



Scouts

Norfolk



Stayed home.
Stayed safe.
Stayed connected.

Annual Report 2019-20

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

County President

Welcome to our Annual Report of the Scouting activities in Norfolk during the year 2019 and 2020

Our County continues to offer excellent opportunities for Young People to learn skills for life.

Fantastic efforts within our County are provided by our Volunteers. Any organisation is only as good as its members and supporters and it is very clear that within Norfolk we have a lot of very good ones.

From recruitment, through training and learning and continued support, we are striving to make the Norfolk Scouting experience one which will see our Young People have the right start in life. In most instances this will allow them to develop in to kind, generous and thoughtful people with leadership skills for life. In a year that has seen formal education for our young people interrupted, it is wonderful that Scouting has been there to provide a lifeline for our members.

I salute you all and am very proud of everything you have achieved in such immensely difficult circumstances.

“Any organisation is only as good as its members and supporters and it is very clear that within Norfolk we have a lot of very good ones. ”



Lady Pippa Dannatt MBE

President, Norfolk County Scout Council



Me and some other Young Leaders attended 'The Big Weekend' for the day.

We gained skills that now enables us to be better Young Leaders.

One of the workshops was learning about autism, this gave us skills and knowledge on how people living with autism need different communication styles to other children in a scout group.

I found this workshop very useful as it gave me tools that I can apply in group meetings to make sure that specific needs are met.

Milly, Young Leader

County Vice Chair

We have a group of Trustees on the County Board who have many years of scouting experience from group to national level and bring considerable business and professional expertise to the table. They all have other roles within Norfolk and as interim chair I take pleasure in thanking them for their enthusiastic support of Scouting in my adopted county.

Several challenges have presented themselves during the last year. Covid-19 brought with it the need to furlough our shop staff and home working for our County Secretary, Karen, the pivot around whom our administration revolves.



“Let us hope that it will not be too long before the ‘new normal’ is replaced by the normal, which has been enjoyed in gradually evolving form for 113 years.”

The pandemic was also one of the factors in the cancellation of our next NORJAM and has also necessitated provision of support to Eaton Vale Activity Centre (EVAC), with the near wipe-out of this year’s business.

The fire at EVAC was a major blow, but has provided a chance to suggest and support a re-evaluation of the way in which Icen House can be modified to make it better suited for future business.

During the year we have also addressed the closure of South West Norfolk District, resulting in Two Mile Bottom camp site coming under county control. Thank you to those who formed a sub-committee to manage this development. The announcement of a dramatic rise in the national subscription necessitated giving assistance to soften the financial blow this presents, at a time when scouting is far from normal for our young people.

For most of us the word Zoom had a simple definition before March, but it has now taken on a whole new meaning. The Board of Trustees and its sub committees have continued meeting, using this medium and it is good to know that many sections in the County have embraced it to continue contact with their young people. Computer technology has been a vital tool to keep our Scouts in touch, using programmes and challenges on line, virtual camps etc., including the recent highly successful County initiative, BOX-JAM.

We are now entering a time when face-to-face Scouting is tentatively restarting in a limited way. Let us hope that it will not be too long before the ‘new normal’ is replaced by the normal, which has been enjoyed in gradually evolving form for 113 years.

Dan Gentle

County Vice Chair



I've loved seeing my friends at the Cub Zoom sessions and I learnt many things.

We even got to connect with Cubs from South Africa. We talked about our lives and then we listened to information people from a different part of the world.

The Scouting at Home activities really cheered me up during Lockdown and helped me learn new and different things.

Ethan, Cub Scout

County Youth Commissioner

This last year has been tough for all of us and I would like to say a personal thanks to everyone in my team. Youth led Scouting is something that should be immensely important to all of us and I know all of the District Youth Commissioners (DYC) in Norfolk are incredibly passionate about it.

I have lost two team members this year, both of whom I am gutted to see go. The first one being Ed Cubitt who has unfortunately needed to step down due to his commitments at university. A massive thanks to Ed for all he has done and I wish him good luck.

The second is Jack Barrs, who is now too old to be a Youth Commissioner (Boo!) Jack has been an absolutely fantastic member of the team and I know Barry in Eastern Norwich who was

absolutely gutted to see him go and would like to wish him good luck in his new county role. I have already seen some fantastic work coming hot off the press from him, so thank you very much Jack.

"As always my gratitude goes out to everyone in our movement. You are all incredible in every single way."



My thanks also go out to Laura Eke from North West Norfolk who ever since I started as County Youth Commissioner (CYC) has been an absolute DYC MACHINE. Laura is an incredibly valuable member of the North West Norfolk team and I know everyone is incredibly grateful for all the work she does.

I would like to welcome Anna Jolly, who has replaced Jack in Eastern Norwich and also Richard, Molly and Chloe who have joined the team in Southern Norfolk. (When things are back to normal, I know everyone has some fantastic ideas, which I am sure they are incredibly eager to try.)

Coronavirus has taken the majority of our year away from us, so unfortunately, I do not have a lot to report, so instead I would like to speak about some other issues that perhaps do not get the spotlight as much as I want them to.

Some of you may have seen my video about the recent protests involving the Black Lives Matter movement. This is a cause that is very, very close to my heart and I feel should be important to everyone.

If you take one thing away from your time in Scouting this year, let it be that without tolerance of others who are different to us, our movement is nothing but another grey figure in the crowd of bystanders. It is the duty of every single one of us to educate our Scouts truthfully and unbiasedly about the past and to appropriately empower them to support ridding society of injustice in the future.

I am going to dedicate my energy to promoting a better understanding of these topics within Norfolk Scouts in line with the commitments on these topics made by the Scout Association.

The BLM movement does not seek to detract from the importance of white issues, they are simply calling for people from all backgrounds support as fellow human beings to stand up for what is right. This does not mean that white lives, do not matter, or blue lives, or the white shop worker, or the Asian's or anyone's for that matter, the BLM movement's purpose is to ensure that Black lives matter just as much as everyone's.

We all have to play a part in this and it may mean looking at our history again through a different lens and changing some of the things we do. If you would like my help, perhaps plan a programme about racism or challenging stereotypes, or run a Youth Forum about equality and injustice please contact me.

Back on the Scouting track, I have recently been appointed as a Trustee of Eaton Vale Activity Centre. A role which I am very excited to undertake and I will be working very closely with Susan the centre manager in the future.

I have also agreed to join a sub-committee which will oversee the rebuild of the centre and I believe with my experience in the construction industry I will prove to be a valuable member of the team.

As always my gratitude goes out to everyone in our movement. You are all incredible in every single way. Thank you so much for all the things you have done.

Louis Franklin

County Youth Commissioner

The scouting at home activities were a really welcome alternative at a challenging time and offered different perspectives and opportunities, involving many resources which we already had at home. It was a valuable interaction with other children and adults, at a time when this was really lacking.

Parent of a Cub Scout

County Commissioner

And so, I sit down to write my fourth annual report as County Commissioner for the Scout County of Norfolk.



As a reminder that the reporting year for our Annual General Meeting ended on 1 April 2020 and at that point face-to-face Scouting had been suspended for 14 days to support the government's efforts to restrict the spread of Covid-19 infection.

"I thank each and every one of our volunteers for everything they do for the young people of our great county"

The world which I live in now, writing this report, seems amazingly different to the place we were in April for the snapshot it provides.

As I write we are tentatively raising our heads above the

parapet. We are looking to restart some Scout meetings, with a hugely restricted scope and many additional considerations, whilst living in a country that is still in the grips of the pandemic.

While not mainly in the reporting scope of this record, it would be remiss not to reflect on the tremendous effort by so many in an effort to keep Scouting alive so that we have something to restart. Many meetings have moved online and ingenuity has made sure that young people and adult volunteers have remained connected.

I cannot express enough my gratitude to everyone who has contributed. It also should be documented that we are so very grateful to all Scout members who are key workers or who volunteered to help their local communities during lockdown.

The impact on Scouting of cancelled meetings for the best part of a year will take time to work through and no doubt will alter our course for many years to come and will be a key feature of next year's report.

Transporting us back to the end of our reporting year, Norfolk Scouts found itself buoyant following a very

enjoyable but active and focused year. We'd continued on our journey guided by our County Strategy and Plan.

In the programme and operations space of the work we support, I appointed Michelle O' Keefe as Deputy County Commissioner for Programme. Her brief is to build out and develop the way we support our adult volunteers to deliver excellent and exciting activities week-in-week out.

Volumes of support information has built out on our website and regular updates from Shelly's growing workstream continues to be shared directly with group teams.

We enabled 18 young people and 2 adult leaders to attend the World Scout Jamboree in West Virginia, which we heard all about at our last Annual General Meeting.

Nearly 1,000 young people achieved a 'Top Award' (Chief Scout's Awards, Duke of Edinburgh Award or Queen's Scout Award) in 2019.

Supporting the theory of good programmes, the Operations workstream, led by David delivered, along with other commitments, our first County Explorer Scout camp for many years, skills workshops for adults and our annual overnight hiking competition BPA.

To deliver a good programme you need dedicated, empowered, valued volunteers so in the Growth and People areas of the counties work we continue to evolve the support mechanisms we offer. Led by Deputy County Commissioner, Jane we introduced tracking systems to measure the impact of Scouting and further developed our support for adults looking to join us.

Projects from the previous year delivered, and we welcomed 1st Smiles as Norfolk's newest scout group.

We continued our work closely with schools. This, in a Norwich primary school has highlighted a host of challenges that we're just not used to in our traditional setup.

The Annual Census held in January recorded 6,822 young people actively involved in week-on-week Scouting in Norfolk, up about 2% on 2019 numbers. During this period 30 young people also transferred to Suffolk Scouts.

The number of adult volunteers was slightly down again in total; however we saw a growth of about 40 adults working within sections helping young people. The decline is believed also linked to much better recording.

A change in personnel gave the opportunity to restructure the County working model and the Adult Development and Support workstream became the 'People' workstream. Responsibility for Nights Away and Activities moving into the Programme workstream.

The new People workstream focuses solely on developing our volunteer leaders and managers, support with additional knowledge to keep scouting accessible to all and ensure that we provide a safe environment by maintaining our safety and safeguarding training commitments.

A restructured County Training Manager team has been designed to meet these commitments

Keith Coote joined as Deputy County Commissioner (People) to lead the workstream and has recruited his team around him.

We continued to drive the good governance and effectiveness of the County by appointing talented individuals into key strategic roles.

During the year we welcomed three new District Commissioners to the Team, Simon Lonsdale (Central Norfolk), James Shilling (North West Norfolk) and Penny Harris (Southern Norwich) each taking the lead of the strategic direction of their patch.

I also took the decision as County Commissioner to conduct an operational review into the structure of our County. As a result, on 31 December 2019, South West Norfolk District Scout Council dissolved. The Groups and District volunteers transferred into the neighbouring districts.

1st Brandon Scout Group, who are geographically based in Suffolk, but were in the Scout County of Norfolk voted to take the opportunity to join Bury St Edmunds District in Suffolk.

The campsite at Two Mile Bottom transferred to the County Scout Council.

I must record my thanks to David Human, the final District Commissioner, his Executive and District Team; and all the adult volunteers in groups who were so positive and constructive during this process.

I continue to be supported by a proactive Board of Trustees, who were galvanised in their mission by our new Chairman, Richard Garwood, who unfortunately had to leave us this year. In his short term of office, he made a tremendous positive impact.

We also welcomed our new County President, Lady Philippa Dannatt who appointed three new County Vice Presidents, Sir Richard Jewson, Ronnie Mobbs and Pat Howes. Our President and Vice Presidents are important ambassadors for Norfolk Scouts and a critical source of support and networking for me and my team.

In the final part of the year the whole team came to deliver 'The Big Weekend' which involved around 200 adult volunteers. We brought them together on the first weekend of February in Great Yarmouth with mission to develop knowledge, build teams and celebrate Scouting.

Participants built a programme to deliver what they wanted to achieve from the weekend and welcomed expert presenters from Scouting and externally from all over the country.

The over-riding feedback was very positive and we'll be looking to do another in the future. My thanks go to the fantastic team who made this a success.

While reports of a new virus in China were quite concerning news at the time, I'm sure no one who left the Big Weekend in February really thought that six weeks later we'd enter a nationwide lockdown.

I usually end the report by summarising that we've had a good year and we look forward to another.

Already we know the reporting year 2020/21 is going to be one of the most unique in Scouting's history.

In the final days of the reporting year our County Office at Eaton Vale was destroyed by fire – a grace of lockdown meant that a bustling active activity was abandoned and no one was hurt. Watching the flames consume the building was one of the saddest days of my entire Scouting life.

Time will tell how we'll weather the storm(s), but we'll be assured that even in the darkest hours, there is very often the glimmer of light.

We will carry on and rebuild. I continue to be immensely proud of my county and my team. I thank each and every one of our volunteers for everything they do for the young people of our great county.

Matthew Burrell

County Commissioner

I'm a Scout because...

...I like feeling part of a group and we are all there for each other. I enjoy the adventures that come with it and learning new things for example how to tie knots.

Lucie

...I meet new people and to have new experiences.

I have my limits pushed by my leaders, especially on the high ropes!

Freya

...I make the most of my time outside of school and because we're heavily involved in planning the programme for us and the Scouts.

Djinn

Programme Workstream

Wow is it really a year since I joined Matthew's team to work with the Youth Programme Team?

Time flies by when you are having fun and what fun and games we have had!

The team has evolved over the last 12 months, with some joining and some leaving, but now we have a very stable core team offering support across the County:

Jack Barrs – Assistant County Commissioner Beavers

Liam Segust – Assistant County Commissioner Young Leaders

Beka Millard – Assistant County Commissioner International, working with County Scouter Tim Rowe

Carl Meadows – Queens Scout and Scout of the World Coordinator

Peter Allen – Duke of Edinburgh Lead Advisor, working with County Scouter and Administrator Sue Bisley

Scott Millard – Manager of the Activity Permit Scheme (term ended August 2020) completed a great piece of work bringing the permit scheme up to date, many thanks to Scott for all his work.

The regular PoPs (Programmes One Pagers) have been popular both for Norfolk Scouters and further afield, with several other Counties highlighting them to their leaders – we do like to “share to care” in Norfolk Scouts.

Topics have been varied over the 57 editions with PoPs recently featuring:

- Top Award Support in Lockdown
- County Safe Scouting Initiatives, including Scout in the House, Badges 4 All and CareforCareHomes
- The Great Indoors

PoPs even went live when Carl, Jack and Liam delivered some great training and support sessions to help Leaders and Executives across Norfolk learn to Zoom together in the Come Zoom with Me sessions.

Top Awards have been provided by the County free of charge for a full year to all leaders who apply for a full year. Thanks to Karen, our County Secretary, for posting these with a personalised certificate for our youth members – 687 Awards in the first year of the scheme to be exact.

318 Bronze Awards, 210 Silver Awards, 112 Gold Awards, 22 Platinum Awards and 10 Diamond Awards. Along with 3 Young Leader Belts, 9 Explorer Belts, 26 Duke of Edinburgh Awards and 3 Queen Scout Awards – what fantastic achievement all round, by the young people and the leaders who are supporting them to succeed.

The World Scout Jamboree of last summer was a great success and I know Beka would want to thank Penny and Michael as the contingent leaders for taking the Explorers to the USA to join the 24th World Scout Jamboree.

Beka and Tim continue to support the Eurojam contingent, who although delayed from going to Poland this summer are now scheduled for their international trip in the summer of 2021.

Young Leader boxes packed with resources have been created and given to every District to help with the running of a consistent Young Leader programme. Liam took the time to re-write each of the YL Modules as a PoP so that delivery of the national scheme was aligned to Norfolk PoPs and so easy to pick up to deliver training by District YL teams.

“Time flies by when you are having fun and what fun and games we have had!”



More resources are planned to further extend the YL boxes in 2020/21.

Duke of Edinburgh training was a new venture and 18 Leaders from across Norfolk joined the training hosted by Peter to work towards their DofE qualifications.

Members of the National DofE Team delivered the weekend course and hopefully this will lead to our young people achieving within the DofE scheme alongside their Scouting Top Awards.

The Big Weekend gave the YPT the opportunity to share their knowledge with the leaders who joined Burly the Seagull in Great Yarmouth and special thanks to Carl and Beka for running great workshop sessions at the event – they were certainly popular!

Tomahawk training was a new venture and a response to requests from the Districts. Many thanks to the .177 Rangers who provided some great training for the 24 leaders who came to the course – more of this type of training will continue, alongside the great work the .177 Rangers does with air rifle training for the County.

With Carl now in position to work with the older age groups, we are delighted to be not only supporting those working towards their Queen's Scout Award, but also offering the chance to undertake The Scout of the World Award – a great new opportunity for 2020/21, as Carl is authorised by Gilwell to deliver the Discovery events for this prestigious Award.

Jack has brought his experience as a Youth Commissioner to the team and has already shared some great resources in the Virtually Youshape PoPs for every section and is working to deliver a resource for every District to help run Youth Forums, which will sit well with the existing Young Leader resource boxes.

And just when we were getting into our stride, Covid-19 and the lockdown stopped face-to-face Scouting, but when the world stopped, Norfolk Scouts just kept going and virtual Scouting was launched across the County.

To support this and offer new opportunities to both our young people and adults, the Scout in the House Challenges were conceived. To date 365 badges and certificates have been awarded to young people and adults completing the Scout in the House and Badges 4 All challenges.

Even more encouragingly 101 Top Awards have been earned during lockdown, so that shows that the core Scouting programme is continuing across Norfolk Scouts too.

Looking forward, the last few places on the team - ACC's for the Cubs, Scout and Explorer sections are just waiting for the right people to join the YPT team to enable us to offer more support for more adults and more young people to enjoy the magic of Scouting here in Norfolk.

And BOX-JAM Virtual Jamboree, well that's a story for next year...

Michele O'Keefe

Deputy County Commissioner - Programme



Having a Beaver meeting every week was good as I liked seeing everybody.

I liked doing all the activities and badges, because it's really fun and helped to keep me busy. It made me happy."

Thomas, Beaver Scout

People Workstream

County Training Managers (CTM)- Since my appointment in October last year, I have had an interesting and challenging time. My first task was to build a team. Shirley Sinclair brought her knowledge and experience of scouting to the role of CTM – managers, supports and trustees. Pat Pinnington, a previous Norfolk County Commissioner in Guiding and known by many people for her work on NORJAM, brought her training experience across to the role of CTM – Leaders.

The most recent member has been Jim 'Mango' Coote. He has been a Beaver Scout Section Leader in Norfolk and is a professional trainer and safety consultant in his work life. The hope to fill the role of CTM – Basics soon

Inclusion and Diversity - The important role of Assistant County Commissioner - Inclusion has been filled by Clara Smith. Clara is an experienced scouter and a fulltime teacher of children with special needs. Her professional experience will enable Clara to provide expert advice around the subject.

"Since my appointment in October last year, I have had an interesting and challenging time."



I took the decision to split the ACC role and create the post of Assistant County Commissioner – Diversity to reflect the needs of the society within which we provide a scouting experience. This role is currently vacant and I would welcome nominations or self-nominations for this role.

Safeguarding - Safeguarding has seen some changes recently with the suspension of face to face courses. This is not only due to the Covid-19 restrictions, but the changes in the Safeguarding content of courses. The new training of Safeguarding will be delivered exclusively online.

Trudy Musgrove and Peter Chetwynd are still available for safeguarding understanding advice. Trudy is also able provide CEOPs Internet Safety Training.

Safety - Charles McIlwhan has decided to step down as the County Safety Advisor. I would like to thank him for his service and wish him well in the future.

As safety once again moves to the forefront of our training for Leaders, Managers and Trustees. There is a new 'Getting Started' programme and mandatory ongoing training which will include an enhanced safety training package. The role of Safety Advisor is a vital role. I would welcome applications from people with safety experience. If you would like an informal chat then please contact me.

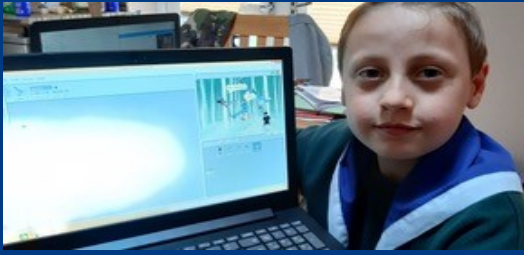
Training - It would be a very brave person to guess how scouting will look in twelve months time. As a result I am looking at the different options for providing training across the County. I think that we will end up with a type of 'blended learning' that will include all the elements we have experienced recently, including socially distanced face to face, e-learning, workbook and pre-reads and trainer led sessions on a platform such as Zoom.

As we move into autumn our priority will be the first responder/first aid training. It is essential that these qualifications are kept current. Whilst there is an extension for some people, if your certificate expired prior to February 2020, you do need to book on the first course available. It is a requirement for most adult roles within scouting.

I am looking forward to the challenges posed by the country's current situation and hope that you all keep safe.

Keith Coote

Deputy County Commissioner - People



Not being able to go to school was sad, but we met on the computer with the other cubs so I got to see friends and have fun. I did lots of drawing and colouring and sent my pictures to the local old people to make them feel happy and to thank the people who looked after them.

Soul, Cub Scout

Growth Workstream

This period was my first full year in the role and during this time the role has expanded and developed – working closing with the regional team and also volunteers from the Districts



Growth is 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 continued to be 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.

The adult want to join is a slightly more manual process, but giving each potential volunteer the personal touch, speaking to the individual and placing them in appropriate groups. This has had some good successes and these are followed up after 3 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 groups that have launched in this time are 8th Norwich Beaver Section, the expansion of the Fressingfield linking to the Academy Schools Project and the rolling out of the Lakenham School group, linked into the 1st Norwich.

Lakenham School has been an interesting and challenging at times concept - getting the mix between and after school club and scouting for the young people. I would like to formally thank the group of volunteers who have stuck with this and made it possible for the young people over the past year.

Also as mentioned in my report last year – 1st Smiles was launched – and after a successful launch day supported by Eaton Vale Activity Centre (many thanks to them) the group now has a steady membership and has moved meetings around the county. Thank you to all the Districts that have hosted and assisted.

It was also a very proud moment to see the story illustrated in Scouting Magazine.

The mini census has been an extremely useful tool in the planning where want to join enquiries can go to and also looking at capacity across the districts. It is quick and easy for leaders to complete and thank you to everyone who has contributed to this.

Resources are available from County to support a uniformed approach to advertising at events. Events last year included Spring Fling at the Norfolk Showground, together with many fetes and fairs across the districts. Following feedback the new Growth Boxes were launched in January and are available to book for events.

The Growth of local Scouting continues across the county with thanks to the great commitment and programmes from the leaders. There is no better advertisement than young people talking to each other about the great things they are doing - thank you to you all for continuing to grow Norfolk Scouts – whether it is just from that 1 extra young person you fitted in, or holding events in the community.

Thanks as always go out to the Regional Support Team, Debbie, Kathryn and Charlotte, 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

As a parent, the scouting at home activities were amazing Scout in the House and Box-Jam was so accessible and easy.

Thomas has learnt so much, and the fact he was confident enough to run a Beaver Zoom meeting on science experiments just shows how he developed his confidence and skills during this challenging time. Well done scouting.

A Beaver Scout's mum

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 forwards.

It has been an eventful year in the Operations Team. Phil and Matt have been busy supporting several events within the County, which have included the Norwich Duck Race and The Big Weekend, (the highly successful weekend for adult leaders and volunteers, which took place across Great Yarmouth). Everyone had an enjoyable time and lots of leaders caught up with Scouting friends from across the County, made some new friends and gained many ideas for programme to take back to their Groups.

“The team supported the delivery of the County Explorer camp, which was new venture of this year”



The Team also supported the delivery of the County Explorer camp, which was new venture of this year. The weekend was packed with activities for the Explorers including building balistas, an art competition using some very unusual materials, as well as the traditional activities that Eaton Vale have to offer. The Team took charge of Saturday night supper, where everyone took part in a 'Come Dine with Me' Challenge. There are some excellent Chefs amongst the Explorers of Norfolk.

Jason our QM has kept the stores in order, including the compilation of the inventory and the grand clear up which happened in September. The equipment continues to be issued against a request and then checked back in ensuring that everything is in working order.

Norfolk Scouts and Girlguiding Norfolk have again worked together to deliver the stand at the Norfolk Show 2019. Again we won the Bond Challenge Cup and a big thank you to the team that always support this event. 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 future years.

The ASU's 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 ASU's 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 and public events with their catering team and ensure everything is in working order at the ABC.

All in all, we have a group of active ASUs in our County of whom we can be immensely proud. I am however, very conscious that some of our units are ageing and to that end I am, trying to encourage DC's to form Service teams of younger folk who do not necessarily want to be leaders, but who still want to be involved in Scouting so that they may become our future ASUs. I would like to place on record my thanks to the ASU members of the county for what they and will be doing going forward.

In summary, I would describe our highlights as delivering several well supported events and I am delighted with how the team have all come together. If anyone is interested in helping at any event, then please contact Karen Martin at the County Office.

David Cubitt

Deputy County Commissioner - Operations

My favourite activity badge was the Space Badge because I learnt more about the different planets but Mum liked the Global Issues Badge best because of the Water Filter experiment and I was shocked it worked.

My favourite part of the Scout in the House Challenge was building my tent because it will help me when I get to go camping with Cubs and Scouts

Jack, Beaver Scout

Our favourite task for the Scout in the House challenge was the Great Camp In.

First of all we set up a den in our living room, then we hiked upstairs to set up a different camp/den in another room. Travel costs were low!

We also liked being able to clap for our carers along with our neighbours and enjoyed building our lego rainbow and NHS scene"

Matthew and Luke, Scouts

Regional Commissioner

Hello everyone,

In a year of uncharted territory, so many of you have achieved so much through your endeavours to keep our young people Scouting.

Your boundless enthusiasm, creativity and tenacity has shown through at every level and made a huge difference for over 6000 people during uncertain times despite any personal challenges you may have faced.

At a critical point where we are about to start to think, tentatively, about re-starting face-to-face Scouting, I would like to thank everyone in Norfolk Scouts for everything you have done this year.

You are an exceptional team of individuals who, with your inspiring

County Commissioner and county team, supported by your Board of Trustees, work together to deliver high quality, safe Scouting focused positively on the future.

I had the privilege, earlier this year, to work quite closely with members of the County team and Exec and I would like to thank each of you personally for the support you provided to me. It was great to work with you, even when we were 100 miles apart! I also enjoyed very much the time I spent with you all at "The Big Weekend". What an amazing event, planned and executed brilliantly - thanks to Karen, Shelly and everyone involved!

Finally, I would also like to thank Matthew for the exceptional leadership and compassion he generously delivers at every turn.

We are likely to face the next positive challenge in the coming weeks: Re-starting indoor Scouting within a different operating framework. I know you will all approach this with your usual "art of the positive" attitude and I just wanted to remind everyone that there is no pressure to re-open your HQ doors unless and until leaders, parents and young people are happy to do so. I shall leave you all to consider how we can make the best of our next opportunity...

Huge thanks again and best wishes to you all!

Graham Woolley

Regional Commissioner

"would like to thank everyone in Norfolk Scouts for everything you have done this year"



We have a Cub with a medical condition who went into lockdown a lot early than others. He struggled with the isolation as he is really sociable. The Zoom sessions to support Scout in the House gave him something to focus on and he looked forward to talking to his fellow Cubs and Leaders.

Peter, Group Scout Leader

Hopefully Beavers, Cubs and Scouts won't remember 'lockdown', they will remember earning all their badges, challenge awards, having fun and learning new skills!

Tracey (Cherry), Beaver Scout Leader

Norfolk County Scout Council

Update on the accounts for the year ended 31 March 2020

The 2020 Norfolk County Scout Council Accounts, presented to the Annual General Meeting, 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 available on the website or from the County Office.

This document summarises the financial pages within those accounts.

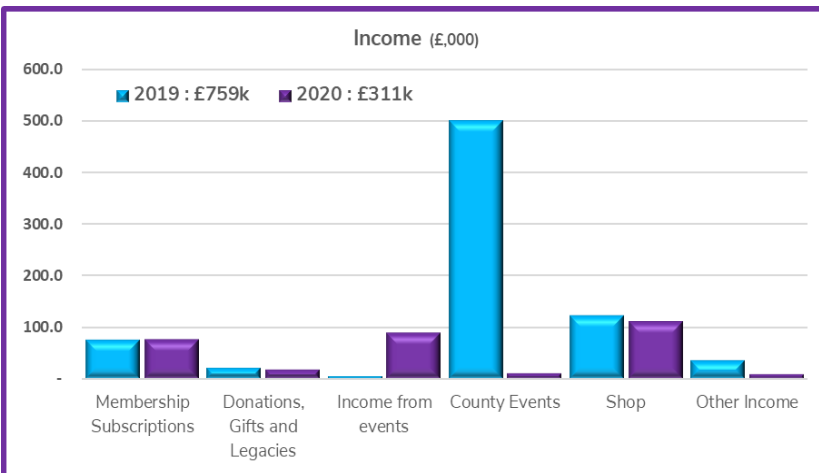
Overall Position

The Norfolk County Scout Council is reporting a deficit for the year ended 31st March 2020 of £21,187 (2019: surplus £67,349).

Total net current assets have decreased from £267,459 to £248,698. Total assets / Reserves have decreased to £568,202 from £589,469 of which £183,496 is held in general funds. The remaining funds are held as stated in the accounts.

Statement of Financial Activities

Incoming Resources : £311,277 (2019 : £758,988)



Income has fallen back significantly in 2020 reducing £477,711 as the 2019 influence of NORJAM. This also impacted shop takings with a reduction of £12,434

The 2020 accounts include both the income and expenditure from the successful Big Weekend in January 2020 and the recognition for the World Scout Jamboree.

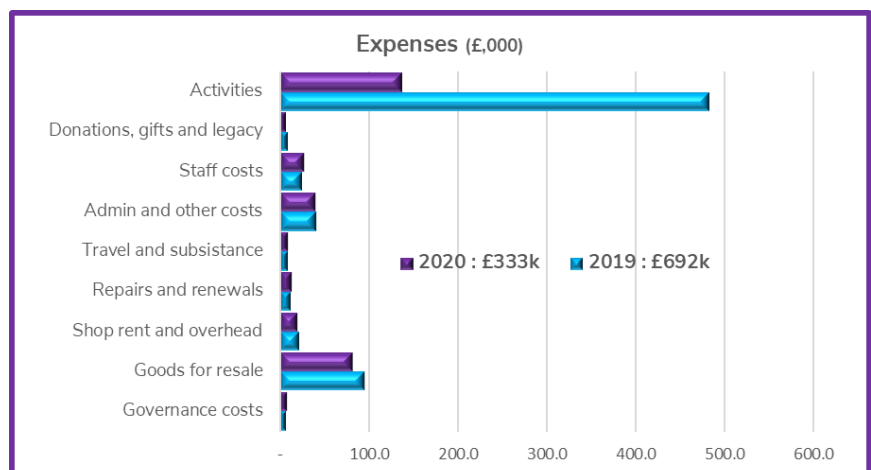
Subscriptions continue to rise in line with membership (c2% Growth in 2020)

Resources Expended : £332,464 (2019 : £691,639)

As expected, the main movements in expenses follows the pattern of income and as a result activities in 2020 fell by c£345,276 with additional costs of the Big Weekend.

Shop goods for resale (Stock adjusted) reduced in line with takings again driven by the previous year's success at NORJAM.

The accounts continue to show good control of the running costs of the County and that these costs are in-line with the membership fees collected. Large County events and shop trading continue to cover the costs of their own activities.



Balance Sheet and Reserves

Reserves remain very strong with general funds accounting for 32% (£183,496) of the £568,282 reported on the 31st March 2020.

Balance Sheet	2019	Movement in Year	2020	
General Funds	241,309	(57,813)	183,496	There is a fall from the c41% reported in 2019 reflecting the small operational loss in 2020 (£21,187) and a £45,027 transfer to the Alec Bussey Centre Fund and provisions to support Trading Post and Two Mile Bottom The Alec Bussey Centre Fund continues to strengthen, now at £283,213, proving its value as a Scouting asset to Norfolk Scouts.
Future Scout Development	50,008	2	50,010	
Norjam	28,662	(8,089)	20,573	
Norfolk County ASU	158	(24)	134	
Norfolk Scouts Canoe Team ASU	9,510	(3,129)	6,381	
Norfolk Scouts Shooting ASU	541	(66)	475	
Alec Bussey Centre Fund	259,281	23,932	283,213	
Trading Post	-	12,000	12,000	
Two Mile Bottom	-	12,000	12,000	
Total Funds	589,469	(21,187)	568,282	

The future development fund continues to be maintained.

The County's ASU's remain self-sufficient and utilise any surpluses to maintain their equipment as required.

The Trading Post

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

Positive cost control has improved the margin in the year ensuring a strong result despite the NORJAM driven fall in takings in 2020.

The shop will be impacted significantly by the cessation of face to face scouting on the 17th March and will result in a fall in takings and returns in 2021.

Shop	2019	2020
Sales	122,800	109,846
Cost of sales	(93,809)	(79,890)
Expenses	(21,049)	(18,729)
Surplus	7,942	11,227
Gross Margin	23.6%	27.3%

Other balance sheet items

Both Debtors and Creditors have reduced in the year. This mainly reflects the deferral of 2019 income and expenditure relating to the world Scout jamboree in 2019 with both recognised this year. (Reduction in deferred income of £32,330)

Conclusion

The County continues to manage its income and expenditure well through 2020 and its level of reserves remain healthy with liquid funds (Net Current assets) of £248,698. This has ensured that the County is well placed to manage the impacts of the cessation of face to face scouting on the 17th March 2020.

The County congratulates our award holders recognised by the Chief Scout
on St George's Day 2020



Silver Wolf

Fred Crane, District Chairman, North East Norfolk



Bar to the Silver Acorn

Ray Hollands, County Vice President, Norfolk

Robert Smith, Explorer Scout Leader, Northern Norwich



Silver Acorn

John Howling, Board of Trustees, Norfolk

Judith Pryke, Group Scout Leader, 25th Norwich

Shirley Sinclair, County Training Manager, Norfolk

James Wilson, Scout Leader, 1st Taverham



Queen Scout Award

Ruth Adamson

Emily Fenton

Zoe Pryce-Jones



Meritorious Conduct

John Sweeney, Board of Trustees, Norfolk

How we've supported young people and adults during the 2020 Covid-19 restrictions



Less than three weeks after face-to-face Scouting was suspended we launched our 'Scout in the House' and 'Badges for All' challenges to provide a pre-made programme that could be completed at home.

A badge can be achieved which has been funded by a donor. To date nearly **500** achievers have completed the scheme



By St George's Day the country was in the deepest stages of lockdown.

With all District celebrations cancelled we went online for the first time with our special Norfolk Scouts TV Show to lead the County through our promise renewal from the safety of home.

We'll never know the exact number who took part but even the conservative estimates are placed at well over **2,000** people.



When the school holidays arrived we were ready not only to provide some fun and exciting activities for our own members, but to any family that was looking for some low-cost entertainment at home.

We teamed up with BBC Radio Norfolk to create 'Scouts in the Sky' and Youth Commissioner, 'Captain' Louis went on air each Monday morning for five weeks to share a new set of activities.



With residential trips still not allowed and all Summer camps cancelled we went back online in August for our first ever digital-Jamboree, Box-Jam.

Over **1,100** participants registered to take part in a weekend packed with 101 activities available to download, watch or participate in from home.

2020 - We stayed home. We stayed safe. We stayed connected.

