

Annual report and financial statements 2024-25



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Welcome from our Chair

It is my pleasure to introduce Cheshire Scouts Annual Report for 2024–2025. This year has been one of growth, transformation, and community - united by a shared mission: to help more young people gain the skills they need for life.

Across Cheshire, our Scouts have embraced new challenges, adventures, and opportunities. We've seen over 300 more young people join our movement this year, a clear sign that Scouting continues to thrive when it is visible, inclusive, and grounded in its communities. That growth has been matched by the tireless efforts of our volunteers, who continue to make Scouting a reality in every area of our County.

Our success this year has been built on two key priorities: improving the volunteer experience and growing inclusively. We know that when volunteers feel supported, recognised, and part of a team, they can focus on what matters most - delivering inspiring programmes to young people. That's why we've embraced team-based volunteering, which is already making roles simpler, more collaborative, and more enjoyable. The introduction of Scouts' new digital volunteer system replacing Compass has been a major step forward, empowering volunteers to manage their own information, access training, and share responsibility more easily.

But growth must be inclusive, and we've made real progress on that front too. With the help of our local growth officers, volunteers have opened 11 new sections in some of our most deprived communities - ensuring that Scouting reaches every corner of Cheshire.

Our commitment to community engagement has also seen us host two county-wide taster events, welcoming young people and families from Afghanistan, Hong Kong, and Ukraine, as well as supporting 150 children in foster care through a dedicated activity day.

Our programme this year has been nothing short of extraordinary. Under the banner of 'OutdoorsIn24', we ran Fundays for over 1,400 Squirrels, Beavers, and Cubs, giving them a chance to explore, play, and learn in nature. Older sections shone through our sell-out Cheshire Hike, climbing events, and adventure trips that ranged from Ben Nevis to Kandersteg, Norway, and Cumbria's Red Rose International Jamboree. A highlight was supporting 10 of our Scouts at Roverway 2024 in Norway, where they formed international patrols and returned with memories and friendships that will last a lifetime.

We've also been proud to celebrate our young people's achievements. At Celebrating Success 2024, we presented over 470 top awards, recognising the passion and persistence of our Scouts and Explorers. We were especially proud of the 16 young people who achieved their Queen's and King's Scout Awards, with many attending the Windsor Day of Celebration and Achievement.

None of this could happen without our volunteers—more than ever, your support, flexibility, and commitment have made a difference. You've taken on change, welcomed new systems, expanded programmes, and built a future-facing, youth-shaped Scouting community.

The work you've done behind the scenes, from delivering over 924 learning modules to validating 638 First Response courses, -

awarding 147 activity permits, and moderating Nights Away Assessor training, ensures every section runs safely and smoothly.

As we look forward to 2025, I'm excited by what's to come. Plans are already underway for the next Programme Forum, a new County Skills Training weekend, and more international adventures. Soon we will be selecting our contingent for the 2027 World Scout Jamboree in Poland, cheering on 20 Scout Network members heading to the World Scout Moot in Portugal, and opening bookings for Chamboree 2026, our Animal Kingdom-themed international Jamboree. It's going to be wild and wonderful.

In closing, firstly I'd like to thank my Trustee and sub-committee teams, whose support I really appreciate. To our amazing volunteers, let me make this clear: our success this year, as with every year, is a reflection of you. To every volunteer, leader, supporter, young person and family of, 'Thank You!'. Thank you for giving your time, energy, and heart to Scouting in Cheshire. Together, we are building not only stronger communities, but a stronger future—one that we should all be proud of, and especially the young people we support



Michael Rollinson JP DL
Chair of the Trustee Board

Creating brighter futures

This year, we've done that by helping even more young people gain skills for life.

But that can only happen when we have well supported volunteers locally, and when we're reaching out to new communities. That's why we've focused on two key things: improving our volunteer experience and growing inclusively.

We recorded a further 1% growth in both youth membership and adult volunteers this year. There are now 9,390 young people aged 4-18 enjoying Scouting in Cheshire, supported by 3,386 adult volunteers. In addition, growth in Young Leaders continues to exceed target.

Growth has come from Squirrels, Explorers and Cubs. We've experienced a decline in Beaver numbers despite high waiting lists. We are 90% towards return to 2020 numbers and 85.8% progress towards our 2026 target (excluding Squirrels). Waiting lists have grown to 2,220 (786 Squirrels).

Our progress in Early Years has continued at pace seeing us open an additional 14 dreys this year and 152 extra Squirrels (a 52% increase).

There has been fantastic progress too with our Under-Represented Communities Fund Project this year, where we have opened 11 sections in IMD 1-3 areas this year, where 35% of young people are from an ethnic minority background. Overall, 5% of young people in Cheshire are from an ethnic minority background, compared to 1% of our volunteers.

Through our Programme we promoted 'OutdoorsIn24', offering Fundays for over 1,400 Squirrels, Beavers, and Cubs, and delivering our sell-out Cheshire Hike for Scouts and Explorers.

Our Roverway patrol members had a fantastic Norwegian Adventure this Summer. While we also had Scouts in Kandersteg, elsewhere in Norway and attending Red Rose International Jamboree in Cumbria. And, 2 Cheshire Scouts performed as part of the National Scout & Guide Symphony Orchestra & Concert Band this Summer.

Celebrating our Scouts' successes has been important too. Over 470 top awards were presented to Scouts and Explorers at Celebrating Success this year.

And 16 Queen's and King's Scouts were in Windsor, for a Day of Celebration and Achievement. We are proud that 3 Cheshire Scouts received Coronation Medals as a thank you for the part they played in the Coronation of King Charles III.

We have successfully delivered two community engagement days this year, involving 70 young people and parents from Afghanistan, Hong Kong, and Ukraine, and 150 children in Foster Care, participating in taster sessions at our Activity Centres. Our Volunteers also supported at the Royal Cheshire Show on gates and pay points and welcomed visitors to our show stand.

We offered sessions with the ADHD Foundation particularly targeting Beaver and Cub section leaders on Understanding Behaviour through a Neurodiversity Lens, the sessions were attended by over 100 leaders and feedback has been excellent.

For volunteers, this has been a year of change as the new Digital System and ways of working went live.

While many volunteer are already experiencing the benefits of the new digital tools, volunteers in management roles have been encountering some issues hindering them from carrying out their tasks and responsibilities. Fixes are being released regularly and ultimately, we will see a simpler, more rewarding, and enjoyable volunteer experience.

We had a fabulous County Awards Dinner at Tirley Garth, the home of our County President. The venue was truly special for our good service award recipients. We worked with Peninsula Catering on the three-course menu for the event. We have also appointed them as caterers for Chamboree 2026 IST.

We've continued to focus strongly on safety and safeguarding too. Keeping people safe remains our top priority and my gratitude goes to everyone who's kept this as a number one concern in an exceptionally busy year.

As we look ahead to a new year for Cheshire Scouts, and a new strategy to 2035, I look forward to engaging our members in shaping it. There's also lots to be excited about next year, as we look forward to the selection of our contingent for the 2027 World Scout Jamboree in Poland. Our 20 Scout Network members heading off to the World Scout Moot in Portugal next Summer, and bookings opening for 'Chamboree', our Animal Kingdom themed International Scout and Guide Jamboree taking place in Summer 2026, it's going to be wild!

The future belongs to us all, but especially our young people. Let's create a bright future together.



Dave Hopley
County Lead Volunteer



Our purpose and method

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

In partnership with adults, young people take part in fun indoor and outdoor activities. They learn by doing, by sharing in spiritual reflection and by taking responsibility. They make choices, undertake new and challenging activities, and they live their Scout Promise.

Cheshire Scout's Trustees have a duty to report on our public benefit in this Annual Report. We've assessed our aims, activities and charitable objectives, which are to contribute to the development of young people in achieving their full potential as individuals, as responsible citizens, and as members of their local, national and international communities. We believe that we've met the Charity Commission's public benefit criteria for both the advancement of education, and the advancement of citizenship and community development.

Cheshire Scouts follows 2 key principles set by the Commission with regard to public benefit:

1. Identifiable benefit

The way in which we help young people in their personal development and empowers them to make a positive contribution to society. This benefit is directly linked to the purpose of Cheshire Scouts.

2. Public benefit

Cheshire Scouts is a county wide movement, open to young people aged 6-25 and adults who are willing to make the Scout Promise. People in areas of deprivation are able to benefit from our programme; while we charge a subscription to our members, access to our benefits aren't constrained by a member's ability to pay. There are arrangements to waive subscriptions and other costs for those who face financial hardship, so that young people aren't excluded from Scouts on purely financial grounds.

The benefits of Scouts are further demonstrated throughout this report.

Vision and strategic objectives

Our vision for the future

In our Skills for Life Strategy, we aimed to prepare more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We talked about growing, being more inclusive, being shaped by young people and making a bigger impact in our communities.

Skills for Life

Our Plan to prepare better futures

2018-2025

Our vision

By 2025, we'll have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme.

We'll 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 others' beliefs.

Our goals

By delivering this plan, we'll achieve the following goals against our four objectives:

Growth

Inclusivity

Youth Shaped

Community Impact

Our three pillars of work

To support the movement to achieve these objectives, we will focus on three pillars of work:

Programme

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools.

People

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

Perception

Scouts is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

Programmes of work

Programme

2024 has been a year of change and focus for the Programme team as we navigated the support required with the transformation of the teams.

In November, we hosted a successful Programme Forum, inviting Programme Teams and 14-24 teams from across the County to represent their sections and districts. This event provided valuable networking opportunities, allowing volunteers to connect, share best practices, problem-solve, and explore new ideas. We are looking forward to the next Programme Forum in March 2025, which will focus on building a more sustainable future.

For our young people, 2024 has been filled with exciting opportunities. They attended several County events, including the Squirrels Goes Nuts activity day at Tatton Park, the Beaver & Cub Fun Day at Forest Camp, and the annual Cub Craft Challenge. All these events were highly successful, bringing together members from across the County for fun challenges and activities.

Additionally, we hosted the 56th Cheshire Hike, where over 650 Hikers walked a total of 36 million steps, supported by more than 350 adult volunteers, climbing events for Cubs through to Explorers, and an unforgettable Explorer trip to Ben Nevis.

Internationally, this year we also supported 10 members of the County to attend the 2024 Roverway in Norway, where 8 members formed a Cheshire patrol, and 2 took on the roles of Patrol Leader (PL) and Assistant Patrol Leader (APL) for a North Yorkshire patrol.

The Roverway experience was unforgettable for all involved, creating lasting memories and friendships.

At Celebrating Success 2024, we were proud to present over 470 Top Awards to young people, with 8 achieving the highest award in Scouting: the King's Scout Award. As we move into 2025, the Programme Team remains committed to delivering impactful programmes and initiatives for all sections. We are focused on developing more regular Programme events for all sections and supporting additional international experiences for young people. Our efforts to continue supporting Districts, Groups, and Units on the ground are unwavering. We look forward to another successful year ahead!

Charly O'Brien

County Programme Team Leader

Volunteering Development

Our transition to the new on-line system took place in November and John Duley supported the County through all the stages. Although not fully complete the new system will support managers in reducing administration work.

The census shows a further increase in adult volunteers, meaning groups can make scouting available to more young people. We were delighted to welcome Dan Baldwin as the new District Lead Volunteer for South West Cheshire.

The County Learning Team Leaders have delivered 68 face-face or on-line courses during 2024 (including First Response) with 139 Wood Badges gained and 638 First Response validations completed. Wood Badge modules completed was 924.

Following last year's review of Activity Assessors and the new programme of training and assessment, the County Activities Team Leaders have recommended

147 permits during 2024. The team have provided a large range of training courses and the number of permits in hillwalking, climbing, rafting, bell-boating, shooting, archery and off-road biking continues to grow.

18 Leaders who are also Nights Away Assessors held a moderation/training day in November where they discussed all the technical competencies of the assessment programme and ensured that all were using the correct POR guidelines. Another day is planned for 2025 for those unable to attend and for new NA assessors. Another County Skills Training weekend is planned for leaders and Young Leaders in 2025 – teaching them skills that they take back into their sections.

Many leaders received Good Service Awards in recognition of their services to Scouting and these were presented at the County Scout Dinner held in March.

Val Thomason

County Volunteering Development Team Leader

Support

The past year has again been a successful one across the varied teams working to support the programme delivery and development of the county in our overall aims. Once again, the Cheshire East Foster Carers Day proved popular along with the wider community day. The first of these has become a regular event held at Tatton in the Autumn with a large attendance from foster care families enjoying a day's activities. The more recent addition of a similar day supporting the wider community of Cheshire residents from hard-to-reach groups while again providing a positive experience and opportunities for links was again successful however delivering this as a County event presents some challenges to the differing

communities and consideration is being given to support Districts in connecting with these communities on a more local level.

The increased focus on Safety and Safeguarding continues to drive improved processes and reporting across all our activities. This important and largely unnoticed area of work will ensure safe procedures and delivery of activities. To further support the improvements the launch of a regular County safety briefing is in progress to communicate concerns and actions to a wider audience. The Events team has continued to support the many events taking place throughout the calendar. From providing catering at team forums to providing event support at activities such as Cheshire Hike and Activity days, this group are ever present in ensuring the successful delivery to members.

Many of the areas covered are unseen to most, however the experience and skills are an essential element to the running of the county. Their skills are available to support the rest of the county either with advice, equipment or practical experience when needed.

Andrew Little

County Support Team Leader

Transformation and Change

2024 saw the closure of the then current Adult Management system, Compass, and the introduction of a new system.

Preparation for this change had continued for much of 2024 and it was November before Compass was switched off and the new system introduced in December. The change sees a fundamental shift from individual records being maintained by others to individuals having to take ownership of their

own data. The first part of this being that all will need to log into the system, a major change, as we know many had never accessed the Compass system.

As with any database change of this magnitude there were bound to be some teething issues, and this has proven to be the case. Some of these will be resolved centrally but others will need local intervention. We will be undertaking a programme of activity to focus on all members accessing the system, updating their learning, and ensuring that personal details are accurately recorded.

There is no doubt that the new system has many advantages that can be used to share tasks and reduce individual workloads.

The county has set up a support structure to supplement the support on offer from Headquarters and it is important to remember this system change is only part of the programme aimed at providing greater support to our leaders and improving the whole process for new adult recruits.

There remains much work to do in 2025 but there is every confidence that together we can make a real difference to our Volunteer Experience.

John Duley

County Transformation Lead

Youth Leading Change

This has been an exciting time for Youth Shaped Scouting across Cheshire. After completing over a year in the role, I am thrilled to share that we have hosted multiple youth forums, both independently and at other events on the road. I have had the privilege of meeting hundreds of our amazing young people who have accomplished so much this year. It has been fantastic to engage with all our sections at various events, including the Beaver and Cub Fundays, Celebrating Success, Cheshire Hike, and the County Climbing competition, to name just a few.

I would also like to give a huge shout-out to our incredible team of District Youth Leads. Their hard work and dedication have been key in making Youth Shaped Scouting a reality across Cheshire. On top of that, our County Youth Teams Instagram and Facebook pages have grown steadily, with one highlight being our very first reel! Alongside the fantastic work happening locally, I have got to represent Cheshire and share our achievements at several national and regional events. This includes the Northwest regional meet and the UK Scouts AGM, where we were even recognised by the UK Youth Team for the strength of our Youth Forum.

Looking ahead, we are aiming to help as many young people as possible shape their Scouting experience across Cheshire. Our goal is for youth to influence decisions at every level of scouting, whether that is within a Group, a District, or Cheshire. With 2025 on the horizon, I am excited about what is to come. We are ready to lead the way in Youth Shaped and Led Scouting!

Dan Skinner

County Youth Lead

Making a Positive Impact in the Community

Back at the beginning of September 2024 Cheshire Scouts held another Community Welcome Day at Tatton Park. Over the last 3 years the event has grown steadily, and the event welcomed over 70 new members of the Cheshire community to a day full of fun outdoor activities.

Cheshire Scouts work with local councils to connect with members of the Afghan, Hong Kong and Ukrainian communities that have settled here with us in Cheshire. This year we again gave them a taste of what Cheshire Scouts is all about. Thanks to our amazing volunteers, we had a great range of activities at the campsite for everyone to take part in.

Over the day, our visitors got to go up on the High rope bridge, take on the bouldering wall, have fun on BMXs, and with paddles in hand got out on the mere at Tatton in Bell boats. Back on dry land they could also take part in paintball shooting, Tomahawk throwing, build mini gardens to take home and snack on mini pizzas. Not to mention the Scout campfire classic s'mores. Everyone who came thoroughly enjoyed themselves.

Paul Brown

Community Impact Sub-Team Leader

Inclusive Growth

The Scout Association's £2.5 million Under-Represented Communities Fund is part of the Skills for Life Fund and provides funding to support the establishment of new sections in under-privileged areas where Scouting is often underrepresented. Cheshire was successful in securing grants for two full-time Local Growth Officers from this fund both of whom took up post

at the beginning of 2024. One of the posts is responsible for setting up new sections in Mersey Weaver district covering Widnes, Runcorn, Frodsham, Elton and Norley, and is overseen by a steering committee based in the district. The other post covers the rest of Cheshire and is overseen by the County. Both projects are funded for two years and have made excellent progress. Four new sections have been set up in Mersey Weaver, with a further ten at various stages in their development. Across the rest of Cheshire, seven new sections have been established and on track to have nine new sections up and running by Easter 2025 and seventeen by Summer 2025. Setting up new sections, and in some places new groups, has particular challenges in areas that don't have a strong Scouting tradition. These include encouraging young people and their parents to engage with organised youth groups outside of the school day, recruiting suitable volunteers, and dealing with anti-social behaviour around meeting venues. Both Local Growth Officers have worked exceptionally hard to tackle these issues and have benefitted from a huge amount of support from District Lead Volunteers and their teams, the local authorities, and the Police. As a result, the programme is well on its way towards its target of establishing a total of 40 new sections across the two projects by the end of 2025.

Philip Cox

Chair, Under-Represented Communities Fund Steering Group

Keeping Everyone Safe

At Scouts, we continue to be committed to keeping young people in our care safe from harm. This is our number one priority. Safety and safeguarding are the golden thread throughout our movement.

Learning: We've improved and maintained compliance with core safeguarding and safety training, with over 98% of all members having undertaken this.

We've undertaken assurance activities in relation to Learning, Nights Away, Safety, Adventurous Activity Permits and Visits Abroad and fed-back on The Scouts new assurance framework, which is in development.

The safety of our young people and leaders is of paramount importance to us. Everything we do at a section meeting or camp is risk assessed and in the event of an incident then the relevant risk assessment is reviewed and updated where necessary. If needs be it is reinforced to the leaders and then to the young people. As an example, a weeklong summer camp for scouts from the time they are picked up to the time they return home involves some 20 separate assessments and on average each assessment details 15 separate hazards.

We receive data on every reportable incident, both those which result in an injury and those that are classified as near misses and analyse these carefully. From this information we are able to compile a quarterly report detailing incidents which have occurred in Cheshire, and this is sent to every leader in the county. We are not seeking to point a finger of blame at anyone and for that reason the fine detail of who, where, and when is not included. We do, however, detail how the incident occurred, and the lessons learned in the hope that by sharing this, in future such incidents can be avoided. This quarterly Safety Bulletin also includes lessons learned elsewhere in the U.K. and

safety notices concerning equipment failure. In Cheshire in 2024 there were 45 incidents, including five near misses, 25% of these occurred in free time and the most common type come under the category slips/trips/falls, accounting for 50% of all injury. The worst category of injury were fractures, accounting for 25% of all incidents. We regularly find that at the start of a section evening when they first arrive the young people run around often playing tag and that is when incidents occur and again at the end of the evening, this is at a time when leaders are arriving and are occupied setting up the evening activities. It is very difficult “to Police” the youngsters during those first few minutes.

John Bennett
County Safety Advisor

Laura Livingstone
County Safeguarding Advisor

Activity Centres

This year has been a busy year for Cheshire Scouts Activity Centres, we launched our new brand, with a range of merchandise including woggles and badges along with improvements to the tuck shop at Forest Camp.

36 volunteers came together for our second annual working weekend with our friends on the crew of Waddecar Scout Activity Centre. In 48 hours, they renovated both the campfire circles in readiness for the 2024 season. These renovations have been a big success through the year with many groups using the facilities for campfires and joint events with others.

In September we were delighted to announce that we are now open on weekday evenings! Perfect for wide-games, campfires or self-led activities.

We launched our new user experience survey to get feedback from our users to inform future planning and development at our Activity Centres. This is now being used to shape our development plans for the next 5 years. Refurbishment works have taken place to the Shower blocks at Forest Camp Activity Centre, and the Tatton Park Wardens building where a new kitchen and toilet have been installed.

Many of our high ropes equipment at both Forest and Tatton have undergone refurb work to bring them in line with the latest safety standards. The operating procedures for all have been re-written to remove the need for training and allow any leader with a climbing permit to run the activity. Our Premises and fire safety Audits have been reviewed in-year and highlighted areas of improvement, many of which have been rectified, and others are built into our future plans for improvement.

We have now launched our new

website, allowing users to check availability and make bookings online. The new website features essential information regarding buildings, activities, pricing, and our frequently asked questions which will improve the user experience. Looking ahead to the 2025 season, a new pricing structure was agreed for buildings designed to support small groups with low numbers who cannot fill the building, but don't have the equipment to go camping. Camping and activity prices were held at 2024 rates.

The committee has continued to make progress during the year regarding Forest Access and the Septic Tank replacement project.

Luke Morby
Activity Centres Sub-Team Leader

Glen Dugale
Chair, Activity Centres Sub-Committee

Grants Committee

This year we continued to support more of our members to take part in international experiences. The support we have been able to provide has ranged from supporting groups to visit Kandersteg to network members undertaking their Explorer Belt expedition. The Cheshire Board of Trustees are driven to help support more of our members to take part in these memorable experiences. Over the last year the committee has helped to support 14 young people from IMD 1-3 areas.

Also, this year has been a year of understanding and development as we plan to broaden the scope of the international grants committee to form Cheshire Scouts Grant Committee. This strategic development from the Board of Trustees will provide the opportunities for more grant possibilities for our members and ultimately enable a more enjoyable, adventurous experiences for all.

Jake Vickery

Chair, Grants Sub-Committee

Chamboree 2026

Chamboree is Cheshire Scouts 10th quadrennial international Jamboree and will take place 8 - 15th August 2026. With an Animal Kingdom theme, our 2026 Chamboree promises to be wild. We're welcoming over 6,000 Scouts, Explorers, Guides and Rangers from every habitat (Cheshire, the UK and Overseas). A project team has been assembled and initial meetings with associated actions have begun. The Cheshire County Show Ground has been booked as the venue.

Activities - From traditional skills to wild activities, expect laser quest, returning adrenaline filled favourites from past events, a field of giant inflatables, quad biking, arts and crafts, cultural zones, climbing, and a giant leap. And on top a (currently top secret) day off-site!

Entertainment - Chamboree truly comes to life in the evenings, with entertainment under the stars. Get involved or watch our talent show, watch performances from the professionals, and sing and dance the night away to live bands and our resident DJ!

Subcamps - Each named after an animal habitat, our six subcamps are ready to meet their primates.

Minis - For those in Cheshire as a Squirrel, Beaver, Cub, Rainbow or Brownie, our amazing Mini Chamboree is waiting for you!

International Service Team - Could you be one of the hundreds of volunteers that give up their time to help us run Chamboree in August 2026?

It's going to be wild!

Huw Morgan

Project Manager, Chamboree 2026

Roverway

During the summer of 2024, 4 Network members from Cheshire led a pair of mixed Network/Explorer patrols to Roverway 2024, an international jamboree that took place in the stunning Norwegian fjords. The patrols spent 5 days on a Path, exploring Norway's sights with patrols from other countries across the globe, before moving to the main site at Stavanger for a week-long jamboree! They camped with the patrols from their Paths, cooking and doing activities as a Troop, before leaving Norway for a post-event exploration of Copenhagen with the whole UK Contingent. It was a fortnight to remember, and all the youth members involved were a credit to themselves and to Cheshire Scouts.

Edward Knight

Patrol Leader, Roverway 2024





How we operate

Cheshire County Scout Council's 'Cheshire Scouts' 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 of The Scout Association.

The County is a Trust established under its rules which are common to all Scouts.

The Trustees are appointed in accordance with the Policy, Organisation and Rules of The Scout Association.

The County is managed by the Trustee Board, the members of which are the 'Charity Trustees' of the Scout County which is an educational charity. 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 2 ex-officio members, the County Lead Volunteer and County Youth Lead; 2 appointed officers, the County Chair and County Treasurer; together with and up to 6 appointed members and up to 2 members co-opted by the Trustee Board. The Board typically meets every two months (six times per year).

Members of the Trustee Board complete 'Essential Information for Trustee Boards' training within the first 5 months of joining the committee.

The County Trustee Board is a team of volunteers who work together, as charity Trustees, to make sure Cheshire Scouts is run safely and legally. At the heart of their role is a focus on strategy, performance, and assurance. They are responsible for:

- Protecting and maintaining any property and equipment owned by and/or used by the County.
- Managing the County finances.
- Providing insurance for people, property, and equipment.
- Promoting and supporting the development of Scouting in the local area.
- Ensuring that a positive image of Scouting exists in the local community.
- Appointing and managing the operation of any sub-Committees.
- Ensuring that Young People are meaningfully involved in decision-making at all levels within the County.

Risk and Internal Control

The County has in place systems of internal controls that are designed to provide reasonable assurance against material mismanagement or loss, these include 2 signatories for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Trustee Board has identified the major risks to which they believe the County is exposed, these have been reviewed and systems have been established to mitigate against them. The principal areas of concern that have been identified are:

Damage to building, property and equipment

The County has sufficient buildings and contents insurance in place to mitigate against permanent loss.

Injury to leaders, helpers, supporters, and members

The County through the capitation fees contributes to the Scout Association's national accident insurance policy. Risk Assessments are undertaken before all activities.

Reduced income

The County is primarily reliant upon income from subscriptions. The County does hold a reserve to ensure the continuity of activities should there be a major reduction in income. The Committee could raise the value of subscriptions to increase the income to the County on an ongoing basis, either temporarily or permanently.

Reduction or loss of leaders

The County is reliant upon volunteers to run and administer the activities of the County, its Districts and Groups. If there was a reduction in the number of leaders to an unacceptable level there would have to be a contraction, consolidation or in the worst-case scenario closure.

Reduction or loss of members

The County provides activities for all young people aged 4 to 18. If there was a reduction in membership in a particular District or Group then there would have to be a contraction, consolidation or in the worst-case scenario closure.

The Board reviews its major risks throughout the year. The safety and safeguarding of young people involved in Scouts are our highest priorities. Other major risks to the organisation include:

Public Trust – reputational damage due to public perception, historical issues, or external factors

Growth

Data security, specifically an information security breach

Equity, Diversity and Inclusion.

Our members

Census results for the year ending January 2025

	Male	Female	Self-identify	Prefer not to say	Total
Squirrels	318	128	0	1	447
Beavers	1,889	509	1	21	2,420
Cubs	2,293	672	1	30	2,996
Scouts	1,843	641	4	14	2,502
Explorers (including Young Leaders)	673	315	3	34	1,025
Network	189	84	0	16	289
TOTAL YOUTH MEMBERSHIP	7,205	2,349	9	116	9,679
TOTAL ADULT MEMBERSHIP	1,621	1,459	8	9	3,097
TOTAL MEMBERSHIP	8,826	3,808	17	125	12,776

UNITS

Squirrel dreys	35
Beaver colonies	153
Cub packs	158
Scout troops	137
Explorer units	51
Local network	9
Young Leader units	10

SECTIONS

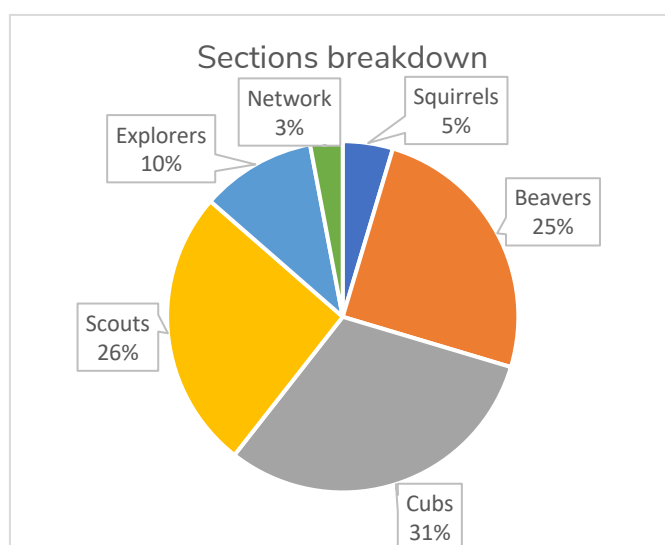
543

GROUPS

145

DISTRICTS

9



DISTRICT BREAKDOWN	Squirrels	Beavers	Cubs	Scouts	Explorers	Network	Adults*	Total
Cheshire	-	-	-	-	-	-	98	98
Alderley and Knutsford	58	261	312	287	107	45	348	1,373
Chester and District	40	354	486	366	153	31	448	1,847
Ellesmere Port and Neston	51	127	189	155	47	13	161	730
Macclesfield and Congleton	12	338	424	385	156	66	471	1,786
Mersey Weaver	93	289	313	265	113	57	450	1,523
Mid Cheshire	40	241	280	239	105	14	260	1,165
South West Cheshire	33	330	357	328	150	2	436	1,634
Warrington East	60	242	343	231	97	22	340	1,313
Warrington West	60	238	292	246	97	39	374	1,307
Total	447	2,420	2,996	2,502	1,025	289	3,386	12,776

* Total Adults stated here, is the number of adult volunteers, plus the Network members.

Governance structure and Trustee Board membership – 1 July 2024 to 31 June 2025

The County Trustee Board is a team of 12 volunteers who work together, as charity Trustees, to make sure Cheshire Scouts is run safely and legally. At the heart of their role is a focus on strategy, performance and assurance.

We give an induction for all new Trustees. All Trustees take part in training and development opportunities throughout the year. In 2024–25, Trustees took part in training and development sessions, which focused on one or more areas related to Cheshire Scout's business, including: Safeguarding, Safety, Finance and Risk.

The Trustees Board delegates certain powers to the following sub committees: Activity Centres, Finance, Grants, Under-Represented Communities Fund Project Steering Group, Youth Forum.

Founder

Robert Baden-Powell, OM,
First Baron Baden-Powell of Gilwell

Patron

His Majesty King Charles III

President

Lady Redmond (Alexis) MBE LL

Vice Presidents

Peter Ellis
Frank Hough
Eddie Johnson
Margaret Johnson
Margaret Olliver
Graham Phillips MBE DL
Geoff Taylor BEM
Peter Mather TD
Steve Wilkinson
Sir Nicholas Winterton

Chief Scout

Dwayne Fields

County Lead Volunteer

Dave Hopley

The Trustee Board

The percentages indicate the number of eligible Board meetings each member attended. The Board met six times formally in the reportable period.

Michael Rollinson JP DL (100%)
County Chair

David Hopley (100%)
County Lead Volunteer

Daniel Skinner (100%)
County Youth Lead

Luke Thornton (83%)
County Treasurer

Andrew Cox (100%)
Ben Savage JP (83%)
Carl Askew (83%) – resigned
Jake Vickery (100%)
John Duley (100%)
Soiphet Sirisot (100%)
Philip Cox (100%)

Co-Opted Members

Daniele Wiseman (83%)
Glen Dugdale (100%)

Right of attendance (Non-voting)

Sam Davies
Office Manager & EA

Heather Lomas
Regional Commissioner

Charlotte King
Oliver Chambers
Nominated member on the Council of The Scout Association

Ellie Wallington
Toby Abbott
Nominated 18-24 members on the Council of The Scout Association

Our advisers

Examiners:

Stacey Mason FCCA
HGA Accountants & Financial Consultants Ltd
t/a Chittenden Horley - Chartered Accountants
Hyde Park House
Cartwright Street
Hyde
SK14 4EH

Bankers:

Royal Bank of Scotland
27 Water Lane
Wilmslow
Cheshire
SK9 5AB

Our office

Cheshire Scouts
Asher House
Barsbank Lane, Lymm
Warrington, WA13 0ED

Registration

Charity Commission 511356
The Scouts 00077

Team Cheshire 2024-25

County Lead Volunteer

Dave Hopley

County Youth Lead

Dan Skinner

Volunteering Development Team Leader

Val Thomason

Programme Team Leader

Charly O'Brien

Support Team Leader

Andrew Little

District Lead Volunteers

Will Burnham
Alderley and Knutsford

Megan Porter
Chester and District

Richie Thornley
Ellesmere Port and Neston

Mike Brown
Macclesfield and Congleton

Oliver Chambers
Mersey Weaver

Stuart Young
Mid Cheshire

Dan Baldwin
South West Cheshire

Mike Timmins
Warrington East

Adam Potts
Warrington West

Volunteering Development Team

Neil McAleece
Activities

Tim Owen and Richard Johnson
Learning

Joanne Turner
Volunteering Development

John Duley
Growth & Transformation

Jane Duley
Welcome

Programme Team

Mel Black
Squirrel Scouts

Ruth Clemson
Beaver Scouts

Pam Owen
Cub Scouts

Amelia Riley
Explorer Scouts

Ian Turnbull
Scout Network

Catherine Freeman
4-14 Programme Support

Toby Abbott
14-24 Programme Support

Diane Blurton
Young Leaders

Graham Shaw
Liam Foster
International

Carol Frain
Top Awards

Support Team

Josh Diamond
Communications

Paul Brown
Community Impact

Nigel Flatman
Event Support

Dave Metcalfe
Inclusion

Roger Owens and Cathy Bland
Member Support

Laura Livingstone
Safeguarding Adviser

John Bennett MBE
Safety Adviser

Employees

Sam Davies
County Office Manager & Executive
Assistant



Roll of Honour 2024-2025

Awards issued between 1 January 2024 and 31 March 2025

Member of the British Empire



Mike Bennion MBE

South West Cheshire

Silver Wolf



Geoffrey Taylor
Roger Turner
Vivienne Pike
Bruce Lane
Derek Hillbeck
Jeffrey Wood
Michael Walker
Bryan Flint
Michael Gerrard
Peter Hughes
John Bennett

County
Alderley and Knutsford
Alderley and Knutsford
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mid Cheshire
Mid Cheshire
Mid Cheshire
South West Cheshire/County

Bar to the Silver Acorn



Keith Harding
Ian Blore
Patrick Moran
Graham Shaw
Jonathon Davies
Mark O'Dell

Chester and District
Macclesfield and Congleton
Mersey Weaver
South West Cheshire
Warrington East
Warrington East

Silver Acorn



Nigel Flatman
Philip Cox
Vivien Cawley
Alison Wright
Martin Relton
David Evans
Helen Shone
Michael Taylor
Pam Jones
Stephen Craddock
Colin Chambers
Rick Wakefield
Andrew Thomas
Andrew Whalley
Ian Potts
Jennifer Wilkinson
Lynn Bryan

County
County
County
Alderley and Knutsford
Alderley and Knutsford
Chester and District
Chester and District
Chester and District
Chester and District
Chester and District
Mersey Weaver
Mersey Weaver
South West Cheshire
South West Cheshire
South West Cheshire
South West Cheshire
Warrington East

Silver Acorn cont...



Christopher Walls
Derek Moran

Warrington West
Warrington West

Bar to the Award for Merit



Dilys Enright
Hazel Walker

County
County

Award for Merit



Elaine Council
Geoffrey Council
Margaret-Ann Roberts
Charles Jenkins
Craig Lunnon
Kristyan Swinnerton
Pamela Barber
Sandra Birch
Sharon Caldwell
Daniel Gaskarth
Daniel Salmon
Evelyn Briggs
Jane Shortall
Kristy Collins
Linda Watts
Nicholas Hirst
Christopher Reddy
Leslie Howard
Peter Adamson
Debra Marshall
Janette Wood
Laura Smith
Neil Owens
Richard Fieldhouse
Rachel Cooper
Stephen Spencer
Bernard Woolley
Lynn Woolley
Victoria Davies
Alex Smith
Andrew Edwards
Christopher Wood
Stephanie Potts

County
County
County
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Chester and District
Chester and District
Chester and District
Chester and District
Chester and District
Chester and District
Ellesmere Port and Neston
Ellesmere Port and Neston
Ellesmere Port and Neston
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Mersey Weaver
Mersey Weaver
Mid Cheshire
Mid Cheshire
Mid Cheshire
South West Cheshire
South West Cheshire
South West Cheshire
South West Cheshire

Award for Merit cont...



Colin Lowndes
Ian Turnbull
Margaret Crennell

Warrington East
Warrington West
Warrington West

Meritorious Conduct



Ian MacKintosh
Janette Lineham

Macclesfield and Congleton
Warrington East

Chief Scout's Commendation for Good Service



Brian King
Catherine Davies
Elizabeth Broxton
Emma O'Brien
John Williamson
Richard Mackay
Suzannah Gregory
Brandon Hone
Christopher Brereton
Claire Knight
David Watts
Ian Roberts
Shanna Mcnamee
Sian Clarke
Emma Evans
Matthew Cooke
Nichola Taylor
Paul Wainwright
Remco Buckley
Stephen Washington
Barry Bridge
Carl Reens
Charles Walker
Claire Boissery
Haley Bennett
Harvey Evans
Joanna Woodburn
Jonathan Smith
Linton Foat
Mark Alston
Natalie Trinder
Paul de Sousa
Paul Johnson
Roger Noble

Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Alderley and Knutsford
Chester and District
Chester and District
Chester and District
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Chester and District
Chester and District
Chester and District
Ellesmere Port and Neston
Ellesmere Port and Neston
Ellesmere Port and Neston
Ellesmere Port and Neston
Ellesmere Port and Neston
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton

Chief Scout's Commendation for Good Service cont...



Barbara Pollock
Clare Hampson
David Sconce
James Bainbridge
Joseph McNally
Keith Marnell
Leon Butterill
Lyndsey Pickering
Michael Berridge
Rebecca Laws
Aaron Baxter
Catherine Wainwright
Christopher Wood
Daniel O'Driscoll
Jill Taylor
Matthew Griffiths
Melanie Braviner
Carolyn Parncutt
Christopher Gibson
Craig Brewis
Marcus Hopwood
Matthew Crawford
Michael Robertson
Paula Siddall
Richard Perry
Ruth Bowden
Sally Casson
Sarah Rakestraw
Tim Oakley
Victoria Horton
Nichola King

Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
Mersey Weaver
South West Cheshire
South West Cheshire
South West Cheshire
South West Cheshire
South West Cheshire
South West Cheshire
South West Cheshire
Warrington East
Warrington East
Warrington East
Warrington East
Warrington East
Warrington East
Warrington East
Warrington East
Warrington East
Warrington East
Warrington East
Warrington West

Commendation Awards



Edward Knight
Liam Foster

Chester and District
Mid Cheshire

King's Scout Awards



James Duncan
Matthew Smith
Thomas Gibson
Emily Brown
Tom Austin
Adam Potts
Thomas Sherratt

Alderley and Knutsford
Alderley and Knutsford
Chester and District
Mersey Weaver
South West Cheshire
Warrington West
Warrington West

Duke of Edinburgh's Gold Awards



Frazer Atkins
Cameron Dodd
Thomas Brereton
Alexander Ward
Amelie Massey
Benjamin Ward
Douglas Gilman
Hannah Drennan
James Mills
Maria Grigoriew
Rhys Barber
Thomas Austin
Joshua Bowden
Samuel Bowden
Charlotte Mason
Thomas Sherratt

Alderley and Knutsford
Chester and District
Chester and District
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
Macclesfield and Congleton
South West Cheshire
South West Cheshire
Warrington East
Warrington East
Warrington West
Warrington West

Our Finances

Cheshire Scouts' financial statements have been prepared in accordance with the Statement of Recommended Practice, (Accounting and Reporting by Charities) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Ireland, FRS 102, known as the Charities SORP (FRS 102), and the Charities Act 2011.

Reserves Policy

The County's policy on reserves is to hold sufficient resources to continue the charitable activities of the County should income and fundraising activities fall short. The Trustee Board considered the normalised expenditure from one year to the next, excluding the impact of Chamboree, and used 6 months of expenditure as a starting point for their analysis. This showed a c.£150k requirement for the reserves. In addition to this, the Trustees considered the additional impact of Chamboree on the charity. They therefore calculated a 25% expenditure overrun, based on a gross budget of £500k, and established an additional reserve of £125k. This gives a total reserves requirement of £275k. To be prudent, the Trustees evaluated a reasonable ongoing minimum reserves position of £300k. This clearly leaves headroom above the £579k unrestricted reserves position currently. The Board therefore are looking to utilise this additional headroom, by doing the following:

- Investing an amount of the additional resources, via the Board's investment policy

- Looking to create a managed deficit in the year, via investing in the long-term development of the charity through growth initiatives and supporting large events (e.g., Chamboree & Jamboree).

The board are also actively considering how access to additional funds, for example through grants, can support Cheshire Scouts through activity centres and accessibility to accelerate our growth, and this is viewed to be in the long-term financial interest of the Charity.

Investment Policy

The Trustee Board takes a proactive approach to its financial position. In doing so, when there are surplus reserves above that which will be required over the short to medium term, the Trustees will look to allocate it to areas which will benefit the long-term health of the charity, be that in the level of activity through investing in the development of the charity, or into financial investments to generate a long-term financial return to the charity. The Trustees have the authority to allocate the financial resources as it sees fit to further the charitable endeavours of the charity. The charity's investment objectives are to generate a return on the financial assets of the charity, so that its resources continue to keep pace with inflation and ideally generate a return above inflation.

The charity's approach to risk is as follows:

- To ensure the charity's resources are appropriately diversified across asset classes, when considering all the financial resources of the charity.
- To invest over a sufficient timeframe so to achieve higher returns and be able to weather out any shorter-term downturns in the market.

- To invest in funds with specified strategies/ trackers, rather than specific stocks or bonds, to ensure that we are utilising fund managers and strategies broader than the charity.
- To invest with reputable and respected investment managers, to safeguard the charity's assets and reputation.
- To ensure that our funds are not held with a single institution, to protect us from concentrated credit risk.

Our Finances

Independent examiner's report

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2024.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Stacy Mason

Stacy Mason FCCA
HGA Accountants & Financial
Consultants Ltd
t/a Chittenden Horley - Chartered
Accountants
Hyde Park House
Cartwright Street
Hyde
SK14 4EH

3rd June 2025

Consolidated statement of financial activities

for the Year Ended 31 December 2024

	Unrestricted funds £	Restricted funds £	31.12.24 funds £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	7,000	-	7,000	17,766
Charitable activities				
Campsites	180,496	-	180,496	125,359
Duke of Edinburgh Awards	-	-	-	5,265
Cheshire Hike	16,518	-	16,518	18,339
Investment income	12,392	-	12,392	6,180
Membership fees	93,763	-	93,763	85,766
International activities	(7,236)	-	(7,236)	14,126
Other scouting activities	5,135	-	5,135	9,457
Total	<u>308,041</u>	-	<u>308,041</u>	<u>282,256</u>
EXPENDITURE ON				
Charitable activities				
Campsites	181,097	-	181,097	173,459
Chamboree	4,800	-	4,800	-
Other Scouting Activities	80,156	-	80,156	48,613
Training	8,307	-	8,307	24,201
Duke of Edinburgh and Higher Awards	2,575	-	2,575	7,162
Cheshire Hike	18,196	-	18,196	15,756
Group Computer Systems OSM	20,898	-	20,898	23,220
Total	<u>316,030</u>	-	<u>316,030</u>	<u>292,411</u>
Net gains/(losses) on investments	-	-	-	2,436
NET INCOME/(EXPENDITURE)	<u>(7,989)</u>	-	<u>(7,989)</u>	<u>(7,719)</u>
RECONCILIATION OF FUNDS				
Total funds brought forward	<u>570,974</u>	<u>135,239</u>	<u>703,213</u>	<u>713,932</u>
TOTAL FUNDS CARRIED FORWARD	<u>562,986</u>	<u>135,239</u>	<u>698,225</u>	<u>706,213</u>

Balance sheets

As at 31 December 2024

	Unrestricted funds	Restricted funds	31.12.24 Total funds	31.12.23 Total funds
	£	£	£	£
FIXED ASSETS				
Tangible assets	110,463	-	110,463	114,208
Investments	22,103	-	22,103	22,103
	<u>132,566</u>	-	<u>132,566</u>	<u>136,311</u>
CURRENT ASSETS				
Debtors	18,846	-	18,846	23,047
Cash at bank	506,652	135,239	638,891	632,785
	<u>522,498</u>	<u>135,239</u>	<u>657,737</u>	<u>655,831</u>
CREDITORS				
Amounts falling due within one year	(92,078)	-	(92,078)	(85,929)
NET CURRENT ASSETS	<u>430,420</u>	<u>135,239</u>	<u>565,659</u>	<u>569,902</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	698,225	135,239	698,225	706,213
NET ASSETS	<u>698,225</u>	<u>135,239</u>	<u>698,225</u>	<u>706,213</u>
FUNDS				
Unrestricted funds:				
General fund			258,139	266,127
Building Fund			194,696	194,696
County Activity Fund			54,408	54,408
International Fund			8,487	8,487
Campsite Development			47,256	47,256
			<u>562,986</u>	<u>570,974</u>
Restricted funds:				
Rolling Fund			15,430	15,430
Leverhulme Fund			4,489	4,489
Presidents Fund			3,499	3,499
Ernest Mather Fund			111,821	111,821
			<u>135,239</u>	<u>135,239</u>
TOTAL FUNDS			<u>698,225</u>	<u>706,213</u>

Approved by the Trustee Board on 13 May 2025 and authorised for release and signed on its behalf by:

Michael Rollinson JP DL
County Chair of the Trustee Board

Luke Thornton
County Treasurer

Our thanks

Cheshire Scouts would like to thank all its volunteers and supporters for their commitment and contributions over the last year

Cheshire Scouts

Charity number:
511356 (England and Wales)

Registered address:
Asher House
Barsbank Lane, Lymm
Warrington, WA13 0ED

Contact us:
info@cheshirescouts.org.uk

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Instagram/cheshirescouts



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