

# Annual Report 2021 - 2022



# Scouts

## Hereford & Worcester

Charity Number: 505004  
Hereford and Worcester Scout County

## Welcome from Harry!



**I think we can all agree that this last year has been amazing. We have started to see a real return to Scouting. Lots of activities offered during the year from Shirehike to various other join in camps and activities.**

**It's been great to see young people and leaders return and reignite our campfires, scouting skills and helping our communities come back together again.**

**Thank you everyone for all you do!**

**Yours in Scouting**

**Harry Bantham-Jones  
County Youth Commissioner**

## An Introduction from the Chair

Another amazing year of scouting has passed in the blink of an eye.

We started the year with aspirations to bounce back and grow and I think as a County we have achieved all we expected and more. It has been fantastic to see so much 'normal' scouting going on in all corners of Hereford and Worcester.

I have had the pleasure of getting involved in more scouting activity in the past year than at any other time in my tenure as County Chair. It really has brought home to me how important this organisation is, both to the young people who get so much out of it, but also to the adult volunteers. Seeing the smile on a young person's face when they do something new for the first time, or when their peers encourage them to achieve things they thought impossible, really is good for the soul, regardless how much of a cliché it may sound!

In the past 12 months we have reinstated an Operations Manager at Kinver and appointed a new Growth and Development Officer for the County. We have supported the introduction of Squirrel Dreys into numerous groups, bringing a whole new age group into scouting. We have seen changes in the County team and developed new volunteer roles to support growth and our aims to support the environment. We are in a strong position and I'm looking forward to seeing what we can accomplish as we build on the foundations we have put in place.

As a County we have so much to look forward to in the coming years with sustainability, growth and the environment at the forefront.

*Jamie*  
😊

# Scouting by the County Commissioner

The Scout County's development plan is aligned directly with The Scout Association's vision that by 2023 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. As a County we will support this wider vision:

## Growth

We will be growing, be more inclusive, and be shaped by young people, making a bigger impact in our communities.

As a movement, we have grown for the last 13 years. We want to continue that positive trend, bringing skills for life to more young people across the UK.

By 2023, in the UK we will have:

- 50,000 more young people aged 6-18 in Scouts
- 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders)
- 5,000 more Young Leaders

## Inclusivity

Scouts is open to all. We now have over 102,000 girls and have started 834 sections in areas of deprivation since 2013. We believe it's a priority to reflect the diversity of the communities we are in.

By 2023:

- we will have started Scouts in 500 more UK areas of deprivation reaching young people who could benefit the most
- our adult volunteers will reflect the demographics of our society

## Youth Shaped

Over the last four years, there has been a growing momentum to ensure young people are shaping their experiences and taking on leadership roles at Scouts. We want to continue to build on this.

By 2023:

- 250,000 young people will be shaping their experiences at Scouts
- 50% of young people will be achieving the top awards
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

There are a number of challenges to overcome to make these aims a reality; the key one of which is finding and recruiting the right adult volunteers.

## Community Impact

Since the launch of our social action campaign, A Million Hands, in 2015, over 250,000 young people have had the opportunity to take part in high quality social action on four big issues of our time. The campaign won 'Cross-Sector Partnership of the Year' at the Charity Times Awards in 2016.

By 2023:

- at least 250,000 young people will be making a positive impact in their community each year
- 50% of young people will be achieving the top awards

As a result of supporting the UK Visions the County as a result will:

- Continue to grow groups and build upon the Districts growth and development
- Continue to improve Scouting provision in highly deprived areas of the County with support of the Regional Development Service
- Work on increased ethnic membership to fully reflect local communities.
- Appoint Deputy County Youth Commissioner to improve our focus on Youth Shaped Scouting throughout the County.
- Build the County activity provision and support leaders in building their programmes
- Make sure we have an effective Young Leaders Leader in each District and build upon our County Young Leaders camps (which includes training).
- Review the support towards top awards and the pathways to them
- Maintain a great level of young people on the County Executive and focus on all Districts achieving similar.
- Focus on supporting the Explorer age ranges to build on retention
- Ensure Youth Forums are happening in every District and as appropriate at County level.
- Build adult training to reflect the needs of our members with more programme focus
- Build support for an increased international programme
- Aim to increase awareness of and promotion of, all the community activities undertaken throughout the year.

## Supporting the Strategy

**To support the UK strategy the County has prepared and is implementing an orbit plan, detailed on the next page. Which sets out targets and priorities.**

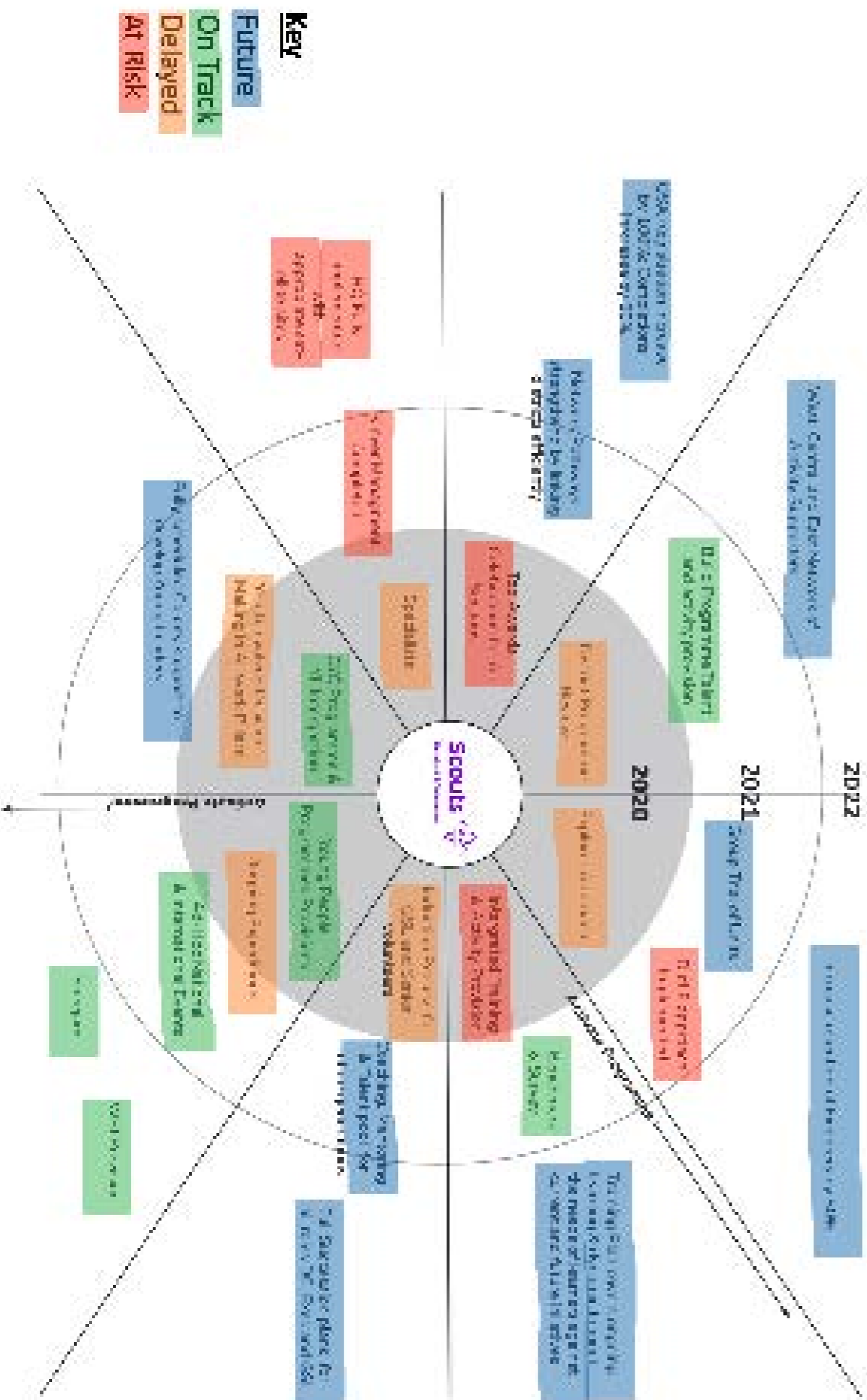
# Census & Membership

Following lockdowns we have bounced back with success. We are up 10% on average across the County.

The County has recruited a Growth and Development officer, and has targeted adult recruitment with various campaigns in the county. Some of the main focuses of support will be:

- o Explorers provision in Worcester and Wyre Forest is increasing in numbers
- o Tenbury – new group
- o Bromyard – new group being formed
- o Leominster – developing the group
- o Recruitment Campaign
- o Bromsgrove GSL recruitment
- o Various rural groups in all Districts
- o Redditch district general leaders

There are also a number of projects that will be supported by RST and us in the next year, complete with national support and campaigns.



Census January 2022 - Summary - Hereford & Worcester															
Name	Days	Colonies	Packs	Troops	Explorer Units	Networks	Squirrels	Beavers	Cubs	Scouts	Explorers	YP 4-18	Network Members	Total Adults *	Total
Hereford & Worcester	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18
Avon Vale	-	10	11	10	3	1	-	79	131	121	31	362	3	552	514
Bromsgrove	-	10	11	11	5	1	-	191	238	221	118	770	4	235	1005
Redditch	-	8	8	8	1	1	-	107	112	106	46	371	33	131	502
Ross On Wye	-	4	5	4	1	-	-	25	36	45	18	124	-	60	184
South Marishes	-	12	14	13	5	1	-	179	213	206	60	658	2	222	880
The Malverns	-	10	12	12	7	1	-	151	217	222	68	658	8	238	894
The Shire	-	2	2	2	-	-	-	18	21	27	-	66	-	18	86
Worcester	2	18	18	19	6	1	22	251	363	335	108	1055	5	335	1394
Wyre Forest	2	18	18	17	2	1	-	273	299	279	69	920	2	401	1321
<b>Totals</b>	<b>4</b>	<b>90</b>	<b>99</b>	<b>96</b>	<b>30</b>	<b>7</b>	<b>22</b>	<b>1274</b>	<b>1632</b>	<b>1544</b>	<b>518</b>	<b>4990</b>	<b>41</b>	<b>1810</b>	<b>6800</b>
Change from 2021	+4	+0	-1	+0	+2	-1	+22	+1274	+169	+1	+118	+628	-11	-81	+547
% change from 2021	+0%	-1%	-1%	+0%	+7%	-13%	-	+133%	+12%	+0%	+30%	+14%	-21%	-4%	+9%
Change from 2020	+4	+1	-2	+1	+0	+0	+22	-224	-328	-228	-101	-859	-97	-424	-1283
% change from 2020	+4%	+1%	-2%	+1%	+0%	+0%	+22%	-15%	-17%	-13%	-18%	-15%	-70%	-19%	-18%
Change from 2017 (5 years)	+4	+90	+1	+1	+0	-2	+22	+1274	-273	-180	-40	-781	-153	-612	-1393
% change from 2017	-	-	+1%	+1%	+0%	-22%	-	-	-14%	-10%	-8%	-14%	-29%	-25%	-17%

## Adult Awards

Congratulations to all our members listed here.  
All of whom fully deserve the recognition they have received.

Name	Award for Merit
Trevor Albutt	Award for Merit
Angela Barclay	Award for Merit
David Keith Barthorpe	Award for Merit
Karen Anne Bayley	Award for Merit
Alison Jane Calcutt	Award for Merit
Kathleen Canning	Award for Merit
Mary Champion	Award for Merit
Mandy Ann Dent	Award for Merit
Sarah Duffin	Award for Merit
Stephen Gathergood	Award for Merit
Tracy Genever	Award for Merit
Graham Godwin	Award for Merit
Martin Harris	Award for Merit
Brian Jackson	Award for Merit
Sonya Johnson	Award for Merit
Nicholas Jones	Award for Merit
Lynn Lee	Award for Merit
James Lloyd	Award for Merit
Graham Penny	Award for Merit
Dawn Phelps	Award for Merit
Suzanne Price	Award for Merit
Janice Rose Price	Award for Merit
Michael Price	Award for Merit
Leslie Rowberry	Award for Merit
Harry Sargent	Award for Merit
Nicholas Shaw	Award for Merit
Jake Kieran Sherwood	Award for Merit
Anthony Spinks	Award for Merit
Ian Melville Strongman	Award for Merit
Vivien Carol Ware	Award for Merit
Brian John Warmington	Award for Merit
Martin Watkins	Award for Merit
Ian David Wyllie	Award for Merit
Nicola Karen Hitchcock	Bar to the Award for Merit
Jeremy Mayfield	Bar to the Award for Merit
Michael Rees	Bar to the Award for Merit
John Airey	Chief Scout's Commendation for Good Service
Timothy Allen	Chief Scout's Commendation for Good Service

Name	Award for Merit
Roger John Alltree	Chief Scout's Commendation for Good Service
Clare Angel	Chief Scout's Commendation for Good Service
Graham Archer	Chief Scout's Commendation for Good Service
Richard Eric Baldwin	Chief Scout's Commendation for Good Service
Christopher Barclay	Chief Scout's Commendation for Good Service
Jemma Bayley	Chief Scout's Commendation for Good Service
Clare Beddows	Chief Scout's Commendation for Good Service
Jack William Brookes	Chief Scout's Commendation for Good Service
Nichol Sarah Brown	Chief Scout's Commendation for Good Service
Stephen Brown	Chief Scout's Commendation for Good Service
Hadleigh Burns	Chief Scout's Commendation for Good Service
Helen Capaldi	Chief Scout's Commendation for Good Service
Amanda Capaldi	Chief Scout's Commendation for Good Service
Timothy Carsberg	Chief Scout's Commendation for Good Service
Irene Casey	Chief Scout's Commendation for Good Service
Fleur Clarke	Chief Scout's Commendation for Good Service
Robert Clarke-Davies	Chief Scout's Commendation for Good Service
Sarah Davies	Chief Scout's Commendation for Good Service
Billy Davison	Chief Scout's Commendation for Good Service
Joanne Ellis	Chief Scout's Commendation for Good Service
Roger Fairman	Chief Scout's Commendation for Good Service
Steven Faulds	Chief Scout's Commendation for Good Service
Darren John Fletcher	Chief Scout's Commendation for Good Service
Janet Fox	Chief Scout's Commendation for Good Service
Scott Gale	Chief Scout's Commendation for Good Service
David Green	Chief Scout's Commendation for Good Service
Rita Christine Grimes	Chief Scout's Commendation for Good Service
Natalie Louise Harris	Chief Scout's Commendation for Good Service
Sian Louise Haynes	Chief Scout's Commendation for Good Service
Caroline Hemming	Chief Scout's Commendation for Good Service
Felicity Holt	Chief Scout's Commendation for Good Service
Andrew Hopkins	Chief Scout's Commendation for Good Service
Amie Humphries	Chief Scout's Commendation for Good Service
Anna Humphries	Chief Scout's Commendation for Good Service
James Jarvis	Chief Scout's Commendation for Good Service
Gemma Laishley	Chief Scout's Commendation for Good Service
Paul Lees	Chief Scout's Commendation for Good Service
Joanne Lewis	Chief Scout's Commendation for Good Service
Andrew Moore	Chief Scout's Commendation for Good Service
Ian Denison Moreton	Chief Scout's Commendation for Good Service
Rachel Moulton	Chief Scout's Commendation for Good Service
Jill Mustard	Chief Scout's Commendation for Good Service
Claire Nicholls	Chief Scout's Commendation for Good Service
Jennifer Nock	Chief Scout's Commendation for Good Service
Keith Norledge	Chief Scout's Commendation for Good Service

Name		Award for Merit
Ruth	Palmer	Chief Scout's Commendation for Good Service
Fiona	Picken	Chief Scout's Commendation for Good Service
Angela	Potter	Chief Scout's Commendation for Good Service
James	Price	Chief Scout's Commendation for Good Service
Robert	Roberts	Chief Scout's Commendation for Good Service
John Edward	Sparrow	Chief Scout's Commendation for Good Service
Allan Michael	Tomlin	Chief Scout's Commendation for Good Service
Joanne	Turnbull	Chief Scout's Commendation for Good Service
Jayne Marie	Vander	Chief Scout's Commendation for Good Service
Macaulay	Warren	Chief Scout's Commendation for Good Service
Joanne	Watkins	Chief Scout's Commendation for Good Service
Sharon	Webb	Chief Scout's Commendation for Good Service
Andrew	Willets	Chief Scout's Commendation for Good Service
Arthur	Williams	Chief Scout's Commendation for Good Service
Jennifer	Robson	Commissioners Commendation
Cyril John	Blewett	Silver Acorn
Roger	Davies	Silver Acorn
Susan	Hensley	Silver Acorn
Merrill Lesley	Kirby	Silver Acorn
Michael	McAuliffe	Silver Acorn
Anne	Poulter	Silver Acorn
Robert	Sidley	Silver Acorn
Lesley Ann	Spencer	Silver Acorn
Barbel	Wolstencroft	Silver Acorn
Malcolm	Timmis	Silver Wolf

### Financial Review:

**The Charity's principal funding sources are membership subscriptions, activity and camping fees.**

**Membership declined following the Covid-19 restrictions in 2020 although easing of restrictions during 2021 enabled Kinver campsite to re-open. With the addition of Covid-19 support and re-start grants, overall income increased to £158,234 .**

**Overall expenditure increased to £166,435 reflecting the easing of Covid-19 restrictions compared to the previous year.**

**Please see the separate Financial Statements for the year ending 31st March 2022 for further details.**

### Reserves Policy:

**The Charity's policy is to hold sufficient resources to continue its charitable activities should income and fundraising fall short. The trustees consider that this should be equivalent to 12 months of running costs, i.e. £114,668 in 2021-22.**

**As at 31st March 2022, the charity held £69,410 . This is lower than the policy requires due to strengthening reserves policy from the former 6-12 months of running costs. It is the trustees aim for the charity to meet this reserves policy within the next 3 years.**

### Investment Policy:

**It is the policy of the Trustees to invest reserves in interest bearing bank accounts and in low risk charity investment bonds.**



# Why volunteering at Scouts is

# #GOODFORYOU

## 1. It's good for your skills and your future

### 84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

### 71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

## 2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)

Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



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

## 3. It's good for your family, friends and community



Researchers found that participants ages 16-24 and 55-74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34). (Time Well Spent Survey NCVO 2019)

## Our People



Our People Team have been as busy as ever this year supporting our adult volunteers across the County.

Our training team have continued to deliver courses throughout the pandemic, seamlessly switching to online delivery. As we emerged on the other side we began offering a hybrid training programme. We were keen to keep all the positives of delivering online training, which makes it more accessible for volunteers with young families or long distances to travel, but we've also added back in the face-to-face element again which allows people to get together, share experiences and make new friends.

A new batch of First Aid Trainers have got to work sharing their knowledge and experiences and catching up on a large back-log of First Aid training.

Across our People Team, we have been working with our volunteer managers to develop Scouting, ensuring that trustees are recorded properly on Compass and supported in their roles, looking at how diverse and inclusive we are, ensuring that all our volunteers are up-to-date on Safety and Safeguarding training and looking after our volunteers, ensuring that their volunteering is a positive and fulfilling part of their lives.

## Trustee Support

Over the last twelve months we have not been able to run our usual programme of Executive Committee training workshops. However we have provided some on-line resources and prepared a series of videos which cover the content of the workshops. Unfortunately, the uptake of the videos has been low. Hopefully, we will be able to re-commence workshops in the not-too-distant future.

We have been supporting individual groups and districts across the County understand their approach to governance in Scouting.

## Young Leaders

Since taking on the ACC role in September 2020 myself and a group of other volunteers have continued to build on the great work done in previous years. We have held two very successful training camps,

Future plans for County Young Leaders involves us build on these success of this last year. This includes us getting Young Leaders getting more involved with what we run and how we run it, working in conjunction with the County Youth Commissioner Team & offering training and experiences other than just the module training weekends. We also want to offer more support for adult leaders working with young leaders & Explorer Scout Leaders - Young Leaders to better help Young Leaders at a grass roots level.

Sian Telfer  
ACC Young Leaders





## Kinver

During 2021 we reinstated the role of Operations Manager at Kinver. As the site reopened a number of maintenance issues were addressed. Going forward there is a commitment to invest resources into the site to allow outdoor activities to continue.

As we move forward into the year several research projects were conducted ready for 2022. This includes, rebranding, investing in the existing infrastructures and repairing the tired estate.

A supporting committee has been set up along with a new volunteer warden team to bring Kinver into a consistent operating model which is self-sustaining.



## Pride



2021/2022 has been a quiet year in role. Prides were cancelled and with restrictions no attendance possible.

However, #TeamPride have been busy building support and resources ready for 2022.



## Inclusion

This year has seen challenges for all leaders, considering how to keep their programmes inclusive, both whilst being virtual and when returning face to face under the restrictions. Common queries have focussed on how to explain the new rules, clarity around having additional adults attending for 1:1 support under Covid, and the perennial questions around making adjustments to badge criteria to balance accessibility with equal levels of challenge. Some groups have also made use of the time to focus on their Inclusivity RAGs and action plans, with support given to facilitate that discussion with the full leader team.

shirehike



**The Shirejam team have worked hard to provide a series of challenges for all our members, from Beavers to Network, including Adult Leaders and Executive Members as a legacy from our Shirejam portfolio.**

**There was also a whole host events from Shirehike, BeaverXmas and much more. Thank you to all the organising leaders, supporting parents and carers who have helped making Scouting at Home so special and its own unique adventure!**



## Our Governance

### Constitution

The full name of the charity is 'Hereford and Worcester Scout County' and the charity registration number is 505004. The charity is an educational charity established in accordance with the Policy, Organisation and Rules (POR) of The Scout Association. The County is registered with The Scout Association, number 16100. The County Scout Council has adopted the standard constitution recommended in chapter 5 of POR and adopted the necessary associated resolutions, e.g. quorum for meetings.

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

As defined in POR, Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting and:

- enjoy what they are doing and have fun
- take part in activities indoors and outdoors
- learn by doing
- share in spiritual reflection
- take responsibility and make choices
- undertake new and challenging activities
- make and live by their Promise.

### Trustees

#### *Ex Officio*

Robert Sidley - County Commissioner  
Jamie Sandison - Chair  
Ian Newman - Treasurer  
Joanne Turnbull - Secretary

#### *Elected*

Abbie McFarlane  
Harry Bantham-Jones - County Youth Commissioner

#### *Nominated*

Alan Lane  
Robert Williams

## Our Governance

### Other Key Roles during the year:

Deputy County Commissioner People	Mel Brammer
Deputy County Commissioner Perception	Peter Dodman
Deputy County Commissioner Programme	Rob Williams
Deputy County Commissioner Activities	Edd Hogan (March 2022)
County Youth Commissioner	Harry Bantham Jones

Assistant County Commissioner International	Ann Clark
Assistant County Commissioner Young Leaders	Sian Telfer
Assistant County Commissioner Explorers	Vacant
Assistant County Commissioner Awards Co-ordinator	Matt Fox
Assistant County Commissioner Inclusion	Andy Hopkins
Assistant County Commissioner Pride	Phil Lacey
Assistant County Commissioner Exec. Support	John Day
County Training Administrator	Mark Strain
County Activate SAS Manager	Vacant
County BushScout SAS Manager	Lee Russell
County Appointments Chair	Alan Lane
County Appointments Secretary	Gareth Roberts
County Safeguarding Advisor	Val Leddington
County Safety Advisor	Vacant
County Legal Advisor	Mike Thompson
County MAPS	Robert Williams
County Badge Secretary	Jacky Green
County Presidents	To Be Appointed

### Structure, Governance and Management

Scouting in the United Kingdom is organised in Scout Groups, Scout Districts, Scout Counties and Country Headquarters. These 'units' of Scouting provide:

- support;
- channels for communication;
- opportunities for youth Members and Leaders to make decisions and take responsibility;
- functional units through which the design and delivery of the programme can be best achieved;

As a Scout County, Hereford and Worcester is comprised of nine Scout Districts, two County Scout Active Support Units and a County Team. Scouting in the County is run by the County Team lead by the County Commissioner and supported by the County Executive (the Trustees).

Trustees comprise 3 County Officers, the County Commissioner, the County Youth Commissioner, up to 4 persons nominated by the County Commissioner and approved by the County Scout Council plus up to 4 persons elected by members of the County Scout Council at the annual meeting. Proposals are invited prior to the annual meeting for elected trustees. The number of nominated trustees may not exceed the number of elected trustees.

## Our Governance

The County Executive Committee manage the County infrastructure and support services, meeting four times a year. The Executive Committee exists to support the County Commissioner in meeting the responsibilities of the appointment.

Members of the Executive Committee act collectively as charity Trustees of the Scout County, and in the best interests of its members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the County.
- Manage the County finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for Scouting to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the Safety Policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-Committees, including appointing Chairmen to lead the sub-committees.
- Ensure that Young People are meaningfully involved in decision making at all levels within the County.
- The opening, closure and amalgamation of Districts and Scout Active Support Units in the County as necessary.
- Appoint and manage the operation of an Appointments Advisory Committee, including appointing an Appointments Committee Chairman to lead it.

The Executive Committee also:

- Appoint Administrators, Advisers, and Co-opted members of the Executive Committee.
- Approve the Annual Report and Annual Accounts after their examination by an appropriate auditor, independent examiner or scrutineer.
- Present the Annual Report and Annual Accounts to the County Scout Council at the Annual General Meeting; file a copy with National Headquarters and submit them to the Charity Commission.
- Maintain confidentiality with regard to appropriate Executive Committee business.

## Our Governance

### Risk and Internal Controls

The County has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustees regularly review the risks to which they might be exposed and systems have been established to mitigate those risks. The Trustees updated the County risk management approach developed by The Scout Association. This involves initial review, dedicated risk assessment workshops and further review and iteration leading to a comprehensive risk register with mitigating actions and responsibilities which is regularly reviewed by the Trustees.

The County has a well-established Safeguarding Coordinator, working in conjunction with the County Commissioner. A number of training initiative and updates have taken place including the revision of The Scout Association's yellow card policy.

### Contribution of Volunteers

Scouting across Hereford & Worcester County is entirely dependent on the combined resources of thousands of adult volunteers to lead, manage, administer and support Scouting. The County greatly appreciates the generosity, time and effort given by these volunteers (and their families) and the fantastic impact that they have on delivering the fun, challenge and everyday adventure that is Scouting.

Nevertheless, the County is limited in the amount of Scouting that it can provide (directly or indirectly) by the number of adult volunteers that it has. We are therefore constantly on the lookout and proactively recruiting additional volunteers (to whom we provide full training).

### Our Paid Staff

The County currently has two members of staff. The pensions provision is provided for by the Scouts Association.

*County Administrator*; full time part time hours contract

*Operations Manager for Kinver*; full time permanent contract.

*Growth & Development Officer*; part-time fixed term contract.

### Financial

The Trustees confirm that they have complied with the duty in Section 17(5) of the 2011 Charities Act to have due regard to guidance on public benefit published by the Charity Commission when reviewing the charity's objectives and in planning future activities.'

# Our Governance

**Declaration:**

The Trustees declare that they have approved this annual report at their virtual meeting on the 09 June 2022.

Signed on behalf of the charity Trustees:

Signature: 

Full Name: Jamie Sandison

Position: Chairman

Date: 15/06/2022

County Secretary

Joanne Turnbull,  
16 Northwick Close, Worcester, WR3 7EF  
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Website: [www.scoutshw.org.uk](http://www.scoutshw.org.uk)