

3rd Hampton Hill (St. James) Scout Group

Annual Report and Accounts
for the year ending 31st March 2021



This Report has been approved and agreed by the Trustees acting as the Group Executive Committee.

Chair: Mr Martin Riddell

Group Scout Leader: Mr Richard Moody

Assistant Group Scout Leader: Mr Paul Fitchett

Treasurer: Mrs Clare Chidgzey

Scout Leader: Mr Clive Scoggins

Life President: Mr John Nielsen

Scout Registration Number: 27686 Registered Charity: 303816

“As Scouts, we believe in preparing young people with skills for life.”

CONTENTS

Introduction

Achievements and Reports

Group Scout Leader

Beaver Scout Colonies

Cub Scout Packs

Scout Troops

Shooting at 3HH

Quartermasters' Report

Peake Explorer Scout Unit

Financial Review Treasurer's Statement FY 2020/2021

Appendices

Group Governance

Reference & Administration Details

Objectives

Structure, Governance & Management

INTRODUCTION

Welcome to our delayed 3rd Hampton Hill Scout Group Annual Report. Although the report covers our financial accounts up to 31 March 21, unless otherwise stated, the narrative will cover all activities up to the AGM on 10th October 21.

Reflecting on the last year, I think the key word must be resilience. Despite the challenges, we have not only survived as a Group, but we have continued to thrive. Whilst maintaining our original membership we have also, under the drive and leadership of Matt B and Kate D, created a new Explorers section, giving Scouts leaving 3HH, a home to continue scouting activities.

Another highlight has been the influx of new leaders and new Exec members. Details of the new leaders are highlighted in the following section but I would like to welcome Sam J and Clare C into the roles of Secretary and Treasurer respectively. I want to express my appreciation to Kerri, the previous Treasurer, which is one of the more challenging roles in the Executive Committee and I would like to thank her for all her efforts and commitment.

I would also like to thank Matt for getting us up and running on the new 3rd Hampton Hill website.

Finally, on your behalf, I would like to express my thanks to Rich, Paul and the entire leadership team for making all this happen; to the parents and guardians who have continued to support the Group and to Beavers, Cubs, Scouts and now Explorers who have made this such a vibrant and active group.

Martin Riddell Chair (Group Executive Committee)

ACHIEVEMENTS AND REPORTS

Group Scout Leader

Well, this is the second GSL's musings I've been happy to add to our annual report on behalf of Rich our GSL. As our last AGM was much delayed, as were many such things due to the pandemic, it's a much shorter time since to cover if I only go up to the end of the financial year.... So, with three themes, I'll go beyond!

My first theme is **resilience** as we not only kept Scouting going in all sections through those darkest of days but as soon as possible following advice from the Government and Scout HQ, we opened up 'face-to-face' meetings again from around Easter. Happily, this being the summer term we were able to meet outdoors reducing infection risks, shame that the weather often didn't play ball, but there again this is Britain so what do we expect? Our response was to build an outdoor covered space using a parachute for shelter and making seating out of pallets (great work from Jonathan Reid). We kept things safe by keeping numbers low, splitting packs/troops, and meeting alternate weeks where necessary and even tentatively planned for summer camps. Our leadership team are all absolute stars in the way they adapted and carried on and I have nothing but admiration for them.

The second theme is **recruitment**, because as I retired in February, I strangely found myself still doing the same job as a people manager, just unpaid! We had to ensure we released Matt and Kate from **Cubs** so they could focus on our new Peake Explorer unit and at the same time we also needed to find new leaders for Monday Cubs as Wend moved to looking after 3HH's shooting activities. We started a massive recruitment drive and Matt & Kate between them initially found Maggie who began to work with them on Wednesday and then Otterlie responded to our adverts and you've never seen two people gel so quickly and so well as Maggie & Otterlie. Nat also saw our adverts, and having missed the opportunity to be part of Scouting in her native Brazil, was very keen to get involved so we've slotted her into Monday Cubs. Then 'out of the blue' we were offered a volunteer who'd contacted Scout HQ to become a Cub Leader and who just happened to live in Hampton Hill; welcome Dave to Monday Cubs, or Woody as he's now known to avoid confusion with the current Dave.

Beavers was our next focus as we wanted to build a team so that when numbers allowed, we could reopen our second colony. Gazal was our first recruit who'd again responded to our adverts, initially looking at Cub leadership but decided Beavers was much more her thing and she's been working with Jane and Richard for a few months now. We also converted a few enquiries for children to join the group into leadership opportunities and we welcome Garan and Priya, two very fresh recruits joining the team this autumn and finally Elliot who responded to our adverts, bringing with him years of youth experience from his time in 3rd Hampton.

My third theme is **retention & growth**. Scouting has never been so popular and we're seeing unprecedented numbers of young people looking to join our group, this being reflected in every group across the country. Thankfully this is also being reflected in an increase in volunteers coming forward and whilst we've been very active and successful with recruitment, we need to look after these fantastic people, so how do we do this? Clearly, we'll ensure they get the help, support and training they need, something 3HH is really good at as our 'old' leaders never leave, but what we must ensure is that we have a good number of helpers in each section. We are very lucky to have many of our older Scouts/Explorers come back as Young Leaders but there is **no substitute for adult helpers**, people who can bring a particular skill or just take on the preparation for an evening. To do this the **only commitment you make is to undergo a DBS check** and to complete a small amount of online training to keep everyone safe. Don't wait to be asked, go and offer your services to your section leader. Volunteering is not just about giving back – it goes both ways. It improves your wellbeing, gives you skills for the future, and helps you make new friends (and memories). Come and do that in the welcoming atmosphere of our large, successful, and friendly group.

Finally, a few '**thank-yous**', firstly to Sam Janssen who has made our Executive Committee 'legal' by becoming our secretary and secondly a grateful thanks to Kerri who bows out of the treasurer's role having balanced the

role for a number of years with a full-time job and children. This means a 'welcome' is due to Clare Chidzey, a former youth member of this group whose son now having started Beavers is stepping into the vacancy. Last but by no means least thanks to Matt Rogers who has been instrumental in getting our website back up and running; early days yet go and take a look at www.3hhscouts.org.uk. Finally in this section it's a big thanks to everyone in the group who contributed time, cakes or both at the recent Bushy House open day and helped with a turnover of over £1.5K and a clear profit of over £1.2K.

Paul Fitchett Assistant Group Scout Leader, on behalf of Richard Moody Group Scout Leader.



It's been a year of challenge and change for us all within the Beaver colony. Our video-conferencing based meets continued to build momentum and we were all struck by how we were still able to keep the essence of Beavers with fun games and activities as Covid continued to prevent us from all meeting up in person. Of notable mention was the mug cake where kitchens across the area were alive with whirring microwaves and the smell of melted chocolate with some superb results all-round. We continued old favourites like Kim's Game, scavenger hunts and learned new games such as trying to put on as many layers of clothes as possible!

We were delighted to be back at HQ last term where we had fun cooking campfire s'mores, and even managed a hunt up and down Hampton Hill High Street, although the Beavers would probably say that the Mums and Dads got a little competitive on that one!

We said goodbye to Laura and Chantelle this year. Laura has served for many years in the Colony with her confident marshalling of the young people, her love of crazy-fun games and perfect comedy timing. She was a joy to be around, and we wish her well.

Recruitment has been phenomenal within the last few months where we welcomed 4 new Beaver recruits keen to get stuck into proceedings. We're looking forward to starting the new term with Gazal, Priya, Elliot and Garan joining Jane and Richard as they prepare for another action-packed year!

3HH Beaver Team



Our two cub packs Nevis and Snowdon have continued to meet, both on zoom and face-to-face when restrictions permitted over the last year.

We were delighted that so many cubs were able to access many months of Zoom sessions, and astounded by their technical abilities, and their amazing on-line manners. Our zoom sessions (although no replacement for face-to-face cubs) did allow us to try out some activities that would not be possible in the hut, from making both cakes and pizzas in microwave mugs, through to an unforgettable live visit to a dairy farm in Taunton.

However, we were delighted to get back to outside, face-to-face sessions once it was safe to do so. Our most recent meetings have seen us ensuring that our cubs have the core skills they will need as they look to progress through scouting – from putting up a tent,



to lighting fires and some delicious backwoods cooking. We've also spent time in Bushy Park, played some newly invented socially distant games and continued to have fun with our two sections.

We must also mention changes to both the leadership and young leaders. Our three Snowdon young leaders (Katie, Catherine and Bronwyn) have been with us since they were 14, they are now all 18 and heading off to university after four years of dedicated volunteering – we are so grateful to them, and wish them well. We would like to welcome our new Snowdon Young Leaders - Sam and Rory who take up the baton come September, and to thank Jonathan, Emily and Sam who are still active and helping out enormously with Monday Cubs.

Our leadership is also changing with Wend, Matt and Kate moving on to new roles within the group. We are very happy that we have managed to recruit outstanding new volunteers to take over in the form of Maggie, Otterlie and Dave, and we know that our Cub packs are in safe hands going forwards.

3HH Cubs Team



We run two troops, Claws and Talons, on Tuesdays and Fridays. Our Scout intake mainly comprises young people progressing from our own Cub packs. We are on occasion able to offer some very limited places to young people over 10½ on our waiting list who will experience Scouting for the first time, but currently both troops are at or near their limit on numbers.

Scouts experience a varied programme of activities designed to help them learn and apply Skills for Life, whilst taking part in a wide range of activities.

Between April 2020 and March 2021, the Scouts largely had to meet online due to pandemic restrictions. Weekly Zoom meetings were held which covered such diverse topics as:

- Deaf and Mental Health Awareness Weeks
- Online navigation exercises, including map reading and route planning
- World Environment Day
- Quizzes on nature, general knowledge, map symbols, national flags etc that contributed towards some badge work

- A “lost at sea” team-building survival exercise
- An online Hogwarts-themed escape room
- Codes & ciphers
- Baking microwave mug-cakes
- Making pancakes
- Chinese New Year, including origami/paper folding

We were able to deliver some face-to-face meetings between lockdowns in the Autumn 2020 term, where we split each Troop into two teams meeting on alternate weeks, to comply with group size and social distancing requirements. Activities included:

- Making armpit fudge
- Alternative fire lighting techniques
- Communicating via Morse Code
- A What3Words “treasure hunt”

We had relatively good take-up of our online activities, averaging around 50% of troop attendance over the period. Face-to-face meetings were very well attended before further restrictions required us to return to online activities.

To close I include a few photos from our recent Summer Camp in August 2021 which shows our Scouts back enjoying time together on camp; something we have all missed for a considerable time!



We welcome help from everyone in planning and delivering the Scout programme, so if you have a job, skill or take part in an activity that you believe would spark Scout interest or wish to get involved in helping at meetings and/or future camps, then please let us know.

Thanks, from the Scout Leadership Team

Shooting at 3HH

Welcome to the 3HH shooting report on behalf of shooters from 3HH Scouts and Peake Explorers. Unfortunately, there has been no shooting at the 3HH HQ since March 2020 due to lockdown; and neither the 2021 Richmond District competition or the National Scout Air Rifle Championships were held. Fast forward to Summer 2021, the 3HH Shooting Skills Instructor lead role changed from Paul Fitchett to Wend Williamson (moving on from Nevis Cubs) and a specific Risk Assessment was developed and approved to enable shooting in a covid-secure environment. Then, despite the lack of shooting practice, we took part in the Kingston District Shooting Competition, with a team of 3 Scouts (Patrick, Josh and Isaac) and 3 Explorers (Thomas, Rory and Sam). Not expecting any notable results, the Scouts were reminded to go back to basics, as we used this competition to kick-start us back into this fine Olympic sport! Testament to the training provided by 3HH Skills Instructors prior to this year and the application of our Scouts, we unexpectedly came away with a fine haul of medals and trophies, including individual gold, silver and bronze medals and the best Scout Troop in both Rifle and Pistol and Explorer Unit Aggregate competitions. The 'Second Saturday Shoot' restarted this term with an influx of new scouts coming to try it out. I'm hoping they will be keen to take part in our next Youth Proficiency Scheme (YPS), planned to start on Thursday evenings in January 2022 (details to be advertised soon). I am looking forward to ramping up shooting events and replacing old equipment, saying goodbye to rifles held together with insulating tape, and investing in some pistols, so watch this space for the official report of what we achieve by the next AGM. This will of course require a small donation from the 3HH Exec Committee, and I am sure that our parents will endorse the Exec in recognising the importance of this discipline, available to all our Scouts in a level playing field regardless of sporting ability. 3HH and our Explorers are known nationally as a force to content with, having previously been National Champions (winning the hotly contested Senior and Junior Connaught Trophies), as well as having had some Scouts invited to join the National Scout Shooting Squad and beyond to represent GB in international competitions. We have to say a huge thanks to the leaders and helpers who make all this happen, but as always, congratulations to the Scouts and Explorers who put the time and effort into their training.

Wend Williamson, 3HH Skills Instructor & Shooting Lead

Quartermaster's Report

Firstly, a big thank you to all who have kept a watchful eye over the equipment stores during this challenging time. The irregular use of the Head Quarters had led to the possibility of the equipment store going unchecked for long periods. With Scouting being forced to change how regular activities are conducted, the demand on our equipment was significantly reduced. Much of the camping equipment has sat idle in the camp store waiting for camping, as an activity, to return to Scouting.

There are several canvas tents that are showing signs of wear and tear, these will require repair or replacement. We have access to a good repair shop; things will not be discarded unnecessarily. The decision to repair or replace will be based on the return on investment. Other projects in the coming months will include new fire grates for the cooking fire and repair or replacement of the Burco water heater

We do occasionally need a little bit of help during the year, so if you are feeling the need to learn some new skills (no experience required) and would like to help the team then please do get in touch. Don't forget that it's our volunteers that keep our costs down, this in turn means we don't have to subsidise the stores via increased subs or camp fees; meaning we can continue to offer all the fantastic value activities for the Young People.

The annual maintenance day did not take place last year, this is normally a great opportunity to straighten the bent tent pegs and scrape the mud off the ground sheets. There is a small back log of jobs that need attention, so we will be looking for volunteers to assist at the Spring maintenance day.

Charles Shelley, Quartermaster 3rd Hampton Hill Scouts

PEAKE EXPLORER SCOUT UNIT

Peake Explorers started in lockdown and on Zoom, which is not the best way to start a new section, but in April 2020 we made the best of what was available. We were really pleased to actually meet all of our Explorers face-to-face when restrictions permitted and have a thriving section of 18 young people aged 14-17 taking part each week.

Our Explorer group has achieved a lot in a very short time. Highlights include our animations made using wires and plasticine, a tai chi session and some unforgettable chocolate truffles on zoom. Once face-to-face we have also been on a day hike down to Polyapes in Cobham, enjoyed kayak / SUP sessions in Shepperton, made a human-sized table football set and even turned our hands to making a load of very strange knots. We should also mention that we spend a lot of time both cooking and eating! Thanks to all our Explorers for being such an easy group to run, and helpful in planning and delivering their own programme.



Peake Explorer Team

FINANCIAL REVIEW – TREASURER’S STATEMENT FY 2020/2021

Note from Chair: Kerri Dowling has now completed her ‘tour of duty’ as Treasurer of the Group. I would like to thank Kerri for her outstanding contribution throughout the years. I welcome the new treasurer (subject to successful election), Clare Chidzey into the role. To facilitate a smooth handover, I have asked Clare to act as the scrutineer for the 20/21 accounts prior to stepping into her new role.

Martin Riddell-Chair

This financial year has been an extraordinary one, with the onset of the COVID pandemic and the uncertainty of its impact on 3rd Hampton Hill (St James’) Scout Group and the families connected to the group. We experienced lock downs and have been unable to operate in our usual way.

Due to the pandemic, cash preservation had to become a focus. Historically the group have been able to maintain stable healthy cash reserves, with the restrictions placed on the group income fell from £40k in 2019-20 to just £12k for the financial year 2020-21. The group understood that it wasn’t only the group that would be implementing cash preservations strategies but that some families would have been subject to significant

income concerns, job losses and uncertainty. As an immediate response to the Covid pandemic, face-to-face activities were suspended and replaced by virtual meetings and no subs were charged for the Summer 2020 term. In the Autumn term limited activity was able to resume and normal subs were charged, the group reduced subs again in the Spring and Summer Terms charging £20 and £30 respectively. The ability to rent the hall out was restricted with income from the main hirer (a local exercise group) falling from £4k (2019-2020) to just £260 (2020-2021).

£7k of the group's income in this financial year came from the Gift Aid claim which covered the previous 4 years. It is crucial we raise awareness of the additional income we can generate by asking everyone to complete a gift aid declaration where applicable. Going forward we will be making claims at regular intervals.

The reduction in income was offset by close cost monitoring achieving a reduction in expenses from £51k in the prior year to £19k. The basic unavoidable running costs of the George Stanley Hall are approx. £9k per year, this includes insurance, utilities etc, the remaining expenditure in the year is made up of ad hoc additional maintenance and consumables. A disrupted program in the year and no camps taking place has also contributed to the reduction of outgoings. During the year the Scout Association increased their capitation charge by £1 per member, this additional cost increased expenses in the year. The net impact on group cash within the year was a reduction of £7k from £66k (2019-2020) to £59k (2020-2021).

Having very recently stepped into the role of treasurer, and being a previous member of the group as a Scout, I am so proud to be part of such an amazing organisation, I am looking forward to meeting you all and bringing some of my knowledge and work experience to assist the group in all matters financial. I can already see how the group has evolved with the use of digital tools and I intend to continue this theme with the production of the accounts.

The accounts are yet to be audited but are on track to be scrutinized independently and filed with the Charity Commission before the filing deadline. Any material amendments required to the accounts when presented to the Charity Commission will be approved by the Group Executive and communicated to the Group.

Clare Chidzey, Treasurer

APPENDICES

Group Governance

As a reminder – What we (scouts) do . . .

As Scouts, we believe in preparing young people with skills for life.

We encourage young people to do more, learn more and be more. Each week, we help over 460,000 young people aged 6-25 enjoy fun and adventure while developing the skills they need to succeed, now and in the future.

We're talking about teamwork, leadership, and resilience – skills that have helped Scouts become everything from teachers and social workers to astronauts and Olympians. We help young people develop and improve key life skills.

We believe in bringing people together. We celebrate diversity and stand against intolerance, always. We're part of a worldwide movement, creating stronger communities and inspiring positive futures.

REFERENCE & ADMINISTRATION DETAILS

3rd Hampton Hill (St. James) Scout Group

Charity Registration Number: 303816

Scout Association Group Registration Number: 27686

Headquarters Address: The George Stanley Hall, 'The Triangle', rear of Holly Road Recreation Ground, School Road Avenue, Hampton Hill.

Contact details: Group Scout Leader Mr Richard Moody

Tel: 0208 286 6918 E-mail: richard.moody@kingston.gov.uk

Independent Examiner (Accounts): Mr Mark Sheldrake and Mrs Clare Chidzey

List of the Trustees:

Chair: Mr Martin Riddell

Group Scout Leader: Mr Richard Moody

Assistant Group Scout Leader: Mr Paul Fitchett

Treasurer: Mrs Clare Chidzey

Scout Leader: Mr Clive Scoggins

OBJECTIVES

The Group needs to raise funds to support its increased membership and to maintain the high standards of the programme and activities that the Sections currently enjoy. It also needs to raise funds to maintain and improve our Headquarters.

The Group's objectives for the next year are to:

- Maintain leadership team through continued recruitment
- Replace, maintain, and purchase new equipment

- Leadership recruitment (and succession planning) in all Sections
- Recruitment of one or more adults to cover/assist with 3HH HQ maintenance

We are fortunate enough to have a broad Leadership and Support Team leadership training. However, there is a continual need to recruit more adult help into the Group to sustain the team and to cover succession planning. Adult leaders and helpers are DBS checked and Occasional Helper Forms are completed for anyone who helps, once a month or more, at Group Section meetings. Although the Group has been successful in attracting additional adult help in the past year, the main priorities are additional parent representatives and succession planning for the leadership. The Leaders, GEC and volunteers who give their time to the Group help make it such a success and have a sense of achievement from being part of the Group. For adult helpers there is training in Safety, Safeguarding Training and First Aid. Role/Job descriptions are available for anyone who would like to consider volunteering for any roles. Training programmes and full support from the rest of the Leadership Team are available to adults involved with the Group. Contact the Group Scout Leader, Richard Moody on (020) 8286 6918 or email Vacancies3HH@btinternet.com for more information.

STRUCTURE, GOVERNANCE & MANAGEMENT

3rd Hampton Hill (St James) Scout Group is an autonomous charitable trust affiliated to The Richmond-upon-Thames District Scout Council and the County of Greater London South West Scout Council (GLSW), and to the Scout Association. The rules under which the Group operate are authorised by the Policy, Organisation and Rules (POR) of the Scout Association, which, in turn, are authorised by the Royal Charter.

The Group is supported and advised by the District Council (Richmond-upon-Thames), the County and Scout Association Headquarters on all matters as needed or requested.

The Group Scout Leader (GSL) is appointed by the District Commissioner (DC) of Richmond-upon-Thames Scout District. The Chairman and 6 members of the Group Executive Committee are nominated by the Group Scout Leader, and their appointment confirmed at the Annual General Meeting.

Other officers of the Group Executive Committee are elected each year, at the Annual General Meeting. All Section Leaders holding an appointment become members of the Group Executive Committee as a result of their respective offices. All adult leaders, sectional assistants and members of the Group Executive Committee are subject to Enhanced Clearance by the Criminal Records Bureau (CRB) now DBS and are given training appropriate for their posts through the District and County Training Teams.

The Group Executive Committee meets approximately every 6-8 weeks to discuss, plan and manage:

- The maintenance of Group Property and assets
- The raising of funds and administration of Group finance
- The insurance of persons, property and equipment
- Group public occasions
- Assisting in the recruitment of leaders and other adult support
- Appointing any sub-committees that may be appropriate
- Reviewing Health, Safety and Security of property, assets and people.

Minutes of the 3rd Hampton Hill Scout Group Executive Committee Meetings are emailed to the Vicar to keep St. James Church informed of our activities and plans. Day to day decisions affecting the operation (management) of the Group is made by the Group Scout Leader, after appropriate consultation. Day to day administration decisions are made by the Chairman, after appropriate consultation. Leaders Meetings are held approximately every 8 weeks (twice per term). The Annual General Meeting and Group Review is normally held in the summer each year.

Financial Records

“The Trustees are responsible for the preparation of the Annual Report and Financial Statements in accordance with the Bye-Laws of the Scout Association and the Charity Commissioners. These require the Group to select and apply suitable accounting policies, make reasonable and prudent judgements, keep proper financial records, and to prepare financial statements on the “going concern” basis for each financial year in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (Charities SORP 2005).

Individual Scout Groups, as independent charities, are responsible for preparing their own annual financial statements and holding their own Annual General Meeting. The Financial Statements have been subject to Independent Examination by Mr Mark Sheldrake.

Financial Investment Policy

The Trustees cautious approach to risk extends to its investments, and its reserves are only placed with highly secure, low risk funds. Day to day funds are kept with Santander Bank and cash is held for the shortest possible time before being paid into a bank. By investing through the Scout Association and The COIF Charities Deposit Fund the Trustees seek to benefit from their published social, ethical and environmental investment policies.

Financial Reserves Policy

It is the intention of the Group to hold sufficient reserves in cash and short-term investments to:

- Meet possible short-term liabilities
- Cover any adverse phasing of income and expenditure for approved Section and Group activities and events
- Provide 12-month Group operating costs
- Ensure that Group Training needs are met
- Be able to provide “start-up” or support funding for any new Section which meets key objectives
- Be able to provide “start-up” or support funding for any specific activity which meets the Groups Objectives, and which may not be able to achieve short term self-financing.
- Ongoing maintenance and improvements to the Scout HQ building
- Maintaining and replacing Group Assets