



# Annual Report 2019/2020

SCOUTING IRELAND  GASÓGA na HÉIREANN

# Statement on behalf of the Board of Directors

## 1st September 2019– 31st August 2020



Fellow Scouts and Scouters,

As you are aware, the Annual Report is compiled for the AGM in April or May of the following year, which can sometimes mean we forget the monumental journey that this great organization has travelled. Human nature being what it is, it is easy to look back and see the last Scouting year only through the lens of the COVID-19 global pandemic. However, the Scouting year this report records is an unusual one in that it spans a period both pre and post COVID-19.

So, we have two stories to tell, one covering the continued transition into a modern, dynamic youth organisation governed by the tenets of good governance. And the second story is of how Scouting has shown its value in each and every community by coming together and *lending a hand* during the pandemic.

At the time of writing, we have almost 250 people from various Core Teams, Subcommittees, Project and Support Teams who make up our National Team. This team saw huge growth in the 2019/2020 Scout year and has continued to do so despite the restrictions in the second half of that year.

Scouting Ireland continues to believe in the value of volunteers and staff working side by side and draws on the wisdom and insight of our young people every day to create and steer this organisation towards the future.

Scouting Ireland has reasserted itself as a leader in voluntary sector and of youth-led

youth organisations. This is no small achievement and sets us apart in leading the way for other youth organisations at home and abroad to aspire to.

Scouting Ireland, this year, set out its sincere and warranted organisational apology to all those who were hurt as members of the legacy Scout organisations that came before Scouting Ireland. We continued to listen to those survivors of abuse who wished to talk to us. We strengthened our links to state agencies, North and South, to ensure that our policies and procedures are fit for purpose whilst at the same time, providing information and assistance to state agencies to bring those, who used Scouting and the privileges of leadership for their own despicable ends, to justice. This important work continues today as does the support to our survivors of abuse.

Throughout this period, Scouting Ireland strengthened its relationship with the Government through the then Department of Children and Youth Affairs. Our governance journey was independently reviewed by Ms Brigid McManus, who verified the significant work completed to date, with some matters still to be worked through, which were subsequently reported to the Minister.

Similarly, our safeguarding policies and procedures were independently reviewed by Mr Ian Elliott, who was satisfied with the huge improvements in both safeguarding and ancillary governance improvements that support strong and effective safeguarding, keeping the welfare of our young people where it belongs, at the centre of everything we do.

In the second part of this Scouting year, we rediscovered our community heroes as an all-island mobilisation of volunteers answered the call to support our communities in both jurisdictions. Scouting formed part of the community response; we looked after those needing our assistance, we produced scrubs, masks and other PPE equipment, our Beavers let our elderly population living in the country's many nursing homes know that they, and we, were thinking of them. Our Covid Taskforce

helped coordinate Scouting Ireland's response, and many rose to the challenge, placing their local Scout Groups firmly in the centre of their communities.

The majority of our Scout Groups found new ways to Scout. Familiarity with platforms such as Zoom and Teams went hand in hand with square lashings and navigation skills! Valiant adult volunteers ensured that despite not being able to meet, Scouting still happened in their sections. When we were able to get out in small groups again, we emerged from our homes and back into our natural habitat, the beautiful countryside of Ireland. Scouts were out and about once more.

To those that kept the flag flying in their Scout Groups despite all the restrictions and challenges that COVID-19 brought, we salute you. Your contribution and positive influence on our young people is immeasurable and its benefits will only truly be recognised in the years to come. As our young people lost so many developmental waypoints, from religious events, birthday parties, school exams, etc., Scouting was their one true constant. Well done to all who made this happen on the ground and to those supporting them at County, Provincial and National level.

We are still in the throes of the COVID-19

pandemic, but we have renewed hope with the continued acceleration of the vaccine roll-out and easing of restrictions. There are still some serious hurdles ahead for us in that regard, as all charities and organisations are facing. However, what the Scout year 2019/2020 has shown us is that when we had no such hope on the horizon, when we faced challenges as a community, as a country, Scouts rose up and overcame what was thrown at them.

In writing my final introduction to an annual report, I am supremely confident that this organisation, with its motivated adults and young people, will see these challenges through and emerge the other side much stronger. Each and every member, through their work and dedication, ensures that our organisation, Scouting Ireland, is striving to be a leader in World Scouting. I thank every single one of you for that.

Scout on and Scout Strong.

*Adrian Tennant*

**Chairperson**

On behalf of the Board of Scouting Ireland

# Company Information

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# Introduction - CEO, Anne Griffin

This report covers September 2019 to August 2020 however it should be read in the context of the huge organisational changes undertaken in the last three years, with significant challenges in moving to the new governance structure while continuing to provide Scouting to young people in every county throughout the island of Ireland.

The last year has brought significant challenges with the COVID-19 global pandemic which has affected every aspect of our lives and the lives of our young people. During this year, Scouting Ireland volunteers, youth members and staff worked hard to support each other and their communities at national and local levels. We have all demonstrated our flexibility in moving our place of work or learning and Scouting to the kitchen table at home. We have also experienced great financial challenges, difficulties in programme delivery, cancelled or postponed events, severe restrictions on Scout meetings and activities, and moving Scout programme to online, but through it all we have continued to Scout, in one form or another.



We have had a year of two halves. This report records the first six months of activities (September 2019-February 2020) for Scouting Ireland that were very much what was planned for. Scout Groups providing quality Scouting to their youth members at local level and county, provincial and national structures providing support in all areas. This included training, safeguarding, national events, and activities at Scout Centres all around the country.

The second six months were beyond anything we could have predicted; the devastating effects of COVID-19 and the inspiring work Scout groups did to support their local communities and each other. Volunteers and staff adapted their ways of working to keep in touch with our youth members and to try to keep Scouting alive for all. We had to postpone the AGM and begin prepping to host our first ever online AGM in September 2020. By the end of our Scouting year in 2020, we thought we would be planning our route back to 'normal' Scout meetings and activities but that's for the next report.

In the period of this report, Scouting Ireland's former CEO, John Lawlor, retired in January 2020, and I took up this role in February 2020. Six weeks later we all went into lockdown and we have all been working from home since then. It was my intention to go out and meet many of our Scout groups at the start of my term, but I hope now, as restrictions lift, to get a chance to meet you all.

Our report covers a lot of programme delivery in the first six months including the Scouting Ireland Assembly in November 2019, the 12 days of Christmas fundraising in December, the Crean Challenge in February 2020 and all the training sessions run throughout the country.

During COVID we launched our Scouting from Home project, which included the 17 days 17 SDG's programme, we setup a taskforce to respond to the COVID-19 pandemic. Our National Youth Representatives engaged with the Board on motions from the National Youth Forum and the new Scouting Ireland Youth Charter which they wrote. They are continuing work on the Terms of Reference for the National Youth Representatives in the new Scouting Ireland structure. Subcommittees, core teams and project teams were established in a number of departments continuing the transition to the new governance structures.

In this time, we also recorded some milestone moments for Scouting Ireland. In February 2020 Tusla confirmed that the agreed action plan between Scouting Ireland and Tusla was complete. Scouting Ireland

had provided a comprehensive overview and Tusla were satisfied that the revised procedures in place.

In March 2020 we published the Ian Elliot *Learning Review into the Historical Sexual Abuse in Scouting*, a report commissioned by Scouting Ireland and published in full. We also published the Scouting Ireland response to this report. The report is deeply shocking and distressing for everyone in Scouting, for the victims and survivors of abuse who were failed and for the parents and communities who support Scouting Ireland. At the online press conference Scouting Ireland made an organisational apology.

In June, Minister Zappone published the Brigid McManus Governance report into Scouting Ireland. An independent report commissioned by the Minister. We were greatly encouraged by Ms McManus's findings and her conclusion that the recommendations of the 2018 report have been implemented satisfactorily. In benchmarking our progress, Ms McManus recognised the significant work and organisational effort by all involved in Scouting Ireland in the major changes already made.

In May 2020 we, along with WOSM, made the complicated decision to postpone the 16<sup>th</sup> World Scout Moot 2021 for one year because of the pandemic. It will now be held in Ireland in July 2022.

This report cannot capture everything; the tireless support our volunteers give to Scouting Ireland and our youth members, the positive skills developed in our young people and the evidence we see every day of their achievements. This report can only give a snapshot of how we work with and for our youth members, helping shape the Scouting Ireland they want and making Scouting better for all.



Anne Griffin  
CEO



# 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 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 and 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 of young people 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.

# Year of Scouting

## Programme

The focus of this year was the firm establishment of the new departments while at the same time doing everything possible to provide continuity in support to Scout Groups. This was a challenge with some areas of support staying in place while other areas needed to change and adapt to the new structure. It was also a challenge to support the continued central role of volunteering in the programme supports as the design of the structures to deliver this were a work in progress.

There were numerous open calls for support, project and core teams this year resulting in the Programme Services Department recruiting over fifty volunteers. This department continues to expand and support the development and delivery of programme to support the development of our young people. It is also worth noting that the Youth Empowerment Project Team played a central role in supporting programme recruitment with over a quarter of all volunteers being youth members.

Added to the challenges of setting up the department, there was the onset of the pandemic and numerous lockdowns to contend with. This was overcome by the various teams adapting their supports to new Scouting environments. The latter half of the year was focused on growing the project teams to support the delivery of our Scouting programme. Unfortunately, this collided with the first lockdown but regardless of that we still managed to get a number of teams up and running.

Several National Event Project Teams were recruited and assembled but their work was limited or put on hold due to COVID-19 restrictions. These include Phoenix Challenge, Cub Challenge, Explorer Belt and Venture Challenge.

Scouting Ireland always has a choc-a-block calendar of events, and this year was no different. However, due to the impact of the pandemic many of our events were cancelled and/or postponed from March 2020 through the rest of the year. However, the year wasn't completely overtaken by the COVID-19 Pandemic, it started with some busy events:

### Scouter's Conference

The month of November saw our first engagement with our volunteers at the Scouter Conference. This was an opportunity to explore what Scouters wanted to see in the programme. This consultation took the form of three workshops at the Scouter Conference in Tullamore. The three workshops were on:

- Youth Empowerment
- National Activities
- Programme Support

The feedback was very positive and constructive. This engagement was a great stepping off point for the department and the feedback helped us shape the department's work for the year.

### World Non-Formal Education Forum + Congress

In December 2019, we attended the World Non-Formal Education Forum in Rio De Janeiro, Brazil on the 9th –11th December 2019. The World Non-Formal Education Forum had a programme designed to contribute to the global debate on education and youth development in a rapidly changing world and to explore future trends and approaches in non-formal education. The forum provided a fantastic

opportunity to exchange best practice internationally regarding non-formal education, idea sharing and innovative education for SDGs.

One major point taken from the Forum was how highly regarded Scouting Ireland's programme is by other National Scout Organisations. That is a huge credit to all who worked tirelessly on its development and implementation since 2004.

### **National Activities**

The Crean Challenge and the Cub Challenge were the main survivors of this year. While the Crean Challenge ran pre-COVID-19, it was a success for all involved and hugely enjoyable for participants. The Cub Challenge ran through the new format of National Virtual Cub Challenge and saw a large engagement in the activities throughout the year.

### **National Activities Review Team**

This team worked hard over the latter half of the year to design a review process for all national activities. Unfortunately, the team were stifled in their review of activities because of lockdown restrictions on running large events, however, they have shown great resilience by continuing to work on it.

### **Youth Empowerment Team**

The Youth Empowerment Team took up a new role in the department by focusing on how to strengthen empowerment in Scouting, especially at a local level. Again, restrictions meant that they could not meet face-to-face but that did not stop them from producing guidance documents published on [www.scouting360.ie](http://www.scouting360.ie) on how to develop youth empowerment through regular day-to-day activities.

### **Sustainable Team**

This team was probably the most active throughout the year. The team started with huge energy with the #17days17SDGs challenge and the ideas on [www.betterworld.ie](http://www.betterworld.ie). These were a big success and popular globally! This initiative was followed by a survey into the awareness of sustainability across all members of Scouting Ireland, which formed the basis of the following months of work. Other successes in the area were the recruitment of a Sustainable Development Support Officer and the successful application for Climate Justice Funds.

### **Programme Support**

The main focus of the Programme Support Team for the year was the broad support for Scouting through the pandemic. Support was provided across all five sections primarily through initiatives like LION and ROAR. Lion- "Local, International, Outdoors, and New" - targeted support at Beavers and Cubs, Scouts and Venture Scouts. ROAR - "Rover or Adult Research" was aimed at our adult members. Both resources are still available online on [www.scouting360.ie](http://www.scouting360.ie)

### **Adventure Skills Team**

The Adventure Skills Team leads continued the support and work they have been contributing for the past number of years. For the sake of continuity during the pandemic, it was agreed to keep the same people in place so that there was no disturbance to the support that local groups get for the nine Adventure Skills. One of the notable success stories in this area was the awarding of funding from the Irish Adventure Sports Training Trust for Mountain Skills accredited courses.



## Scout Groups

In September 2019, Scouting resumed with many groups looking forward to an exciting year of Scouting. The selection process for the Volunteer Resource Management and Group Support Core Team started in October 2019 and the Team got going in November 2019. More interviews were held in January 2020 and an excellent team of volunteers were appointed in February 2020.

The COVID-19 pandemic became a major part of our lives just a month later. This put a stop to all face-to-face meetings and training from March onwards. The Team's priority became ensuring training could be delivered remotely, with the *Safeguarding Refresher Training* moved online first and then development of *Pathways to your Scouting* to be rolled out from September 2020. This required Trainers to completely change how training was delivered and the commitment and dedication of the Trainers in Scouting Ireland is second to none.

In February 2020 Scouting Ireland started the process of registering Scout Groups with the Charities Regulator and again COVID-19 created issues, not just for Scouting Ireland, but also for the Charities Regulator. The department developed some sample policies to assist Scout Groups with the registration process:

- Scout Group Membership policy template
- Scout Group Conflict of Interest policy template
- Scout Group Concessions policy template
- Scout Group Annual budget template
- Scout Group Strategic Plan sample

Groups started to register, and the Charities Regulator are keen that Scout Groups in the South of Ireland register with the CRA in line with the Charities legislation. All Scout Groups in the North of Ireland have been registered with the Charity Commission Northern Ireland. Support Staff are available to support Groups with the registration process.

The Team have also been working on developing a Membership Policy which will be rolled out in 2021. The success of Scouting depends on Volunteers taking up roles on Project Teams, Support Teams, Board Subcommittees and the Board and all members are encouraged to consider applying for these roles.

# Adult Training

The development of our adult volunteers is a priority for Scouting Ireland. We continually review and deliver high quality training to our volunteers to ensure our young people are safe, receive the highest quality of Scouting and have fun. We delivered the majority of our training in the first half of the year, before the forced cancellation of most of the sessions planned in the latter half.

During this time, our trainers focused on how to deliver training in a world with COVID-19, moving much of our training online and, when possible, delivering training outdoors in line with regulations.

## Training – 2,669 interactions

- 303 Adults completed *The Story of Scouting* Training.
- 914 Adult Volunteers completed *Being a Scouter* Training.
- 158 Adult Volunteers completed *Learning for your Team* Training.
- 153 Adult Volunteers completed *Youth Led Programme* Training.
- 83 Adult Volunteers completed *Adventure Skills Facilitator* Training.
- 208 Adult Volunteers completed *Overnights Adventures and International Camp Training*.
- 115 Adult Volunteers completed *Scouting Together* Training.
- 662 Adults completed *Safeguarding Refresher* Training.
- 77 Group Leaders and Commissioners completed *Group Leader / Commissioner Training*
- 26 Adult Volunteers completed *Train the Trainer* Training.



# 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. To ensure this is to the forefront of every adult in Scouting Ireland, all adults must complete Scouting Ireland's recruitment process including an interview, reference checks, vetting and training and must adhere to training and policies.

In progressing the recommendations outlined in Mr Ian Elliott's report '*A New Approach to Safeguarding*' and Ms. Jillian Van Turnhout's '*Review of Scouting Ireland*' a Safeguarding Implementation Action Plan was prepared and actioned by Scouting Ireland. The Safeguarding Department, staffed by the Safeguarding Manager and two Safeguarding Case Officers, moved to a new office with enhanced security to improve the secure storage of files. A major review of Safeguarding policy and procedures was conducted and completed towards the end of 2020. This culminated in the production of a new '*Child Safeguarding and Child Protection Policy and Procedures*' and our new '*Code of Behaviour: To assist adults engaging with children in*

*Scouting*', replacing the previous '*Code of Good Practice*'.

This was supported by the establishment of a new subcommittee of the Board of Directors, the Safeguarding Committee, which commenced its work in January 2020. The role of the subcommittee includes oversight of the development of Scouting Ireland's safeguarding policies, procedures and training, along with the overall operational effectiveness of the Safeguarding Department. Throughout 2020, the Safeguarding Department engaged with the subcommittee in the development of new policies and procedures designed to ensure that the welfare of children is the paramount consideration in the work of Scouting Ireland.

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 and continued to work closely with Tusla throughout the year, in particular in the development of our new policy and procedures and ensuring the safeguarding of children in Scouting.

# COVID-19 Pandemic Response

With the COVID-19 pandemic looming large, Scouting Ireland got to work setting up a Pandemic Taskforce to coordinate and support community efforts and to ensure Scouting continued, in whatever form, throughout this unprecedented time.

The government reached out to the voluntary sector for help coordinating community efforts and initiatives and Scouting chose to live up to the Scout Promise to "...serve my community, to help other people...".

The taskforce was made up of members of Provincial and County teams, key volunteers and professional staff. The purpose of this Taskforce was twofold:



1

support our communities

2

provide programme to all children confined at home

As the Taskforce started to develop ideas, a survey was carried out to see what Scout dens were available if required by medical or community services and 81 Scout Groups were on standby to volunteer their Scout Dens if required. Local councils and government departments were contacted along with some other volunteer organisations to find out where help was needed and how best to deliver it.

Some of the initiatives spearheaded and assisted as part of the taskforce were:

## Northern Ireland Scrubs Initiative

The Northern Province got involved in a Northern Ireland-wide project working with and supporting NI Scrubs, an initiative to make and distribute personal protective equipment to any frontline workers who needed them. Our Scouters supported by driving around the country collecting and delivering material, pre-cuts and finished articles before finally delivering them to hospitals, nursing homes and other establishments. In total 25 Scouters spent over 293 hours on the road, travelling over 7146 miles making 483 stops. The Belfast & Lisburn area were by far the busiest with over 5336 miles being completed by their 17 drivers.

## Let's Lift Spirits this Easter by Putting Smiles on Faces

As part of the Beavers and Cubs daily arts and crafts, they were asked to create homemade Easter Cards for our older people who cannot have visitors in care homes. Thousands of cards were electronically sent to Homes throughout Ireland.

## Community Support

In many areas Scouts and Scouters were on call to work with the local councils to lend a hand; deliver shopping, collect medication and even mowing a lawn in Drogheda. Lots of groups raised money or got their sewing machines fired up, 10TH Kiltiernan raised €7,522 for 15,000 Reusable masks and Douglas and St Finbarres Scout Group raised €34,563 for 50,000 Face Shields.

## Laptop Initiative

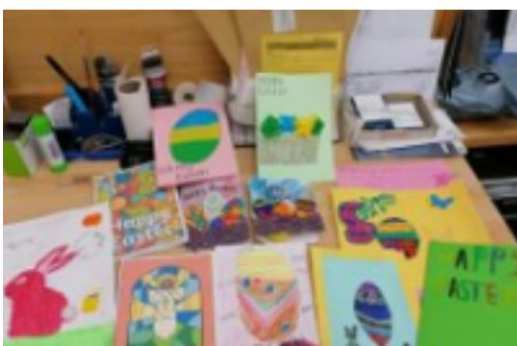
Scouting Ireland was proud to support Access Trinity (Trinity College Dublin) in providing laptops to exam students during the lockdown. These laptops helped to make a real contribution in creating a more inclusive educational experience for those that received them.

## Tidy Your Bedroom

The COVID-19 Taskforce worked on coordinating a Tidy Your Bedroom and toy donation initiative with *Mas on a Mission* for all Beaver Scouts and Cub Scouts. Sadly, because of the lockdown restrictions they were unable to deliver the toys but there was a lot of happy parents and clean bedrooms.

## Programme Ideas

The Programme Services Core Team and their Project Teams worked constantly throughout lockdown ensuring great new ideas were captured, shared and developed to be used.





## National Youth Representatives

During the summer of 2020 the Board met with the National Youth Representatives as part of their commitment to youth voice and input at all levels of the organisation.

Broadly, the board and the National Youth Representatives spent significant time discussing what and where youth engagement will be in Scouting Ireland's new structures for optimal youth participation. A paper from the National Youth Representatives was presented which outlined two approaches. Following this, a discussion on what a hybrid approach of both would look like took place. The National Youth Representatives will continue to engage with the Transition Subcommittee to discuss, progress and present a proposal in advance of the next meeting. Scouting Ireland is committed to not only being an organisation for youth but that it truly becomes an organisation which is shaped and led by young people.

Following on from the National Youth Forum, the National Youth Representatives presented a number of motions to the Board for consideration. The following sets out the matters raised by the National Youth Representatives and progress on the matters raised:

**Sustainability Policy Proposal:** That Scouting Ireland would adopt a sustainability policy which would include:(1) Banning of all single-use plastics from National Events (2) All National Events must provide a recycling system (3) On all national activities, each participating team must own and use a recycling system.

**Response:** The Board accepted this in principle and the CEO committed to bring the policy paper to the Programme Services and Corporate Services departments to implement through Project Teams in each department.

**Inside Out Blog Proposal:** Proposed to reactivate a youth blog to produce bi-weekly articles for members.

**Response:** The Board were very supportive of the proposal. The CEO advised that this would be a Project Team within the Information and Communications Department and this motion is timely as the Department were reviewing communications strategy.

**Free Sanitary products at National Centres:** That Scouting Ireland will provide free sanitary products at all National Centres.

**Response:** The Board accepted this in principle. The CEO will request the Corporate Services Department to investigate what is needed to deliver on this. The National Venture Representatives agreed that the Venture Forum would be happy to apply to be part of a Project

Team.

**Activity Consent Form:** (1) Scout groups to keep Activity Consent Forms for more than just one activity. (2) Scouting Activity Consent Forms are produced and distributed online

**Response:** Both motions were accepted. It was acknowledged that there are challenges with GDPR and keeping medical information up to date, but it was felt they would be overcome. The National Youth Representatives were asked and agreed to work with the Volunteer Resource Management & Group Support Department to review how these improvements can be implemented.

**Patrols in Action Camp Series:** That the Patrols in Action Camp Series be re-introduced. The Patrols in Action Camp Series was an annual summer camp during 2013-2017 led by our youth members.

**Response:** The Board accepted that a new series of camps would be a good idea. The CEO confirmed that the Programme Services Department, the Corporate Services Department, and the Safeguarding Department would be asked to progress this proposal. They will be updated with open calls for future project teams yet to be set up.

**Vetting process for Rover Scouts:** Outlined challenges that Rover only members (as opposed to "Rover and Scouter" members) face during vetting.

**Response:** The Board acknowledged the challenge as presented and committed to exploring all options to ensure that Rover members are vetted. The CEO confirmed that the Safeguarding Department and the Core Team of the Volunteer Resource Management & Group Support Department are in the advanced stages of exploring solutions which will be sent to the Quality of Scouting Board Sub-Committee for review before coming to the Board for approval. As part of the development of the policy, the Core Team have, since the National Youth Representatives and Board met, met with the National Rover Youth Representatives.

**Chief Scout Award:** The Rover Representatives raised challenges with the Chief Scout Award stating that they believe it is unachievable in its current form.

**Response:** The CEO has been asked by the Board to review the challenges outlined with the Programme Services Department.

# Operations



The Corporate Services Department continued to support the effective running of the organisation. The department, in conjunction with other departments, progressed work towards achieving compliance with the Charities Regulation Authority Code. Improvements to the Membership Management System were implemented and examination of options for an alternative member management system was commenced. Continued administration and project management support was provided to all Scouting Ireland National Activities and the European Jamboree.

Training bookings, training administration and support was continued and adapted in preparation for the temporary move to online training during the COVID-19 restrictions. 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 to ensure issuing of adult awards was undertaken accurately and groups were supported with all insurance queries. Despite the unfolding COVID-19 Pandemic in 2020, the department continued to provide travel insurance support and procurement for groups. Management of the annual National Fundraiser the '12 Days of Christmas Draw 2019' project from license application to the completion of the draw was completed successfully.

# National Scout Centres

The 1st September 2019 to the 31st August 2020 was a poor year for three of our National Centres due to the Covid Pandemic causing site closures, the cancellation of indoor overnight trips, cancellation of face to face training courses and the effective cancellation of most domestic summer camps. However in the late 2019 we continued see the benefits of the business diversification across the centres through normal autumn operations. The spring/summer business associated with the youth sector, schools and non-scouts was heavily impacted by covid restrictions and school closures at all our centres. It is anticipated that this customer base which has helped achieve growth while spreading the demand on the centers' resources will be retained and grow further post pandemic at all our locations. Larch Hill National Scout Centre hosted the European Centre Managers Conference in October 2019. This WOSM approved event drives excellence across European centers. The four day event involved 65 people from 32 scouts center across 19 European countries, Scouting Ireland is very proud to host this high profile and relevant event which has further help ensure there is an awareness of all our National Scouts Centre in Europe. Lough Dan National Scout Centre continued with its long established and successful tree planting programme as part of National Tree Week in 2020.

The Family camping initiative run at Larch Hill, Lough Dan and Castle Sanderson in July and August 2020 was hugely successful with high levels of interest, with over 800 individuals availing of the opportunity across 6 weekends.

<b>Family Camping</b>	<b>LD</b>	<b>LH</b>	<b>CS</b>	<b>Total</b>
<b>No. Of Families</b>	88	59	56	203
<b>No of People</b>	336	251	217	804

	<b>Vistors in 2020</b>	<b>Pre-Covid (Sept 2019 to March 2020)</b>	<b>During COVID (April 2020 to Aug 2020)</b>
<b>Larch Hill</b>	16221	14536	1685
<b>Castle Saunderson</b>	5140	4115	1025
<b>Lough Dan</b>	8994	6675	2319
<b>Killaloe</b>	178	178	0

# World Scout Moot 2022

Scouting Ireland won the bid for the second largest World Scout event, The World Scout Moot, at the World Scout Conference. Since that time the World Scout Moot Core Team and wider Planning Team have been working away to create a quality World Scout event to rival previous events and maintain the continuum of World Scout events since the founding of Scouting. Due to the impact of the COVID-19 pandemic the decision was taken to postpone the World Scout Moot for one year to 2022 in the hope that things will return to 'normal' by that time.

The World Scout Moot is a jamboree event for Rover Scouts and is second only to the World Scout Jamboree which is aimed towards Scouts and Venture Scouts.

The World Scout Moot in Ireland has attracted much attention worldwide and 'expressions of Interest' in attending the event are high. Expectations in this regard have been exceeded and if realised it will be the biggest World Scout Moot event in the history of Scouting. Large contingents are expected from Australia, UK, the USA, Brazil, Mexico and many other countries across Europe.

The World Scout Moot Planning Team have been busy working out the logistics and the development of the programme for the event. The Moot event is unique, in that, it is comprised of two elements - a Trail programme and a Basecamp programme. Within the programme, all participants will take part in 32 trails across the country for five days. This will be undertaken in International Patrols. During this adventure, they will explore our countryside and culture, engage with local communities and Scout Groups, undertake a local service project and get to know the international members of their Patrols.

To provide such an experience the World Scout Moot Planning Team will be seeking the support of local groups and Scout Counties in the development of the trails. This development will provide Scouting Ireland with a legacy of 32 trails that can become a future aspect of our programme for all Sections. A detailed engagement document will be released to all stakeholders to explain how to undertake this development. Scout Groups and Counties will be requested to get involved.

The Basecamp element of the Moot programme will take place in Malahide Castle with the support of Fingal County Council. This is an ideal venue for the event with rail links to the city and its proximity to Dublin Airport and ferry links. A special feature of the programme at basecamp will be the Dublin Experience where 2,500 participants will visit the city each day. Again, the World Scout Moot Planning Team will be seeking the support of Scout Groups and Counties in the Dublin area to help in its development. As with the Trails programme, it is hoped that the Dublin Experience programme will become a legacy for future programme opportunities in Dublin.

The Moot Planning Team is expanding as the workload increases. Opportunities are advertised on [www.worldscoutmoot.ie](http://www.worldscoutmoot.ie) and the Planning Team regularly receive applications from Ireland and other Scout associations worldwide. The Moot Planning Team is therefore a mixed team of many nationalities. There are opportunities for everyone who wishes to become involved, some are specialised skill-based appointments, but many are of interest to enthusiastic applicants who just want to be involved. With the release of the Trails development document and invitation to become involved, the team is expected to increase and expand further.



During the summer of 2021, the hope is to be able to test Trails and programme elements so that the logistical elements of the World Scout Moot event can be explored and ensure that all Trails and experiences are of the highest quality. This testing phase can be undertaken by all Sections and will not be exclusively for Rovers. In this way, local Trails and the Dublin Experience can become a real feature of our summer programme for our groups.

Shortly, an Irish Head of Contingent will be appointed to lead our Irish participants attending the Moot. Advertisements inviting Rovers who wish to be participants at the event will follow soon after this appointment. Participation is open to Rovers who are 18-26 years of age during the event.

There are a lot of unknowns in the future, but the World Scout Moot Planning Team is ready to welcome Scouts from around the world to Ireland and confident that a great event awaits the world of Scouting in 2022.

# Year of Transparency

Scouting Ireland commissioned Mr Ian Elliott to undertake an independent Learning Review to help us learn from the mistakes of the past so that we can ensure modern Scouting never fails our young people, our volunteers, and our employees again. Mr Elliott's Report 'Historical Sexual Abuse in Scouting: A Learning Review' is important:

- For the courageous survivors of sexual abuse in Scouting, many of whom have come to us to tell their stories
- For the volunteers who are committed to Scouting and who support Scouting for the benefit of our young people
- For the parents who trust us to safeguard their children
- For the young people in Scouting – the only reason we exist
- For other youth organisations who can learn from its findings

This Learning Review was a milestone in Scouting Ireland's determination to search for the truth. It exposes past failings, particularly in our legacy organisations. It enables us to learn from an appalling backdrop of abuse which was ignored and unfortunately, in some cases, actively covered up. As Scouts, we will not hide from our responsibility, to tell the truth. By looking 'beneath the stone' and searching 'the darker corners of the organisation' we have faced up to the fact that Scouting was not as safe as it should have been for our young people.

As a result of this report, we have put the protection of young people where it should always have been – front and center of everything we do. Scouting Ireland unreservedly accepts the findings of this Learning Review in their entirety. It is an appalling vision of abuse, of cronyism and a catastrophic failure over decades of the governance required to deal with it. Mr Elliot describes cronyism as a negative culture focused on self-interest. Scouting in its historic legacy organisations evolved into contrasting, overlapping worlds. One was Scouting at its best. It was supported by the genuine commitment of thousands of volunteers. They worked for the benefit of tens of thousands of young people. In parallel, another world existed. Sexual predators used the movement to abuse young people and destroy lives. Where cronyism is present it permits unscrupulous behaviors to go unchecked such as child sexual abuse. Habits of turning a blind eye developed. Organisational reputation and what passed for personal respectability was put before the welfare of young people.

These young people are the very reason Scouting exists. These young people were failed the most. The current Board of Scouting Ireland was in office for eighteen months when this review was published. This board is charged with oversight of a completely new approach to good governance and accountability and a determination to deal fully with issues that arose from the past. The decision of the previous Board in calling on Mr Elliott, initially to undertake a safeguarding review of the policies and procedures in place in July 2017, was part of that. It rapidly became clear that a much larger legacy issue existed. The job of facing up to that legacy was severely hampered by inadequate governance structures. Bad culture thrives in poor structure and governance.

This Report is correct in describing that the culture that had existed in the legacy organisations was one that allowed for cronyism to develop and where volunteers were not held accountable for their actions. The backdrop to this Report includes:

- New governance structures that are in place in Scouting Ireland
- The findings of Ms Jillian van Turnhout's report '*Review of Scouting Ireland*' completed for Minister Zappone in June 2018.
- The appointment in March 2020 of Ms Brigid McManus to carry out an assessment of governance and safeguarding in Scouting Ireland as a follow-up to the earlier work of Ms van Turnhout.
- Child safeguarding policies and procedures have been independently reviewed by Mr Elliott and further developed by our Safeguarding Department in conjunction with Tusla.
- Scouting Ireland has completed the agreed Scouting Ireland Tusla Action Plan and developed new procedures for the assessment and handling of child protection disclosures.

Good policy, transparent structures and effective enforcement are required for real change. Historically,

discipline in Scouting was at best a reluctant response within a peer group. It was ineffective. This Report details the shocking consequences of that failure. The lack of consequences fostered bad culture, in the context of poor governance:

Scouting Ireland has developed a new disciplinary code, which is regularly reviewed, and appointed a Disciplinary Panel of 3 members one of whom is external to Scouting Ireland.

- Scouting Ireland continues to liaise with all relevant authorities including Túsla, Gateway, An Garda Síochána, PSNI, Charities Regulatory Authority and the Charities Commission of Northern Ireland.
- Delivering on this is an enhanced Safeguarding Department including the new post of Safeguarding Manager.
- Our new CEO Ms Anne Griffin is leading the professional team forward in a completely different governance structure.
- All positions at a national level, from Project Teams through to Directors, are advertised, interviewed for and filled with persons holding the skills and experience to meet the term-bound role.

Scouting is a youth movement, not a hobby for adults. To be a volunteer in Scouting Ireland is a privilege not a right. Cultural change requires we re-centre ourselves on the young people we exist for. To our survivors of abuse in Scouting, we want you to know that you have been heard. You are believed. We are determined that there is no place in Scouting for anyone who by design or by omission harms a child. Cronyism, looking away and covering up are not victimless crimes. They are enabling actions. Scouting Ireland unreservedly apologises to those who placed their trust in Scouting here in Ireland and those that Scouting has failed. We have pledged to adopt and deliver on the Learnings and Recommendations of this Report. It is a light pointing into a very dark corner. It is also a beacon for the standards, culture, and structures we must have, and which must be resourced to ensure that Scouting is a safe place for young people.

Our task now is to ensure that parents and communities can have full confidence in modern Scouting and in the huge efforts and positivity that our Volunteers bring to their communities across the whole island of Ireland. For those of us committed to Scouting, that commitment is to lead every change required. Our thanks are due to Mr Elliott for such a comprehensive report. Our deepest respect is due to the victims and survivors. We will not forget that in the bravery and honesty of their personal accounts, they, more than any others, have demonstrated the character which Scouting Ireland needs to continually strive to meet. Mr Elliott's Report is for them, it is their story.

# Year of Transition

Since the adoption of a company only structure, Scouting Ireland has grown to be more transparent, inclusive and accessible than it has ever been. New teams are now made up of experienced and enthusiastic volunteers, with clear staff structures with accountability throughout, and volunteers bringing a wealth of ideas from their Scout Group to their team or committee. With over 220 Scouts and Scouters now working towards the development and progress of Scouting Ireland, we are assured we are moving in the right direction.

Teams across our organisation working on diverse areas like Group Leader Training, National Activities and Sustainable Scouting are now open to anyone who may want to help – both adults and young people. Put simply, there are more ways to get involved in Scouting Ireland than there's ever been. Young people can join these teams as full members to share their ideas for our movement. It is a chance to learn more about yourself, your interests and contribute to Scouting and your personal development. All opportunities are available to view and apply for on the Volunteer Opportunities section on our website

Throughout the previous year, the Transition Department Core Team have worked on many different areas of the organisation:

- **Subcommittees** – involved in the interview process for the different Subcommittees after having been involved in the drawing up of the ToRs for same. Worked on the content and delivery of the induction process for the Subcommittees. Further induction was given as a task to the Governance, Nominations and Remunerations Subcommittee.
- **International Ambassador** – started work on developing the new ToRs for this position. Transition Subcommittee presented them to the Board for approval.
- **Activities Oversight Committee** – worked on the ToRs for this team in conjunction with the existing team. Going to be a Project Team in the Office of the CEO.
- **Awards Committee** – worked on the ToRs for this team as well as the Awards Policy document.
- **Type C Company Compliance** – started work on documenting where in this process as an organization we are and what has yet to be completed. Work handed over to the Governance, Nominations and Remunerations Subcommittee to continue with.
- **Health & Safety Subcommittee and Compliance, Governance & Nominations Subcommittee** – worked on the restructuring of these committees. New ToRs have been drawn up and both Subcommittees are up and running.
- **TIMG** – met with and continued to report to the TIMG on the progress of the transitioning to the new structures.
- **Mapping Exercise** – carried out a mapping exercise to map the functions from the old structures to the project teams, core teams and subcommittees.
- **Brigid McManus Report** – contributed to this report by different members of the team taking part in interviews by Brigid McManus.
- **PC/CC Structures** – met with PCs and delivered a presentation on the transition changes and progress made to date. Discussions with the PCs about the role descriptions of the PCs in the new structures that will take shape. Formed a working group to work on documents relating to the PCs and the Provincial and County structures. Facilitated meetings between the PCs, Volunteer Resource Management & Group Support Core Team and Transitions Subcommittee.
- **National Assembly** – Transition Subcommittee gave a presentation on the transition process so far.
- **Project Teams** – contributed to the standard set of ToRs for all Project Teams.
- **Board of Directors** – presented to the BoD, a presentation outlining the transition as we move to the new structures.
- **DRAP/DPAN** – worked with the current teams on the production of the ToRs and the updated policies and

procedures. The DRAP/DPAN fall under the Volunteer Resource Management & Group Support Department.

- **Chief Scout** – worked on the new ToRs for the role of the Chief Scout to stay in line with what is in the Constitution.
- **National Youth Representatives** – worked with the National Youth Representatives and the Youth Empowerment Team in helping to define what place and position they take in the new structures. Encouraged them to come up with where they felt that they would be best placed and the roles they could take on.
- **Transition Update to Members** – completed transition updates to the general membership, outlining where we were in the process.
- **PMST** – attended different PMST meetings around the country to explain the progress of transitioning to date and to answer questions.
- **NASRAP** - work is ongoing in placing the NASRAP within the new structures.
- **Code of Conduct** – involved in the production of the Code of Conduct to be used for all teams.

# Year of Finance



## Financial statements

The financial statements for Scouting Ireland Services CLG 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:

At the time of writing this report we cannot consider the financial position for 2019/2020 without considering the impact of COVID-19 and the financial uncertainty it brings now and into the future.

By the 31<sup>st</sup> of August 2020 restrictions imposed by the Government resulted in us only being in a position to operate National Scout Centres in an extremely limited way over the summer months, as well as having to cancel a number of National events. These restrictions severely impacted the activity of Groups at a local level. With that in mind, let us have a look back at last year:

- Our total income of €4.75 m was down €1.05m on last year (2019: €5.80m). The income for 2018/19 was boosted by €1.170m due to the World Scout Jamboree 2019. Excluding this event, we managed to achieve an income broadly in line with 2018/19. There was a €0.7m increase in membership income over 2018/19 to €2.77m. The main reason for this was the increase in membership fees for youth and adult members to €65. Safeguarding is and will always be a main priority and we are very grateful to receive a restricted grant from the Department of Children and Youth Affairs to support the investment in the safety of our members.
- Our expenditure on charitable expenditure was €6.42m, down €1.24m on last year (2019: €7.66m). The expenditure for 2018/19 included €1.149m for the World Scout Jamboree 2019. Excluding this event, expenditure was down slightly on 2019.

- There was an operating loss of -€1.7m (2019: -€1.9m), which includes €2m for legal provisions. As a result of the operating loss, general funds are now a negative -€4.9m (2019: -€3.2m).
- Capital expenditure for the year was €0.153m (2019: €0.007m).
- Our general funds are now a negative -€4.9m (2019: -€3.2m).

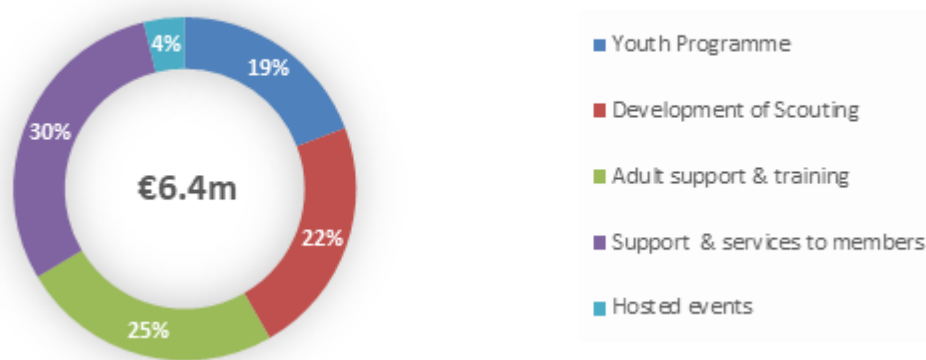
## Income

Whilst our income streams have been consistent in the past, as a result of COVID-19, it has been a challenging year, in particular for our National Scout Centres. Indeed, future prospects, at least in the short term, are now more uncertain.

Total income for the year amounted to €4.75m compared with €5.80m in 2018/19, a decrease of 18%. This is mainly due to the fact that the World Scout Jamboree 2019 income of €1.170m was included in the 2018/19 Financial Statements, with no similar event taking place in 2019/20. In addition, during 2019/20, there was no income from service level agreements, the Mount Melleray community employment scheme closed in May 2020 and COVID-19 had a significant adverse impact on the National Scout Centres and National Events income. Income from other trading activities includes membership and fundraising income. As a result of an increase in the membership fee, the Income from other trading activities increased by 36% to €2.88m. Our membership fees are vital to funding the supports provided to members.

## Expenditure

Expenditure on Charitable Activities



Expenditure on Charitable activities is the largest category of expenditure and has been analysed into five categories. Youth programme includes the various educational activities in which members participate. Development activities are those which are focused on growing our movement. Adult support and training includes those activities which assist leaders and other adults involved in Scouts. Support and services to the movement includes those activities such as insurance and safeguarding of children, which underpin the activities of Scout Groups. Hosted events include WOSM / WSF and European Scout Region activities and events which are supported by Scouting Ireland. Each of these five categories includes both direct costs and support costs. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. The expenditure on charitable activities decreased by €1.24m to €6.42m (2019: €7.66m), or by €0.086m excluding the World Scout Jamboree 2019.

The costs of raising funds and other expenditure during the year amounted to €0.06m (2019: €0.07m), bringing total expenditure for the year to €6.48m (2019: €7.73m), a decrease of €1.25m or €0.1m excluding the World Scout Jamboree 2019.

## Fixed Assets:

Capital investment during the year amounted to €0.153m (2019: €0.007m). During the year we invested in infrastructure, in particular the ground floor of National Office in Larch Hill was upgraded to include additional office accommodation which will meet the requirements of the safeguarding team, as well as provide additional office accommodation and a meeting room to enable efficient working on behalf of our members.

## **Reserves:**

Reserves provide time to adjust to changing financial circumstances. They also provide parameters for future budgeting and strategic plans and contribute towards decision making. Restricted and unrestricted reserves at the end of the year decreased by €1.727m. Restricted funds are those received which have been earmarked for a special purpose by the donor or the terms of an appeal. 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 31st of August 2020, the unrestricted reserve was in a deficit position of -€4.725m (2019: -€2.992m). The directors wish to increase the current level of reserves so that they are holding 3 to 6 months operating costs plus cover for additional potential costs.

## **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 CEO which takes into account market comparators, cost of living increases and the financial position of the Organisation. The Governance, Compliance, Remunerations and Nomination Subcommittee is responsible for recommending to the Board any change to the CEO's salary. The remuneration benchmark is the mid-point of the range paid for similar roles. In view of the nature of the charity, salaries are benchmarked against pay levels in other charities of a similar size run on a voluntary basis.

## **Forward Financial Forecast:**

The principal risk to the viability of the company is COVID-19. At the time of approving the financial statements the COVID-19 pandemic and the associated Government control measures were in full operation. These have had a severe adverse impact on virtually all Charities including Scouting Ireland. As a consequence, Scout Groups were not in a position to physically meet outdoors until the 26<sup>th</sup> April and will continue to follow Government policy in relation to outdoor gatherings.

To maintain the viability of the business the Directors have taken significant action including reduction, cancellation and/or deferment of virtually all operation expenses. The majority of the company's staff have been placed on a 3-day week (as of the 15<sup>th</sup> of March 2021). The company has availed of all Government supports available. The Management of the company are preparing rolling cashflow forecasts on a month-by-month basis. These will continue to be prepared for the period of the restrictions and will be supported by detailed financial and cashflow projections post COVID-19. Based on these cashflow forecasts the Directors are satisfied that the business will remain cash positive.

Based on this, the Directors have a reasonable expectation that the company has adequate resources to continue in operational existence until the restrictions are lifted. The Directors therefore will continue to adopt the going concern basis for accounting in preparing the financial statement of the business.

# Year of Governance



As Scouting Ireland continues its journey of change and transformation, we remain committed to being open and transparent with all stakeholders. This has been a huge journey for Scouting Ireland thus far and we thank all who have supported and encouraged us in this ongoing work.

Scouting Ireland is a youth organisation, and we aim to be a youth-led organisation, having our young people not only foremost in our minds when it comes to decision-making, but also having their guidance and input within our operational and oversight functions. Our young people are, and should continue to be, at the heart of every decision we make for, and as, Scouting Ireland. This includes every decision, from the largest to the smallest. We continually ask ourselves the following questions:

- Does this deliver on the aim of Scouting?
- How does this benefit our youth members?

Scouting Ireland, like all other organisations, has been challenged with the restrictions of the COVID-19 pandemic. However, Scouting Ireland has continued to progress the recommendations in Ms McManus's review.

## Independent Governance Review

Ms McManus' *Review of Implementation of the Review of Scouting Ireland Recommendations* April 2020 was welcomed by Scouting Ireland. We were greatly encouraged by Ms McManus's findings and her conclusion that the recommendations of the 2018 report have been implemented satisfactorily. In benchmarking our progress to date, Ms McManus recognises *'the significant work and organisational effort by all involved in Scouting Ireland in the major changes already made'*. Good Corporate Governance is essential to developing a culture that is focused on our mission of delivering Scouting to young people and putting our young people front and centre of everything we do.

Delivering and embedding effective organisational change both structurally and culturally in any organisation is not easy and requires on-going work to deliver fully and sustain in a way that supports a flourishing organisation. Ms McManus highlighted additional areas that need to be addressed from the perspective of good governance. The remaining changes to our governance structure have been significantly advanced since April 2020 and we continue to consolidate, develop and embed the governance and organisational structures that Scouting Ireland is committed to.

The Board of Scouting Ireland has progressed each of these recommendations which are outlined in this report.

- Wind-Up of the Association.
- Governance relationship with Trust Companies.
- Delivery of new organisation structure including role of Provincial Teams and full establishment of new Department/Core/Project Team structures.

- Charity Registration of all Scout Groups progress towards compliance with Code of Governance for the Community and Voluntary Sector and the Charities Code.
- Revised child safeguarding policies and training.

## New Subcommittee

Following a review of our subcommittee functions, as well as discussions among the Board and Transition Subcommittee, the decision to merge our Governance, Nominations and Remuneration function into one committee and establish a separate subcommittee focusing on health and safety was made. Both continued to be chaired by directors and filled with volunteers. This change was as a result of balancing the various workloads, as well as highlighting the importance of health and safety in everything we do.

## Compliance with Governance Codes

Over the past two years Scouting Ireland has been working diligently to meet the Code of Governance for the Community and Voluntary Sector and the Charities Code. As the Code of Governance for the Community and Voluntary Sector has been stood down since 2019 we have focused our efforts on complying the Charities Code. Scouting Ireland's Board and executive were busy this year ensuring we will be compliant by January 2021 as outlined in the charities legislation. By the end of the year almost all of the elements of the six principles will be met. The Governance and Compliance Subcommittee were well on track to complete and submit its charities governance compliance record form which details the actions we have taken to meet the standard. As the year closed out the subcommittee were in the process of documenting the evidence of our actions for December 2020, in support of good governance and the Board of Scouting Ireland.

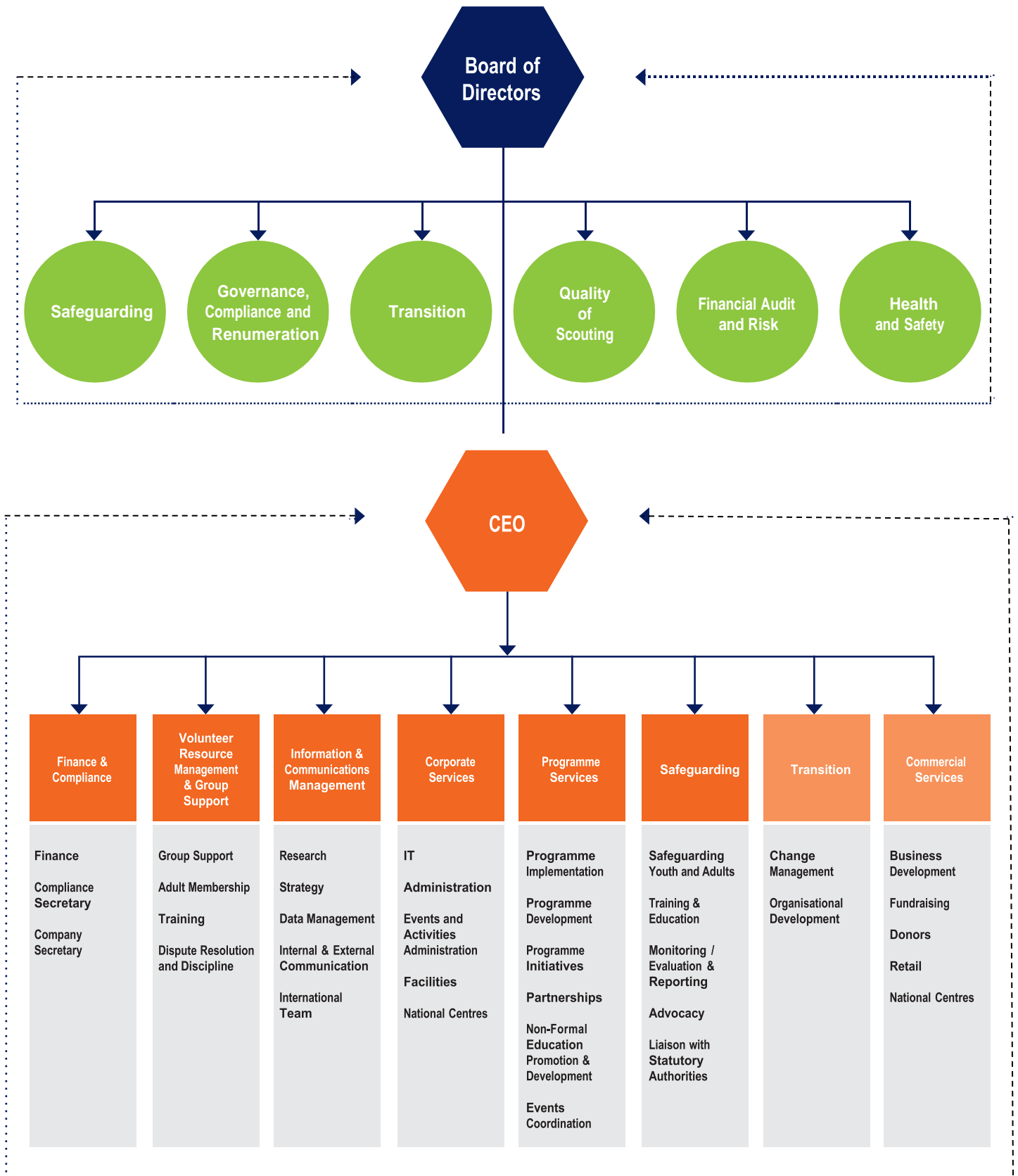
## Board of Directors

Name	Position	Date Appointed	Meetings Attended
Adrian Tennant	Board Chairperson	6th October 2018	19/19
Dermot Lacey	Board Member	6th October 2018	18/19
Lisa Barnes	Board Member	6th October 2018	19/19
Donal Lawlor	Board Member	Jan 2019	9/11
Lorraine Lally	Board Member	Jan 2019	9/11
Ned Brennan	Board Member	6th October 2018	16/19
Pat Kidney	Board Member	6th October 2018	18/19
Paul Mannion	Board Member	6th October 2018	17/19
Peter Garrad	Board Member	6th October 2018	19/19
Mary Hogg	Board Member	6th October 2019	15/19

Board Subcommittee	Chair	Number of Members	Meetings Held
Transition	Mary Hogg	6	11
Safeguarding	Lorraine Lally	6	8
Governance, Compliance and Nominations	Paul Manion	5	5
Quality of Scouting	Pat Kidney	7	6
Financial Audit and Risk	Donal Lawlor	9	4

# Board and Committee Level Structures

The Board has 6 Committees.





# Scouts in Numbers

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

## YOUNG PEOPLE



**34,360**

## GIRLS



**13,343**

## BOYS



**21,017**

## ADULTS VOLUNTEERING



**11,361**

## FEMALE ADULT VOLUNTEERS



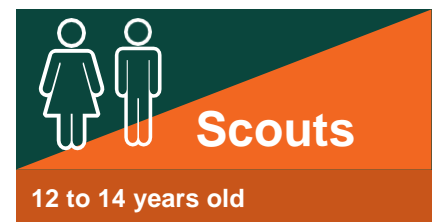
**5,972**

## MALE ADULT VOLUNTEERS



**5,389**

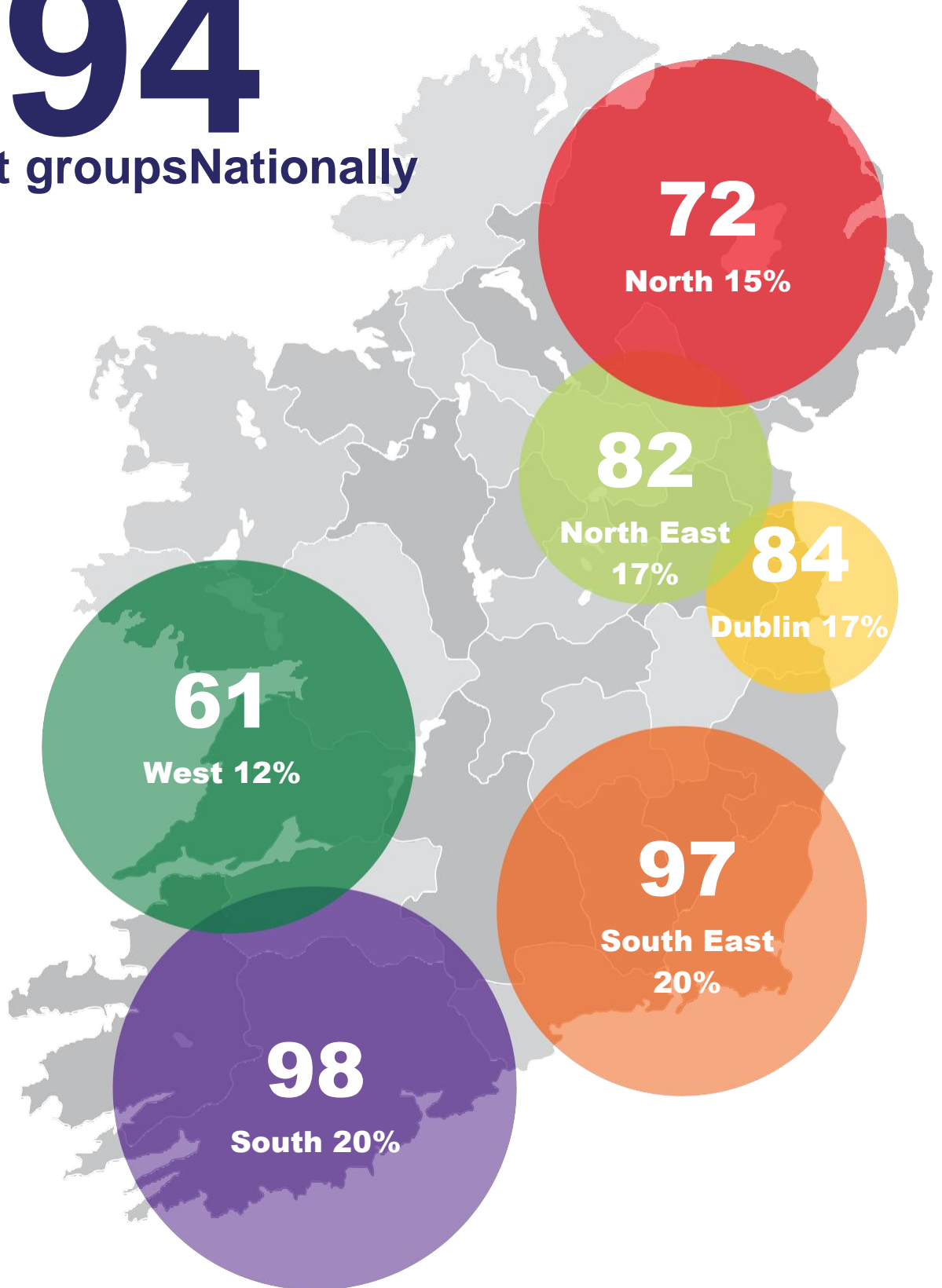
## Number of Young People by Sections





# 494

Scout groups Nationally



# 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:



Ireland's EU Structural Funds  
Programmes 2007 - 2013

Co-funded by the Irish Government  
and the European Union

Project supported by the European Union's  
PEACE III Programme managed for the Special  
EU Programmes Body by Cavan County Council

