and support. I would also like to thank all those Leaders who bring Scouting to young people, the County and District teams and our Northern Ireland Commissioners. Finally, I would like to say a big "Thank you" to our professional staff, both in the Ardnally Office and at Crawfordsburn Scout Centre, for all their hard work in what has been yet another tough year.

I would like to commend the Annual Report of Scouts NI 2022-23.



Dr J Henry Brown
Chair