



**Annual Report
2019**



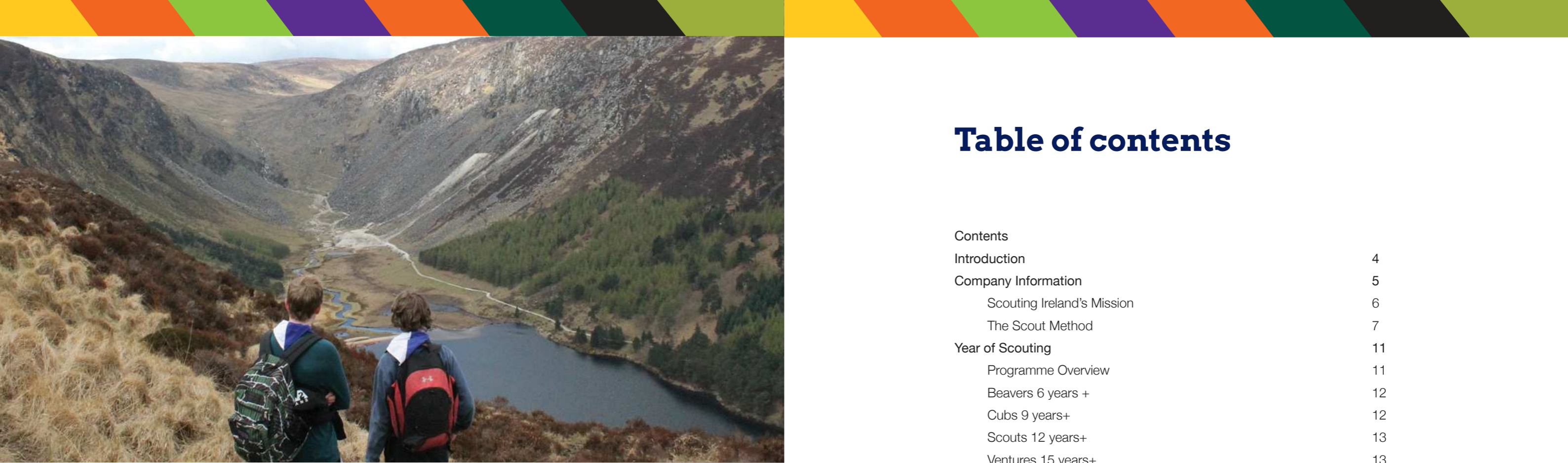


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Annual Report 2019

01 Sept 2018 – 31th Aug 2019



Introduction

This annual report covers a period of huge change and upset within Scouting Ireland. However, what we must never lose sight of is the fact that for every day Scouting Ireland may have been in the public spotlight there were thousands of young people the length and breadth of the island in their Scout Den, out on our mountains, spending rainy March weekends under canvas – Scouting. The challenges persisted in the national sense and affected all of our members in many ways, but we continued to deliver safe, positive scouting to almost 40,000 youth members. This was no easy feat and all volunteers should be proud of how scouting continued for our young people. This Annual Report is to reflect that, while acknowledging the significant structural change and the heart-breaking revelations of this time, Scouting continued for all our Young People supported by our 12,000 Adult Volunteers.



Company Information

Company Registration Number:
397094

Charity Number:
CHY3507

CRA Number:
20004347

Registered Address:
National Office,
Larch Hill,
Dublin 16,
D16 P023.

CEO:
John Lawlor

Bankers:
Ulster Bank,
Central Dublin Business Centre
33 College Green
Dublin 2

Solicitors:
Sheehan & Co, 1 Clare Street, Dublin 2
Mason Hayes and Curran, South Bank House, Barrow Street, Dublin 4
Chris Van Der Lee & Associates, 9-10 Eustace Street, Dublin 2
McConnell Kelly & Co, 217-219 Upper Newtownards Road, Belfast

Auditors:
Grant Thornton, 13-18 City Quay, Dublin 2
Pension Advisors:
Invesco, 6 Lapp's Quay, Cork



Scouting Ireland's Mission

Scouting Ireland is dedicated to enabling and empowering young people to realise their potential, through its core values based on the Scout Promise and Law, fostering active citizenship and helping create a better community, society and world.

Scouting is open to all young people between the ages of 6 and 25 who are supported in their of personal progression and development by adult volunteers.

The Aim of Scouting Ireland is to encourage the social, physical, intellectual, character, emotional and spiritual development of young people so that they may achieve their full potential and, as responsible citizens, improve society.

Getting young people and children involved in outdoor adventures and challenges helps them to achieve these aims and have fun. While enjoying themselves outdoors, they make strong friendships, volunteer in their community, learn adventure skills, travel, become leaders and team-members, and appreciate the importance of our outdoor environment.

The skills, experiences and friendships made in Scouting will stay with our young people all through their lives. Skills like leading a group, teamwork, planning, project management, dealing with difficulties & weather, packing, budgeting, first aid, cooking, navigation, building structures, volunteerism, and making a shelter will always be useful and underpin future careers and life choices.



The Scout Method

Our Scout Method is how we Scout, how we facilitate Scouting for our young people in partnership with them. This is our guide to ensuring our aim is achieved for each and every young person in Scouting. The Scout Method, has 8 interconnected components, to guide us in achieving our aim:

1. Scouting fosters a value system based on the Scout Promise & Law. This value system becomes the method by which a Scout lives and works with others.
2. Through learning by doing and reviewing our experience, we gain knowledge about the task completed and about ourselves.
3. Scouting happens outdoors whenever possible. Challenge, adventure, and a sense of freedom are all present in close contact with nature and away from everyday home life.
4. The success of the Scout's task or adventure is not important. The dynamics of the team, and the growth of the individual within that team, is of real importance. Each Scout will progress at their own speed through Scouting challenges individually and within their small team.
5. In Scouting we work in small teams so Scouts learn individually and in teams. Every Section is a collection of small teams, not a collection of individual Scouts.
6. We use names, themes, stories, and traditions to spark the imagination and to aid learning. In so far as possible this is created by the Scouts themselves.
7. Scouting is a movement for young people and supported by adults. In the younger Sections the adult's support is greater, whereas in older Sections the adult's role lessens and it becomes more of a partnership.
8. Scouts interact with their local community. Service to others is the element of the Scout Method dealing with this commitment. We support young people to become active citizens and to work to create a better world.

Statement on behalf of the Board of Directors for the Annual Report 1st September 2018 – 31st August 2019



safety and safeguarding were managed in the past in our legacy organisations. The Board, on behalf of the organisation, agreed that such information and concerns could not be kept secret and availed of the prearranged Joint Oireachtas Committee hearing in November to bring this information into the public domain. This led to a period of upset and hurt for many who were survivors of abuse in the past and for those of us that had been and were still involved with delivering Scouting to our local communities. However, Scouting Ireland met this existential challenge head-on and in a way that kept our survivors and current young people at the centre of our decision making. We established a successful Helpline and re-engineered our Safeguarding Department and practices with dedicated professional staff. Scouting Ireland met with the Joint Oireachtas Committee a number of times and were in regular contact with the Minister and her team at the Department of Children and Youth Affairs.

A knock-on effect from this was the issue of renewing the Organisation's annual insurance and the reality that the Organisation's long standing insurers may no longer wish to renew the policy. However, thanks to the diligent work of our Executive and Board, working together, we were able to not only restore the insurance cover, but also extend the term.

In early 2019, we saw the publication of a letter from Tusla citing particular concerns regarding current safeguarding practice. Again, this very public event seriously damaged Scouting Ireland and the Board took the position that it could not let such a letter define the great and safe practice of our volunteers across the island of Ireland. After a prolonged period of discussion with all relevant state agencies and a coordinated media response, a six-point plan was agreed with Tusla and has since been completed by Scouting Ireland, ensuring that our Volunteers can continue to do their work to a high safeguarding standard.

There were many other challenges that could be set out here, but these were the key ones that dominated much of the new Board's agenda. However, despite this, some great work was completed in the same period. Engagement with the Youth Reps began in earnest and resulted in them being the authors of what is now the Youth Charter that groups all around the island encompass.

The mandate given to the new Board in terms of the Governance journey began, despite the many challenges. With the assistance of expert advice in the field of Governance, new Board Sub-Committees were formed and volunteers on existing national groupings were asked and agreed to stay in situ until their work could be transferred into the new structures. This ensured that key elements like programme, events and support continued. The Board acknowledges the loyalty of those volunteers to our young people and our groups in ensuring a smooth transition.

The new Structures, based on the great consultative work carried out by the Governance Review Group, emerged and our new department structure defined, with Core Teams and Project Teams beginning to form. Volunteers came together, working with our dedicated staff team, to ensure Scouting Ireland's transition to the new structures would be done in a careful and measured way. Despite a slower than preferred start due to all of the existential challenges, Scouting Ireland began its difficult Governance implementation journey, one that was, and is, of a scale that has not been seen before within the Youth sector in Ireland.

Scouting Ireland made significant changes to its Disputes procedures and Disciplinary procedures, ensuring that now, all involved in Scouting, be they Volunteer or Staff, could be held accountable for their actions. An Extraordinary General Meeting was held on the 6th October, 2018, and the first Company-only AGM was held in April, 2019.

As the new structures began to be set up, the central tenet of "Volunteer-led" was to the fore, at all levels. From Board to Sub-committees, which are all volunteers, to the Core Teams and Project Teams, which are mostly made up of volunteers working with staff members in a new spirit of partnership.

However, a key facet of the new structures was, and is, that, apart from the Board itself whom are required to be over 18, youth members now had the opportunity to influence their organisation like never before. As well as representation at national level via the National Youth Reps, youth members could now join Project and Core Teams from an operational perspective and also have roles within oversight by joining Board Sub-committees. Never before has the youth voice been heard at all

levels of the organisation, bringing meaningful Youth Empowerment to a level not seen before in Scouting Ireland, or any other youth organisation. The entry of young people at these levels began in this year and has continued at a greater pace since the end of August 2019.

September 2018 – August 2019 has been a defining year for Scouting Ireland and one where it has emerged stronger and more capable of managing the demands of such a large and complex organisation as ours. Every Volunteer and staff member should be proud of their individual role in the organisation, navigating through the difficulties and changes, both at Group, County and Provincial level and also those that volunteered or who worked at national level. Our Executive Team, under the leadership of the CEO, performed remarkably in this difficult year, even when their continued employment was in question due to the funding crisis.

The Board understands, accepts and acknowledges that the journey has not always been easy and has been at times distressing and often difficult. Our Scouting principles and sense of duty to our communities and our young people have ensured that we have emerged stronger after such a difficult year. We may have been down, but we were not out! We came back stronger and more determined. Unlike other companies, we are a National Scout Organisation. We are Scouts. And the mark of every good Scout is that in times of difficulty, true leadership comes to the fore, as was the case for this year. Your service and your loyalty to the mission of Scouting is acknowledged by the Board of Directors and is very much appreciated.

Our young people, many of whom took on responsibilities and challenges, achieved a huge amount in this year. The assistance and guidance that the National Youth Reps have given to the Board is also greatly appreciated. Scouting Ireland continues to create tomorrow's leaders, today.

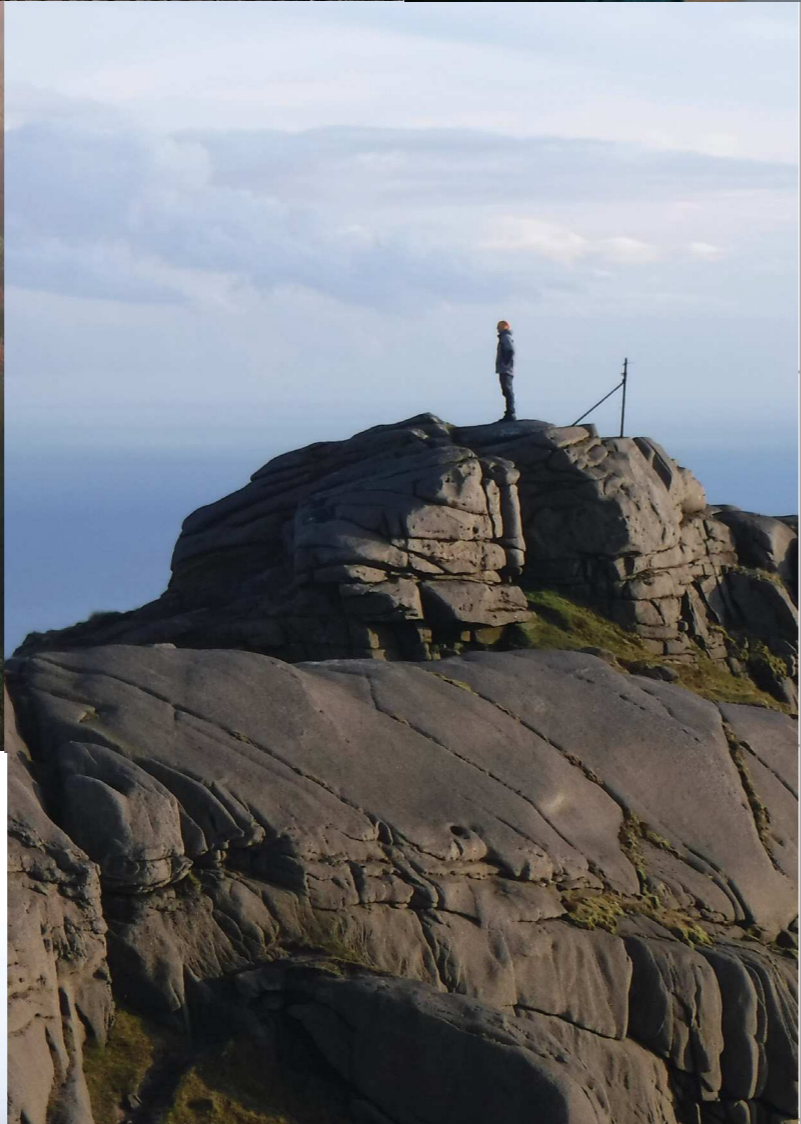
Adrian Tennant, Chairperson
On behalf of the Board of Scouting Ireland

Dear Colleagues,

The year covered by this Annual Report was arguably one like no other in the history of Scouting on this island. Scouting Ireland, and its new Board that took office on the 6th October 2018, met with a number of existential challenges, any one of which could have, if not managed correctly, seen the end of the organisation. However, thanks to the work of volunteers and staff alike, Scouting Ireland navigated these extremely challenging times and entered into the following year stronger and with renewed hope and optimism.

The reader maybe aware that at the time of the new Board taking office, Scouting Ireland had already had its funding withheld by the Minister for Children and Youth Affairs until concerns relating to the Governance of the organisation were resolved. These concerns resulted in the complete replacement of the Board of Directors and, at the same Extraordinary General Meeting in October 2018, a new way forward (the Company-only model) for Scouting Ireland as an organisation was overwhelmingly adopted, based on the work done by the Governance Review Group. This was a seismic shift in how we had operated and a marked improvement in our Governance Structures.

Shortly after taking office, the Board were made aware by Mr Ian Elliott that there were concerns regarding our Organisation's past and how matters relating to child



Year of Scouting

Youth Programme is at the heart of Scouting and it is how young people develop and become empowered to take on responsibilities. We do this through an active mix of resources and events delivered by hundreds of dedicated volunteers at a national level. In the year 2018-19, this was no different despite all the challenges that were faced, programme was delivered successfully.

The promotion of Mental Health was a key focus of the programme for the year. Youth Programme has always had a strong focus on mental health through involvement in events such as, Darkness into Light walks, but this was built on through the year with more reflection on the importance to talk about troubles. The year brought many challenges for mental health due to the circumstances so a focus on looking after each other was needed. The programme also kept a focus on 'Creating a Better World'. The Better World Framework was used to promote actions for change and initiatives like 'Share and Care' for Beaver Scouts and 'On my honour' for Cub Scouts continued the successful momentum.

Scouting Ireland underwent a major transition as well as many challenges in the year. Youth Programme supports was impacted. Withstanding all the challenges faced by Scouting, it cannot be underestimated the commitment and dedication shown by all volunteers during this period, especially considering the level of uncertainty that surrounded their roles and the work that they have so diligently done. Without naming people, as that would easily lead to people being overlooked or missed by accident, it is worth noting that worked in every level of programme from appointments like Commissioners to Team members and Provincial Youth Programme Representatives. The Youth Representatives have done a massive amount of work in preparing for the new structure and focusing on the importance of Youth empowerment in Scouting Ireland. The Youth Forum was run in Gormanstown and this was a massive platform for developing Youth Empowerment.

It is also worth adding that Sea Scouting had a major milestone in the year. Malahide had their centenary launch while the Fry Cup marked the hundredth year.



Beavers 6 years +



The 'Back to Basics' Badge challenged Beaver Scouts to complete simple challenges in the areas of backwoods and survival. There was a badge design competition, which was won by 54th Cork Kilworth. The badge proved to be very popular and can be bought through the scout shop.

Share and Care week – Beavers got involved in local community projects that raised funds and did acts of kindness all based on the Beaver Scout motto of “sharing, sharing, sharing”

Spooky Trail ran in October 2018 and was fully booked. Beaver Scouts converged on Larch Hill all dressed in scary costumes and got involved in a scary trail that involved a lot of tricks and treats.



Cubs 9 years+



Weekly Programme Tips were a stable resource throughout the year with regular updates on Facebook and Twitter. These resources were a variety of topics and were filled with fun and challenging ideas. The “On My Honour” national initiative ran in November where Cub Scouts lived their promise by helping others make their communities better.

The National Cub Challenge was held in Portlick and had a big uptake. County Cub Challenges were held throughout the country to send teams to Portlick. The Cub Challenge was filled with Cub Scouts overcoming challenges in campcraft, teamwork and other scouting skills.

Water activities are a favourite of Cub Scouts and so loved the “Just Add Water” initiative at the end of April. There were Cub Scouts kayaking, swimming, rowing, on boat trips, rafting, sailing, and coasteering. If you were anywhere near a water source around the end of April you were likely to see Cub Scouts passing you by in some type of craft.



Scouts 12 years+



The year had many challenges but scouts took them on with true scouting spirit. Our hill walking events of MPCs, Sionnachs, and PEAK were a big success. This is in no small way due to the dedication of all those involved in running these events for scouts in a challenging but safe manner. Patrols Online Weekend (POW) was very popular again this year and this is due to the level of participation from all the scouts

The Crean Challenge had twenty participants from Ireland and they were joined by some Icelandic scouts. There were plenty of challenges but as ever this was a very successful event thanks to the friendship between our two countries. October and April saw teams participate in Winter and Spring Survivor which provided a unique opportunity for participants to both showcase their backwoods skills and acquire new ideas and skills.

The Phoenix Challenge 2019 took place in the showgrounds in Cork. There were 85 patrols on the event with the theme of the Day after Tomorrow It was the efforts and enthusiasm of the Patrols and staff that made this event a success and provided a wonderful end to the Scouting year



Ventures 15 years+



It was a busy year of activities in all corners of the island. It was our fifth year of Mountain havoc with over 100 Venture Scouts participating in the three events. Our Ulster and Munster Havocs were very popular in September and March respectively with a culmination of the work happening on Havoc GB in April in Scotland. A sincere thanks to all who made these events so successful

In April, Survivor Aftermath grew in numbers with nearly 50 participants taking part in Castleconnell. The Venture Scout Challenge drew huge interest as well, with the support of an excellent staff team. An accumulative total of over 4000 km was covered on foot by the Venture Scouts through Wicklow, Carlow, Kilkenny, Waterford, Wexford & Tipperary!

All this while living on a limited budget, keeping a log of their journey and getting to know people living in these counties (and themselves!) better! Lastly, there was a big body of work done on the Venture Strategy and proposals ready for a review of the programme. Programme Support Team worked closely with the Venture Team to develop a number of resources that are online and hopefully will link into the Programme Review



Rovers 18 years +



As always, the year starts off with great excitement and energy with Rover Scouts working at Electric Picnic to help pitch tents for a charity fund – RAW Fund. This year was no different with the high number of Rovers volunteering to take part. It was also complimented by the NUIG Rovers who helped salvage 200 sleeping bags for charity

Rover Chill – Rover Revolution was also a key moment in the calendar. This event was about Rovers coming together to participate in trails and workshops. It also included Ceiliúradh, which celebrates the achievements of Rover Scouts and their projects. This demonstrates how Plan, Do, Review can happen in Rover Scouting. It was a very successful weekend and a special thanks to all involved in organising events and leading workshops.

From Global to Local was an event that ran this year. It was held in Belfast and was attended by nearly 50 people. It was a joint event with the British Red Cross building on from “Time to be Welcome” project and looked at how to design local projects based on that

knowledge and experience. The success of the work of the Rover Scout team can be seen in the fact that Irish Rovers got a chance to speak at European Commission on World Humanitarian Day on our experiences.

The Explorer Belt ran in Scandinavia with twelve teams participating. Base camp was in Denmark with teams being challenged every step on their way. It is also worth adding that while we brought the Explorer Belt to Scandinavia, in return Denmark (Det Danske Spejderkorps) brought their first ever Explorer Belt to Ireland!

Lastly, the Rover team put in significant time and effort into the review and design of Rover Scout Programme. It is based on the information provided by Rovers for Rovers. More information can be found on our Rover Scout Biog (rovers.scoutblogs.ie) and our other social media platforms.

Adventure Skills

Adventure skills remained a very active element in scouting. Numerous events were held across the various skills that kept the standard in the quality of the skills high. There was also a very active uptake in the Adventure Skills Facilitator (ASF) module in the Training scheme. The team also developed a clearer way of tracking the individual achievements of members on the my.scouts.ie platform. Groundwork has been laid for the new skills but needs an investment of money for the development of the resources and support for these new skills. As our company structure moves forward, we hope to be able to take these to the next level.

A huge thanks to the team leads and their teams for all the work and effort they have put in throughout the year. They were not only there to support the events and activity development but also for direct support to individual queries.

It was a very active year for hillwalking. The Mountain Moot was held in the Knockree Youth hostel in Wicklow in 2018. The new mountain badges were also extremely popular and difficult to keep in stock! Air activities ran a very successful IOLAR event with big interest from external organisations. The Camping team designed a new training module which will be delivered in the coming year. Pioneering began recruiting new members to the team and are always looking for budding engineers. Sailing and Rowing have been delivering training from its base in Ringsend. Paddling saw a big uptake in the number applying for the higher levels and were extremely active in meeting all the needs for individual assessments. Courses were also run in advanced levels for Backwoods. Emergencies saw a renewed energy in assessments because of the ASF module in training and addressed the confusion over the requirements which is now on the website

National Events	Cubs	Scouts	Ventures	Rover	Staff/Scouter
Crean Challenge 2019		18			7
Explorer Belt 2019				24	9
National Cub Scout Challenge 2019	260		1	3	113
IOLAR Challenge 2019		44		3	14
Peak 2019		31			9
The Phoenix Challenge 2019 Teams		645			
The Phoenix Challenge 2019 Staff			96		194
Survivor Scouts 2019		140			43
Survivor Venture 2019			37		24
Venture Challenge 2019			40		16
Venture Sword 2019			20		7
Mountain Havoc GB 2019				25	5
Mountain Havoc Munster 2019			60		20
Rover Focus - Saturday Only Option				14	
Sionnach Kerry Route TBC		72			18
Sionnach Benbulbin		60			15
Sionnach Galtees		60			15
Spooky Trail	100				43



Year of Change

Governance Changes



On the 6th of October 2018 Scouting Ireland's membership voted to move to a company only structure. During this time, Scouting Ireland was working toward the implementation of the recommendations set out by Ms Jillian Van Turnhout in her Review of Scouting Ireland 2018.

As part of a response to governance challenges the proposal to vote on moving to a company-only structure for Scouting Ireland was brought forward by six months to October 2018 meaning an EGM was required so our membership could vote on the proposal presented by our Governance Review Group.

In addition, the board of Scouting Ireland was restructured. The new board of directors consisted of ten elected board members. These are from the membership of Scouting Ireland. The new board were voted in and commenced as directors on the 6th of October 2018. They were selected based on competencies and were focussed on providing the separation between executive (operations) and non-executive (oversight) required for good governance.

The previous board of directors of Scouting Ireland / the National Management Committee (NMC) resigned, with six members of the NMC continuing to stay in place to continue the work of winding down the Association. On the 6th October 2018 Scouting Ireland elected a new board of directors to act as a Board in oversight.

Scouting Ireland's EGM, with over 850 delegates present, passed motions by over 90% of those voting to approve governance changes to the operational processes and systems of Scouting Ireland which brought Scouting Ireland significantly along the path to best practice in governance for the voluntary sector.

Immediately, the Board of Scouting set about moving toward improving Governance and Safeguarding consistent with the Code of Governance for the Community and Voluntary Sector and the Charities Governance Code from the Charities Regulatory Authority, through developing and implementing appropriate robust policies, procedures and practices, throughout the organisation. Scouting Ireland has and continues to be committed to making the necessary changes that strengthen our organisation for our youth members, adult volunteers and professional staff. In doing so, there are a number of areas that have required improvement, restructuring and augmenting. We must acknowledge the significant structural and governance changes that have been made to and by Scouting Ireland during this period.

The report into Scouting Ireland's Governance by Jillian Van Turnhout, 'Review of Scouting Ireland' was published by Minister Zappone in June 2018. Scouting Ireland took the recommendations from the report and addressed them comprehensively.



During this time, we finalised our plans regarding the oversight and executive function of the organisation. The current Board of Directors is now fully disentangled from the operational function of Scouting Ireland, it is now well-established and regarded as a Board which works on oversight. The CEO reports monthly to the Board on operational matters as delegated by the Board. The following are the significant changes made to improve governance within Scouting Ireland during this year:

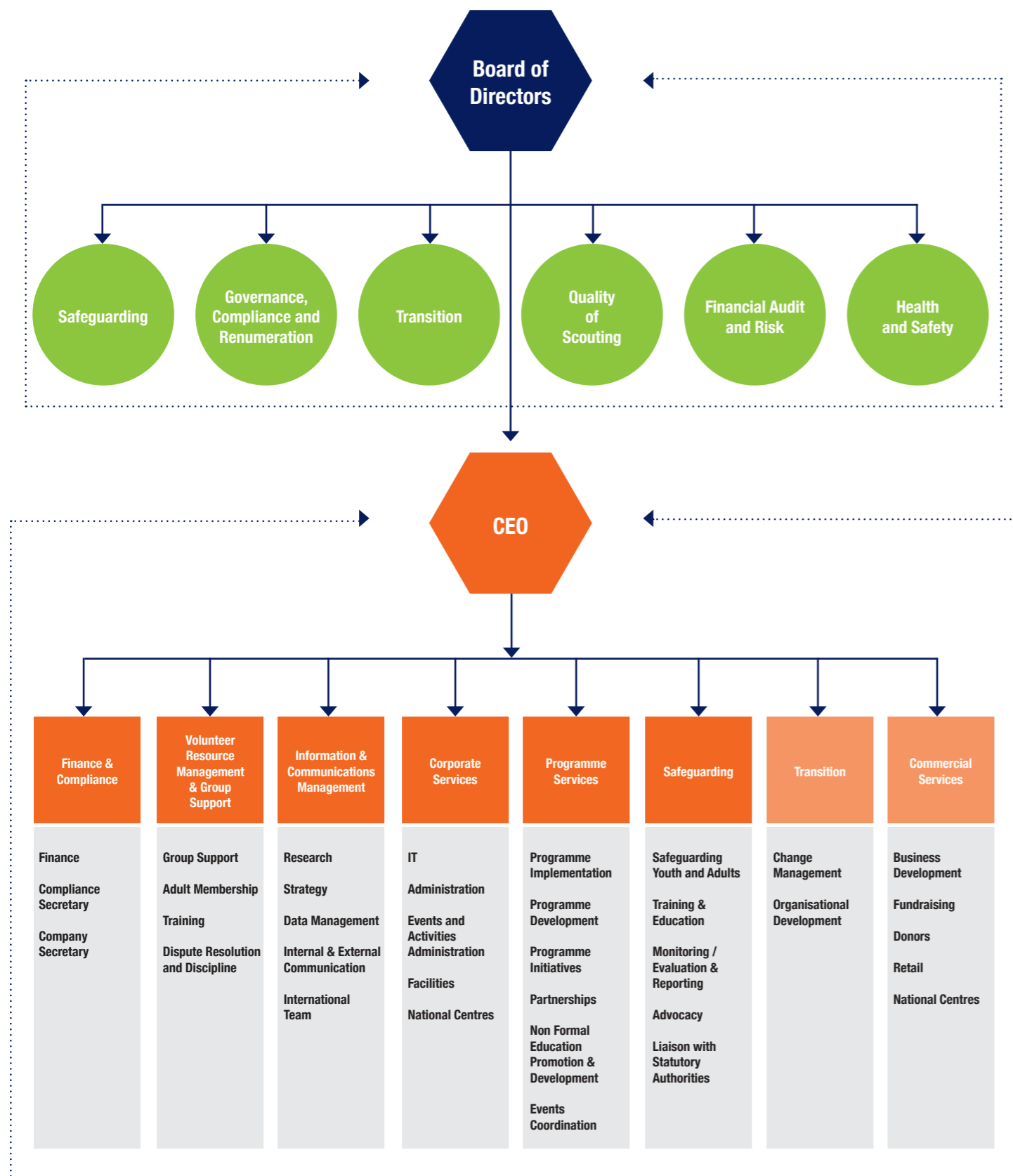
- Significant progress was made in becoming compliant with the Code of Governance for the Community and Voluntary Sector and the Charities Governance Code of the Charities Regulatory Authority.
- The Code of Governance for the Community and Voluntary Sector was stood down in July 2019 and the Charities Governance Code of the Charities Regulatory Authority became the standard for all Irish Charities to become compliant with by the end of 2020. Safeguarding is a separate department, with its own dedicated space and facilities which is professionally directed by qualified, experienced staff and the manager reports directly to the board of directors.
- Governance expert and respected author on non-executive boards, Mr David Duffy was retained by

Scouting Ireland to guide and advise the transitions required to ensure compliance with the Code and best practice. This further ensured Scouting Ireland has improved accountability, transparency and functionality.

- The new structure for Scouting Ireland, shaped during this time, reflects best practice in governance in the voluntary sector. Our voluntary Board who sit in oversight, delegates authority to an executive and a set of departments through the Chief Executive Officer. These clear lines of accountability and authority were established.
- Our new departments of Scouting Ireland have defined roles. These departments are under the operational and executive control of the Chief Executive Officer who will report to the board for their performance.
- The vast majority of our Scout Groups became chartered members of Scouting Ireland.

National Structure Change

Please see below the new national structures of Scouting Ireland.



Governance

Directors of Scouting Ireland 1st Sept 2018 - 31st Aug 2019

National Management Committee

Name	Position	NMC - Resigned	BOD-Resigned
Christy McCann	Chief Scout		6.10.2020
Thérèse Bermingham	Chief Commissioner Adult Resources		6.10.2020
David Shalloo	Chief Commissioner Youth Programme		6.10.2020
Charlie McGuinness	National Secretary		6.10.2020
Annette Byrne	National Treasure/Chairperson		6.10.2020
Kieran McCann	Provincial Commissioner - North		6.10.2020
Anne Brown	Ordinary Member		6.10.2020
David Walsh	Ordinary Member	16.04.2018	16.04.2018
Pat O'Connor	Ordinary Member	8.06.2019	6.10.2018
Mark Blake	Ordinary Member	4.10.2018	4.10.2018
Eoghan Callahan	Communications Commissioner	6.10.2018	6.10.2018
Stephan Halpin	Provincial Commissioner - North East	6.10.2018	6.10.2018
Joseph Doherty	Provincial Commissioner - West	6.10.2018	6.10.2018
Derek Long	Provincial Commissioner - South	4.10.2018	4.10.2018
Claire McAroe	International Commissioner	6.10.2018	6.10.2018
Kevin Murphy	Provincial Commissioner - South East	6.10.2018	6.10.2018
David O'Neill	Ordinary Member	20.12.2019	6.10.2018

Board of Directors 6th October 2018

Name	Position	Date Appointed	Resigned
Adrian Tennant	Board Chairperson	Appointed 6th October 2018	
Aisling Kelly	Board Chairperson	Appointed 6th October 2018	12.01.2019
Dermot Lacey	Board Member	Appointed 6th October 2018	
Lisa Barnes	Board Member	Appointed 6th October 2018	
Mary Hogg	Board Member	Appointed 6th October 2018	
Ned Brennan	Board Member	Appointed 6th October 2018	
Pat Kidney	Board Member	Appointed 6th October 2018	
Paul Mannion	Board Member	Appointed 6th October 2018	
Peter Garrad	Board Member	Appointed 6th October 2018	
Brian Smith	Board Member	Appointed 6th October 2018	18.12.2019

Year of Transparency

Historical Child Sex Abuse

In November 2018 it became clear to Scouting Ireland, as a result of engaging with Mr Ian Elliott, that Scouting has had a dark history, which needed to be exposed to the light. Scouting Ireland chose to face the difficult problems of our past. Further, we chose to bring this to the public's attention through the announcement of the number of child sexual abuse survivors and persons subject to abuse allegations in scouting. This information came to light through the review conducted by Mr Elliott into child protection within Scouting. During this review, evidence began to emerge which lead us to believe that there were unreported cases of child sexual abuse in our legacy organisations. We chose to deal with this in an open and transparent manner as possible. This was first announced during the Joint Oireachtas Committee on Children and Youth Affairs on the 21st November 2018. Following this, Scouting Ireland began to receive victim disclosures which we responded to by setting up Scouting Ireland's dedicated Helpline. This Helpline provided an avenue to those who had never come forward to tell their story before, to do so. All who chose to contact us were listened to, offered an apology for what had happen to them, offered counselling services and every reportable disclosure was reported to the appropriate authority.

Interagency Cooperation

As a result of this, Scouting Ireland, Tusla and An Garda Síochana and separately Gateway and the PSNI began engaging in frequent meetings. These were a coordination group at a senior level. The purpose of these meetings is to create a shared forum for current practice to be examined and for any issues or concerns to be discussed. Most importantly, it is to agree the means by which to share and coordinate the reporting of all historical child sexual abuse reported. Further, it is to ensure that all agencies are satisfied with the reporting and to ensure the provision of additional information as required. These meetings were proposed by and have been hosted by Scouting Ireland. Scouting Ireland is committed to working in partnership with all statutory bodies to ensure the safeguarding of children.

Helpline

Scouting Ireland's Helpline, dealing specifically with historical child sexual abuse in Scouting Ireland's legacy organisations, was set up on the 23rd of November 2018 and continues to remain active. This is a helpline answered by members of Scouting Ireland's Safeguarding Team. This helpline is not a reporting line, however; it was delivered alongside Tusla's Helpline and the Child Sexual Abuse reporting line run by An Garda Síochana. The aim of the helpline is to provide the caller with the opportunity to engage in healing through allowing the caller to tell their story. Those listening to their stories, by virtue of being an employee of Scouting Ireland's Safeguarding Team, have a greater understanding of Scouting's unique language, structures and activities thus permitting a greater understanding of the survivor's story. Further, the helpline provides the opportunity for the survivor to avail of free, independent counselling services. This is a vital step in the process of healing for many survivors.

Victim Support Policy and Programme

Scouting Ireland has aimed for an open, supportive and empathetic approach to all victims, culminating in our Victim Support Policy being adopted in November 2018. Scouting Ireland is driven by a strong desire to help and support those that have been abused through contact with Scouting. It seeks to go beyond a situation where its actions are compelled by legal necessity. Rather, it is a non-prejudicial programme guided by the values upon which the organisation is based. With regard to this, Scouting Ireland has developed a Victim Support Programme. In meeting the development of this programme, Scouting Ireland have chosen to withdraw its Den Grant for Scout Groups and further ring-fenced the County Rebates for 2019 to aid in meet this programme. It is understood that this has had a significant impact on our local Scout Groups and Counties however it was seen as a matter of priority that these resources were made available to the survivors.

Safeguarding



Scouting Ireland is a child and youth-centred organisation. The safety of each and every one of our youth members is paramount to Scouting Ireland. In ensuring this is to the forefront of every adult in Scouting Ireland, all adults complete Scouting Ireland's recruitment process including an interview, reference checks, vetting and training and must adhere to training and policies.

As a result of Mr Ian Elliott's report 'A New Approach to Safeguarding' a Safeguarding Implementation Action Plan was prepared and actioned by Scouting Ireland to meet the proposed recommendations. On the publication of Ms. Jillian Van Turnhout's 'Review of Scouting Ireland' the Safeguarding Implementation Action Plan was amended to include the recommendations set out in Ms. Jillian Van Turnhout's Review.

Scouting Ireland faced by another serious matter in February of 2019 with concern regarding our relationship with Tusla and our safety being discussed by the public. Scouting Ireland has a track-record of working with Tusla since its inception and with the HSE prior to that. We value the close relationship we have with Tusla and continued to work closely with them. Our relationship with Tusla is a professional one and we are constantly engaged with them on all aspects of safeguarding. Scouting Ireland embarked on a greater journey of positively working with Tusla to further understand their concerns and as a result we collaboratively developed our Scouting Ireland – Tusla Action Plan. This covered 7 areas which would be developed or further improved to ensure the continued safety of our young people. Scouting Ireland continued, through this year, reviewing and improving all aspects of Scouting to ensure the safest of Scouting experiences could be provided to our young people.

Finance



The financial statements for Scouting Ireland Services 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 Standards applicable in the UK and Republic of Ireland (FRS 102) (effective from 1 January 2015).

These financial statements cover the activities of Scouting Ireland Services CLG at a National level, including

National events, Jamborees and National Scout Centres, except for Castle Saunderson which is included within a related entity, Scouting Ireland Campsites and Facilities CLG. The activities of the Scout Provinces based in the Republic of Ireland are included in the financial statements of Scouting Ireland (Association). The activities of the Northern Scout Province are included in the financial statements of The Scout Foundation (N.I.).

Financial highlights

In November 2018 it became clear our total income of €5.80m was €0.05m up on last year (2018: €5.75m). Our restricted income was €1.56m, up €0.20m on last year due to an increase in the grant from the Department of Children and Youth Affairs related to safeguarding.

- Our charitable expenditure was €7.73m, down €0.96m on last year, the main reason being the legal provisions were down on last year.
- The Statement of Financial Activities shows net negative movement in funds for the year of €1.94m (2018: negative movement of €2.95m). mainly due to legal provisions for the year of €1.70m.
- During the year, the Directors established a designated fund which had a year-end balance of €0.19m. General funds decreased by €2.12m to a net deficit position of €3.18m.

Financial results

The company's financial results for the year was a deficit of €1.94m compared with the previous year's deficit of €2.95m.

Income

Total income for the year amounted to €5.80m compared with €5.75m in 2018, an increase of 1%. Membership fees remained consistent at €2.05m, however National Scout Centres income decreased to €0.60m from €0.73m in 2018.

Expenditure

Total expenditure during the year amounted to €7.73m (2018: €8.69m). The expenditure on charitable activities decreased by €0.96m to €7.66m. As per the charities SORP (FRS 102), expenditure on charitable activities includes expenditure relating to staff costs, insurance, legal and professional costs, legal provisions, National Scout Centres, large scale events such as Jamborees, and development of Scouting including youth programme & activities and adult resources:

Youth Programme and activities

By offering a dynamic and diverse programme to our young people we improve their life chances and help them reach their potential as individuals. The financial statements do not include any indirect costs for youth programme such as staff salaries, staff and volunteer travel and subsistence, insurance costs, safeguarding costs etc which are included elsewhere in the financial statements. They also do not include a cost for time given so generously by our volunteers.

Adult resources

We recognise that having appropriately trained and well supported adults is critical to our success. We continue to support the Quality Scouting experience programme and continue to run Train the Trainer's courses. The financial statements do not include any indirect costs for supporting adult resources such as staff salaries, staff and volunteer travel and subsistence, insurance costs, safeguarding costs etc which are included elsewhere in the financial statements. They also do not include a cost for time given so generously by our volunteers.

Reserves

Restricted and unrestricted funds at the end of the year decreased by €1.94m to a net deficit position of €2.99m. Unrestricted funds are those received, which are not subject to any special restriction. They are divided between general funds and designated funds. Designated funds comprise amounts set aside by the Directors for a particular purpose. On the 31 August 2019, the unrestricted funds were in a deficit position of €2.99m (2018: €1.06m). The directors wish to increase the current level of funds so that they are holding 3 - 6 months operating costs plus cover for additional potential costs. There were no restricted funds at the year end.

Remuneration policy

The Directors consider the Board of Directors and the Senior Management Team (the Chief Executive Officer and Managers) as comprising the key management personnel of the charity in charge of directing and controlling, running and operating the Company on a day to day basis. The Directors give of their time freely and no director received remuneration in the year. Details of Directors' expenses are disclosed in note 11 of the accounts. The pay of the Senior Management Team is reviewed annually by the Governance, Nominations and Remuneration Committee (a subcommittee of the Board) which takes into account market comparators, cost of living increases and the financial position of the organisation. The Governance, Nominations and Remuneration Committee is responsible for approving the CEO's salary. The senior management team sets the salaries for all other employees. The remuneration benchmark is the mid-point of the range paid for similar roles. In view of the nature of the charity, the Directors benchmark against pay levels in other charities of a similar size run on a voluntary basis.

Operations



The Operations Department continued to support and improve the processes and functions that transcend all departments ensuring the effective running of the organisation. The department supported the NMC throughout the year and new board from October 2018. The department delivered one EGM in October 2018 and one AGM April 2019 and supported the technical transition to an entire new board of Directors and new board subcommittees. The department in conjunction with other departments progressed work towards achieving compliance with the CRA code. Improvement of the Scouting Ireland systems and processes including improvements to the membership management system were implemented. Continued administration and project management support was provided to all Scouting Ireland National Activities and WSJ 2019 with reduced resources. The department ensured the effective administration and implementation of the complaint process in line with the policy in place. Improvements to the management

procedures and tools to process training bookings, administration, and payments were implemented resulting in improved support and more accurate information available to trainers. The department managed all procedures and tools to process adult applications, Garda Vetting, annual membership fee collection and ensured all other elements of the membership management and reporting were in place. The team managed procedures and tools to ensure that applications from Scout Groups for International camps are processed efficiently and the recording, processing and issuing of adult awards was undertaken accurately. The department continued to provide insurance support, advice and arrange travel insurance procurement for groups. Management of the annual National Fundraiser the '12 Days of Christmas Draw' project from licence application to the completion of the draw was completed successfully.

World Scout Moot 2021



The 16th World Scout Moot will take place in Ireland in the summer of 2022*. The event is open to Rover Scouts and it is the biggest jamboree event organised by WOSM for this age group (18 - 25). Scouting Ireland won the bidding process to host this event on behalf of WOSM. We are hoping that attendance to this event will be over 6,000 national and international Rover Scouts.

Fingal County Council have been very generous in providing the basecamp for the World Scout Moot basecamp - Malahide Castle Demesne, in North Dublin. In addition, the pavilion building at Malahide Castle has been kindly made available to us by Fingal County Council as a coordination hub.

The programme for the event will consist of two elements. Firstly, participants will discover Ireland through a series of local Trails and interactions throughout the country. Secondly, all participants will return to Malahide for the Basecamp element of the programme.

Our marketing and promotional team have been busy representing the Moot 2022 at the Regional Conferences – Africa, Inter-America, Asia Pacific. Our aim at these events was to make direct contact with NSO's, International Commissioners and key influencers to ignite interest in sending a contingent to the World Scout Moot in 2022. In all cases, the response has been very positive. Visibility at other international events include: CNE Portugal, International Peace Camp and World Scout Environment Conference in Riyadh, Saudi Arabia. A number of European associations issued invites to promote the Moot at national events. We have had strong

interest from NSO's from our direct contact with them, and the Expressions of Interest received so far reflect the commitments given face-to-face and online. The Core Team embarked on a recruitment drive to fill the main Heads of Departments positions. These positions were advertised via Open Calls (internal and external to Scouting Ireland). All candidates went through appropriate safeguarding and reference/clearance checks with their NSO and WOSM before being offered any position within the team.

The World Scout Moot could become a galvanising feature of our association in the coming years – a positive beacon. The high-profile world event is a great opportunity to engage with local groups – scouts, ventures and rovers in creating Trails, trying them out and making every trail special with local community engagement and focus.

Having the early support from Fingal County Council in providing the event venue, plus the support of our own Scout Shop, the World Scout Shop, our national campsite network and Scouting Ireland, has strengthened the mission of the World Scout Moot and allows us to move forward with confidence.

We wish to acknowledge the support received from the Department of Children and Youth Affairs to enable the development of the event.

**The Moot was due to take place in July 2021 but due to the coronavirus pandemic has been postponed to take place in July 2022.*

National Scout Centres



The 1st September 2018 to the 31st August 2019 was a strong year for three of our National Centres. We have continued to diversify our business across the centres. A broader customer base has helped achieve growth while spreading the demand on the centres' resources across the full week and throughout the year. Scouting Ireland signed up to the All Ireland Pollinator Plan in 2019. This plan was supported by the programme undertaken by the World Scout Jamboree 2019 contingent and by initiatives at Lough Dan National Scout Centre and Larch Hill International Scout Centre. Lough Dan National Scout Centre devoted 10 acres of the site to pollinator plants in 2019 contributing positively to the biodiversity of the area. Larch Hill National Scout Centre continues the redevelopment of the Nature Education Area, planting a wide variety of pollinator-friendly plants and trees. Lough Dan National Scout Centre continued with its long-established and successful tree planting programme as part of National Tree Week in 2019 and a new jetty was constructed at the lake to facilitate water activities. Larch

Hill International Scout Centre refurbished the BBQ area and constructed a new Hammocking and backwoods area. All National Scout Centres completed a SEAI energy audit programme in 2019 which produced short, medium- and long-term objectives and options to become more energy efficient. Some of these actions were completed in 2019, for example energy efficient lighting was installed in Castle Saunderson, Larch Hill and Lough Dan. Scouting Ireland faced serious challenges in relation to Mount Melleray Scout Centre in late 2018 due to significant fire safety concerns raised by the Chief Fire Officer in Waterford. Scouting Ireland began to invest in addressing the immediate fire safety issues. A Health and Safety review and report was completed in early 2019 which raised further significant issues. The health and safety issues raised, coupled with the significant fire safety matters to be resolved, resulted in the centre being temporarily closed by Scouting Ireland in 2019.



Percentage type of business at each centre

	Larch Hill	Mount Melleray	Castlesaunderson	Lough Dan	Kilaloe
International Groups	8.42%	1.44%	4.03%		
Scouting Ireland	54.21%	83.32%	81.35%	80.00%	70.00%
IGG/CGI	1.96%	0.47%	0.23%		
Youth/Schools/NFP's	31.91%	13.60%	13.20%		
External Companies	3.50%	1.17%	1.20%		30.00%
Other				20.00%	

	Visitors in 2019
Larch Hill	21,777
Mount Melleray	7,485
Castle Saunderson	8,401
Lough Dan	17,500
Kilaloe	400
	55,563

Group Support



Scout Groups

This year was particularly difficult for our Adult Volunteers in Scouting Ireland. However, Scouting Ireland continued to develop and grow as an Organisation. Nearly 1,800 new adult volunteers joined Scouting Ireland ensuring our Scout Groups continued to grow. The training of adults is a priority for Scouting Ireland and we delivered training to a significant number of Volunteers across a number of different Courses:

Training - 9,206 interations

- 1,870 Adults completed The Story of Scouting Training.
- 1,870 Adult Volunteers completed Being a Scouter Training.
- 936 Adult Volunteers completed Learning for your Team Training.
- 456 Adult Volunteers completed Youth Led Programme Training.
- 144 Adult Volunteers completed Scouting Together Training.
- 3,810 Adults completed Safeguarding Refresher Training.
- 120 Group Leaders and Commissioners completed Group Leader / Commissioner Training.

The commitment of Volunteers to engage in Training is critical to the development and safety of Young People in Scouting Ireland. This would not happen without the dedication of the Trainers in Scouting Ireland.

Scout Group Charity Registration

Scouting Ireland has been in consultation with its members and working with the CRA since 2016 regarding the charitable status of Scout Groups. All Northern Ireland Scout Groups are registered with the Charities Commission Northern Ireland (CCNI) and have insurance in place since 2018. This was reviewed and developed by the Governance Review Group (GRG) prior to the EGM of October 2018 and had been overseen by the board of directors. On foot of this recommendation, the CEO prepared a paper for the consideration of the GRG and later the Board of Directors in January 2019 to review the approach and implementation of the charities legislation. Scouting Ireland continues to work with the CRA and planned how to proceed with the registration of Scout Groups.



As an all-island body, Scouting Ireland with the advice of Ms. Van Turnhout requested a joint meeting with the CRA and the CCNI. Scouting Ireland is, and continues to be, in contact with and in consultation with both regulators. We have pursued the request of a joint meeting between the Charities Regulator, the Charities Commission Northern Ireland and a delegation from the Board of Trustees. Both organisations have indicated that they were willing to consider a meeting. As of the time of publication of this review all Scout Groups in Northern Ireland were registered with CCNI.

Scouting Ireland has been in consultation with its members and working with the CRA since 2016 regarding the charitable status of Scout Groups. This was reviewed and developed by the Governance Review Group prior

to October 2018 and has been overseen by the board of directors. On the foot of this recommendation, the CEO prepared a paper for the consideration of the GRG and later the board of director in January 2019 to review the approach and implementation of the charity's legislation. Scouting Ireland continued to work with the CRA to decided how to proceed with the registration of Scout Groups. The considered view of the board of directors at the time and hence, based on advices from external professionals, including the CRA, and the decision of the membership at a previous National Council, is that all Scout Groups will register individually for charity status. Scouting Ireland continue with this process to support all our Scout Groups in this registration process

Scouts in Numbers

Scouting Ireland at a glance - Numbers of people involved in Scouting Ireland

YOUNG PEOPLE



38,294 100%

GIRLS



14,493 39%

BOYS



23,801 61%

ADULTS VOLUNTEERING



12,042 100%

FEMALE ADULT VOLUNTEERS



6,105 51%

MALE ADULT VOLUNTEERS



5,937 49%

Number of Young People by Sections



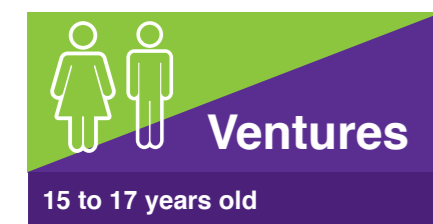
11,364 30%



11,826 37%



9,227 24%



2,845 8%

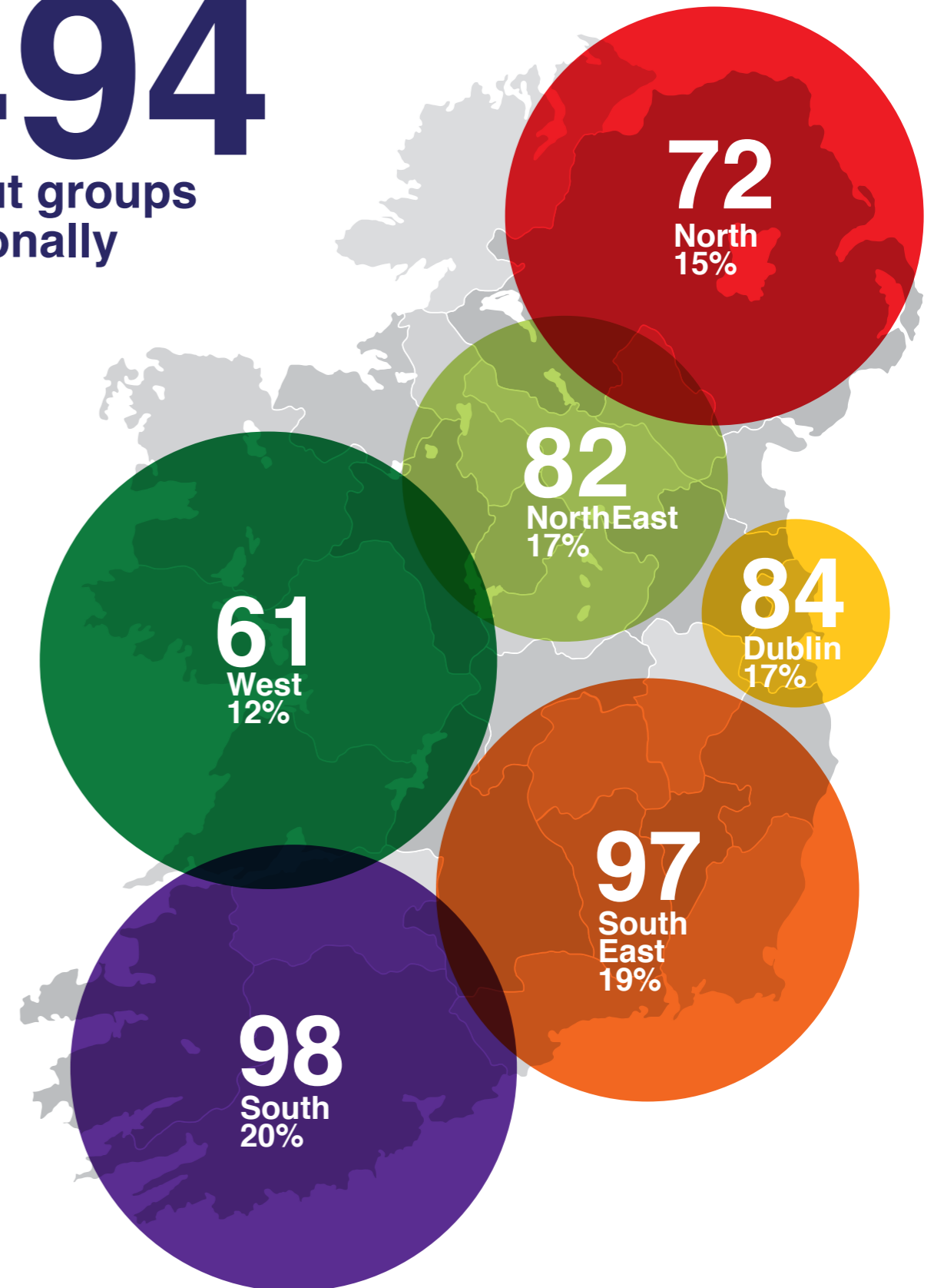


492 1%

Number of Scout Groups by Province

494

Scout groups
Nationally



Value of Investment

Scouting Ireland

Scouting Ireland is one of the largest youth movements on the island of Ireland, a voluntary, educational movement for young people with approximately 40,000 youth members in 2019. Scouting Ireland provides a programme that develops the emotional, social and practical skills of all of its youth members, developing them into active citizens. This results in increased employability, better mental health later in life, better social networks, an increased propensity to contribute to the community and society, and young people that are more confident, resilient and independent.

The Value of Scouting to Young People

Through research conducted by Scouting Ireland in 2015, four main areas of measurable positive impact were identified by Scouting Ireland's youth members:

- Emotional development - increased confidence, positivity, maturity and patience.
- Personal development - teamwork, leadership, time management, independence, responsibility, respect and teaching.
- Social skills - increased friendships, improved sociability and people skills.
- Practical skills - such as first aid, cooking, navigation, budgeting, problem-solving and critical thinking.

Birdwell and Wybron (2014) findings suggest that Scouting provides young people with the skills and attitudes that employers increasingly desire. This research conducted in the UK in 2014 has found that engaging in Scouting can assist the development of a wide range of 'soft skills'; team-working, leadership, resilience and problem-solving, as well as demonstrate commitment and resolve. In addition, Scouting provides members with access to networks and social opportunities that are valuable for future employability.

Research published in 2016, identified that those who engage in Scouting are more likely to report better mental health later in life. The results are based on a lifelong study of 10,000 people born in the UK in 1959. Scottish researchers found that those who had been active members of Scouts tended to have better mental health by the age of 50. In addition, it was noted that engaging in scouting activities seemed to remove the higher risk of mental illness in those from poorer socioeconomic backgrounds.

What Scouting contributes to Society

Scouting aligns with the national framework, Better Outcomes Brighter Futures, and the national implementation plan, the National Youth Strategy 2015 – 2020 of the Department of Children and Youth Affairs. Engaging in Scouting provides a package of interrelated positive impacts for all participants, youth and adult volunteers. For those involved the key benefits are fun, friendship, exciting activities, contributing to the community and improving life chances in terms of education, mental health and employability. The Scout Association (Scouts & PACEC, 2012) found that employers agree that the skills gained through engaging in Scouting are important to their organisations with 41 per cent reporting that an applicant's involvement in Scouting is viewed as a positive influence on the decision to employ them.

Research, published in 2012 by the UK (PACEC, 2011), demonstrates a substantially higher proportion of those who have engaged in Scouts are more likely to engage in voluntary activities than children and young people not engaged in Scouting. This effect was identified as being long-lasting with 36 percent of former youth members volunteering regularly (at least two hours per week) as opposed to 26 percent of the general population volunteering regularly. Of the former youth members that do volunteer, 66 percent said that Scouting positively influenced their decision to get involved.



Scouting Ireland has approximately 12,000 volunteers which equates to **30% of the total youth volunteers in Ireland.**

Each Scouting Ireland volunteer commits an average **minimum of 200 hours** a year. This equates to 2.4 million volunteer hours annually to society from our 12,000 volunteers.

As a result, each youth member receives 200 hours of youth work annually. This total adds up to 7.5 million programme hours annually to our 40,000 young people.

If all our volunteers (12,000) were to be paid for their 200 hours volunteer youth work at the **minimum wage of €10.10 this would cost €76.2 million.**

Scouting Ireland received in **2019 funding worth €1,100,000. However, Scouting Ireland has contributed €76.2 million worth of youth work.** This means that for every €1 of government funding to Scouting Ireland our volunteers have given €69.27 worth of volunteer youth work.

€1 of Government Funding = €69.27 of volunteer youth work delivered by Scouting Ireland

Scouting Ireland Professional Staff

Scouting Ireland currently has a team of 35 full-time employees who support this volunteer led organisation. These are placed across our departments: Finance & Compliance, Programme, Corporate Services, Information and Communication, Volunteer Management and Support and Safeguarding.

They support our youth members, adult volunteers and parents to provide safe, positive quality scouting to our young people. Currently Scouting has a ratio of 1 employee for every 1,072 youth members and 1 employee to 357 volunteers.

1 Employee : 1,072 Youth Members

1 Employee : 357 Volunteers

Scouting Ireland requires additional funding:

In order to provide the services delivered by Scouting Ireland there is a need to recruit additional staff. This will allow Scouting Ireland to bring about the changes to our governance structures, increasing compliance and reporting requirements and to widen the opportunity of Scouting to those marginalised and discriminated against in our society.

Scouting Ireland appreciates the support given to us by the Department of Children and Youth Affairs. In order to support the development and growth of our current Scout Groups there is a requirement for increased funding as identified by Ms Brigid McManus in her report: *Governance Review of Scouting Ireland.*

Scouting Ireland requires additional funding:

- To continue to deliver the level of service provided currently
- To cater to the increasing youth population – we serve 40,000 young people who are located across every county, we have the potential to cater to more.
- To continue to support and develop training for 12,000 Adult Volunteers
- To increase our integration into communities
- To ensure children and adults are being adequately protected and served
- To expand our existing groups and open new ones
- To provide county, provincial and national support to all groups
- To cope with the increasing costs of insurance
- To ensure the increasingly strict governance and regulatory guidelines are adhered to
- To be able to implement a “no one left behind” policy where Scouting Ireland helps eliminate barriers to entry for young people such as financial, immigration status, transport, etc.
- To implement our new strategy 2020-2023



Funders and Partners

Scouting Ireland wishes to acknowledge the support and assistance received from the Office of the Minister for Children and Youth Affairs through the Youth Services Grant Scheme. We also wish to recognise the help and support of the Dept of Education Northern Ireland and the Youth Council Northern Ireland

Scouting Ireland would like to acknowledge funding received from



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