




Annual Report
2021





Scouting Ireland Annual Report 2021

Organisation Type: company limited by guarantee

Title: Annual Report

Period Covered: 1st September 2020 - 31st Aug 2021

Charity Registration Number: 3507

Company Number: 397094

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 Department of Education Northern Ireland and the Youth Council Northern Ireland.

Scouting Ireland would like to acknowledge our partners and funding received from:



**An Roinn Leanáí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige**
Department of Children, Equality,
Disability, Integration and Youth



**An Roinn Iompair
Turasóireachta agus Spóirt**
Department of Transport,
Tourism and Sport



**GAISCE
THE PRESIDENT'S
AWARD**



**National
Lottery**



**An Roinn Forbartha
Tuaithe agus Pobail**
Department of Rural and
Community Development



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

Table of Contents

Reference and Administrative Details	5
Chairperson’s Statement	6
CEO’s Statement	8
Scouting Ireland’s Purpose and Activities	10
Scout Method.....	10
Scouting Ireland’s Mission.....	11
Promise and Law	12
Achievements & Performance	13
Overview – from Chief Scout.....	13
Safeguarding.....	17
Scouting Through Covid.....	18
National Youth Representatives.....	19
Training.....	31
National Scout Centres	32
Scouts in Numbers	33
Financial Review	34
Structure, Governance & Management	37
Board of Directors	39
Our Finances	42

Reference and Administrative Details

Company Name: Gasóga na hÉireann/Scouting Ireland

Company Structure: Company Limited by Guarantee / Registered Charity

Company Registration Number: 397094

Charity Number: CHY3507

CRA Number: 20004347

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

CEO: Anne Griffin

Directors of Scouting Ireland on the date of Annual Report approval:

Pat Kidney

Paul Mannion

Ned Brennan

Bernard McLoughlin

Lisa Barnes

Dermot Lacey

Lorraine Lally

Richard Forde

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

Chairperson's Statement



The year 2020/2021 was a very challenging one for Scouting Ireland and indeed everyone on the island of Ireland as we came to grips with the continuing impact of the ongoing global pandemic. The year was characterised by evolving restrictions, uncertainty and lockdowns which made it difficult for our Scout groups, north and south, to plan and provide Scouting to our youth members.

It was also a time for innovation in delivery of our youth programme, and a time for greater community involvement with many Groups providing community support initiatives.

Every Group is different and has a different set of circumstances, but I believe that all over Ireland every Group responded well. Most continued to Scout (in whatever way they could while abiding by restrictions), some thrived, some adapted their approach and others suspended activities. The circumstances varied greatly and depended on the capacity of volunteers to provide Scouting. For many good reasons, some Groups were not able to operate during the Covid crisis. Some of our volunteers are front line workers, some are vulnerable themselves and others care for the vulnerable. When our Scouting year started in September 2020 about a quarter of our Groups were closed with around 22% closed since March 2020.

The lack of face-to-face meetings (and county, provincial and national events) has been a challenge for everyone in Scouting Ireland. Thankfully we can now meet in person and hopefully this will continue. It was great to meet so many volunteers and youth members at events, camps, and conferences over the last while.

The impact of the pandemic on our youth members will only become apparent over time. I'm a programme Scouter with a Scout section and I also support the Venture section in my Group. In these times, I have seen the value of Scouting for these sections in particular – when I see the level of participation and involvement that our Scouts and Ventures have in our activities, I am in no doubt as to the value of Scouting to teenagers as we enter a post-Covid future. Now, more than ever, Scouting matters. The impact on Rover and our younger Beaver and Cub sections is similar.

Impact on Finances and staff

The impact of the pandemic on our finances was severe. After cutting expenditure to the very bone the Board reluctantly put our staff on a three-day week from the middle of March until September 2021. Cutting the pay of our dedicated staff by 40% was not something the Board did lightly, but with membership subscriptions down €1.2m, we had no option.

I explicitly acknowledge the support of the Scout Shop (the Outdoor Adventure Store) who helped by supporting an early payment scheme, which provided cash-flow relief, and who made an increased donation of €123k that together with another grant allowed us to bring our staff back to full-time hours. The three-day week has impacted our staff complement with nine members of staff leaving in recent times. As our numbers recover, we have budgeted for the recruitment of staff.

The Board confirmed Scouting Ireland's status as a going concern with the difficult financial decisions that were made in the previous year ensuring that the company remained viable, stable, and capable of meeting its mission.

2020/21 saw the launch of a new Strategic Plan modified to consider the evolving Covid crisis. This strategy and its objectives are the basis of our development and will guide us in the years ahead.

The year also saw the election of Jill Pitcher Farrell as our youngest and first female Chief Scout. Our Chief Scout has briefed the Board regularly since her election and we look forward to continuing to work with her and her newly appointed team. Our youth representatives have a new home within the office of the Chief Scout and the Youth Assembly and Youth Forum are among the national, provincial, and county events that have returned.

We have all watched in horror the atrocities taking place in Ukraine and we have been moved by the plight of the Ukrainian people forced to flee their homeland. Recognising the emergency, Scouting Ireland contacted the Government and Irish Red Cross to explore ways we can assist those seeking refuge in Ireland. We are providing urgent assistance by making our hostels available as immediate emergency accommodation for incoming refugees. Many of our Group Leaders have assisted the Red Cross in vetting those who have opened their homes to refugees.

We, the Board, lead Scouting Ireland supported by volunteers and staff. I am grateful to those that have stood up and come forward, answering the call to serve on our Department Core Teams, Project Teams, Support Teams and, from an oversight perspective, our Board Sub-Committees.

Our CEO, Ms. Anne Griffin, leads a team of professional staff who have carried out their roles bravely and professionally in trying times, no less so when faced with the challenges that the pandemic brought. I would like to thank them for their commitment and work on behalf of my colleagues on the Board but also on behalf of the wider Scouting Ireland family.

My most sincere thanks and appreciation for our adult Volunteers who are the essence of what Scouting is about and what Scouting means to our communities right across this island. Our Volunteers give so much to their communities, guiding our young people along their Scouting trails and continue to be that beacon of positivity and inspiration for our youth membership. That spirit of volunteerism and service runs deep in our veins.

My sincerest thanks to my fellow adult volunteers, including fellow Board members. Your commitment and dedication are deeply appreciated by our young people, their parents and wider society.

We are Scouting Ireland and together with our stakeholders, parents, and friends, we continue to be pathfinders in our mission, providing the adventure of Scouting to our young people. What we do has never been more relevant, so we commit to map our way forward in a safe, exciting, and importantly, a fun environment. I am proud to be associated with such a fantastic movement, as I know you all are.

Pat Kidney

Chairperson and Director

20th August 2022

CEO's Statement



Everyone in Scouting Ireland is aware of the positive impact Scouting has for our young people and the communities we live in. Through the work and support from our volunteers and staff, we provide young people with safe, positive, outdoor, structured, social engagement in Scout Groups. We know their mental health and wellbeing benefit and they develop skills and experiences for life. National and international research has proven the benefits of Scouting for young people around the world, but it is most evident when you visit a Scout Group and talk to the young people themselves. The message was that what they missed most during the pandemic was meeting their scout friends and having fun together. Scout Group volunteers, north and south, continued to do their best to make this happen.

We know all young people have suffered in every aspect of their lives, particularly from the isolation they felt this year. All of us in Scouting Ireland continue to work together to support our young people and to provide them with the skills to support each other, their families, and their communities. We need to continue to listen to what our young people say, to involve them in our decision making and to continue to provide Scouting to every young person who wants to join a local Scout Group.

From September 2020 to August 2021 the impact and consequences of Covid, and the transition from pandemic response to pandemic recovery overshadowed every Scout Group and community. Young people's access to Scouting in this year was limited by the restrictions the pandemic placed on our ability to meet in our Scout Dens or local halls, to travel, and to meet at national or international scouting events which were postponed or cancelled.

Every part of our organisation throughout this year had to adjust and recalibrate how we do things. Scouting moved online, programmes were adapted to be delivered on Zoom, Teams, or moved outdoors. Volunteer training had to be changed to a hybrid model. Our AGM, our Board, Sub-Committees, Core Teams and Project Teams continued their work online for most of the year. Our staff kept the national centres open for camping and day visits but had to adjust to their offerings based on the restrictions. County, Provincial and National activities had to be postponed or cancelled and some were moved online. Despite the enormous amount of work done by the Moot Team, with great disappointment WOSM made the decision to cancel the 16th World Moot in Ireland 2022, previously postponed for 2021 to 2022 due to the effects of Covid. An important support for Groups was the publishing and updating of the Covid roadmap 'Returning to Scouting During COVID-19'. Throughout the year it had six major updates and several minor updates based on the DCEDIY "Department for Children Equality and Diversity Integration and Youth" and EA "Education Authority NI" advice for the youth sector.

The national office had to reduce and adjust our budgets to reflect the financial impacts of Covid in this year. This resulted in our staff working hours being reduced to a three-day week for six months and vacancies we left unfilled. A campaign for further financial supports for our Scout Groups was launched. Supports were received by Scout Groups and at national level in the form of once off Covid grants. Every Scout Group experienced the financial impacts of Covid and in response we introduced new census payment options and census rebates were returned to Scout Groups in this year.

Jill Pitcher Farrell our first female Chief Scout was elected in May. We launched the new five-year strategy for Scouting Ireland and started to use this strategy to help focus our work throughout the year. We started work on the implementation of the new Membership Management System for Groups, however this experienced delays due to the reduced working hours for staff. It is a priority to get this delivered this year. During the year we also produced an additional suite of support material for Groups in the form of recorded webinars, information, and resource material for CRA applications, fundraising and a safeguarding policy 'Child Safeguarding and Child

Protection Policy and Procedures' approved by TUSLA with continued training supports and information. In response to a request from the HSE the Castle Saunderson Scout Centre was made available to be used as a Covid test centre for the local community and continues to be used for this purpose at the moment. This support has continued into 2022 with supports for the Ukrainian refugees in local Groups and at our national centres.

The pandemic also affected our volunteers who were frontline workers, supporting family members, or were vulnerable themselves. Finding the time and being able to adjust to a Covid way of Scouting and supporting our young people was difficult at times for everyone. In this year we worked to support our volunteers. We continue to plan increased supports for our volunteers with policy, information, and training. We know the positive impact every Scout Group makes. We continue to work together, learning from the experiences throughout this year. Our challenge is how to build and improve the positive impact we make in young people's lives, to support our volunteers, to reflect the diversity of our communities, to provide safe scouting, to involve our young people in the decisions that affect them and to diversify our funding.

Thank you to all in Scouting Ireland, our youth members and their parents, our volunteers, and our staff, to WOSM and the WSF, and to our funders and partners who through annual and Covid specific grants helped us to provide Scouting supports to our young people in this year.

Anne Griffin

Chief Executive Director

20th August 2022

Scouting Ireland's Purpose and Activities

Gasóga na hÉireann / Scouting Ireland is dedicated to enabling and empowering young people to realise their full 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 Ireland is Ireland's leading non-formal educational Youth Movement: innovative, influential, dynamic, and making a real contribution to local communities, across the island of Ireland with an inclusive and progressive culture (based on the Scout Law and Promise) with young people fulfilling their potential, facilitated by Adult Volunteers who are committed to the young person's education and personal development.



Kilcock Scouts – 16th Kildare in their Scout Hall, December 2021.

Scout Method

Scouting Ireland aims to have a progressive self-education, known as 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 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.

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.

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.

Promise and Law

Scouting Ireland and all its members abide by the Scout Promise. This is a promise made by all members when they are invested in to Scouting. There are several versions that are age appropriate. The following is our core Scout Promise of which all others are derived.

<p>Promise</p> <p>On my honour I promise that I will do my best, to do my duty to God, to serve my community, to help other people and to live by the Scout Law.</p> <p>Law</p> <ul style="list-style-type: none">a) A Scout is to be trusted.b) A Scout is loyal.c) A Scout is helpful and considerate to all.d) A Scout has courage in all difficulties.e) A Scout makes good use of time and is careful of possessions and property.f) A Scout has respect for self and others.g) A Scout respects nature and the environment.	<p>Gealltanais na nGasóg</p> <p>Geallaim ar m'ónóir go ndéanfaidh mé mo dhícheall, mo dhualgas do Dhia a chomhlíonadh, fónamh a dhéanamh do mo phobal, cabhrú le daoine eile agus Dí na nGasóg a choimeád.</p> <p>Dlí na nGasóg</p> <ul style="list-style-type: none">a) Bíonn Gasóg iontaofa.b) Bíonn Gasóg dílis.c) Bíonn Gasóg cabhrach agus tuisceanach do chách.d) Bíonn misneach ag Gasóg i ngach deachracht.e) Baineann Gasóg leas as a c(h)uid ama agus tugann aire d'airí agus do mhaoin.f) Bíonn meas ag Gasóg air/ uirthi féin agus ar daoine eile.g) Bíonn meas ag Gasóg ar an dúlra agus ar an timpeallacht
---	--



8th Tramore Beaver Scouts out on a hike, December 2021.

Achievements & Performance

Overview – from Chief Scout

I was elected as Chief Scout on the 22nd of May 2021, this was a historic moment for Scouting Ireland as I am the youngest Chief Scout and first Female Chief Scout elected in the 113-year history of Scouting in Ireland.

The values of our Scout Promise and Law are hugely important to me and guide my actions. My key aims as Chief Scout were and continue to be supporting youth empowerment and leadership; valuing and inspiring our Adult Volunteers in every Scout Group across the Island. I am aiming to ensure that Scouting Ireland moves forward sustainably where young people are at the core of what we do and are supported to reach their full potential. I would like all our adult volunteers to feel appreciated and understood and ensure no one loses their sense of adventure.

Being active in Scouting helped me appreciate our environment and as an environmental scientist I would like to work with Scout Groups to put an even greater focus on our responsibility to the Planet within the Scouting programme. In 2021 Scouting Ireland ran the Sustainable Scouting from Home programme which saw Scouts from ages 6-26 deepen their understanding of the sustainable development goals and how they impact on their lives and communities. We also saw the launch of the Dublin Bay Biosphere Badge and a partnership with Irish Aid.

2021 was a difficult but important time for many Scout Groups as they re-emerged from the pandemic and moved from virtual or no programmes back to Scouting in person. This was a difficult adjustment for many Scouts and Scouters across the country, but many were extremely creative with their use of the Scout Method, in particular the small group system and the use of the outdoors. There was an emphasis around the country on moving back to basics and how valuable the simplest programme was to our youth members who had missed out.

There was evidence across the country that there was a need to support our young people's mental health, many local Scouters and Youth Members came together on this and ran a fundraiser for Jigsaw called Hike for Hope, many Scouters also undertook Youth Mental Health First Aid Courses, and we are continuing to explore how we can support our young people in this area. The Diversity, Equality and Inclusion team also began working during this period and have developed many resources around accessibility and inclusion and has also engaged with members to see where we are falling short and see how we can best support this area at a national level.

Our National Youth Representatives ran the first National Youth Assembly online and the National Youth Forum. This saw Youth Members from across the country come together to discuss what mattered to them in Scouting and how we can best support them at a national level.

It was also possible with the lifting of restrictions for many awards to be presented to both our Youth Members and Scouters alike. Awards such as the Chief Scout Awards were undertaken and presented across the island. It has been inspiring to see how young people were able to adapt and undertake these awards even with restrictions in place. It was also fantastic to be able to thank Scouters for their service to Scouting and young people with service and merit

awards.

In August 2021, a delegation from Scouting Ireland also attended the World Scout Youth Forum and World Scout Conference online.

Personally, I have placed an emphasis on communicating to our membership and outside the organisation as well. This has included visits to local Scout Groups, the use of social media and engaging with different media outlets. 2021, was most definitely a year of 'learning by doing' for many Scouters and Scouting Ireland as we adapted and worked within the continually changing environment.

Programme

Within this period of COVID-19 and lockdowns, Scouting continued to provide a valuable focus for young people.

All Scouting activity had been restricted however many Groups held meetings outside in local parks and open space. Project teams met online and produced a vast variety of resources that helped Scouters and young people engage with their Scouting from home, online or through occasional meet ups as restrictions allowed.

Weekly updates were provided to all Groups via the weekly mailings about restrictions, new resources and the possibilities for Scouts to meet and continue Scouting.

Everyone across the country needs to be congratulated on their continued effort and commitment to Scouting during the pandemic.

Project Teams

The Programme Department has a number of project teams with particular focus' and terms of engagement. These include the following:

- Section project teams (Cubs, Scouts, Venture, Rover, Sea scouts)
- Diversity and Inclusion team
- Sustainability Team
- Adventure Skills team
- Chief Scout Award team

Project teams are created as the need arises and are subject to open calls, selection interviews and appointments for a term of action and work. All teams have been active during this period in the production of additional resources to assist Scouters working directly with young people online.

The Sustainability Team have been particularly active and introduced their Sustainable Scouting from Home programme releasing weekly challenges to Groups. Over 3,300 young people have been awarded special badges for their involvement in the challenge. 200 Scouters attended online webinars and support sessions. Through the challenges, young people discovered the vast array of nature in their back-gardens and local parks and explored ways to reduce their impact on the planet.

The Inclusion and Diversity Team have also been active in the pursuit of knowledge and best practice. This research will provide a solid foundation for their work in developing a culture of 'Open to All' within Scouting, reflecting the aims and objectives of Scouting Ireland.

Resources

The lockdown has also provided a window of opportunity to produce and update all of the resources we have available online. These included foundation documents associated with programme creation and delivery as well as extensive idea banks and pre-planned activities and suggested initiatives. These resources will continue to enable the creation of wild and wonderful programme cycles within our Sections.

Chief Scout Award

The Chief Scouts Award continues to be as successful as ever across all age Sections. The Beaver and Cub Sections dominate the number of participants, however in all Sections the number of participants is healthy. Applications continue to be processed and it is expected that when restrictions are lifted there will be a large surge in activity in pursuit of requirements fulfilments.

There has been a problem with providing the certificates, badges, and awards to those who have completed the award. This is due to reduced working hours for our national office staff which was further compounded by Covid restrictions resulting in working from home. For a short period, restrictions lifted, and it has been possible to get most of the certificates out to Scout Groups for presentation. A formal presentation ceremony will be arranged in the future to nationally acknowledge the achievements of young people.

World Scout Moot

The planning and development of the World Scout Moot continues despite the difficulties. A collection of international teams is working away on all aspects of the event. Booking and interest in the event continues and over 5,000 Rover Scouts are expected to attend the event. The date of the event has been postponed to July 2022 due to the worldwide Covid situation and a watching brief is held by the whole team as to the evolving worldwide situation and the viability of the event. Several key assessment dates have been established at which the world situation and other factors will be considered. A critical date will be in September when the first round of the booking fees is due. It is also a critical date for the purchase of equipment and services (already there are supply chain difficulties and travel restrictions. Event providers are also in difficulty).

These decisions will be made in consultation with Scouting Ireland Board, Contingent Leaders and WOSM World Scout Committee. In making such decisions, it will be based on the safety and welfare of all participants, and protection of Host and World Scouting finances.

European Educational Method Conference

The European Education Conference was cancelled due to travel restrictions and the difficulties associated with running such events due to COVID-19. The opportunity will be reviewed again in the future.

Partnership

Throughout the period of review several key partnerships were developing across the youth sector. Partnerships allow expertise to be exchanged and new ideas and perspectives to be introduced into our Scouting. Scouting Ireland already have partnerships with key adventure skill organisations – sailing, canoeing, mountaineering. We are also a key member of 'Leave no trace' and NYCI. In the wider sector we have interactions with the development educational sector working with IDEA, Comhlamh and NUI Maynooth.

Going forward, Scouting needs to reach out into our communities and wider youth sector to seek and establish partnerships that benefit both parties. Scouting does not have all the answers and through productive collaboration we can move to a more inclusive culture and openness to new ideas and possibilities.

Biosphere Badge

A special biosphere badge has been developed with Dublin Biosphere (Dublin City Council) which has world environment status. The badge is open to all Scouts and the general public (young people/schools). The badges focus is on experiential learning, exploring and discover leading to actions for the environment. There is also interest from Kerry Biosphere and other biosphere areas in the development of similar badges in various locations around the country. This badge opportunity will be formally launched in the Autumn.

Family Camps and Camping

A lifting of COVID-19 restrictions allowed camping under tight restrictions. Family based camping was allowed, as was camping using individual tents, and a number of Groups managed to organise short camps. Family based camping was

also popular in a few venues.

Service to Others

Covid drew communities together and afforded many opportunities for Scouts to contribute and provide service to others. These service contributions focused on family members and close neighbours – Scouts continued to check in on people, get groceries and help in cutting grass and general gardening for older people. Scouts also assisted in tidy town initiatives, recycle and renew activities. What is admirable is that Scouts have continued this ‘service to others’ when others have dropped off their interactions as Covid set in for the long term.

Grants and Funding

Towards the end of the reporting period, we have received grant funding related to Climate Justice, continued funding from IASTT (Irish Adventure Sports Training trust), and Irish Aid. The Climate Justice funding will be directed toward the Scouting Ireland strategy of providing leadership training to young people. It will also provide mini sub-grants to teams and Patrols to undertake local community actions. A formal launch of this initiative will take place in the Autumn.

Irish Aid have provided funding for the employment of specialist staff and programmes for leadership, community action, inclusion, and diversity. Scouting Ireland will be seeking expanded funding in this area over a sustained initiative of three years. IASTT have extended a further round of funding to allow for the upskilling of Scouters in Mountain Skills. Last year’s funding was very successful and over 50 Scouters availed of this training support. It is hoped to expand this support to 100 Scouters later this year.

Be Prepared

As the Covid situation advances there is light at the end of the tunnel, but it will be a feature of our lives for some time to come. The Scout Motto ‘Be Prepared’ should be at the forefront of our thinking. All Scouts, Scouters and Groups have responded with merit and maintained and developed new approaches to our Scouting. Scouts have been active in their communities and responded with kindness and awareness of others. Other challenges will present themselves and if we keep our Scouts ready and prepared for action we can respond in positive ways and make our Scouting relevant and enjoyable.



Chief Scout Jill Pitcher-Farrell at the annual investiture of Tipperary Town Scouts, November 2021.

Safeguarding

Scouting Ireland is a child and youth-centred organisation. The safety and wellbeing of every one of our youth members is paramount to Scouting Ireland. All adults engage in Scouting Ireland's recruitment process including an interview, reference checks, vetting and training. All adults must engage in training and adhere to Scouting Ireland's policies and procedures.

The Safeguarding Department has a total of four professional staff. These include the Safeguarding Manager, two Safeguarding Case Officers and a Safeguarding Administrator. During the period of Covid the Safeguarding Team continued to work in National Office when it was safe to do so to ensure safety and confidentiality.

During this period Scouting Ireland continued to review and improve all policies and procedures in line with legislation and best practice in relation to Safeguarding. Progressing the recommendations outlined in Mr Ian Elliott's report 'A New Approach to Safeguarding', the biannual external audit of Safeguarding in Scouting Ireland was completed in 2021 by Ian Elliott. This was submitted to the Board of Directors and was accepted in full.

Scouting Ireland's Board of Directors have a Safeguarding Sub-Committee. Their role includes the oversight of the development of Scouting Ireland's safeguarding policies, procedures, and training, along with the overall operational effectiveness of the Safeguarding Department. Throughout 2021, the Safeguarding Department continued to engage with the sub-committee in the development of policies and procedures designed to ensure that the welfare of children is paramount in the work of Scouting Ireland.

The Safeguarding Department commenced the development of age-appropriate awareness raising in relation to Safeguarding for young people in Scouting. Workshops took place with youth representatives at the National Youth Assembly (NYA), materials to raise awareness on safeguarding issues are in the stages of being developed for Group use.

Scouting Ireland's Safeguarding Department developed a series of four online webinars for members. These introduced and addressed many questions concerning Scouting Ireland's new Child Safeguarding and Child Protection Policy and Procedures and the new Code of Behaviour: To assist adults engaging with children in Scouting. These are available to all members to review as necessary. Webinars designed to enhance learning and awareness of safeguarding and wellbeing issues will continue as a quarterly feature.

The Safeguarding Department, Scouting Ireland, continues to work with the statutory agencies; The Child & Family Agency (Tusla), Gateway (NI), An Garda Síochána and Police Service Northern Ireland (PSNI). We value the close relationship we have with them and continued to work closely with all throughout the year.

Scouting Through Covid

The disruption caused by the global Covid pandemic continued to impact our Scouting activities throughout the financial period for year-end 31 August 2021 and beyond, including fundraising and other operational activities. However, we are delighted to note that the Government lifted restrictions from 22nd January 2022, and this will have a positive impact for Scouting into 2022. At the start of the pandemic Scouting Ireland put policies and procedures in place that prioritise the health, safety, and wellbeing of all our Scouts and Scouters, as well as our staff and volunteers. This always ensured compliance with government guidelines while supporting any opportunities to rise to the challenge of joining the national pandemic response at a community level. This was evident during the year, when local projects and initiatives included visiting those living alone and in nursing homes, delivering groceries and medical supplies, and spreading kindness and good wishes to raise spirits in the community. The resourcefulness of our volunteers has not gone unnoticed as they provided this significant support to many in their localities.

As the national response to the pandemic evolved, we were able to see virtual Scouting meetings being slowly replaced with the small-group system. This ensured that our young people could have a vital outlet and some certainty in these very uncertain times. It must be acknowledged that this was a tremendous effort on behalf of our Volunteers who gave their time while continuing to fulfil their personal family roles and, in some cases, providing vital professional care as front-line workers in the public health setting.

Our professional staff within Scouting Ireland also rose to the occasion and maintained vital services while being placed on a reduced 3-day week for several months during the financial year. The difficult but necessary proactive actions by the directors included the reduction, cancellation and/or deferment of virtually all operational expenses in line with income to maintain the viability of the business, while ensuring the continued protection of critical safeguarding and safety functions and frontline support to volunteers. The company also availed of all government supports available.



Kilcock Scouts – 16th Kildare assisting their Tidy Towns group with a project, December 2021.

National Youth Representatives



After being elected in January 2020, the National Youth Reps worked on a variety of motions that were passed at the National Youth Forum. One of the motions raised at the National Venture Forum in 2020 was for the newly elected representatives to complete a review of the current role of National Youth Representatives. Two representatives from each Section team, the facilitators and a member of the Transition Subcommittee formed a team to review the role and come up with changes. New roles and the terms of reference for these roles were created. The changes were presented to the Board who signed off on them. The main changes were to reduce the number of representatives to six from nine and to move the representatives so to sit in the office of the CEO. These changes were presented to the youth members at the National Youth Assembly in January of 2021.

The next set of National Youth Reps were elected online at the National Youth Forum on the 14th of March 2021. Five Scouts, six Ventures and four Rovers were elected to represent the youth of Scouting Ireland. Before this term, there were nine youth representatives for each section. This was the first year of the National Youth Reps sitting under the Office of the CEO (Anne Griffin) for their term. These were results of the changes made by the 2020-21 National Youth Representatives.

The National Youth Representatives gave direct support to the CEO, organised and hosted one National Youth Forum and one National Youth Assembly, and supported open calls by Department Core Teams for specific project teams. Motions were passed at the National Youth Forum in March 2021 for the youth representatives to work on throughout the term. Here are the Venture Section’s motions:


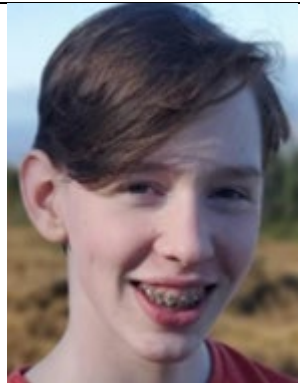

National Youth Representative Motions

Motion Title	The Result
Motion One: Requests the newly elected National Youth Representatives to investigate implementing the Irish language into Scouting Ireland Programme and events.	The National Youth Reps came up with a variety of ideas and hope they will be incorporated into programme as we return to Scouting after the pandemic. For example, having an Irish language base at national events where you can learn new Irish words and phrases. This was implemented through Uair na Gaeilge at National Youth Assembly and hope it will be further implemented in the future. The proposal was presented to the

	Board of Directors and was approved.
Motion Two: We propose that National Youth Representatives will be elected by single-transferrable voting.	The National Youth Reps adopted this as the official voting system for future National Youth Forums.
Motion Three: Requests the newly elected National Youth Reps to create a section in the Scouting Ireland Newsletter once a season (every three months) to discuss updates on any applicable motions passed at the National Youth Forum.	The National Youth Reps have worked hard to improve the communication lines this year using the Scouting Ireland newsletter and our Instagram and new email address. The National Youth Reps have featured in the newsletter throughout the year and hopes this continues and improves with the next set of youth reps.
Motion Four: Requests the newly elected National Youth Reps to investigate the creation of resources about mental health and the addition of mental health training to leader training.	The National Youth Reps believe in the promotion of maintaining positive mental health. They compiled a list of areas they feel are important for this training and hope that the Scouting Ireland Scouter Training Team will consider these areas. The topics are: LGBTQ+ mental health, stress and anxiety, depression, self-care and confidence, eating disorders and body positivity, mental first aid - help in a crisis, support within and outside scouting, grief, social media usage.
Motion Five: We propose that a Project Team be set up for organising a revival of the Patrols in Action Series or supplement camp series to further on the work of last year's National Rep Team.	The National Youth Reps had several meetings with the Programme Services Department and are confident that a revival will be possible. We hope that next year's national rep team will be able to take this on as a project for next year and make it a reality as we emerge from the Scouting through the pandemic.
Motion Six: To mandate that there is a handover period introduced instead of a single handover meeting between the outgoing and incoming youth reps.	As a part of this newly introduced handover period, we got the opportunity to meet with last year's National Venture Youth Reps and get advice from them about being youth reps. There was a time period where we were able to ask them any questions. This will continue to be a process for incoming youth reps.
Motion Seven: Requests the newly elected National Youth Reps to review the changes to the National Youth Reps.	<p>The National Youth Reps reviewed the two main changes that were made:</p> <ul style="list-style-type: none"> • Before 2021, there were nine National Youth Representatives per section. The 2020-2021 National Youth Reps made the decision to change this to six reps for the Scout and Venture Section and seven for the Rover section (one seat for 3rd level Rover clubs and societies). • In 2021 the National Youth Representatives were moved to the Office of the CEO of Scouting Ireland. <p>In our review, we considered both changes:</p> <ul style="list-style-type: none"> • The National Youth Reps felt happy with the transition from a nine to a six-person rep team. • The National Youth Reps felt the Office of the

Chief Scout was more suitable for National Youth Reps rather than the Office of the CEO. We proposed a transition at National Youth Forum 2022 and was approved. It was then presented and approved by the Board of Directors of Scouting Ireland.

National Scout Youth Representatives

		<p>Hannah (Chairperson): Hi I'm Hannah, the Chair of the Scout Reps this year! I'm super excited to get to work this year and represent the Scout section.</p>
		<p>TJ (Secretary): Hi everyone, I'm TJ, the secretary for the Scout Reps this year. Hopefully my report at the forum next year will be full of the work we'll do during our term.</p>
		<p>Lile: Hi, I'm Lile and I'm a national rep for Scouts this year. I'm really looking forward to making Scouting even better, and planning lots of fun things for Scouts to do across the country. I'm also excited to work on the motions proposed by the Scouts who attended the youth forum and getting to know the other national reps!</p>



Matthew: Hi! I'm Matthew. I'm really looking forward to working on the motions passed at forum this year and making new friends.







Maya: Hey, I'm Maya. I can't wait to get started on all the projects this year and planning lots of new things.

National Venture Youth Representatives



Lydia (Co-Chairperson): Dia duit, I'm Lydia from 31st Waterford! I'm super excited to be a chair for the National Venture Youth Reps. Sustainability and youth empowerment are passions of mine alongside values of diversity, equality, and inclusion. I'm looking forward to seeing what we can achieve as a rep team this year and hopefully create a positive impact for the youth of Scouting Ireland. I absolutely can't wait to get started on the motions and get to know the other reps better, I already have a feeling we are going to be long term friends!

	<p>Maksim (Co-Chairperson): Hi, I'm Maksim and I'm from Cork. I'm thankful to have been given the chance to represent ventures across the country and I'm looking forward to working with the National Rep team to do our best to make scouting even better than it already is, by implementing the motions that were passed at the Youth Forum, promoting youth empowerment and much more!</p>
	<p>Andrea: Hi! I'm Andrea and I'm absolutely thrilled to be one of the National Venture Reps this year. I am very excited to have this amazing opportunity to meet loads of Ventures I wouldn't otherwise know and make new friends. Already, I am really enjoying helping to run the National Venture Rep Instagram.</p>
	<p>Callum: Dia duit, Callum is ainm dom. I'm from Galway and am delighted to be one of your National Youth Reps for the coming year. It's clear that our team blends exceptionally well and I'm looking forward to the great things we will do together. Climate action and mental health are priorities of mine and will do all I can to fulfill the promises we've made. Slán!</p>
	<p>Eoin: Hi my name is Eoin Donnellan from Tulla 12th Clare in the western province. I am really excited to be a National Venture Rep this year as it is a very exciting role. I am really passionate about Scouts being run by youth members for youth members. So far I have really loved every second of it and I have made some really good friends. As a national rep this year I want to get as much done as possible. We have started on our motions and hopefully we can change Scouting Ireland for the better!</p>

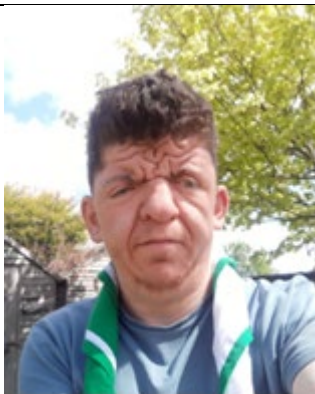


Caoimhe: I am looking forward to working on collaboration and meeting new people. I love to challenge myself and I think being a rep will be perfect for this. I want to improve my public speaking as well and I'm sure there will be plenty of opportunities to do so.

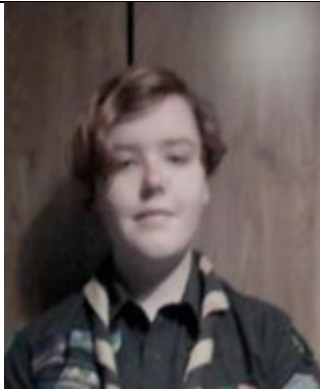
National Rover Youth Representatives



Jacques: Hi, my name is Jacques and I am the National Rover Rep for Clubs & Societies. I come to this role from a slightly different perspective to the other members of the team as my concentration is on representing the third level Rover Sections as well as the general Scouting Ireland Rovers. I come to this role with a clear aim to try to improve the relationship between third level Rover Sections and Scouting Ireland whilst also being passionate about ensuring all our work has real impact on ground level. I look forward to all the amazing things we can achieve together and hopefully building on the amazing organisation that we all know and love.



Cian: Hi, I'm Cian and from the 23rd Kildare Sallins, Cilldara Scout county. I was elected National Rover Rep to represent the Rovers. I look forward to working with and for all the Rovers and youth reps to achieve greatness in this organisation once more. I look forward to the year ahead.



Katie: Hi, I'm Katie and I'm from 1st & 4th Ennis, Clare. I was elected to help represent the Rovers on a national level and to help with any issues in the Rover Section. I truly look forward to working with my team and other Rovers along with the other youth reps, to help bring Scouting to where we all would like it to be. I am excited for the year ahead and hopefully will be able to meet the expectations meant to be met.



Molly: Heya! My name's Molly Kelly and I'm a Rover from 3rd Kilkenny Thomastown in the southeast province. I'm super excited to work with all the other reps of motions and proposals for the upcoming year.

Photos



National Venture Youth Representatives Callum, Caoimhe, Andrea, Maksim, Eoin and Lydia with Chief Scout Jill Pitcher Farrell at National Youth Assembly on 26 February 2022.



*Back row: Elliott, Fiona, Alice, Roisin, Aoife, Adam, Anna, Léa, Christine, Cathal, Pat and Dervla
Front: Eoghan
National Youth Forum 2 April 2022.*



National Venture Youth Reps, Eoghan, Caoimhe and Callum at National Youth Assembly (26 February 2022).



26 February 2022 - National Scout Youth Reps at National Youth Forum: Maya and Hannah with Chief Scout Jill Pitcher Farrell.



National Venture Youth Rep, Caoimhe receiving her National Youth Rep neckerchief from Chief Scout Jill Pitcher Farrell at National Youth Assembly on 26 February 2022.



National Venture Youth Rep, Eoin receiving his National Youth Rep neckerchief from Chief Scout Jill Pitcher Farrell at National Youth Assembly on 26 February 2022.



Chief Scout Jill Pitcher Farrell speaking at National Youth Assembly in the National College of Ireland - 26 February 2022.



Scout and Venture County Reps on the night before National Youth Forum (1st April 2022).



National Venture Youth Rep, Lydia receiving her National Youth Rep neckerchief from Chief Scout Jill Pitcher Farrell at National Youth Assembly on 26 February 2022.

Training

With COVID-19 causing some major challenges for the delivery of training across all Provinces it was a good year to roll out the Pathway Training Course which was a new trial course to replace the Being a Scouter (BAS) course. These were facilitated by our local trainers in the province and a great deal of time and effort was taken to make sure that there was provision of training in their province and counties. We owe a lot of gratitude to these trainers for their commitment to continuing training courses throughout this year.

The focus of training has been on the Pathway. While many Trainers did not wish to train face-to-face the online platform of Zoom worked well in this area and the following courses were provided:

Pathway to Your Scouting Courses Offered:

DUBLIN PROVINCE	10
NORTHEASTERN PROVINCE	3
SOUTHEAST PROVINCE	8
SOUTHERN PROVINCE	6
WESTERN PROVINCE	7

Safeguarding Refreshers Offered:

DUBLIN PROVINCE	29
NORTHEASTERN PROVINCE	15
NORTHERN PROVINCE	12
SOUTHEAST PROVINCE	39
SOUTHERN PROVINCE	16
WESTERN PROVINCE	19

We are currently setting up a Project Team to review the Being a Scouter Training course to make sure that it is in line with the Scouting Ireland Strategy. While there has been challenges because of the pandemic, training has continued to be delivered and will continue to provide a range of training for the members of Scouting Ireland.

Next year, the Volunteer and Group Support Department are looking forward to holding a Train the Trainer course to recruit new trainers so that we can provide more training in a timely manner.



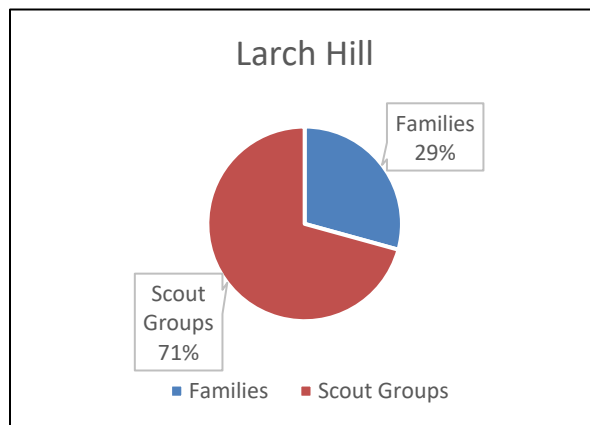
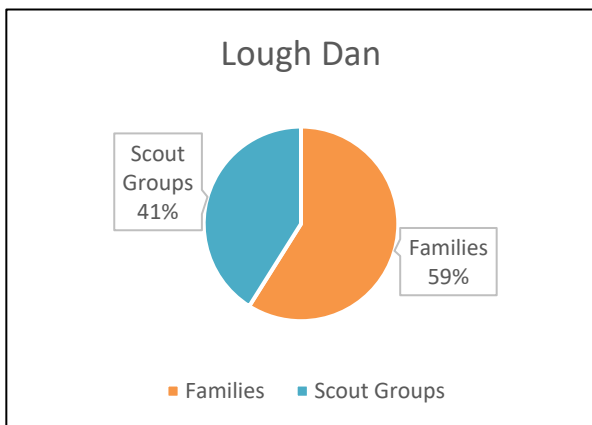
61st Merchant's Quay Scouts at the Crean Awards Presentation, July 2021.

National Scout Centres

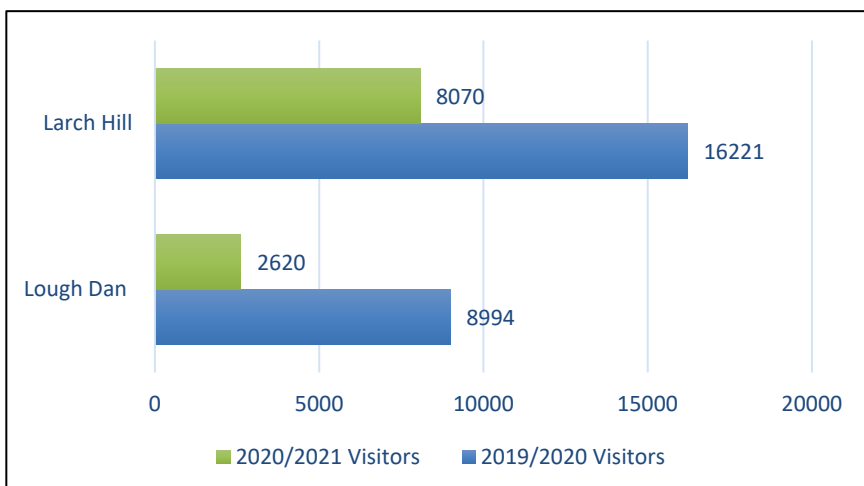
The 1st of September 2020 to the 31st of August 2021 was a challenging year for three of our National Scout Centres due to Covid still being dominant, resulting in the centres being restricted on what could be offered. Indoor accommodation was not available through this year in any of the centres, resulting in Killaloe Scout Centre remaining closed for the 12 months. However, day trips, camping, and on-site activities were popular throughout this time in both Larch Hill and Lough Dan.

In February 2021, Scouting Ireland was contacted by the HSE to discuss the possibility of using Castle Saunderson International Scout Centre as a Covid test centre for a period of 12 months. Scouting Ireland reviewed the proposal and engaged with several stakeholders. After some consideration, Scouting Ireland agreed to lease Castle Saunderson for a period of 12 months from April 2021, to assist the HSE during a global pandemic in providing a critical service to the wider community of Cavan and the northeast. Scouting Ireland was delighted to play their part in the national fight against the pandemic.

Due to the popular demand of the Family Camping Initiative in summer 2020, we were delighted to offer this again in Larch Hill and Lough Dan over 10 weeks (June 2021 – August 2021), alongside our regular camping bookings. This was another huge success with over 550 people availing of the initiative to camp in our National Scout Centres.



Overall, Covid had a big impact on the National Scout Centres in 2020/2021, with government restrictions resulting in a significant drop in visitor numbers to Larch Hill and Lough Dan in 2020/2021.



Scouts in Numbers

Scouting Ireland at a glance.

YOUNG PEOPLE



25,824

ADULTS VOLUNTEERING



10,034

PROJECT TEAMS



43

NATIONAL VOLUNTEERS



330

Number of Young People by Sections



7,291



9,332



7,189



2,012



313

Financial Review

Considering the uncertainty and risks surrounding the pandemic, in May 2020 the World Scout Committee, in close collaboration with hosts Scouting Ireland, decided to postpone the 16th World Scout Moot by one year to 2022. Unfortunately, whilst the pandemic situation improved in many parts of the world, there remained a great deal of uncertainty around convening large-scale international events. Among the many logistical and financial challenges were the constant changes in international travel regulations, the rising costs and financial liability for insurance and event equipment rental from suppliers, and continued risks related to the health and safety of participants. The Moot Planning Team made significant advancements in preparing for the delivery of a world-class event, however the health, safety, well-being and interests of young people and volunteers comes first, and following a series of constructive discussions, Scouting Ireland formally informed WOSM on 15 July 2021 it could not continue to support the hosting of the 16th World Scout Moot in 2022 and inquired about the potential further postponement of the event. The World Scout Committee considered the decision and inquiry from Scouting Ireland and acknowledged the extremely difficult situation facing the host and the challenges associated with further postponing the event beyond 2022. Consequently, the World Scout Committee decided on 21 July 2021 to cancel the 16th World Scout Moot.

Scouting Irelands financial statements have been prepared in accordance with the Statement of Recommended Practice (Accounting and Reporting by Charities) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective from 1 January 2015).

These financial statements cover the activities of Scouting Ireland at a National level, including National events and National Scout Centres. 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 (NI).

National Scout Centres income and expenditure excludes our National Scout Centre at Castle Saunderson, which is included within a related entity, Scouting Ireland Campsites and Facilities CLG.

Financial Highlights:

- Net Expenditure of (€0.465m) in 2020/21 (Net expenditure of (€1.727m) in 2019/20)
- Spending on charitable activities decreased by 32% to €4.357m
- COVID-19 had a significant adverse impact on membership Income, National Scout Centres Income and national events income

Financial Results

Income

Total income for 2020/21 amounted to €3.932m compared with €4.751m in 2019/20, a decrease of 17%. Covid had a significant adverse impact on membership fees, fundraising income, National Scout Centres income and national events income.

In 2020/21 we received wonderful support from the Department of Children, Equality, Disability, Integration and Youth for our core grant of €1.179m and other grants of €0.188m. We also received a grant from the Department of Rural and Community Development of €0.100m to assist with the impact of COVID-19, and a grant from Irish Aid of €0.044m.

Expenditure

Total expenditure for 2020/21 amounted to €4.397m compared with €6.478m in 2019/2020, a decrease of 32%. The expenditure on charitable activities decreased by €2.066m to €4.357m, mainly because the charges for legal provisions are €1.176m less than in 2019/20. There were other significant cost savings, in the areas of staff costs and insurance. As

per the charities SORP (FRS 102), expenditure on charitable activities includes expenditure relating to youth programme, development of Scouting, adult support & training, support & services to members and hosted events.

Reserves

Restricted and unrestricted reserves at the end of the year decreased by €0.465m. 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 of amounts set aside by the Directors for a particular purpose. On the 31st of August 2021, the unrestricted reserve was in a deficit position of (€5.332m) (2019/20: (€4.725m). The Directors wish to increase the current level of reserves so that they are holding 3 – 6 months operating costs plus cover for additional potential costs such as redundancy costs. The Directors recognise that it will take time for membership numbers to recover to pre-Covid levels which will have a resultant impact on income and therefore their ability to increase reserves in the short term.

Unrestricted General Funds Reserve

The Reserves Policy of the Company establishes an appropriate target range for the level of general ‘free’ reserves. The range is based on a risk assessment of the probability and likely impact on the Company’s activities that might be caused by a global pandemic, a decline in income, an inability to meet financial obligations, or an inability to reduce expenditure in the short term.

Tangible Fixed Assets

The Company made capital investments during the year of €0.075m.

Remuneration / Pay 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.

Investment Powers and Policy

The Directors, having regard to the liquidity requirements of operating Scouting Ireland Services, have kept available funds in an interest-bearing deposit account.

Provision for Liabilities

Included in the financial statements are legal provisions for liabilities of €6.828m. Under FRS 102 Scouting Ireland’s Board of Directors are required to determine the liability for the historical child sexual abuse concerns in the legacy organisations; Catholic Boy Scouts of Ireland (CBSI) and the Scout Association of Ireland (SAI), so that the financial statements provide a true and fair view of the financial position at the financial year end. The Directors are satisfied that appropriate provision has been made in this year’s accounts. This provision is reviewed on an annual basis.

Membership Fees

Membership fee income is payable by Scout Groups following completion of the Census on the annual registration due date. During the financial year 2020/21 due to the impact of Covid the Board of Directors requested Groups to complete their census return based on the number of returning members once Covid restriction abated. The Board asked Groups to pay at any point up to March 2021 and offered assistance to Groups through a phased payment plan. Groups were advised that a balancing statement would be issued later in the year to deal with any under or over payments. The balancing statements were issued to the Groups in September 2021 and the membership income in note 6 reflects any refunds due to Groups for the census returns submitted during 2021 and also membership fees paid by Groups up to the 30th November 2021 for their 2021 census. Any membership fees due after this date will be

included in the period in which they were received. Membership income is stated after deduction of Scout Group incentives. Members who join Scout Groups subsequent to the return of the census data/ balancing statement do not pay until the following census due date. Membership fees cover the period October to September annually. The supports provided to Groups through the recovery assistance fund are included in membership fees.



89th Bremore Scout Group Cubs at an outdoor meeting, May 2021.

Structure, Governance & Management

Scouting Ireland is a Complex organisation under the CRA Code. This means that the Voluntary Board focuses solely on their governance and oversight role, delegating management and operational duties to the CEO and staff.

The Board consists of a maximum of thirteen Directors, ten elected and the option of three functional members.

Committees

The Board has eight sub-committees which are volunteer led. These committees focus on matters which require more in-depth research and consideration to enable Board members to focus on more strategic matters.

These committees are:

1. Nominations and Remuneration
2. Governance and Compliance
3. Strategy and Culture
4. Quality of Scouting
5. Financial Audit and Risk
6. Safeguarding
7. Health and Safety
8. Fundraising

Conflict of Interest and Loyal Management

There is a Conflict of Interest Policy which has been agreed by the Board of Scouting which all Directors of the Board subscribe to. Our Conflicts of Interest Policy takes into account the Charities Regulator's guidelines on how to most effectively manage conflicts of interest. Scouting Ireland adheres to the 'Identify, Manage and Record' principles set out in this guidance. Our Conflict of Interest Policy is up for review in 2022. Conflicts of interest are addressed at the beginning of each meeting of the Board of Directors, the Chair, will ask each member of the Board to declare if any possible conflict of interest or conflict of loyalty arises having considered the items to be considered on the agenda for that meeting. The Chair also makes the same declaration. Any perceived or real conflict of interest is identified, agreement is sought as to how this will be managed and the fact that a conflict of interest has been identified is recorded.

Matters Reserved for the Board

The following are the matters reserved for the Board of Scouting Ireland:

Mission, vision, and future direction

Mission and vision

Approval of strategy and modifications to it

Future legal status of the organisation

Legal and other matters

Acquisitions and disposals of legal entities

Changes to the capital structures of the company

Responses to potential litigation

Authorisation of use of the Company Seal

Finance

- Approval of annual budgets and business plans
- Approval of budgeted expenditure in line with finance handbook
- Approval of non-budgeted expenditure in line with finance handbook
- Capital expenditure approvals in line with finance handbook
- Disposals of land and buildings
- Reserves policy
- Recommend the appointment of auditors, termination of their contracts, and review of the annual management letter
- Approval of annual audited accounts
- Approval of any significant changes to accounting policies
- Delegation of approval of bank mandates and banking arrangements to an appropriate executive level within the company
- Approval of financial policies
- Changes to the business model

Risk

Ensure there is an up-to-date risk register that determines inherent risk and residual risk and reflects levels of risk the organisation is comfortable being exposed to

Employment

- Appointment and employment contract of the CEO
- Approval of recruitment policy

Professional Team and Departments

Scouting Ireland departments are led by the Chief Executive Officer, Anne Griffin, who is responsible for the implementation of the Boards strategy and the management of professional staff.

The organisation is working towards eight professional departments in Scouting Ireland. Some of these are already in place. They include the following: Programme Services, Volunteer and Group Support, Finance and Compliance, Corporate Services, Safeguarding, Information and Communication. The average number of employees in Scouting Ireland during the period of this report was approximately 36.

The senior management team for the period of this report is as follows:

- Corporate Services Conor McKeon
- Chief Financial Officer Fionán Lawlor
- Information and Communications Dubheasa Kelly
- Safeguarding Michael Lynch
- Programme Services Karol Quinn

Board of Directors

Role of the Board

Scouting Irelands Board of Directors are the people who exercise control over, and are legally responsible for, the management of Scouting Ireland. They are volunteers who give their time to improve, protect and support Scouting Irelands charitable purpose and activities. The role of a charity director carries significant responsibility. The Board of Directors of Scouting Ireland is collectively responsible for the oversight of the whole organisation. While the Board of Directors can and do delegate tasks, they cannot delegate accountability. These tasks can be delegated to sub-committees of the board and the CEO.

Appointment and Terms of Directors

As set out in the constitution the Board is nominated by Scouting Ireland's AGM. All Directors must comply with the requirements of the Companies Act, 2014 and the Charities Act, 2009. Scouting Ireland can have a maximum of 13 directors elected from the membership of Scouting Ireland. A term is of three years in duration and each director can hold up to a total of 2 terms.

Director Induction and Training

New Directors undergo an orientation day to brief them on their legal obligations under charity and company law, inform them of the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other Directors. All Directors are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

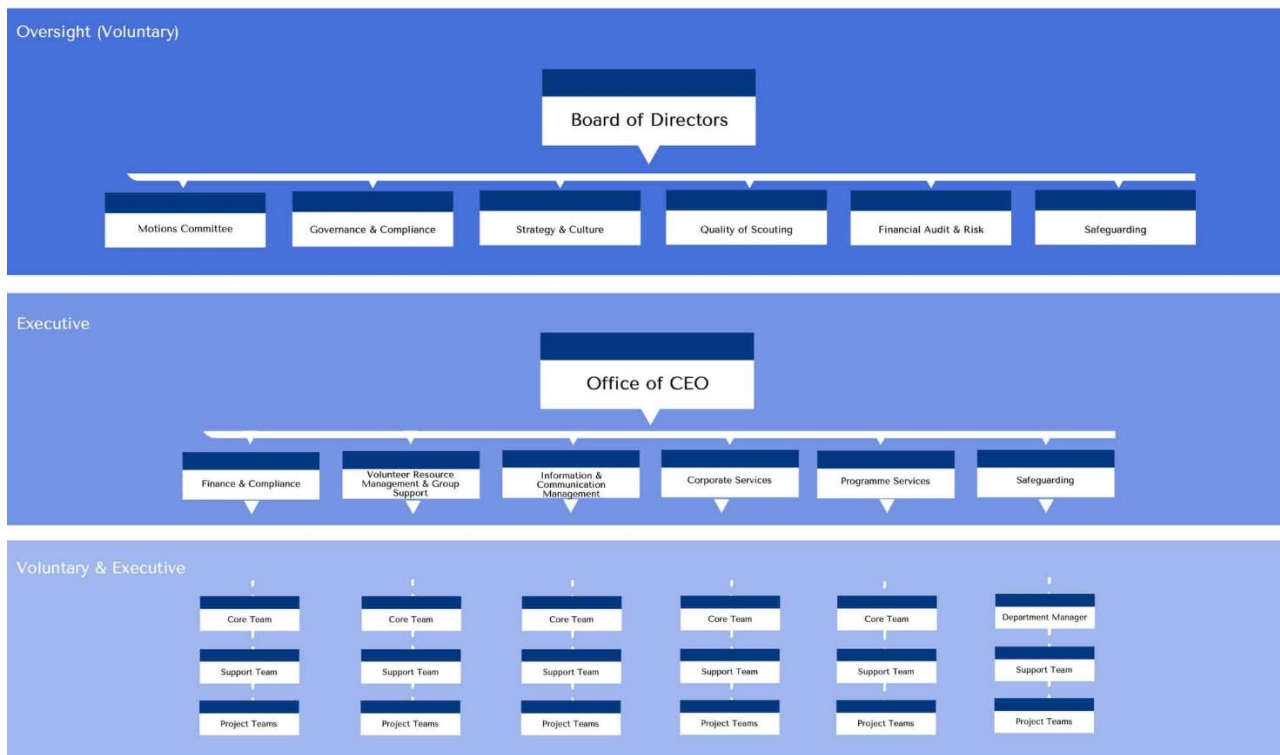
The Board of Directors, which can have up to 13 members, administers the charity. The Board normally meets ten times per year and there are sub-committees which meet regularly. A Chief Executive Officer is appointed by the Directors to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive Officer has delegated authority, within terms of delegation applied by the Directors, for operational matters including finance and compliance, information and communication, volunteer resources, safeguarding, programme and corporate services.

Directors, Appointment Dates and Attendance

Name	Position	Date Appointed	Date Finished
Adrian Tennant	Board Chairperson	6th October 2018	22 nd May 2021
Dermot Lacey	Board Member	6th October 2018	N/A
Lisa Barnes	Board Member	6th October 2018	N/A
Donal Lawlor	Board Member	1 December 2019	
Lorraine Lally	Board Member	1 December 2019	N/A
Ned Brennan	Board Member	6th October 2018	N/A
Pat Kidney	Board Member	6th October 2018	N/A
Paul Mannion	Board Member	6th October 2018	N/A
Peter Garrad	Board Member	6th October 2018	22 nd May 2021
Mary Hogg	Board Member	6th October 2019	13 th March 2022
Richard Forde	Board Member	22 nd May 2021	N/A

Board Subcommittee	Chair	Number of Members
Transition	Mary Hogg	6
Safeguarding	Lorraine Lally	6
Governance, Compliance and Nominations	Paul Manion	5
Quality of Scouting		7
Financial Audit and Risk	Bernard McLoughlin	
Motions		

Scouting Ireland Organisational Chart



Reg. No. 397094, Charity No. CHY3507, Reg. Office - National Office, Larch Hill, Dublin 16. Scouting Ireland Services is a company limited by guarantee.

Related Parties and other Related Entities

Scouting Ireland Services provides key management personnel services and therefore has related parties, and these are noted in note 26 to the financial statements.

Risk Management

The Board of Directors has established a process to monitor and mitigate the major risks to which the company is exposed. It seeks to ensure that risk is effectively identified and managed by the Executive with oversight from the Board and its Audit and Risk Committee. The principal risks and uncertainties identified are:

- Changes in external circumstances, such as resurgence of Covid or adverse macro-economic events, reduce SI members' ability to pay and numbers, reducing SI's income and its ability to meet its obligations
- SI fails to comply with principles of good governance, financial and environmental management, and its statutory obligations resulting in negative financial and reputation impact
- If SI does not attract and retain sufficient and experienced staff and expertise, it may not be adequately resourced to deliver its objectives

- Failure to comply with principles of good safeguarding to protect and support young people could result in harm with negative reputation and financial impacts
- If the interests of youth members, groups, volunteers, staff and the Board are not sufficiently aligned, then SI's focus, and management of resources may be ineffective
- Reputation damage or loss incidents undermine SI's ability to achieve its objectives

Compliance Information

Scouting Ireland is a Complex organisation under the Charity Regulatory Authority (CRA) Code. We comply with the CRA Governance Code, SORP, Colamh Code of Practice, Company Registrations Office (CRO) and Register of Beneficial Ownership (RBO).

Events after the end of the Reporting Period

There were no significant matters affecting the company since the year end other than those included in the Statement of Going Concern.

Accounting Records

The measures taken by the Directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act, 2014 regarding the keeping of accounting records are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Larch Hill, Dublin 16.

Statement of relevant Audit Information

Each of the persons who are Directors at the time when this Directors' report was approved has confirmed that:

- so far as that Director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- that Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors

The auditor, Grant Thornton, will continue in office in accordance with section 383(2) of the Companies Act, 2014.

Our Finances

Financial statements

The financial statements for Gasóga na hÉireann / Scouting Ireland 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 Gasóga na hÉireann / Scouting Ireland 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.) CLG.

Financial highlights

We cannot consider the financial position for 2020/2021 without considering the impact of Covid, which has had a significant adverse impact on membership fees, fundraising income, National Scout Centres income and national events income. These restrictions also severely impacted the activities of Groups at a local level. With that in mind, let us have a look back at last year:

- Our total income of €3.932m was down €0.819m on last year (2019/20: €4.751m) which included a €0.948m decrease in membership income over 2019/20 to €1.823m.
- Our expenditure on charitable expenditure was €4.357m, down €2.066m on last year (2019/20: €6.423m). This includes expenditure for legal provisions of €0.884m (2019/20: €2.060m).
- There was an operating loss of (€0.465m) (2019/20: (€1.727m)). As a result of this operating loss, general funds are now a negative (€5.332m) (2019/20: (€4.889m)).
- Capital expenditure for the year was €0.074m (2019/20: €0.153m).

Income

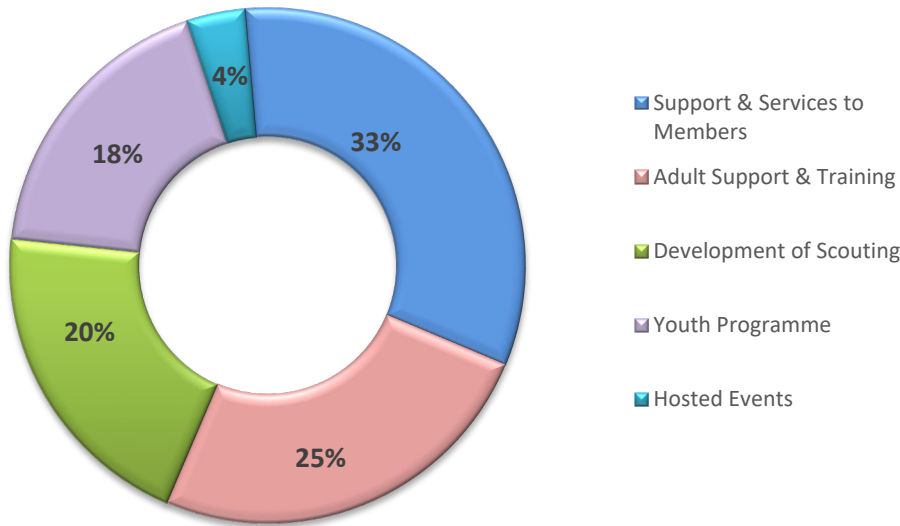
Whilst our income streams have been consistent in the past, due to Covid, it has been a challenging year, in particular for our membership and fundraising income and our National Scout Centres. However, as a result of the lifting of Covid restrictions our future prospects are now more promising and we anticipate membership numbers will increase.

Total income for the year amounted to €3.932m (2019/20: €4.751m) a decrease of 17%. This is mainly due to the fact that the membership income fell by €0.948m, fundraising income fell by €0.079m, and National Scout Centres income fell by €0.060m. We did however receive an uplift in grant funding. We are grateful to the Department of Children, Equality, Disability, Integration and Youth for the funding provided during the year of €1.367m (2019/20: €1.216m), which included our core grant and other grants for governance expenditure, the WSM 2021, a youth climate grant and a capital grant. We were also delighted to secure our first grant from The Department of Foreign Affairs -Irish Aid of €0.044m to engage young people in development education programmes as well as securing a grant from the Department of Rural and Community Development of €0.100m, which was made available to support organisations who were financially impacted by Covid.

During the year we received a donation from the Outdoor Adventure Store of €0.085m (2019/20: €0.004m) to support capital works in our Castle Saunderson National Scout Centre.

Expenditure

Expenditure on charitable activities



Expenditure on charitable activities is the largest element 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 include 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 €2.066m to €4.357m (2019/20: €6.423m).

The costs of raising funds and other expenditure during the year amounted to €0.039m (2019/20: €0.055m), bringing total expenditure for the year to €4.397m (2019/20: €6.478m), a decrease of €2.081m.

Fixed Assets

Capital investment during the year amounted to €0.074m (2019/20: €0.153m). During the year we invested in some new IT equipment.

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 €0.465m. 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 2021, the unrestricted reserve was in a deficit position of (€5.332m) (2019/20: (€4.725m)). 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. The Directors recognise that it will take time for membership numbers to recover to pre Covid levels which will have a resultant impact on income and therefore their ability to increase reserves in the short term.

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 continues to be changes in external circumstances such as a resurgence in Covid or adverse macro-economic events. At the time of approving the financial statements the Covid Pandemic is still present, however restrictions were lifted on the 22nd January 2022. This has allowed normal Scouting activities to resume and there are clear plans for resurgence and growth in our membership numbers. We look forward to returning to national and international events over the next 12 months, including the World Scout Jamboree 2023 in Korea.

The Directors have considered the viability of the company including detailed financial and cashflow projections. Based on these cashflow forecasts the Directors are satisfied that the business will remain cash positive. Therefore, the Directors have a reasonable expectation that the company has adequate resources to continue in operational existence and continue to adopt the going concern basis for accounting in preparing the financial statements of the company.