

Scouts
Hereford & Worcester



**Annual Report
&
Statement of Accounts**
(year ending 31st March 2026)

Scouts Hereford & Worcester

Trustees' Annual Report

From 1st April 2025

To

31st March 2026

Charity Name	Hereford & Worcester Scout County
Charity Registration Number	505004



The Trustees confirm that the charity meets the Charity Commission's Public Benefit criteria under both the advancement of education and the advancement of citizenship or community development headings.

Signed: 

Date: 8th July 2026

Role: County Chair

Table of Contents

Objectives	1
Achievements and performance.....	2
<i>Events & Activities</i>	<i>2</i>
<i>Support Events.....</i>	<i>2</i>
<i>Census.....</i>	<i>3</i>
<i>Compliance.....</i>	<i>4</i>
<i>Main achievements & Impact</i>	<i>5</i>
Financial review.....	9
<i>Review of the financial position</i>	<i>9</i>
<i>Policy on Reserves</i>	<i>9</i>
<i>Policy on Investments and investment performance</i>	<i>9</i>
<i>Main risks</i>	<i>9</i>
Structure, governance and management	10
<i>Governing document.....</i>	<i>10</i>
<i>Constitution of Charity</i>	<i>10</i>
<i>Trustee selection methods.....</i>	<i>10</i>
<i>Induction and training of trustees.....</i>	<i>10</i>
<i>Governance arrangements.....</i>	<i>10</i>
Plans for future periods.....	12
Reference and administration details	13
<i>Registered Address of Charity</i>	<i>13</i>
<i>Charity Trustees.....</i>	<i>13</i>
<i>Name and address of advisors</i>	<i>13</i>
Declaration	14
Independent Examiner's Report.....	15
Statement of Financial Activities	16
Balance Sheet.....	17
Cash Flow Statement.....	18
<i>Notes to Cash Flow Statement</i>	<i>19</i>
<i>Notes to Financial Activities</i>	<i>20</i>
Detailed Statement of Financial Activities.....	31



Objectives

The objectives of the charity of Scouts Hereford & Worcester are those of The Scout Association and as outlined by the new Strategy to 2035 are based on:

Our Vision

To empower more young people through adventure, teamwork and shared values, to take the lead on making a positive difference in the world.

Our Purpose

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

Our Values

Integrity – We act with integrity; we are honest, trustworthy and loyal

Respect – We have self-respect and respect for others

Care – We support others and take care of the world in which we live

Belief - We explore our faiths, beliefs and attitudes

Co-operation – We make a positive difference; we co-operate with others and make friends

Our Pillars

Programme: Delivering an adventurous and inclusive Programme

Volunteering: Supporting our volunteers

Our Outcomes

A growing and inclusive movement

More young people gaining skills for life and leading change

Volunteers who feel confident, supported and valued

Stronger and better-connected communities

A safe, inclusive and sustainable movement

Achievements and performance

The year to March 2026 has been a busy one! There have been many Scouting adventures for our young people as well as many “at home” support events for volunteers.

Here is a list, with more details to come in the following pages:

Events & Activities

Shirevoice 25
Costa Rica trip
Adult Skills Weekend
County Scout Camp
WSJ Selection Weekend and subsequent pre-camps
Operation Bald Eagle
Top Awards event
Scotland Winter Walking Week
ShireHike 26

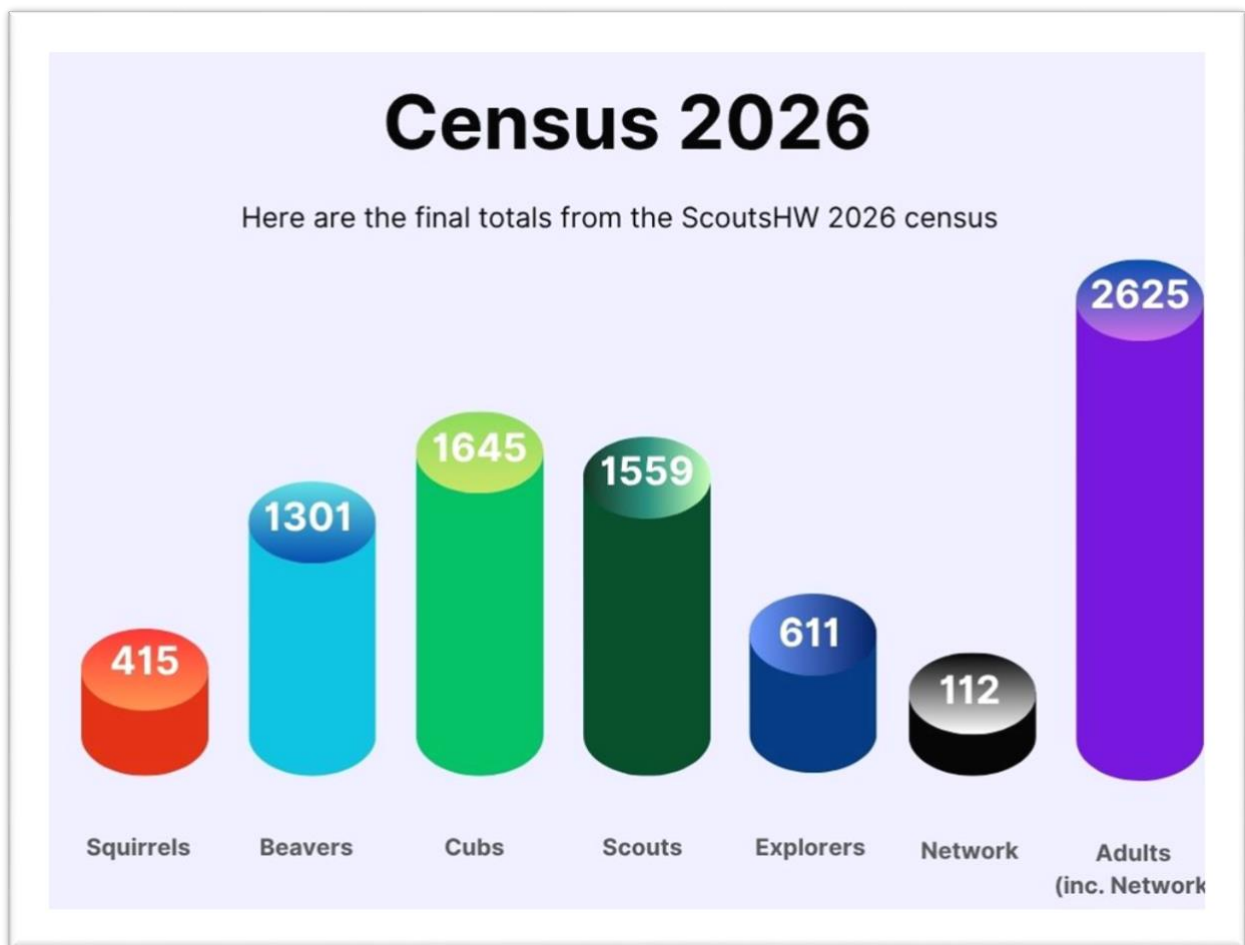
Support Events

County Hillwalking Weekends – run throughout the year
Safety Workshops – across the County
County Quarterlies – for DLVs and County Team members
First Aid Training
Mental Health First Aid Training
Outdoor First Aid Training
Activity Courses
Lead Volunteers’ and Chairs’ Workshop

Census

The census data for Scouts Hereford & Worcester are encouraging overall, with numbers in the County remaining strong at 5531 young people and 2625 adults (including 112 Network members, up from 66 in 2025)

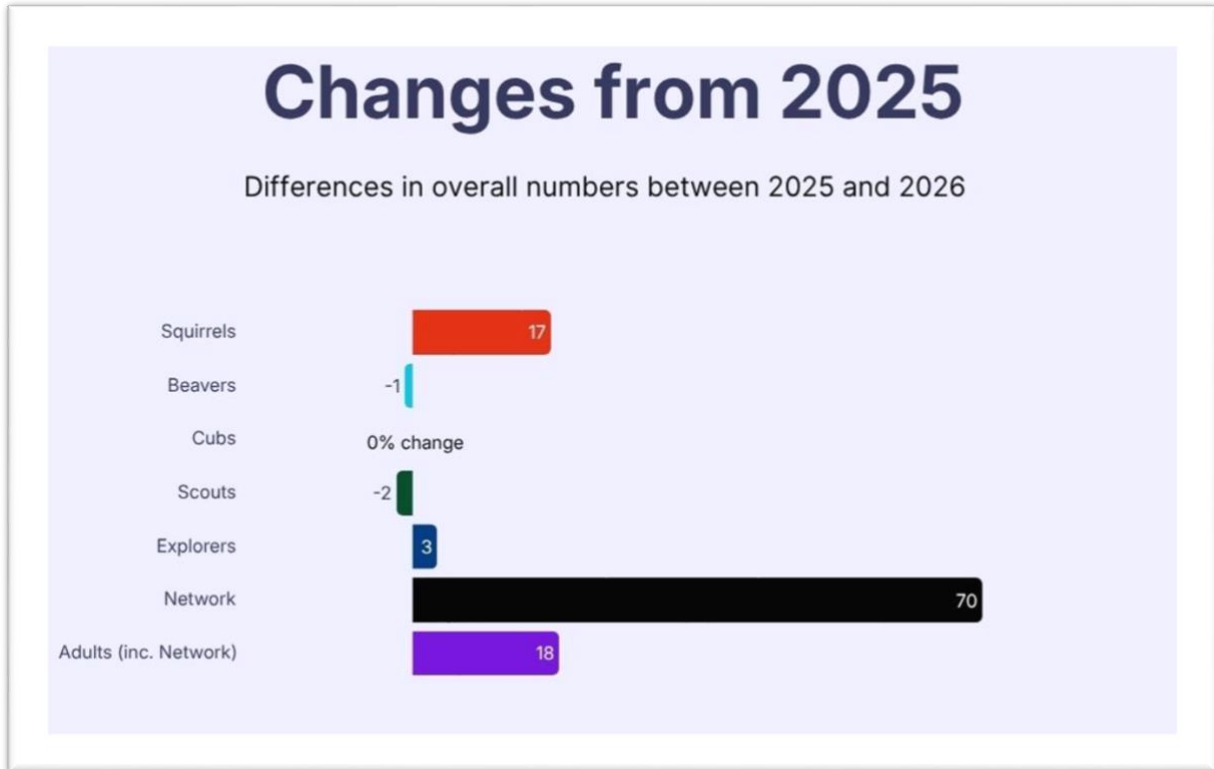
Comparing this to the pre-pandemic figure of 5849, the County is now at 95% of this marker with potential for growth across the 4-18 sections still strong.



The graph below shows that numbers in Beavers, Cubs, Scouts and Explorers have been largely unchanged from 2025.

In contrast, our Network section has grown by 70%, largely due to the opening of a new Unit in Wyre Forest and better connections being forged with the University of Worcester.

Additionally, Squirrels, where new sections continue to open in many Districts, and adult numbers have grown considerably. Adult numbers, even without the contribution of Network have still increased by over 16%.



Compliance

Safety and Safeguarding compliance throughout the County is excellent and the Trustees thank all volunteers for their commitment to keeping up with this training to help ensure the safety of our young people and fellow volunteers.

DBS (disclosure and barring service) compliance is also practically 100%, an excellent statistic.

First Response training remains a challenge, but there has been great progress over the year using the online training for Module 10A and more F2F sessions for 10B and validation. Some Districts are increasing local provision, but the Trustees acknowledge this can be patchy and sporadic and the County Team will continue to work with DLVs to put on more sessions and in more places this year.

Main achievements & Impact

The Trustees would first like to thank all the volunteer adults in the County for giving up countless hours and energy to support our young people and provide them with excellent programmes and development opportunities. The year has been busy, but also challenging, and it is remarkable what you have achieved through your hard work and dedication.

Congratulations to all those adult volunteers who have earned Scout Association and community awards this year. Every award is recognition for your energy and commitment to supporting young people in Scouting and, hopefully, to you enjoying your volunteering with your fellow leaders and supporters too.

We would also like to commend all the young people who have earned Top Awards this year, in all Sections, but particularly our new King's Scouts and Gold DofE winners. None of these awards is easy to achieve and we know that every young person who earns one has worked very hard and committed a lot of time and energy.

Here is a little more about some key happenings that have impacted both our young people and our adult volunteers:

The Adult Skills Weekend – held in early April had well over 100 attendees and many new volunteers who were keen to network as well as participate in some learning.

Our County Youth Lead Team was fully appointed with 5 adult volunteers aged between 18 and 25. The Team provides an essential link to the youth members, engaging with them and the older adult volunteers to help ensure that “youth led” is at the heart of all the programming and support within the County.

Costa Rica – 55 Young people and adult volunteers went on this adventure and had an amazing time in this unique country. Besides all the adventurous activities such as whitewater rafting down Class 3 rapids, hiking up a volcano and abseiling down waterfalls, they also engaged with the local wildlife of sloths and tree frogs and met up with the local Scout Group in La Fortuna.

County Hillwalking Weekends are scheduled almost every month. Some of these include young people, but most are just for adults who love hiking. Many of these adults train and qualify for hillwalking permits and we are very grateful to them for giving up their time to enable more young people to experience and enjoy hikes in wild country around the UK.

The Scout Weekend Camp – over 200 Scouts enjoyed a packed weekend at the University of Worcester's Lakeside campus taking part in a wide range of activities including abseiling, climbing, laser rifle shooting, drones, radio comms, making paper aeroplane and concluding with a “Paint Run”. Our thanks go to the volunteers who attended the camp, supporting their young people and helping to run the activities, and to the University of Worcester for hosting us.

ShireHike 26 was an expanded event over 2 days with around 1000 participants completing hikes across The Malvern Hills from 5km to 35km. With good weather and good walking, the event was enjoyed by all – and we're already looking forward to 2027.



Top Awards - over the last year, an impressive number of King Scout Awards, Duke of Edinburgh's Awards and other amazing achievements have been gained across Scouts Hereford and Worcester, highlighting exceptional commitment and success.



Some of the KSA recipients at the 2026 Top Awards celebration.

The Scotland Walking Week for Scouts and Explorers held in February half-term was a great success. We had three days of winter walking in the Cairngorms and participants learned the essential skills required for hiking adventures in the snow. We were blessed with sunshine and lots of snow enabling us to get to the high peaks of Cairn Gorm and Ben Macdui.

Hope you enjoy the photos!



Operation Bald Eagle 2025 - the 34th annual OBE event, organised by ScoutsHW and Scouts Gloucestershire, was enjoyed by over 270 Scouts from Herefordshire, Worcestershire and Gloucestershire. Each of the 51 teams attempts challenges on Friday night, Saturday daytime and Saturday night with points collected adding up to win the prestigious Bald Eagle trophy along with many certificates for winners of the individual bases. The Rhydd Covert campsite team gave us huge support over the weekend and the organising team would like to thank them, along with all the volunteers on the delivery team and in the Troops for helping the weekend to be a success. And huge congratulations to 1st Dursley Axolotls for being trophy winners this year.

Kinver Scout Camp faced many challenges in 2025, including significant and costly damage from Storm Darragh and a general decrease in bookings/income. After much consideration and discussion, Trustees agreed that the current operating model was not succeeding nor benefitting the County and they voted to close the site from January 2026 and explore alternative ways of operating it, potentially by leasing to external outdoor organisations. Commercial bookings would continue in order to provide some income to maintain the site, including the daily booking of Compa Hall by a local nursery.

Safety Workshops, run by the County Safety Adviser, were well attended in all areas of the County and have helped our volunteers address safety and incident reporting without negativity or anxiety. Three different topics were addressed:

- Risk Assessment 101
- RAs and CIPs for Nights Away
- Hazard Spotting

Growth & Development – our County Development officer has been busier than ever this year and is being called upon by Districts and Groups across the whole County for support in opening new sections, recruiting leaders, reviving declining sections and generally injecting a lot of positivity to everyone who asks – this is all a good thing. The following is a snapshot of the year:

- Supported opening of 6 Squirrel dreys
- Supported opening of 4 Beaver colonies
- Supported opening of 1 Cub pack
- Supported opening of 1 ESU
- Supported opening of Wyre Forest Network
- 9 group/ section reenergising projects - new volunteers and young people
- Ongoing support to groups/ sections where new membership system is holding up 'onboarding' of new volunteers.
- Raising profile of Scouts across the county - booking and attending community events, networking through HW Chamber and HVOSS, developing stronger links with FE and HE providers.

Financial review

Review of the financial position

The Charity's income sources are membership subscriptions, organised events participant fees and campsite building hire and camping fees.

Excluding the exceptional item detailed in note 13 (see page 25), both income and expenditure were lower due to less high-budget organised events and the closure of Kinver campsite in preparation for a change of site operation.

Full details are set out in the Statement of Financial Activities at the end of this document.

Policy on Reserves

The Trustees' aim is to hold a reserve equivalent to 12 months of general expenditure in order to be able to continue charitable activities should income sources fall short due to circumstances outside its control. The Trustees acknowledge that the current reserves do not meet this within these accounts and are working to improve the position following a difficult year.

Policy on Investments and investment performance

It is the Trustees' policy to hold funds in interest-bearing bank accounts and any investments in a medium risk income and growth fund.

Main risks

The charity's commitment to re-imbursing participants for the cancelled 5th Expeditions trips following the year end will require cuts in some operations to enable key functions to continue.

Structure, governance and management

Governing document

The charity's governing documents are those of The Scout Association. They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Association and The Policy Organisation and Rules (POR) of The Scout Association.

Constitution of Charity

The charity is a trust established under its rules which are common to all Scouts. It is constituted as an educational charity.

Trustee selection methods

Trustees are appointed in accordance with the Policy Organisation and Rules of The Scout Association via an open selection process.

Induction and training of trustees

All Trustees will undergo a DBS check and a Trustee eligibility check as per Charity Commission regulations.

All Trustees will complete The Scout Association Trustee learning and mandatory learning within the first six months of joining the Trustee Board.

Trustees will complete other Scout Association mandatory learning periodically as required.

Governance arrangements

The charity is managed by the Trustee Board, the members of which are the "Charity Trustees". As charity trustees they are responsible for complying with legislation applicable to charities. This includes the registration, keeping proper accounts and making returns to the Charity Commission as appropriate.

The Trustee Board consists of the Chair, Treasurer and 8 Trustees (including 2 ex officio Trustees) and meets 5 times a year (including the AGM). The Trustee Board is supported by the County Administrator.

The Trustee Board exists to support the Leadership Teams in meeting the responsibilities of their appointments and in supporting them to run high-quality and safe programs that give young people skills for life. The Trustee Board maintain appropriate governance policies and oversight.

The Trustee Board is responsible for carrying out its purposes for the public benefit, complying with the charity's governing document and the law, and managing the charity's resources responsibly.

The Trustee Board is responsible for ensuring the charity is well managed, risks are assessed and mitigated, buildings and equipment are in good order and everyone follows legal requirements and Scout Association Policy, Organisation & Rules.

This includes responsibility for:

- Promoting a positive image of Scouting in the community, as well as its development;
- Developing, maintaining and regularly a risk register, including putting in place appropriate mitigations;
- Ensuring that the finances are properly managed, and there are sufficient resources (and reserves) to deliver high quality Scouting;
- Ensuring a system of internal controls is in place that is designed to provide reasonable assurance against material mismanagement or loss;
- Ensuring that property is appropriately managed;
- Maintaining appropriate insurance of persons, property and equipment;
- Assisting in the recruitment of leaders and other adult support;
- Having an open and transparent selection process for the recruitment of Trustees;
- Appointing Advisors as required;
- Ensuring effective administration is in place to support the Trustee Board;
- Ensuring compliance with applicable governance and charity regulations, including in respect to safety and safeguarding;
- Ensuring incidents are appropriately reported in line with regulation and policy;
- Ensuring applicable policies and regulations are regularly reviewed and changes implemented as appropriate;
- Ensuring transparency of operations, including in the preparation of accounts and holding and AGM;
- Ensuring compliance with Data Protection legislation;
- Acting as a responsible employer for any employees, who are effectively managed.

Plans for future periods

As Scouts Hereford and Worcester looks ahead, we are embracing Scouts UK's new **"Place to Belong"** strategy. Our focus will be on ensuring that every young person and volunteer feels welcomed, valued, and included within Scouting.

Over the coming year, we will continue to grow Scouting across our communities, support and develop our volunteers, strengthen youth-shaped decision-making, and provide more opportunities for adventure and personal development. We will work to reach new communities, remove barriers to participation, and ensure that Scouting reflects the diversity of the areas we serve.

By working together across Groups and Districts, and within the County Team, we will create a stronger, more inclusive movement where everyone can find their place to belong and develop skills for life.

None of this would be possible without the incredible commitment of our adult volunteers. Whether they support Scouting as Section Team Leaders/Members, Trustees, District and County volunteers, activity instructors, administrators, or in countless other roles, we extend our sincere thanks for their dedication, passion, and service. Their enthusiasm and commitment enable us to deliver exciting, safe, and inspiring Scouting experiences, helping thousands of young people across Herefordshire and Worcestershire gain exceptional skills, build confidence, make friends, and prepare for the future.

The future of Scouting in Hereford and Worcester is bright, and we are excited to build on our successes as we continue to prepare young people with the skills, confidence, and experiences they need to succeed in life.

Best Wishes



Mark Bache
County Lead Volunteer

Reference and administration details

Registered Address of Charity

Kinver Scout Camp
The Compa
Kinver, Stourbridge
DY7 6HR

Charity Trustees

	Name	Office (if any)	Dates in Office Position	Trustee appointment/resignation date (if in year)
1	Robert Williams	Chair	26/3/2026 – 31/3/2026	
2	Mark Bache			Appointed 12/1/2026
3	Ian Newman	Treasurer	1/4/2025-31/3/2026	
4	Abbie McFarlane			
5	Callum Walters			Resigned 15/4/2026
6	Ellen Cockram			Resigned 15/4/2026
7	Fliss Jones			
8	Tom Palmer			
9	Jamie Sandison	Chair	1/4/2025 – 24/3/2026	Resigned 24/3/2026
10	Robert Sidley			Resigned 6/1/2026

Name and address of advisors

Type of advisor	Name	Address
Independent Examiner	Richards Sandy Partnership	Thorneloe House 25 Barbourne Road Worcester WR1 1RU

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees by:

	1.	2.
Signature		
Full name	Robert Williams	Mark Bache
Role	Chair	County Lead Volunteer
Date	8 th July 2026	8 th July 2026

In the following pages:

Independent Examiner's Report (1 page)
 Statement of Financial Activities (1 page)
 Balance Sheet (1 page)
 Cash Flow Statement (1 page)
 Notes to Cash Flow Statement (1 page)
 Notes to Financial Activities (11 pages)
 Detailed Statement of Financial Activities (2 pages)