

**Scouts**  
Norfolk



**Do more.  
Share more.  
Be more.**

Annual Report 2017-18

## Our vision

By 2023 we will have prepared more Norfolk young people with skills for life, supported by amazing leaders who deliver an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities

## Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society

## Our values

We act with care, respect, integrity, cooperation, exploring our own and other's beliefs

## Our goals

We will achieve the following goals against our four objectives:

### Growth

- 7,250 young people
- 1,450 Section Leaders
- 450 Young Leaders

### Inclusivity

- Our volunteers reflect the demographics of our society
- Scouting accessible in Norfolk's areas of deprivation

### Youth Shaped

- 50% young people shape their Scouting each year
- 1,700 young people achieve a top award each year

### Community Impact

- 50% young people making a positive impact in their local communities each year
- 1,700 young people achieve a top award each year

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## Our three pillars of work

To meet these objectives, we will focus on three pillars of work:

### Programme

A fun, enjoyable, high quality programme consistently delivered and supported by local resources and knowledgeable people.

### People

More, well trained, better supported and motivated adult volunteers and young people from diverse backgrounds

### Perception

Scouting is clearly understood, more visible, trusted, respected and widely seen as playing a key role in Norfolk's communities and society.

# Welcome

An introduction from Richard Jewson, our President.

Welcome to our Annual Report of Scouting in Norfolk in the year ending 31 March 2018.

Scouting continues to offer wonderful opportunities for young people to learn skills for life as they grow into active citizens.

This year the numbers have grown by 3% and we have set a target to increase by 10% to 7,250 by 2023.

This is all made possible by the increasing numbers of adults who volunteer with Scouting. I congratulate and thank them all.

A brand new Scout Group was opened in Shipdham, as well as several new sections across the County. A lot of planning took place during the year to put on NORJAM 2018 in August.

With all good wishes,

**Richard Jewson**

President, Norfolk County Scout Council.

“Scouting continues to offer wonderful opportunities for young people to learn skills for life as they grow into active citizens.”



## The end of one journey, the start of another

A welcome from Matt Hyde, Chief Executive, the Scouts

It's great to be back in Norfolk again for your AGM. The County has a rich heritage of Scouting and you, our amazing volunteers in Norfolk, have proved you are never afraid to think differently and work hard to bring skills to life to more young people. Congratulations on your terrific growth figures – with 6,500 young people now benefiting from Scouting in the county.

NORJAM was a shining example of the vibrancy and energy of Norfolk Scouts. We are at our best when we bring different people together, offering opportunities to young people to experience new and different things. Well done on being such great ambassadors for the movement.

“The County has a rich heritage of Scouting and you, our amazing volunteers in Norfolk have proved you are never afraid to think differently and work hard...”



Nationally, this has been a momentous year for the Scouts. We completed Scouting for All, our 2014-18 strategic and launched Skills for Life, an ambitious new plan to 2023. We also adopted a new brand (thanks for embracing this so soon – you are the trailblazers!) and recorded our thirteenth year of consecutive youth membership growth. Encouragingly, we have more volunteers than ever – with significant rise in section leaders. Thanks for your part in making all this a success.

It's the end of one journey and the start of another. We continue to grow, drive inclusivity, help young people shape the movement and make a positive impact in local communities. Looking ahead, we want to make it easier for leaders to plan and deliver programmes, improve our perception making it easier to recruit new volunteers.

But it's worth reflecting on this – none of the great work happens without amazing leaders delivering inspiring programmes. Thanks for being such a great team and making such a fantastic difference to the lives of young people.

**Matt Hyde**

Chief Executive Officer, The Scouts

## County Chair

A further year has flown by with loads of exciting opportunities offered by volunteers to young people.

I was really pleased that Scouting has placed 'skills for life' at the heart of its National Strategy and the County Conference held in January concentrated on this. It was a great event where volunteers invested their time to create a vision and strategy for Norfolk Scouts.



**“The Board of Trustees has evolved somewhat with a diverse range of Trustees now appointed...”**

The weekend was certainly well received with many inspirational, enthusiastic and creative managers and Trustees coming together to discuss how scouting will make a further difference to young people's lives in Norfolk. The resultant County

Plan will enable us, the County Board of Trustees (BOT), to support Operational teams to meet our charitable obligations, keeping us moving in the direction agreed. As Trustees we are definitely up to the task!

Communication is improving between Trustees and Operational teams from the embedding of new structures which were implemented last year.

There is always more work to do, but I am confident that Trustees and managers feel they are better informed and the BOT is supporting Operational teams by making timelier, financially robust and effective transparent decisions.

This is a real positive for Norfolk Scouts and will assist us in meeting strategic objectives to grow Scouting further in Norfolk.

The Board of Trustees (BOT) has evolved somewhat with a diverse range of Trustees now being appointed to the Board and the County Appointments Advisory Team. This is really good news and whilst the Board was always young in spirit having some younger Trustees helps us to get a different perspective with our decision making processes. GO GO Youth Shaped Strategy!

On a much dryer note we are progressing the County's Risk Assessment Log with the Trustee appointment of Nigel Boast who has agreed to lead on this piece of work. We are also progressing our Data Privacy Policy to meet our GDPR obligations. Both pieces of work will be continued by the BOT in this current year.

Finally, please look out for TRUST 2018 which has been organised by Trustees with support from the County Training Team. This event is committed to supporting governance in Groups and Districts within the County through a series of workshops taking place Sunday 18 November 2018. I thank the BOT for supporting this important piece of work.

My thanks go to both the Sub-Committees and Board of Trustees for their commitment and hard work this past year.

**Rena Savage**

County Chair, Norfolk County Scout Council

# County Youth Commissioner

This time last year we were thinking about ways to improve and implement youth shaped Scouting across Norfolk making it a fundamental pillar in the way we work.

Wow - we have achieved some great things at county, district and group level! The progress this year is amazing, but there is so much more to be done.

Across Norfolk we have District Youth Commissioners within six districts, with other districts looking to appoint Youth Commissioners.

This year was the first time Norfolk, as a County, widely promoted #YouShape Month in February. We were tasked as a Youth Commissioner Team to put on 1,000 hours of youth shaped activities across Norfolk, and wow did we smash this!

“...in excess of 3,000 hours took place where young people were actively shaping their Scouting experience.”

We had Survival Days, Beaver and Cub Fun Days, Patrol Leader and Assistant Patrol Leader Training, Camps and not to mention Chris, Gwen and Jack's YouShape challenge of visiting every section in their district.



My budget helped fund these activities and I gave help when needed, but the majority of the 'leg work' was done by District Youth Commissioners, supported by local Executives and other leaders. For this I can only thank you all for your hard work.

So, our original target was 1,000 hours. One district alone, Eastern Norwich achieved 2,300 hours with other events across the County clocking up hundreds of hours as well. With all the information collected on #YouShape events across Norfolk we estimate in excess of 3,000 hours took place where young people were actively shaping their Scouting experience.

All the data gathered from these events has been reviewed to really understand how we can better shape programmes we offer and how the decisions we make effect young people, their scouting experience and giving them skills for life.

So that is what has happened in the County, now what have I been up to as County Youth Commissioner....

This year I have been out visiting as many groups as possible. I attended the County Conference, where we were all in agreement that youth shaped Scouting needed a key place in the County Plan to enable growth. I have visited district hikes, cooking competitions and an awards evening. I have been part of executive meetings sitting on the Programme and Operations Sub-Committee and the Board of Trustees.

Unfortunately I have not been as active as I would have liked due to commitments outside of Scouting and this is one of my biggest regrets of this year. We have made huge progress in Norfolk with youth shaped Scouting, but we can also do so much more with the passion and commitment contained within this amazing county.

With things outside Scouting settling down, hopefully more of my time can be committed to my role and moving forward we can make even better progress.

I would like to thank all of the District Youth Commissioners for their hard work over this last year, making everything possible and a thank you to everyone who has helped us.

**Dom Belcher**

County Youth Commissioner

# Nancy

I have enjoyed doing outdoor activities such as Den building and Bug Hunting.

I also enjoy helping out my friends.

I am really looking forward to moving up to Cub Scouts soon, and working towards my Chief Scouts' Silver Award

## Nancy

Chief Scout's Bronze Award Achiever, aged 7 (nearly 8!)



## County Commissioner

What an adventure the Scouting year 2017/18 has been and I continue to be amazed by the sheer brilliance that Scouting can deliver!

Almost exactly a month has passed since we closed our 15th International Jamboree, NORJAM 2018, an amazing week full of opportunities for 5,000 young people and 1,500 volunteers from 27 countries.

While NORJAM itself sits outside of the window for this report, as you can imagine the planning has been nearly three years in the making and was a key focus for many volunteers during the year 2017/18. For most of our NORJAM team this effort sits on top of an existing volunteering commitment in Scouting or Guiding. I think each and every one of you are marvellous and on behalf of every participant I thank you!



Planning for NORJAM has certainly not detracted from either the business as usual or change appetite within the County Team.

**“Our ambition for the future was a key discussion point at our excellent County Conference held in Great Yarmouth in January.”**

We have made a number of key appointments to the core team to help design and deliver our vision. A number of vacancies still remain and we are looking ever harder and further to bring new blood and talent to help complement our team.

I would like to put my thanks on record not only to every volunteer or employee within the County Scout Council, but further to our nine incredible District and 114 fabulous Group teams, who between us all, make sure that on most weeks 113 Beaver Colonies, 121 Cub Packs, 110 Scout Troops, 52 Explorer Units and 9 Network units come together and experience a fun programme and learn new things.

Some of our volunteers are further recognised for their dedication and it was wonderful to see the Chief Scout, Bear Grylls, recognise 18 Norfolk heroes in the St George's Day awards this year.

During 2018, we said goodbye to our Regional Commissioner, Matt Mills, as his term of office finished. Matt was an incredible support to me and provided a great induction to the role of County Commissioner. Our new Regional Commissioner is Graham Woolley. We meet regularly and already plans are in place for new regional support activities to help develop local Scouting.

The regional County Commissioner team has evolved with some new faces, we all get along great. While I love leading #TeamNorfolk, I really value being part of the regional support network where the five other CCs and I can share ideas, problems and generally pull each other's legs!

Our ambition for the future was a key discussion point at our excellent County Conference held in Great Yarmouth in January. With almost 90 delegates this was one of the largest strategic gatherings we have had for many years. We were delighted to be joined by the UK Chief Commissioner, Tim Kidd for some of the time.

The Conference reflected on the opinions provided by both our young and adult members that had been collected in our County survey of 400 people in October 2017 and the response to the draft National Strategic Plan that had been shaped at our National Conference 'Summit 2017'.

Norfolk contributed to the National Strategy by sending delegates to Summit 2017 and submitting a response to the draft strategy created at our County Team Day in October 2017. Headquarters also took a copy of our local survey as an additional source of data.

The key outputs from the County Conference were 46 high level objectives that group into six development areas which need to be addressed over the next couple of years for Norfolk to continue to provide and improve Scouting excellence. The six key areas are:

- Raise the profile of Scouting in the local communities of Norfolk
- Focus on developing amazing section leaders with practical Scouting skills
- Adventurous Activity and Nights Away Permit Scheme will be promoted, understood and operated successfully
- Transform Adult Recruitment
- Provide a high quality Adult Training provision
- New Adult Volunteers to have a fabulous welcome to Norfolk Scouts

These dovetail brilliantly with our five national priorities which are:

- Develop amazing Section Leaders
- 'Off the shelf' programmes
- Digital programme planning
- Simpler training focused on practical skills
- Brand roll out

Already our new plan is starting to guide our work, building on the success of a GSL training day in 2017 and two Recruitment Workshops, we are starting to plan skills days for 2019 to provide our adult volunteers with practical programme experience. We have also run courses on Air Rifles, Archery, Water Activities, Axe Throwing and adapting programmes for additional needs to assist adults to gain the ability to run these exciting activities.

As part of our Perception work we were delighted to be approached by the then Chairman of Norfolk County Council, Cllr John Ward and help formulate the 'Chairman's Challenge'. This raised the profile of Scouting's work with our local authority and created ability for multiple youth organisations to work together.

The renewed relationship with Norfolk County Council continues and has provided several unique opportunities for young people and adults to take part in community events that showcase Scouting to unique stakeholders. – *I am not sure if any other group has ever fired a bottle rocket off the balcony at County Hall? But Norfolk Cubs have!*

Continuing with the community theme, during 2017/18 we have worked in partnership with local charity Break to support the 'Go Go Hares' initiative. Our special Scout challenge that was created has been embraced wholeheartedly and over 4,000 special badges have been sold each with a donation to Break.

We have also been in negotiation with the Royal British Legion and recently announced that Norfolk Scouts has affiliated with the Norfolk Branch. The Affiliation is a formal recognition from both our organisations of the activities we provide and parts we play in our local, national and international communities.

It means that we will both promote, support and encourage each other in our local communities and build bonds greater than just a nod and smile on Remembrance Sunday. It provides Scouting another channel to have an impact in our communities and the Legion a formal route to access volunteering opportunities in Scouting for the ex-servicemen and ex-servicewomen that they support to return to civilian life.

Norfolk Scouts will not just fly the flag locally.

During 2017 we also selected our 18 World Scout Jamboree participants who along with their leaders Penny Harris and Michael Price and our two International Service Team members Rick Cooper and Jemma Bradshaw will be Norfolk's ambassadors on the global stage when they attend the 24<sup>th</sup> World Scout Jamboree in West Virginia, USA in July 2019.

Our focus for 2018/19 is to ensure that these ambassadors are prepared emotionally, technically and financially to enjoy a life changing adventure.

2018/19 looks to be just as busy as we look to deliver our plans, make more key appointments and support more adults to provide skills for life to even more young people!

### **Matthew Burrell**

County Commissioner

## **Harry**

When I started working as a Young Leader it was a daunting prospect, trying to control a room of restless Scouts!

It's always difficult at first trying to get young people to listen to instructions when you're relatively new to them, and it was only through drawing upon my training and increased experience with them that I managed to tame the crowd.

Scouts, for me, has always been about spending time with likeminded individuals whilst engaging in activities that take you out of your comfort zone.

Our Top Awards are about more than ticking off boxes on a checklist and receiving a badge or buckle; they're about gaining and nurturing skills to help with school, the world of work and life in general, and providing a framework in which a scout can demonstrate and practice these skills.

It was satisfying to see my years helping with the younger sections pay off and I'll be proud to wear the belt as I continue to volunteer with the group in the coming months.

I am currently working towards my Queen's Scout Award, which requires significant planning and countless hours to achieve. Over the summer a handful of us are going on a 11-day expedition in Northern France to complete the Explorer Belt, which will go towards the award. It will be tough, but I can't wait!

### **Harry**

Young Leader Belt Achiever, aged 17



# Programme Workstream

Following the previous busy years for both Beavers and Cubs, 2017 – 2018 was a year for consolidation and bringing activities and camps back to district levels, but also a time for gathering information and looking at the structure of the Programme workstream and the aims and objectives to be delivered.

Time was spent holding Assistant District Commissioner (ADC) and District Explorer Scout Commissioner (DESC) meetings and asking these people about the support and type of programme ideas that they would like to see and also the districts would support.

Young Leader training continued to happen at county level and roll out commenced to districts. Young Leader training needed to be more accessible at a local level to encourage the Young Leaders to go along and complete it. District resource boxes were created and distributed to assist the districts with the initial start ups.

“The number of groups going abroad or learning about the world each year continues to grow...”



The team was joined by David McIlwhan to look at Top Awards and Network, with the aim to encourage more people to complete the Platinum, Diamond and Queen’s Scout Awards alongside the Duke of Edinburgh (DofE) Awards. David has also been overseeing the Explorer Section and DofE during this time.

In November a DofE presentations afternoon was held at the Open Academy in Norwich which was well supported with Bronze, Silver and Gold Expedition presentations being made and several awards also being presented.

International was also brought into the team and Rebecca Millard was appointed as Assistant County Commissioner (ACC) International, Beka is there to support groups going overseas with all the correct paperwork and forms and also offering advice where needed. The number of groups going abroad or learning about the world each year continues to grow and Beka has also made a new area on the County Website with help and advice if you are thinking of taking a group abroad.

Throughout the year we ran the Programme Team Challenge – for units to collect badges for taking part in activities covering community, telling people about Scouting and bringing new members. Well done to the groups who completed all aspects who received special certificates and trophies.

Finally for the last 2 years a lot of planning has been taking place about how to support the charity, Break, with the project of the Go Go Hares for their 50th Birthday. The feedback we received was that groups wanted off the shelf programme ideas so a Go Go Hares Challenge Badge was put together incorporating 4 programme ideas for each section – linked into areas of the programme covering Community, Environment, Adventure and Fundraising. These were launched at the start of the year and have so far been very well received.

It has become clear in the new County Structure that all Workstreams need to come together to deliver results for the county – the Programme Workstream has supported/had support from other workstreams:

World Scout Jamboree Selection, BPA – Explorers Night Exercise, Leader training, County Shooting competition

Lastly thank you to the members of the team who have moved onto new roles in the last year: Tracey Reynolds, Louy Howes, Trevor Orford, Colin Scott, Gill Hales and Tom Hadley.

**Jane Warden**

Deputy County Commissioner, Programme

# Karthik

I did not expect to get this award but when I got it, it was a very pleasant surprise. I felt very thrilled to receive the award as so much hard work went into it, like completing my personal challenge which was to complete by Grade 5 Piano practical.

Other people should achieve their Top Awards as it provides them with essential skills such as Leadership, Creativity, Teamwork and Independence. These useful skills can be implemented outside scouts such as in Duke of Edinburgh Awards or National Citizenship Service.

These awards help young people develop intellectually, physically and socially as well as building their self-confidence which allows them to do things that they never thought that they would do.

In Scouting, I love making new friends, learning new skills and having fun. It has given me opportunity to gain life skills such as first aid, orienteering and navigation through map reading; fund raising and charity through litter picking and bag packing.

My favourite part about scouting is camping as it trained me to be prepared for outdoors and gain independent skills.

I'm looking forward to going to Explorers now and to achieve my Chief Scout's Platinum Award

**Karthik**

Chief Scout's Gold Award Achiever, aged 14



## Adult Development & Support Workstream

2017/18 has been a very busy year for the Adult Development and Support team.

We have picked up a number of areas of work from our new County Plan and the team and I will be concentrating our efforts in the forthcoming year on how we can support this for the benefit of all our leaders, both new and experienced.

A lot has been said about skills for life. We see this very much as how we can help the journey for adults as well as our young people. We cover a diverse range of areas as you will understand from my report.

### Adventurous Activity Permit Scheme

The Manager of the Activity Permit Scheme (MAPS), Darren Glanville has met with the County Activity Assessors, District Commissioners, Leaders as well as conducting an online survey to get feedback about the scheme. This work has shaped the 2018/19 plan to support an increase the amount of permits being achieved.

The main points from the 2018/19 plan include:

- recruiting more county assessors,
- getting more information to leaders (such as through the website)
- running events aimed at giving leaders the chance to try activities and gain training
- making assessments more accessible.

Darren's aim for the start of the 2019 activity year is that there will be extra leaders and young leaders

with Adventurous Activity Permits to support more adventure in programmes.

Another focus area being looked at is improve the training and assessments young people (such as Young Leaders), currently the County does not have under 18s with Activity Permits.

We believe by getting the taste young we are investing in future skilled leaders and creating opportunities for peer leadership. Darren is also working to training participants to be High Ropes instructors at the World Scout Jamboree in North America 2019.

## Inclusion

Shirley Sinclair is our Assistant County Commissioner (Inclusion). Much of her work this year has been to supporting and encouraging Leaders to look at inclusion and diverse situations as learning opportunities for themselves and their young people. Shirley aims to promote an understanding of inclusion by raising the profile and encouraging greater understanding and flexibility.

“There are many examples of excellent inclusive Scouting happening across the county enabling young people to gain skills for life.”



When Shirley is requested to help she will talk to adults about what is already in place and to provide information to enable leaders and young people to adopt a ‘can-do’ and ‘self-help’ approach to inclusive Scouting. Often it is the simplest approach that works the best.

During 2017/18 Shirley has provided support, information and learning opportunities in specific aspects of inclusion either on a one to one basis, locally or county wide. The delivery of Adult Training Module 7 ‘Scouting for All’ and Module 14 ‘Supporting Young People’, cover elements of Inclusive Scouting and have been very popular this past year.

There are many examples of excellent inclusive Scouting happening across the county enabling young people to gain skills for life.

Moving forward Shirley aims to provide another Active Norfolk Inclusivity Workshop building on the success of the one run in 2017 and to ascertain any major areas of need across the county e.g. disabled access to HQ’s, the need for specialist equipment, adapted resources and any training in specialist areas.

## Safeguarding

During this Scouting year, Safeguarding training has been run in large groups of leaders from four districts and also to the county’s Active Support Units by Peter Chetwynd, our Safeguarding Coordinator.

We have welcomed Trudy Musgrove as a second Safeguarding Coordinator during the year, in addition to Safeguarding Training for adults, Trudy is training to be able to deliver Internet Safety Training for Leaders and young people based on CEOP’s ThinkUKnow education programme.

During the coming year Peter and Trudy plan to be able to provide Safeguarding training for all districts in Norfolk.

## Safety

Charles McIlwhan is our County Safety Coordinator, during the year 2017/18, he has supported the county by creating resources and delivering learning opportunities these include:

- Introducing a premises safety maintenance matrix of information on what should (or not) be within premises.
- Providing ongoing safety training.
- Supporting a district with a safety audit at a Scout campsite.

Charles works closely to with the UK Technical Officer and the UK Safety Coordinator to ensure accurate safety information is being circulated locally and nationally.

Looking forward Charles aims to deliver safety training sessions for all districts. These sessions cover the requirements for the ongoing training and much more.

### **Adult Training**

Led by Sandra Gostling, Adult Training has again been busy with over 70 wood badges, the symbol of completed Adult Training, being obtained.

During the year all modules have been made available being delivered in both weekend and evening sessions, in most districts. In the coming year, Sandra's objective is to have Leader training run in all districts as demand dictates.

The training team have presented and facilitated Managers and Supporters training in Norfolk having identified at least 2 or 3 Training Advisers in each district to support them through their training. This training is run on a regional basis in all 6 counties in the East with trainers from different counties supporting each other. It is hoped this will give opportunity for managers and supporters to be able to attend the dates which suit them best.

Trainers have also run several other training sessions throughout the County covering:

- Appointment Advisory Committees
- Becoming a Training Adviser
- Executive (Trustee) training.

These sessions are run in districts and as with all our training are open to anyone in the county to attend.

### **Neville Jarvis**

Deputy County Commissioner, Adult Development & Support

## **Ed**

Completing my Queen's Scout Award felt like such an achievement, and a bit of a relief!

More people should consider our Top Awards as they help you to develop skills, make friends and create a sense of achievement.

Our Top Awards scheme shows your ability to work with others, give time to the community and is recognised by employers and universities, helping you in the future.

I look forward to continued volunteering in North East Norfolk when I'm home from university, while also volunteering in Loughborough while away.

I'm looking for more opportunities in future, I would like to complete my Explorer Belt and go on more international camps, particularly the World Scout Moot in 2021

### **Ed**

Queen Scout Award Achiever, aged 18



# Growth Workstream

We have carried a vacancy for Deputy County Commissioner (Growth) throughout the whole of 2017/18, however, as a county, we have continued to grow.

Our annual Census at the end of January told us that in young people terms we had increased to 6,550 about 3% growth. Our adult volunteer numbers showed a much more modest increase, however this takes into account some additional calibration work this year.

Very pleasing this year was a solid growth of nearly 150 more young people involved in Scout Troops, a result of five new troops opening. In one instance a Scout Troop had not existed in a village since the 1960's, but the drive of the existing Beaver and Cub volunteers has made this happen again.

The county has supported the opening of new sections by the introduction of a new grant scheme that matches district investment in what can be an expensive event. I thank the Norwich Area Scout Trust for their agreement to fund new Norwich sections.

**“For the first time in modern records the total combined membership of Norfolk Scouts is greater than 9,000 people!”**



We are also supported by the professional Growth Development Officers whom we have the ability to call upon from the Regional Services Team (RST). I am grateful to Debbie Evans and her super RST team who always deliver!

For the first time in modern records the total combined membership of Norfolk Scouts is greater than 9,000 people!

Our focus on having an impact on the lives of more and more young people in our communities continues. Since our Census a whole new Scout Group has opened in Shipdham, the RST are supporting projects aimed at creating provision around the A11 corridor and we are trialling an exciting opportunity to deliver Scouting in partnership with a local school academy.

The District Commissioners with the support of key team members have set Norfolk Scouts' growth ambition to be that we are working with 7,250 young people by 2023, this supports Scouting's vision to have an additional 10,000 youth members in the UK by this time.

## Matthew Burrell

County Commissioner, Acting DCC Growth

## Ruby

I really liked camping with my friends and enjoyed spending time with the Camp Leaders.

On camp we went on a hike, it was a nice long walk in the fresh air. I think I've achieved the longest walk I've ever done!

When I grow up, I would like to become a Scout Leader.

## Ruby

Future Scout Leader, aged 9



# Operations Workstream

First of all, can I say a big thank you to the team for everything they have achieved over the last year and for all they have planned going forwards.

It has been an eventful year in Operations. Following the creation of our Workstream, we have appointed Phil Wright and Matt Kitchin as Assistant County Commissioner (ACC) (Events). They have been busy supporting several events within the county, the list being too long to mention all of the events the team have been involved with!

We also worked together with ACC International, Beka to organise the selection weekend for the young people hopeful to attend the World Scout Jamboree.



Jason Watcham, our County Quartermaster has now sorted the stores into

some semblance of order, including the compilation of an inventory.

**“We are working to ensure that Active Support is an appealing alternative to a traditional volunteering commitment”**

All equipment is now issued against a request, and then checked back in ensuring that everything is in working order.

Young people and adults from Norfolk Scouts and Girlguiding Norfolk have again worked together to deliver our promotional stand at the Royal Norfolk Show. At this year's show we won the Bonds Challenge Cup, presented to the best overall stand from a voluntary organisation.

The relationship our two organisations have developed in delivering this event is, I believe, unique. We will further develop this in the future, with the young people helping to choose the activities and layout for next year.

Our three County Active Support Units (ASUs) which report through my Workstream have continued to support Scouting. The Norfolk Scout Canoe Team (ASU) and Norfolk Scouts Shooting Team (ASU) spend a great deal of time training Scouts, Explorers and Leaders as well as organising competitions and events for our young people.

The County ASU has supported many Scouting and public events with their excellent hospitality provisions.

We also provide support and guidance to the collection of District ASUs, who provide Service Crews to campsites, maintain holiday homes, are members work district committees, act as Quartermasters, help repair headquarters and a myriad of other worthwhile tasks in Scouting.

All in all we have a group of enthusiastic ASUs in our county of whom we can be very proud. Moving forward we are working to ensure that Active Support is an appealing alternative to a traditional volunteering commitment to a diverse cross section of people, including younger adults do not necessarily want to be leaders, but still want to be involved in Scouting so that they may become our next ASU's.

In summary, I would describe our highlights as delivering several well supported events and I am delighted with how the new team have all come together.

I look forward to the coming year with supporting the young people and leaders attending the World Scout Jamboree, the Spring Fling, Royal Norfolk Show, and other promotional and programme events being planned. If anyone is interested in helping at any event then please contact me.

**David Cubitt**

Deputy County Commissioner, Operations

# Luke

I really enjoyed the Cub day at Norjam this summer. It was a great experience and amazing to see it all set up and it was interesting meeting the group from Thailand.

I liked visiting the other subcamps and doing their activities and having a Cub and Brownie opening and closing ceremony.

Next year I am looking forward to the responsibility of being a Secunder and then a Sixer, which I am working towards now.

Luke

New Secunder, aged 9



## Regional Commissioner

My name is Graham Woolley and, as Matthew has mentioned in his report, I have taken over from Matt Mills as the Regional Commissioner for the East of England. It's a pleasure and a privilege to be working with everyone across Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk.

To start the year, I heard about your amazing County Conference, with lots of interactive feedback being collected about the future direction for the county. This process has now delivered the fantastic Norfolk County Development Plan, which was recently signed off by your County Executive Committee. Many thanks and congratulations to everyone who participated in developing the plan. Now come the actions, so good luck to all with those!

Everything I've heard this year about Norfolk Scouts has been positive – from the impressive 3% growth numbers for young people, through the Scout Group which has been set up in a school on the Norfolk/Suffolk border, to the hugely successful NorJam2018. I'm sure there is a lot more to celebrate and, I hope you all find time to do that.

“Everything I've heard this year about Norfolk Scouts has been positive...”



There is much being planned around the 2018-2023 National Strategy which was launched recently to much positive acclaim. For the East of England, we will be delivering three regional events in central locations during the first quarter of 2019, to support District Commissioners (DC)s and Group Scout Leaders (GSL)s with some of the early actions of the new strategy.

The programme of the event will focus on helping DCs and GSLs support a balanced programme, introducing the programme checkers, promoting modules 12a and 12b and the importance of Top Awards. In addition there will be a secondary focus on developing (even more) amazing section leaders and the roles GSLs and DCs have in supporting good Getting Started projects.

We'll get the dates and details to you all as quickly as possible, so you can save the date(s) in your diaries. We look forward to seeing DC and GSL teams there.

So, finally, I commend the Norfolk Scouts 2017/18 Annual Review to you all and, would like to thank every single adult across the county for the amazing opportunities you provide to the young people of Norfolk. You really do prepare young people with skills for life! Continued success to you all.

Graham Woolley

Regional Commissioner, East of England

# Norfolk County Scout Council

Update on the accounts for the year ended 31 March 2018

The 2018 Norfolk County Scout Council Accounts, presented to the Annual General Meeting today, have been prepared and independently examined by Lovewell Blake in accordance with general directions given by the Charity Commission.

The Accounts include a Statement of Financial Activities (Income & Expenses Account), a Balance Sheet and notes to the accounts detailing specific disclosures where required. The accounts also include a Trustees Report detailing the structure, objectives and activities, achievements and performance of the charity, a financial review and a section on future plans. These are specific to the Norfolk County Scout Council and provide a context for the numbers reported. These are possibly the most important and informative pages and I recommend you take a few moments to read through.

This document summarises the financial pages within those accounts.

## Overall Position

The Norfolk County Scout Council is reporting a surplus for the year ended 31st March 2018 of £23,708 (2017: £27,414).

Total net current assets have increased from £172,563 to £197,584, a further year on year improvement. Total assets / Reserves have increased to £522,120 from £498,412 of which £262,634 is held in general funds. The remaining funds are restricted as stated in the accounts.

## Statement of Financial Activities

**Incoming Resources : £232,195 (2017 : £240,645)**



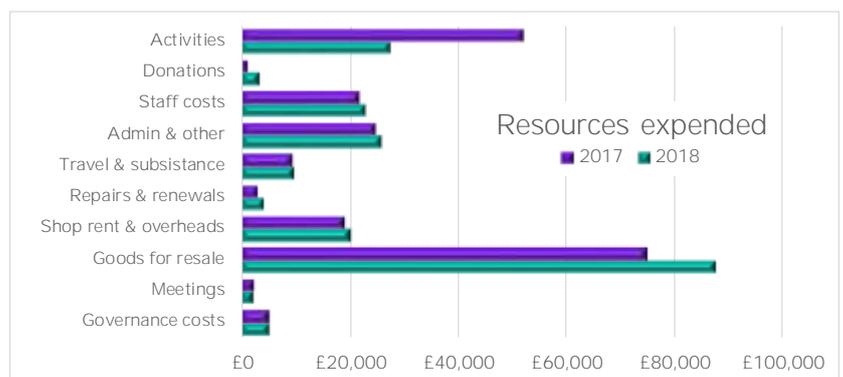
Income has decreased further year on year in 2018 mainly due to a continued lower level of County Activities as the County continues to move through its transition. Trading income has increased by c£4,700 offsetting some of the fall. Membership subscriptions have risen again reflecting the continued growth in youth membership. (£73,060 in 2018).

**Resources expended : £208,487 (2017 : £213,231)**

As Income falls, resources expended has also reduced.

The lower level of County Activities has reduced the spend on these events by £24,509 (47%), whilst all other costs remain broadly flat and under control.

Goods for resale spend has increased following the trajectory of the increasing trading income.



## Balance sheet and reserves

Funds remain in good health at £522,120, up £23,708 from the £498,412 in 2017

Reserves remain very strong with General Funds at 50% of total reserves (£262,634), slightly lower than the 53% in 2018. Almost all the movement in the year is in the Alec Bussey Centre Fund representing the continued value to Norfolk Scouts of this scouting asset.

Balance sheet	2018 (£)	2017 (£)	Movement	
General Funds	262,634	263,022	(388)	The Alec Bussey Centre fund now sits at £158,307.
Future Scout Development	50,006	50,000	6	The Future Scout Development fund has been maintained following its additional investment in 2017.
Norjam 2018	8,103	8,103	-	
Norfolk County SAS	158	176	(18)	The smaller funds : Norfolk Scout Canoe Team, Norfolk Scouts Shooting Team and Norfolk County ASU are held by County to support these specialist ASU's and surplus funds continue to be invested in new equipment as required
Norfolk Scout Canoe Team	20,072	18,318	1,754	
Norfolk Scout Shooting Team	557	486	71	
Alec Bussey Centre Fund	180,590	158,307	22,283	
<b>Total funds</b>	<b>522,120</b>	<b>498,412</b>	<b>23,708</b>	

## The Trading Post

The Trading Post continues to operate for the benefit of Scouting & Guiding within Norfolk and continues to fund its own staff, running costs and premises.

Norfolk Scouts continues to distribute these funds through the use of a loyalty reward scheme to Scouting and Guiding in Norfolk

Shop	2018 (£)	2017 (£)
Income	111,350	106,602
Expenses	(107,863)	(93,923)
Margin	3,487	12,679
%	3%	12%

## Other balance sheet items (Page 9)

The 2018 accounts show a significant year on year increase in both debtor (funds we are owed) and creditors (money we owe) and a large increase in cash at bank.

This reflects the proximity of NORJAM 2018 to the year end and reflects in the balance sheet the income received from participants less expenses incurred to date. (31st March 2018).

The Income and expenditure for NORJAM 2018 will be recognised in the 2019 accounts, aligning it to the accounting year of the event and in line with normal accruals and prepayment accounting principals

## Conclusion

The County continues to balance the books in 2018 and its levels of reserves remain healthy.

Liquid funds (net current assets) have risen by c£25,000 to £197,584 and are in line with the County's agreed reserve and liquidity policy.

The County congratulates our award holders recognised by the Chief Scout on St George's Day 2018



Silver Wolf

Graham Don, District Scouter, Northern Norwich  
Marylyn Evans, Chairman Appointments Advisory Committee, Norfolk  
Alan Lindsay, District Chairman, North West Norfolk  
Jane Stafford, District Secretary, Southern Norwich



Bar to the  
Silver Acorn

Stephen Hunt, Group Scout Leader, 3rd Thetford, South West Norfolk  
Pam Kirby, District Scout Active Support Member, Washbay ASU, North West Norfolk  
Doreen McNiff, District Executive Committee Member, South West Norfolk  
June Preston, Group Secretary, Blakeney & District, North East Norfolk



Silver Acorn

Michael Cole, Assistant Group Scout Leader, West Runton, North East Norfolk  
Andrew Fryer, District Scout Active Support Member, North East Norfolk  
Mary Jackman, Group Scout Leader, 19th King's Lynn, North West Norfolk  
Phil Jordan, Cub Scout Leader, 5th King's Lynn, North West Norfolk  
Bob Keens, Group Scout Leader, 2nd Runcton Holme & Watlington, South West Norfolk  
Simon Mobbs, Group Scout Leader, 3rd/4th Norwich, Northern Norwich  
Christopher Nott, Group Treasurer, West Runton, North East Norfolk  
Lew Pearson, District Treasurer, Central Norfolk  
Stephen Reynolds, Assistant District Commissioner Activities, Northern Norwich  
Pam Walker, District Executive Committee Member, South West Norfolk



Duke of Edinburgh  
Gold Awards

Emily Ayers  
Ed Cubitt  
Stephen Howard  
Isabel Kaye

**T**eamwork

**R**eassurance

**U**nderstanding

**S**upport

**T**hanks



# **TRUST Conference 2018**

Sunday 18 November 2018

Open Academy

Salhouse Road, Norwich NR7 9DL

09:30 – 16:00

There is no charge and lunch is included

Are you an Executive Committee Member?

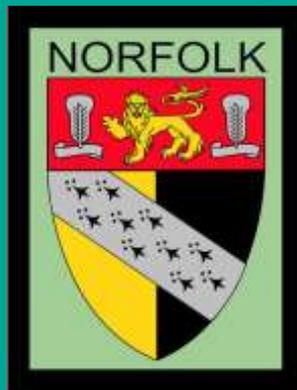
Are you thinking of becoming an Executive Committee Member?

Do you help make decisions for your Scout Group or District?

Then this is for YOU!

[norfolkscouts.org.uk/TRUST](http://norfolkscouts.org.uk/TRUST)

**#SkillsForLife**



[norfolkscouts.org.uk](http://norfolkscouts.org.uk)