

Scouts 

Norfolk



**Go forward.
Go further.
Go together.**

Annual Report 2018-19

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

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 The Lady Dannatt, MBE, our President.

Welcome to our Annual Report of Scouting in Norfolk in the year ending 31 March 2019

I am pleased that our new Scouting logo and branding has been well received and has been visible across the County.

Scouting continues to have a strong public presence, especially at the Royal Norfolk Show, with a number of partnerships and working with other organisations such as the Royal British Legion and the Remembered (There But Not There) initiative, Break Charity and Nelson's Journey to name a few.

We have had a number of innovative initiatives and activities, such as Scouting in Schools and the TRUST 2018 Trustees Conference and several key adult appointments have been made to help achieve our ambitious plan.

There have also been numerous opportunities for Young People to partake in Scouting locally, nationally and internationally with expeditions and hard work leading to many 'Top Awards' such as The Duke of Edinburgh Awards and 10 Queen Scouts.

Numbers grew by about 1% this year compared to last with just over 6,600 young people in Norfolk Scouts and 2,500 Adults.

With all good wishes and many congratulations on another successful Scouting year.

Pippa Dannatt MBE

President, Norfolk County Scout Council

"Scouting continues to have a strong public presence, especially at the Royal Norfolk Show, with a number of partnerships and working with other organisations."



A message from our retired President

It has been a great honour and privilege to serve The Queen as Her Majesty's Lord-Lieutenant of Norfolk for the last 15 years.

It has been a particular pleasure throughout that time, to be President of the Norfolk County Scout Council.

I have got to know well many of the senior volunteers who make scouting happen month in and month out, and have greatly admired their skill and dedication.

I have always enjoyed my visits to scouting events and the opportunity to meet many young people and watch them enjoying their scouting.

Norfolk Scouts are a great force for good in the County and I wish you all continued success.

Sir Richard Jewson KCVO

"Norfolk Scouts are a great force for good in the County and I wish you all continued success."



County Chair 2018/19

This was my third and final year as your Chair and I would like to say what a privilege it has been to perform this role for Norfolk Scouts. A number of you would know of my move to North Yorkshire in January 2019 to be closer to family and the Yorkshire Moors.

As outgoing Chair I want again to thank Norfolk Scouting trustees and leaders for the enthusiasm that afforded many opportunities to young people and I am in no doubt this will continue for many more years.

I also would like to welcome the incoming Chair who I hope will derive as much pleasure in being your Chair as I did.



The highlight for me this year was TRUST 2018 where as a County Board of Trustees we delivered real front line support to Trustees across Norfolk. We delivered nine different workshops ranging from GDPR and finance to understanding Executive roles.

“The highlight for me this year was TRUST 2018 where as a County Board of Trustees we delivered a real front line support to Trustees across Norfolk.”

Our day was opened by Stuart Howells, Vice Chair of the Association and supported by the Regional team, Scouting volunteers and Clapham & Collinge Solicitors.

To have 150 delegates attending, made up of 50 Group Executives, all 9 District Executives and representation from the County Board of Trustees was fantastic. I want to thank again everyone who helped organise the event, took part in the delivery and all volunteers who attended.

The day was certainly well received with positive feedback that highlighted the challenges around trusteeship. I am pleased to report that the outcome has resulted in a series of regular modular training sessions, delivered around the County to support trustees. I hope in the near future when time and resources are readily available there will be another TRUST event.

The sub-committees continue to do their sterling work in ensuring they improve communication and transparency between the operational teams and the Board of Trustees and my thanks go to the volunteers who sit on these sub-committees and Mike Gooderson, Dan Gentle and Tim Rowe who act as chairs.

My thanks also go to Marylyn Evans and advisory sub-committee members, as Chair of the County Appointments Advisory Committee she continues to ensure she has the most diverse range of volunteers possible to support the County.

Sadly there have been changes to the Board of Trustees with both Tim Rowe and Nigel Boast stepping down due to work commitments. My thanks go to Tim who was not only pivotal in forming and Chairing the Programme and Operations sub-committee from its inception but also in supporting other areas of our Governance; and Nigel for progressing the County's risk log which was a huge piece of work, both will be missed.

Finally my thanks go to the Board for their enthusiasm, commitment and love of Scouting.

Rena Savage

County Chair – Norfolk County Scout Council

County Chair 2019/20

Hi everyone! Wow, where to start? In accepting the invite to put my name forward as a potential new Chair I was aware that Scouting relies on the time, efforts and skills of so many wonderful volunteers. However, I didn't appreciate the size of the operation and have quickly noticed the comparisons of running a good-sized business. Except, of course, there is no monetary gain involved.

I have had a little previous experience with Scouting – I declared my interest in assisting occasionally with the 46th Norwich Scout Group.

I help out with the Wednesday evening sessions at the Norfolk and Norfolk University Hospital on Buxton Children's ward, have assisted on weekends at Eaton Vale, and last year like so many of you had the privilege of attending NORJAM for the week.

"I didn't appreciate the size of the operation and have quickly noticed the comparisons of running a good-sized business."



What that experience showed me was the unwavering support of so many leaders, helpers, organisers etc., all coming together for the purpose of providing a wonderful week of activities for the thousands of young people who attended.

The time given by volunteers cannot be underestimated and it is a credit to everyone who enabled NORJAM and all other sessions which are attended every day.

I have been assured that my lack of Scouting experience is actually a positive and I look forward to providing oversight and encouraging discussion within the Trustees, to assist the County Commissioner, Sub-Committees, Districts, and ultimately the Groups themselves in moving forward, meeting the challenges we all face in this modern society.

Having watched the lucky group head off to the World Scout Jamboree recently re-enforced my belief that we must remember that ultimately everyone involved is working to ensure the young people have a great experience.

I look forward to meeting many of you over the coming months and wish everyone well for continued success and happiness in everything Scouting.

Richard Garwood

Incoming County Chair, Norfolk County Scout Council

Austria

"Wow! What can I say?!"

I've had the adventure of a lifetime with the trips, journeys and activities and also the camaraderie between the scouts, young leaders and leaders.

can only imagine the amount of time and planning that went into the organisation of every part of this adventure." - Young Leader, 21st King's Lynn



County Youth Commissioner

I was really pleased to be appointed as County Youth Commissioner taking over from the good start made by Dom.



I have been working to get to know the existing District Youth Commissioners and to try and develop more of a team culture in the way that we work.

"I am really grateful to the District Youth Commissioners who do so much on the ground to support young people and adults to keep YouShape on the agenda."

Our Youth Commissioner's Conference in January highlighted that we all felt with were working in silos and they was duplication in effort. I am really grateful to Ollie Smith, County Youth Commissioner for Suffolk who helped facilitate that event and shared so much

about the successful model that the team in Suffolk have built.

I continue to work closely with Ollie as I shape my plan of action for the next few months.

I am really grateful to the District Youth Commissioners who do so much on the ground to support young people and adults to keep YouShape on the agenda.

The focus areas for my plan are:

- Creating the virtual team between all Youth Commissioners
- Providing practical support where Youth Commissioners do not exist
- Help District Commissioners to find Youth Commissioners or other people who can support keeping a youth focus on what we do
- Try to combat a perceived "YouShape fatigue", by helping understanding and keeping interest high
- Helping with translation to identify really good areas of youth centric decision making that may go unrecognised (Patrol Leaders Councils etc.)

A personal priority is to do my best in the role, while making sure I still get to support my Scouts, develop my ability to lead young people on the water and complete my apprenticeship! Your help and understanding is appreciated as I learn to balance!

Louis Franklin

County Youth Commissioner

Switzerland

"Switzerland has taught me the sheer power that Scouting has globally and no matter what situation you're put in, your necker is your pass to the world. Scouting friendship is something I will forever treasure but never take for granted."

- Jake, Network Member from East Norfolk



County Commissioner

It seems unreal that I am sitting down to write my third annual report and that yet another year has passed us by. Scouting is always busy and Scouting year 2018/9 was certainly no exception.

Yet again my team and volunteers with District and Group roles stepped up to take Norfolk Scouts forward and further as we explored paths once trodden but forgotten and also set off in new directions.

A key event in July during the year was the formal approval by our Board of Trustees of our strategy and plan for the next few years. Slightly delayed we held back our plan until the official launch in May of The Scouts' Skills for Life strategy to ensure that we were well aligned.

"As a County we now focus our core develop work and activity into the actions agreed by our members that align to six key areas."



As a County we now focus our core develop work and activity into the actions agreed by our members that align to six key areas.

Area 1. Raise the profile of Scouting in the local communities of Norfolk.

2018/9 presented a host of opportunities within this development area.

Seeing Scouts mixing with other youth groups at the presentation evening of the Norfolk County Council Chairman's Challenge at County Hall underlined the importance of organisations in our sector to work alongside each other to make sure that there is provision for developing young people's characters and community spirits outside of formal education.

The national rebrand to correspond with the Skills for Life strategy provided Norfolk with the shot in the arm we needed to increase our brand recognition.

Our new logo, whether it is to your taste or not, cannot be doubted as popular and has been quickly adopted by our membership. Scout HQs are adorned with new signs and the simple application and flexibility of the brand has allowed Groups, Districts and Units to produce high quality, fair priced, highly effective and eye catching materials.

It seems a sail flag or feather banner is becoming a must have piece of equipment when young people go away!

The awareness of what we do was again promoted by the award winning Scout and Guide stand at the Royal Norfolk show and we also had the opportunity to receive excellent TV and radio coverage thanks to NORJAM.

We continued to work with and develop new relationships with a number of community partners. This is deliberate to underline our want to have a community impact and also a channel to raise the profile of both Norfolk Scouts and the partner organisations, examples are our link up with Break and the winter clothes appeal with Rotary.

Our relationship with the Royal British Legion developed and we formally affiliated at NORJAM, this allows young people to access educational resources and be present at Royal British Legion events.

In November 2018 there was a big emphasis on Remembrance. We created a Remembrance map containing nearly 130 activities and events from across the county and was shared with the Legion's members who, for whatever reason, could not attend a Remembrance event.

This demonstrates the support of Scouting, that young people really do care and that the important message of Remembrance will be carried onto the next generation.

We also hosted a Remembered (There But Not There) silhouette Remembrance installation at Eaton Vale as a way to show our gratitude and recognition to Scouters and Guiders who have made the ultimate sacrifice .

An exciting and potentially life changing project was commenced at the back end of the year when we started to work together with Nelson's Journey to explore the prospect of a Scout provision for the young people who find their whole world turned upside down by the loss of someone central to their life.

1st Smiles, as the project has become known, continued to develop in the following scouting year.

In October I appointed Glenn Chusonis as our new Media Manager. Glenn has worked to build a team and started to develop our traditional and more modern communication and promotional channels.

Area 2. Focus on developing amazing section leaders with practical Scouting skills

A key draw from the research we did to allow the creation of our County plan was that adults felt the training they were provided with did not give them the necessary practical skills to provide the activities that young people and parents expected from the Scouts.

Although this is a much slower developing stream of the work that we are doing in our plan we have made some initial progress.

We have developed our existing training offering to include more hands on sessions and we have other delivery methods in planning.

We also created and launched a bespoke Sixers and Seconders training package that can be delivered by Cub Leaders.

We hosted the annual BPA Explorer Scout competition overnight in February and this had a much heavier skills based focus, our idea being that Explorer Scouts are the leaders of tomorrow. By providing them with skills scenarios today they will develop into the skilled focused leaders of tomorrow.

Around the County and Districts a number of survival camps and skill based programmes have also been run.

I appointed Michelle O'Keefe as Deputy County Commissioner for Youth Programme and she is focused on the programme elements of our County plan as she builds out her team.

Area 3. Adventurous Activity and Nights Away Permit Scheme will be promoted, understood and operated successfully.

Our County Active Support Units continued to develop leaders and young people in adventurous activities through a number of courses and qualifications in water based and other activities.

A sailing regatta and successful water weekend allowed young people access to the water but arguably more importantly it introduced a number of adults to water sports who have gained qualifications to be able to lead repeat encounters for these young people.

I was really excited in September when we ran our first ever permit assessment weekend for under eighteens, a number of Explorer Scouts gained personal permits in a variety of activities.

I appointed Scott Millard as our new Manager of the Activity Permits scheme in March to continue the work in this area.

Area 4. Transform Adult Recruitment and Area 5. New Adult Volunteers to have a fabulous welcome to Norfolk Scouts

In October I invited Jane Warden to move over to the Deputy County Commissioner for Growth role. Jane has been working to build a number of key processes and supporting material to help us achieve our growth ambitions.

We have been very clear that we cannot provide Scouting to more young people without attracting the necessary adult volunteers to make a successful quality delivery of the programme.

We introduced a new 'Want to Join' process to handle all enquiries from young people or adults that come through the County Office, County website or national website. This new process is powered by digital tools that ensures all enquiries are treated fairly and consistently, it also provides the ability to follow up potential members.

Requests by adults to volunteer with us via the County Office are no longer simply just passed on. All adults are tracked from enquiry to successfully completing their Getting Started training. By the end of Scouting year 2018/19 we had already introduced 10 new adults scouting.

There is still a tremendous amount of work to do in this area and future planned is we restructure to better support welcoming adults and providing a useful and enjoyable induction experience.

Area 6. Provide a high quality Adult Training provision

Adult training encompasses all of our volunteer membership, not just those delivering programmes week-in-week-out.

I was delighted in November 2018 to take part in the very successful TRUST 2018 conference event we organised, which has captured the attention of Team England and details of the design concept have been taken away for other counties to use.

We have introduced a new Managers and Supporters training scheme. To be fair there has been some teething issues with this scheme but in general the quality of the material is very good. We have upskilled a number of specialist Training Advisers to support managers with their training, however, there is still a lot of work to do.

Like induction we will restructure some teams to be able to deliver this focus training better.

We also hosted a conference and welcomed volunteers from South West Norfolk, Southern Norfolk and the Youth Shaped Scouting community to spend a weekend together creating plans for their continued development.

Growth

Complementing the six strands of our strategy and plan, growth is an important factor for ongoing development to ensure that we continue to keep up with our growing youth population in parts of Norfolk.

The 2019 annual census return showed that we had 6,637 young people and 2,516 adults this is broadly a growth of about 1% young people and remaining static for adult volunteer numbers.

While this was lower than I had hoped this still projects well for our growth ambition to contributing to the lives of 7,250 young people by 2023.

To reach more young people we need to continue to be flexible in the way we deliver Scouting. In June we launched a project to trial Scouting in a the timetable of a primary school in Yoxford. We have all been delighted with the success of this project, the product of an innovative and driven team in both Scouting and particularly at the school.

This introduced 60 new young people to our movement and I am really pleased this provision continues.

Towards the end of the year, with the support of the Regional Services Team, we started a similar trial with Beavers and Cubs being offered as an after school activity at a primary school Norwich.

In addition to our strategic work there has been a number of other key events and activities during the course of the Scouting year.

International

In July we jointly hosted the 15th Norfolk International Jamboree at the Norfolk Showground, at its pinnacle well over 6,000 young people and adults from across the globe were on site demonstrating and celebrating all that is excellent about Scouting.

NORJAM is an amazing feat of work by both Scouting and Guiding volunteers, on top of their “day jobs”, which are usually on top of their real day jobs!

In keeping with the international theme the year saw the development and bonding of our joint Norfolk and Suffolk contingent to the World Scout Jamboree that was held in Virginia in July and August of 2019.

We all enjoyed watching their extraordinary experiences unfold.

We also selected the volunteer leaders and young people to represent Norfolk at the European Jamboree in Poland in 2020 and I'm over the moon that we will be sending 45 young people on this adventure.

Recognition

In April we celebrated that our Chief Scout, Bear Grylls had recognised ten adult volunteers for their services with Silver Acorns, Bar to the Silver Acorns or Silver Wolf.

We also took time to celebrated the 10 Queen Scouts that Norfolk produced in 2018/19, the largest number that we have seen for several years.

Team changes

County Chair, Rena Savage left Norfolk to return to her home county of Yorkshire after a quicker than expected house sale in January. I thank Rena for her time and commitment to Norfolk and express my gratitude to Dan Gentle our Vice Chair for his support and stepping up.

As the year closed, I appointed a new County Youth Commissioner, Louis Franklin who takes over Norfolk's Youth Shaped Scouting agenda following Dom Belcher who decided that he needed to step down to concentrate on his own professional development.

External to Norfolk Scouts, but yet still vital partners and friends, we welcomed Christine Martin as the new County Commissioner for Girlguiding Norfolk and Eaton Vale's new centre manager Susan Newton. Both people who I've really enjoyed our first few months working together.

As always, I am immensely grateful to everyone who commits their time and energy to providing Scouting to young people. Our volunteers are nothing short of incredible achieving what we do each year.

It is a pleasure to be the lead volunteer for our little part of the great big Scouting world where I invest my time, increase my waist line and lose my hair, but all that is fair investment in return for the cheeky laughter, beaming smiles and accomplished looks from Norfolk's most brilliant young people.

Thank you for a busy year, let's have another one!

Matthew Burrell

County Commissioner

Kenya

"In the morning coming out of the tent the view was breath-taking. Mountains across the blue lake that had been invisible the night before. It was a real joy and privilege to be a part of the Kenya Expedition, an experience I'll remember for ever."

- Harry, Explorer from 1st Fressingfield



Programme Workstream

Year 2018/19 was a time of change for the Programme workstream, several team members came and went and Jane moved onto a new role in October looking at Growth in the County.

With the Scouts and Explorer Sections planning for NORJAM in the months leading up to the summer focus was on the Beaver and Cub Sections for the first part of the year

For the Beavers, Norfolk participated in the National Damboree Activities - seeing Beavers camping all over the County both at District and Group levels. The Beavers loved being outdoors and were very excited by the prospect of camping, combined with lots of fun activities to do.

Norfolk topped the table in Groups participating over the Damboree weekend (or at a suitable time) – well done to all the leaders that made this happen.

For the Cubs, following feedback at ADC forums the Norfolk Sixer and Secondar training was trial with the first District being Central Norfolk.

"I have spent time listening to the needs of the Districts and have engaged with my team members, the District Commissioners and many of the ADC's at recent forums."



This was written in house for Norfolk and was described by one DC as 'a mini management programme'.

Following the success of the first session this was rolled out across the County to the Districts/Groups who wanted it and finally in January of this year a train the trainer session was held for any leaders/ADC's interested. The material is available for anyone who wants to use it so please do ask. It has also been rolled out in five other Counties in the UK (copyright back to Norfolk!!)

The summer was dominated by NORJAM with all team members playing active role in the organisation and running of activities – overall a fantastic success one again

During 2018 Norfolk Scouts also partnered with Break charity during their 50th Birthday Year with the Go Go Hares project.

A series of programme challenges were set for all sections sale proceeds from the badges, together with the monies raised by groups was presented to Break in September - £3256

In November a Duke of Edinburgh 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.

Beka Millard (ACC International) has been part of the planning for sending our young people to EUROJAM in Poland in 2020. There has also been a considerable number of overseas trips in the year and Beka is there to support the groups as needed.

I join the team in April, I have spent time listening to the needs of the Districts and have engaged with my team members, the District Commissioners and many of the ADCs at recent forums.

The top three priorities identified provide the main focus for the year ahead:

- Young Leader Support
- Top Award Promotion and Celebration
- Network Provision

With this in mind, my first appointment to the youth programme team has been Liam Segust as ACC Young Leaders, Liam will work with the Young Leader (Leaders) across the County to enhance our support of the Young Leader Scheme and support more Young Leaders moving onto adult appointments.

The County has started to supply top award badges and certificates. Over 250 awards were ordered in the first two months with 48 Scout Groups making use of this great opportunity to celebrate the achievements of their young people. As a County we will continue to look for ways we can recognise the achievements of our youth members.

Network is next on the agenda, to ensure that we engage with the 18-25's consistently, supporting them not only with their own Scouting journey, both at home or whilst away at university, but also to encourage them to become adult members within their own Districts and the County team.

Other new team members this year are:

Alex Hook, who as ACC External Opportunities, is working with organisations at local and national level, to bring additional resources and activity opportunities to the members of Norfolk Scouting, these new partnerships are available via the youth programme pages of the website.

Scott Millard (MAPS) has moved to my team to bring the activity permits scheme into the youth programme workstream and over the next year we will look to increase the number of permit opportunities and enable more young people to undertake activity training to build on our "youth led" objective.

The Nights Away Advisors also are relocating to the youth programme workstream and I look forward to working with them to support more nights away opportunities for our youth members via the permit and passport schemes.

I would hope that over the next year or so, I may be able to recruit new members to my team to support all five sections with Assistant County Commissioners to increase specialist programme support across the County.

Finally, an unashamed plug, if you have not seen the PoPs (Programme one Pagers) that are released weekly, have a look at the website as you may find some information or programme content of interest to you.

I plan to continue with the PoPs to build an online resource for all leaders and if you get an urge to "PoP" with me, get in touch, as it would be good to have some real programme experts from every section to help generate ideas.

Michele O'Keefe

Deputy County Commissioner - Programme (Thank you to Jane for report contribution)

Estonia

“One of the Scouts said it's the best thing they've done in Scouting.

The Trip came directly as a result of the 16th Norwich Sea Scouts hosting the Estonia contingent at NORJAM

It was nice to see that the friendships created at NORJAM were carried on into this trip.”

- Leader from 16th Norwich



Adult Development & Support Workstream

As I write this both myself and Sandra Gostling have just stepped down from our roles as Deputy County Commissioner (Adult Development and Support) and County Training Manager respectively. I have immensely enjoyed the last eight years and have seen a tremendous amount of change within that period, the vast majority for the better. We have been very busy in all areas as you will see below.

I would like to thank all of my team for their involvement and support in handling what is the people side of adults involved in Scouting.

Whilst I have stepped down from my DCC role I have a big involvement in Northern Norwich with my new District role, but I will continue to support the County whenever I can.

“I have immensely enjoyed the last eight years and have seen a tremendous amount of change within that period.”



Activity Permit Scheme

We had a change of Manager of Activity Permit Scheme in 2018/19 and Scott Millard has replaced Darren Glanville, who moved away, from the beginning of this year. Scott has continued to meet with Advisers and Assessors to promote the scheme and encourage additional adults to get involved in taking our permits.

Scott has also been very busy in supporting the County Appointment Advisory Committee where they have needed input for new and reviewed assessors. Looking to the future Scott will be reporting into Shelly in the Programme Team.

Inclusion

Inclusion support has been provided throughout the County this year with Shirley Sinclair providing much sought after support. Whilst this has largely been demand led, it is hoped that following a reorganisation of the team at Gilwell that training and support material may soon be available to be able to run sessions for Districts and Groups as required.

I would like to thank Shirley for the support she has given to individuals, Groups and Districts as ACC Inclusion. Shirley stepped down from her role a couple of months ago and soon we will start the process to identify a new person for the role

Safeguarding

There has been a continued delivery of Safeguarding courses throughout the year to Groups and Districts across the County by both Trudy Musgrove and Peter Chetwynd.

In addition Trudy is able to deliver training to Leaders and Young People on Internet Safety which is based on CEOP's ThinkUKnow education programme.

With the wide provision available please book dates for Trudy and Peter to visit your District.

Safety

Charles McIlwhan has continued to support Scouting throughout the County and has been utilised by many Districts.

He provides an extremely informative safety training session so please book for your District, this covers the ongoing training and much much more.

Charles has also recently rolled out through the County Updates an excellent planning tool for guidance when running events of all sizes. This will be of great help to Groups, Districts and the County as a whole.

Training

Again another very busy year with all modules being made available covering both weekend and evening sessions. This has included sessions run in most districts and dates are in the diary for future training.

Managers and Supporters training has been very well supported with adults attending from throughout the County and with all the modules being catered for. Both Managers and Supporters work towards achieving a Wood Badge and since the beginning of 2019 over 70 have been issued.

In addition sessions have been run for Executive Committees and Appointment Advisory Committees. Several sessions for Executive Training are planned to run between now and the end of the year. After all our training we ask attendees to provide anonymous feedback so that we can adjust each programme to provide first class training. We are very pleased that the percentage of very satisfied attendees is consistently around 95% and all comments are acted on to provide continual improvement. I would particularly like to thank Sandra for her enthusiasm and support as County Training Manager for the last few years and making training available for all.

Neville Jarvis

Deputy County Commissioner Adult Development & Support

Norwich

“We love our partnership with 1st Norwich and coming to NORJAM to see old friends and make new ones, to learn about Scout traditions from other countries and to be part of a big international camp.”

- Vanessa, Leader Deutsche Pfadfinderschaft Sankt Georg, Homenlimburg, Germany



Growth Workstream

After completing two years with the Programme Workstream the County Commissioner offered me the challenge to look at the Growth Workstream not only looking at placing young people that want to join the movement into groups, but looking at adult recruitment, promoting of Scouting and also at our existing groups linked into what is happening in the local area to ensure we have availability of Scouting in areas of residential Growth.

The Want to Join process for young people has been slickened - giving a clear and smooth process, with a follow up sent to everyone after 28 days for feedback or to provide more information as needed. This has also given us data to review which can show on a month by month basis where we are getting the most enquiries and also where people are being placed on waiting lists.

“Part of the Growth Strategy is looking at more sections at existing groups and opening new groups in different locations.”



The adult want to join is a slightly more manual process, but giving each potential volunteer the personal touch, speaking to the individually and placing them in appropriate groups. This has had some good successes and these are followed up after three months to ensure the group and the role are still a good fit.

Part of the Growth Strategy is looking at more sections at existing groups and opening new groups in different locations.

New Sections have successfully been opened at Hethersett (Beavers and Cubs), Hunstanton (Beavers) 8th Norwich (Beavers) and Salhouse (Scouts)

In addition there are new projects ongoing to put Scouting into Lakenham Primary School in the centre of Norwich (Beavers and Cubs) and also a partnership launched with Nelsons Journey to create 1st Smiles Scout Group – meeting on Saturday afternoons once a month, at different locations around the County.

Thanks as always go out to the Regional Support Team for their support with new projects as well as providing the training and assistance for new appointments within Districts.

Jane Warden

Deputy County Commissioner - Growth

Austria

"George had a wonderful time in Austria! It was so lovely to see him very happy when he came back and telling us all about his trip! Thank you to all of you for spending your free time to make this happen, and yes think you all deserve a good rest!"

- George's Mum, 21st King's Lynn



Operations Workstream

Again 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 forward.

It's been an eventful year in the Operations workstream.

Phil Wright and Matt Kitchen have been busy supporting several events within the County, which have included the Norwich Duck Race, NORJAM 2018 and a district St George's Day celebration.

Jason Watcham, the Quarter Master has kept the stores in order, including the compilation of an inventory.

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

"Our relationship with Girlguiding Norfolk, I believe is unique and we will further develop this in the future."

Confidence that our logo will not change for a few years has allowed the County Scout Council to invest in really good promotional items that are available to all on loan to

create a wow in your local communities. Who would have thought we would have ever have two giant Scout deckchairs? (These items come with a warning that trying to get out of them is not a graceful exercise!)

We also have more practical items like 'Glow and Tell' machines which

check handwashing techniques.

Norfolk Scouts and Girlguiding Norfolk have again worked together to deliver the stand at the Norfolk Show and we won the Bond Challenge Cup again.

This relationship I believe is unique and we will further develop this in the future, with the young people helping to choose the activities and layout for next year.

Keep your eyes open as we have partnered up with Girlguiding Norfolk to bring you another joint activity towards the end of the year.



The Active Support Units in the County have continued to support Camp sites at Wolverton, Garveston, Jimmy's Field and Wells. The Holiday Homes Caravans at Yarmouth have been regularly serviced by East Norfolk ASU.

In addition to this many ASU members work on district committees, act as Quarter Masters, help repair headquarters and a myriad of other worthwhile tasks in Scouting.

The Canoe and Shooting ASUs spend a great deal of time training Scouts, Explorers and Leaders and organising competitions and events for our young people.

The County ASU has supported many Scouting events and public events with their catering team and ensuring everything is in working order at the Alec Bussey Centre. All in all, we have a group of active ASUs in our County of whom we can be very proud.

It is sad that I must announce that Dave Andrews, Assistant County Commissioner (Active Support) will be standing down in October and John Sweeney is also standing down as manager of the Canoe ASU.

We continue to encourage District Commissioners to direct younger folk who do not necessarily want to be leaders but who still want to be involved in Scouting toward the Active Support so that they become a bit more diverse in their age profile.

I would also like to put on record our thanks to The Reverend Andrew Beane for his services to Norfolk Scouts as our Chaplain and wish him well in his new role in Exeter.

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 supporting adults and young people at events such as the Spring Fling, Royal Norfolk Show, and Big Weekend and other experiences we are yet to learn about! If anyone is interested in helping at any event, then please contact Karen Martin at the County Office.

NORJAM

"Quite possibly the fastest passing week of my life, by Saturday lunch time an international village of about 6,000 people was created around me.

We had shops, a hospital, a fire station, policing, a bus depot and everything a full functioning town has, yet we had no crime, discrimination or unrest. The fact was we were more interested in exploring each others similarities than worrying about our differences.

If only every town could be like the magic of a Jamboree town."

- Matthew, Camp Chief (Scouts) of NORJAM 2018



USA and Canada

“The jamboree has been an amazing, life changing experience. I've learnt how to be more independent and I've left with friends around the globe who I hope to keep in touch with all of my life.”

- Henry, member of Unit 18 Norfolk and Suffolk Joint Unit
(24th World Scout Jamboree)





Photographs from the 24th World Scout Jamboree

An international movement

“Scouting to me means a whole family away from your family.

It means allowing yourself to be 100% you and having everyone around you accept that and love you for it.

It means knowing you will always have someone in the world wherever you go and knowing you could rely and trust that other scout.

And it’s the kindness between people that really shows what being a scout truly is about.”

-Helen, Leader 1st Gorleston



In an ever changing world with increasing tensions, uncertainties and conflicts the Scout Movement continues to help young people build bridges between communities, create understanding and develop tolerance of differing peoples. Throughout this report we highlight just a few of Norfolk Scouts’ activities that have helped young people find out a bit more about their world.

The 2019 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.

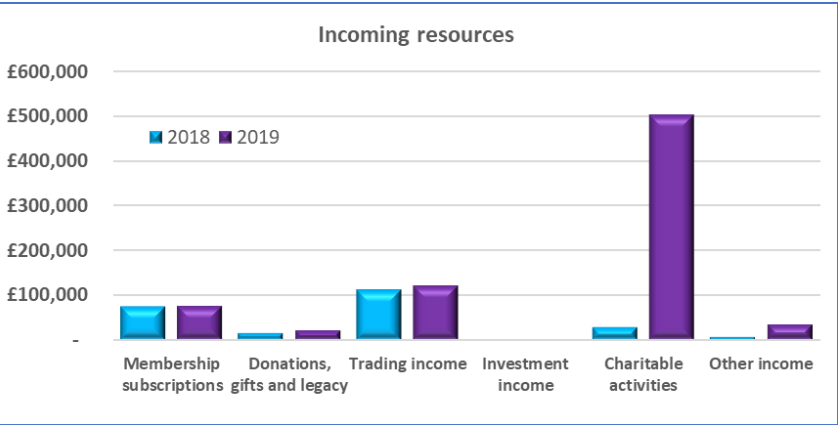
Overall Position

The Norfolk County Scout Council is reporting a surplus for the year ended 31st March 2019 of £67,349 (2018: £23,708).

Total net current assets have increased from £197,584 to £267,459, a further year on year improvement. Total assets / Reserves have increased to £589,469 from £522,120 of which £241, 309 is held in general funds. The remaining funds are restricted as stated in the accounts.

Statement of Financial Activities

Incoming Resources : £758,988 (2018 : £232,195)



Income has increased significantly in the year. £488,194 from County events as a result of NORJAM and a £10,954 increase in Shop income.

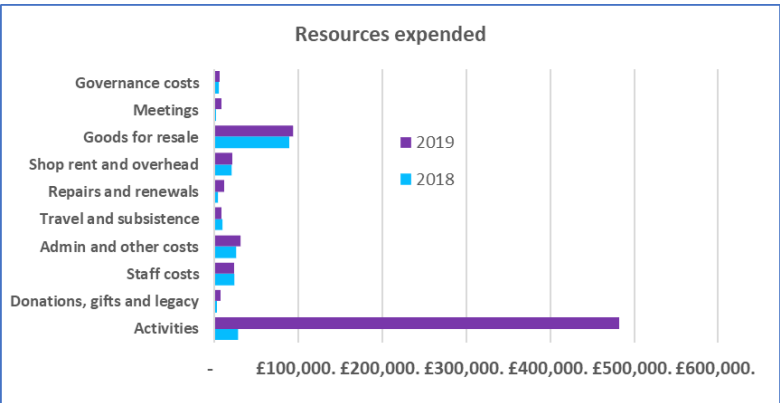
Membership subscriptions have risen again reflecting the continued growth in youth membership. (£75,198 in 2019).

Resources expended : £691,639 (2018 : £208,487)

The resources expended in the year follows the pattern of income and has increased by £487,480. The majority reflects the cost of NORJAM, included in County events. .

Other expenditure remains under control with additional investments totaling £11,158 in Repairs and Renewals.

Donations include £3,256 towards the successful Go Hares project and presented to BREAK



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

Balance sheet and reserves

Funds remain in good health at £589,469, up £67,349 from the £522,120 in 2018

Balance sheet	2018 (£)	2019 (£)	Movement	Reserves remain very strong with General Funds at 40% of total reserves (£241,309), lower than the 50% in 2018. but as a result of increases in non general funds and a transfer to the NORJAM account
General Funds	262,634	241,309	(21,325)	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.
Future Scout Development	50,006	50,008	2	
Norjam 2018	8,103	28,662	20,559	The Alec Bussey Centre fund now sits at £259,281
Norfolk County SAS	158	158	-	
Norfolk Scout Canoe Team	20,072	9,510	(10,562)	The Future Scout Development fund continues to be maintained.
Norfolk Scout Shooting Team	557	541	(16)	
Alec Bussey Centre Fund	180,590	259,281	78,691	
Total Funds	522,120	589,469	67,349	

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

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 (£)	2019 (£)
Income	111,350	122,431
Expenses	(107,863)	(114,489)
Margin	3487	7942
%	3%	6%

Other balance sheet items

The 2019 accounts show a year on year decrease in both debtor (funds we are owed) and creditors (money we owe) and a large fall in cash at bank.

This reflects reverses last years increases that were as a result of the then proximity of NORJAM to the year end and are now at normal levels for the Norfolk County Scout Council..

Points to note

The Income and Expenditure for NORJAM has been recognised in the 2019 accounts, aligning it to the accounting year of the event and in line with normal accruals and prepayment accounting principals.

The income and expenditure for the World Scout Jamboree has been accounted for in the same way and will be included in the 2020 accounts

Conclusion

The County continues to balance the books in 2019 and its levels of reserves remain healthy with liquid funds (net current assets) increasing by c£,69,875 to £267,459 and are in line with the County's agreed reserve and liquidity policy.



Ian Savage, District Scout Active Support Manager, North West Norfolk



David Cubitt, Deputy County Commissioner Operations, Norfolk

Paul Henriksen, District Commissioner, North East Norfolk

Kim Smith, Deputy District Commissioner, North West Norfolk



Lee Anderton, District Commissioner, Central Norfolk

Alan Curson, District Chairman, Eastern Norfolk

Steve Martin, District Commissioner, Southern Norfolk

Ivan Newson, Explorer Scout Leader, Eastern Norwich

Michele O'Keefe, Deputy County Commissioner, Norfolk



Will Bretton, Ed Cubitt, James Delph, Harriet Goldspink, James Hill,

Harry Peachment, Liam Segust, Ashley Thorne,

Charlotte Tucker-Lowe, Chloe Walsingham



Arun Day, James Delph, Adam Hill, Zoe Pryce-Jones,

Charlotte Tucker-Lowe, Chloe Walsingham



Alex Woods

The BIG Weekend

February 1st & 2nd 2020

A relaxed weekend at the seaside for adult volunteers to come together to refresh, refocus and build on existing knowledge.

Hi!
I am Burly the seagull.
Book by 1st October to
get my early bird prices!

Weekend - £99 per person

Full board from Saturday morning through to Sunday close

Day delegate - £15 per person

Includes lunch



Visit the website for further information
norfolkscouts.org.uk

Full prices per person after 1st October - Full Weekend £110 - Day delegate £20



"No one can pass through life, any more than he can pass through a bit of country, without leaving tracks behind, and those tracks may often be helpful to those coming after him in finding their way"

Robert Baden-Powell, our Founder.