



The Scout Association
**ANNUAL REPORT &
ACCOUNTS 2000-2001**

The Scout Association

ANNUAL REPORT & ACCOUNTS 2000-2001



The 92nd Annual Report of the Committee of the Council including the consolidated financial statements for the year ended 31st March 2001.

Incorporated by Royal Charter
Registered Charity No 306101

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Investment Powers: The Association's Royal Charter
authorises it to invest funds of the Association not

immediately required in pursuance of its objects and
to use the services of a private investment manager
or firm.

Insurance Brokers: Willis Coroon, 10 Trinity Square,
London EC3B 3AX

*The Scout Association exists by authority of a Royal
Charter, granted by King George V in 1912 and
supplemented by further Charters granted by King
George VI and Queen Elizabeth II. These Charters
give authority to the Bye Laws of the Association
which are approved by Her Majesty's Privy Council.
The Bye Laws, in turn, authorise the making of rules
for the regulation of the Association's affairs. The
rules are laid out in The Policy, Organisation and
Rules of The Scout Association.*

*The Aim of the Association is to promote the
development of young people in achieving their full
physical, intellectual, social and spiritual potentials,
as individuals, as responsible citizens and as
members of their local, national and international
communities.*

*The Method of achieving the Aim of the Association
is by providing an enjoyable and attractive scheme of
progressive training, based on the Scout Promise and
Law.*

*The report and accounts cover the activities directly
controlled by The Scout Association (Charity Number
306101). The activities of the Scout Councils of
Northern Ireland, Scotland and Wales together with
Scout Counties, Areas, Districts and Groups are not
reflected in the report and accounts. These bodies
are autonomous charities which are affiliated to The
Scout Association which together form the Scout
Movement in the United Kingdom.*

*The management of the business of the Association
is vested in the Committee of the Council. The
Committee comprises 12 Elected Members and three
Elected Youth Representatives elected by the Council
of The Scout Association at its Annual General
Meeting and Ex-officio and Co-opted members. The
total number of Ex-officio and Co-opted members
does not exceed the total number of Elected
Members.*

*Chairmen and members of sub-Committees are
appointed annually by the Committee of the Council.*

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INTRODUCTION BY THE CHAIRMAN, COMMITTEE OF THE COUNCIL



During the past year the Association celebrated the Millennium in camp, with over a third of a million members under canvas on what turned out to be one of the wettest week-ends in the year – as I discovered as I camped out myself while visiting sites from the South coast to the Lake District!

The design of the new programme was completed, and the roll-out started under the enthusiastic leadership of the Programme Review Implementation team; and the new Scout uniform was agreed and publicly unveiled after the largest consultation in the Association's history.

Hundreds of volunteers all over the country worked together to convince the Home Office to abandon its plans to charge them for criminal records checks, a campaign which undoubtedly owed its success to that combined effort, supported by the personal commitment and leadership of the Association's chief executive.

A highly significant project on the role of young adults in the running of the world movement, which the World Scout Committee had asked the Association to lead on its behalf, and which involved consulting every national Scout organisation, was completed on schedule. Its outcomes were presented at the World Bureau in Geneva by one of the Association's young members of the Committee of the Council.

A completely revised package of hill & mountain safety arrangements and rules was launched at a series of six national briefing days, and was

welcomed by the great majority of the hundreds of Leaders who attended.

And – almost without noticing – the Association successfully co-located its national offices at Gilwell on schedule and well inside budget.

So it has been a good year? Well, yes but . . . the recorded numbers in membership of the Association have declined once more. So, at its last full meeting before the AGM, the Committee re-dedicated itself to making the development of the Association and its membership the number one priority for us all in the immediate future.

Once more, on behalf of the Committee, I should like to thank the Association's staff for all their efforts, which this year have seen so many threads coming together, and so much being put in place for our future.

The building blocks are all there: let us all now build Scouting!

John Bevan
Chairman, Committee of the Council

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Introduction

This report provides a summary of the activities of the Committee of the Council and its sub-Committees during the period April 2000 to March 2001. The Members of the Committee of the Council are the Trustees of The Scout Association. The management of the business of the Association is vested in the Committee. The Committee is responsible for policy making but delegates some operational decisions to its sub-Committees, which may also recommend policies for the consideration of the Committee.

The Committee of the Council met six times during the period under review of which three were two-day residential meetings. Its sub-Committees generally met quarterly. During the year 12 County and Area Commissioners exercised their right of attendance at meetings of the Committee, as did most National Commissioners.

The Association is grateful for the continuing support of its Patron, HM the Queen, and its President, His Royal Highness the Duke of Kent. The President of the Association accepted an invitation to visit Gilwell Park on 27 April 2001 to open the new office building, Gilwell House. His Royal Highness also agreed to review the Parade of Queen's Scouts and to attend the National Scout Service at Windsor on 22 April 2001.

In February 2001 the President attended a luncheon at Baden-Powell House hosted by the Chief Scout and the Association's Vice-Presidents to mark his 25 years as President of The Scout Association.

During the year under review the Committee of the Council and its sub-committees undertook significant work in a number of areas:

- developing the structure and curriculum for a new youth programme
- reviewing safety in mountain activities
- developing and launching a new corporate identity
- consulting and agreeing a new uniform for young people and adults
- campaigning against the proposed charges for adult volunteers with the Criminal Records Bureau

- co-locating the national offices to Gilwell Park

These matters are reported in more detail later in this report.

Programme & Development

The New Youth Programme

In May 2000 the Committee received the final report and recommendations from its Programme Review Team following consultation with the Movement. This was the culmination of work begun some five years ago. The outcome of this work will have significant benefits to young people in Scouting for many years to come.

The Committee agreed recommendations arising from the review and immediately sent a letter to County and Area Commissioners giving them the basic features of the decisions that had been made. The Council received a further briefing at its Conference in September 2000.

The new programme will not become operational until appropriate support material, structures and framework are in place. Implementation will be phased in over the period up to 2003. Over 100 volunteers and staff are working to prepare for the launch of the new programme in 2002.

Development

In the three years since the Going For Growth Group was established it has achieved considerable success. Awareness of the problems that face the Movement have been raised and the role of volunteer line management in tackling the problem promoted. It has identified and promoted the three key mechanisms of an effective Group Scout Leader in every Group; helping Leaders to enjoy their Scouting; and winning everyone over to want grow the Movement.

The work of the Headquarters has been focused on growth and the Committee has demonstrated its commitment to the Movement through the earlier rebate for growth scheme. Simple tools for Group Scout Leaders and County and Area Commissioners

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to generate growth have also been produced. However the main objective of an increase in membership has not transpired mainly due to external factors outside of the Association's control.

With the appointment of a National Commissioner for Development, and with the increased emphasis on growth and development throughout the Movement, the Committee considered what more work should be done and how it related to the new National Commissioner's role.

The focus on Going For Growth must continue at a local level if the membership is to grow. This is mainly in the hands of local volunteer managers but support and encouragement is needed from Headquarters. A Planning for Growth Workshop resource, which Commissioners can use locally, will help members identify the issues surrounding growth, make plans and carry them out. There are also existing materials that can be used by newly appointed Group Scout Leaders and Commissioners.

The Committee also started a debate on alternative approaches to the support and management of the Movement at all levels. One random survey of newly appointed Group Scout Leaders reported that none felt they were receiving any support from their District Commissioner.

Many people believe that flexibility and a variety of local structures are the keys to the effective delivery of the youth programme and adult support as well as increasing the membership. However the use of this flexibility will not happen without the direction, encouragement and the promulgation of alternative models from Headquarters.

It had been expected at the time of the Local Support Services consultation in 1997 that support structures would be reviewed after the implementation of the new youth programme. However the Committee agreed there should be an immediate review of alternative approaches to local support and management. This will provide for consideration, development and implementation in the same time-scales as the new youth programme.

Submissions were invited and received from County and Area Commissioners. All indicated that the Scout Group was still seen as the key vehicle for the

delivery of effective Scouting and that flexibility was welcomed so that local support could meet local needs in a way appropriate to the locality. There was an acceptance that alternative structures may well be necessary but there was no wish to see wholesale change with precise changes and time-scales directed by Headquarters.

The Committee agreed that a position paper should be prepared for presentation and discussion with the Council in September 2001.

Voice for young people

The Association continues to be committed to its Voice For Young People strategy of working with young people as well as for them. This strategy requires an approach that is empowering as well as educational throughout all levels of the Association. The ultimate target is integrated forums for debate and decision making in which young people, young adults and other adults have an equal and respected partnership.

The Voice For Young People programme was first developed in the late 1990s. Since then there has been significant constitutional reform and there are now three elected 18-25 year old members of the Committee of the Council as Trustees.

Every County and Area is entitled to have an additional member of the Council by nominating a young person. However not all Counties and Areas have yet taken up these places. While there has been no objection from the Movement to the principle of involving young people in the work of County and Area decision making, there is little evidence to suggest that it is being actively developed in many places.

The Committee has agreed that the Association will continue to send a delegation to the British Youth Council comprising four Nominated Youth Members of the Council of the Association. The Committee will appoint the Delegation Chairman annually and ideally the Chairman will be one of the three Elected Youth Representatives on the Committee.

Mountain Activities

The Committee spent much time during the year on a revised approach to the authorisation for activities on moors, hills and mountains. To encourage outdoor

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activity the Executive Committee published a briefing note defining the areas where no formal Scouting activity authorisation is required.

The Committee was also made aware that the United Kingdom Mountain Leader Training Boards, the National Governing Bodies for mountaineering, were working on a new qualification below that of the Mountain Leader Award. This award – the Walking Group Leader Award - was launched in January 2001. There is widespread support for the Association to base Scouting activity authorisations as far as possible on National Governing Body awards.

The Committee introduced revised rules for mountain activities based around the new standards. Regional briefings were held to explain the changes and the change in safety culture required by Movement. The revisions were well received.

Adult Training Review

Work has commenced on a review of adult training. A first stage proposal for a revised Leader Training scheme has been considered and approved in principle by the Programme and Development sub-Committee as a model to facilitate more detailed work. A full report with appropriate recommendations will be made to the Committee of the Council in due course.

Gilwell Park Campsite Development

Camping is an essential element of the Scouting programme and the Committee had previously approved an outline plan for the development of the Gilwell Park camp site in October 1999. Members of Epping Forest District Council were invited to visit Gilwell Park in June 2000 to tour the site and receive an informal briefing about the Association's plans. In March 2001 the Committee received a detailed progress report on the proposed development.

A team of professional consultants has been appointed and a formal planning application prepared. The Committee was given a description of the main elements of the development and early estimates of costs. The implementation of the project is expected to take between four to six years and will largely be driven by the availability of funds.

Mr. Andrew Buxton, a Director of the Bank of England and a past Chairman of Barclays Bank, is Chairman of the Scout Business Trust and is taking a personal interest in the project. A dedicated fundraiser has also been appointed for the project.

The Committee agreed to make available £1,455,000 during the financial year 2001/2002 from the Association's designated reserves for this project so that infrastructure works can be started. These works are unlikely to be attractive to external donors.

Communications & Image

Following research by the Association a communications strategy had been agreed last year by the Committee. The challenge for the Association is to communicate and demonstrate that Scouting is a modern and adapting Movement meeting the needs of young people in today's society. The Committee received progress reports and considered matters on the implementation of its strategy. More detail is given below.

Uniform Review

During the year under review the Committee received the report on the uniform consultation. 361,000 copies of the uniform questionnaire were distributed to the Movement in the period July to November 2000. The questionnaire also appeared in SCOUTING Magazine and a number of questionnaires were also directly downloaded from the ScoutBase web site bringing the actual circulation to approximately 400,000 copies. This made this exercise the largest consultation ever undertaken by the Association.

By the return deadline in November 2000 some 46,000 completed questionnaires had been returned. Twice as many questionnaires were received from young people than from adults.

The Committee considered carefully whether there should be a single uniform colour and style across the whole age range or whether there should continue to be different colours and styles for each section as at present. It was agreed that Sectional identity and branding was important especially to young people. Each Section will therefore continue to have its own uniform colour.

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Following its meeting in December 2000 the Committee's decisions were immediately communicated to all members of Council and County, Area, and District Commissioners. Further information together with studio quality photographs were distributed in early 2001.

The new uniform was launched in February 2001. Several national newspapers and television stations covered the formal launch and using media industry statistics it can be estimated that 18 million people were made aware of the new uniform through these media. BBC's 'Blue Peter' children's programme broadcast an extended item on Scouting and the new uniform.

Corporate Identity

In October 2000 the Committee received a presentation from the working group and external consultants appointed to review the Association's branding and in particular the use of the logo 'Scouts'.

The Scout Association enjoys a high level of public awareness and favourability. However there is much more competition for the attention of young people in today's society and the general public's perception of Scouting is somewhat outdated. Scouting's mission is not widely known and the organisation is perhaps perceived as not being as relevant today as it used to be.

The existing logo, devised over 25 years ago was being used inconsistently and a number of sub-brands had subsequently been developed which cluttered and bore no relation to each other, thus confusing the image and message conveyed.

In the proposals to revise and revitalise the logo it was planned to retain those elements that had a strong level of audience awareness, retaining some element of history and continuity with the past but bringing it up to date and making it as future-proof as possible. The logo needed to reflect the Movement's position, help change the public perception and make the Scout brand instantly recognisable and appealing. The Committee of the Council approved the design of the new logo that appears elsewhere in this publication.

A design guide to help with the correct implementation of the new corporate identity was circulated in January 2001 and there is much evidence that the new logo is being used.

SCOUTING Magazine

In February 2000 it had been agreed that a contract publisher should work with the Association in the production of SCOUTING Magazine. This new publishing arrangement took effect in September 2000. A new Editor and Deputy Editor were recruited with the move of the offices to Gilwell Park. They have now started to introduce improvements to the magazine. The printing and distribution of the magazine is being reviewed and the Committee will receive a report at its meeting December 2001.

Publications

The Committee was pleased to note that all the projects outlined in the publications strategy agreed in October 2000 are now underway or have been completed. A design company and a print management agency have been appointed to assist with the many new publications associated with the new youth programme.

Corporate Web Site

The preparation work for the launch of a new corporate website (www.scouts.org.uk) was shown to the Committee. This site will provide information about Scouting to a non-Scouting audience. HRH The Duke of Kent was invited to 'launch' the site during the opening of the new offices in April 2001.

ScoutBase UK Web Site

ScoutBase UK (www.scoubase.org.uk), the Members web site, was conceived by five Scouters in March 1995. The initial objective had been to provide a site that would be a one-stop shop on the Internet for authoritative advice, guidance and ideas to the Movement. The site was recognised as the Association's official site in October 1996. The site is still managed and run by some 70 volunteers with help from the Communications Directorate.

ScoutBase UK is a very large site. The most frequently accessed pages are programme ideas and games, the Information Centre catalogue and 'Policy, Organisation

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and Rules'. In the next year ideas and proposals for the future development of ScoutBase UK will be considered. In particular the General Purposes sub-Committee has requested proposals on the operation, management, control and cost of a possible moderated 'chat room', the extension of email and the relationship between ScoutBase UK, the Association's corporate web site and the Association's trading subsidiaries' sites.

ScoutBase UK is now regarded by the World Organisation of the Scout Movement as the premier Scouting Web Site world-wide. The World Organisation has used the experience of ScoutBase UK to form its own proposals for a Scout 'World Portal' and to assist The Scout Association of Macedonia in developing its use of the Internet.

National Media Campaigns and Events

The largest national media campaign undertaken by the Association in recent times was created to support the lobby in connection with the proposed charges for Criminal Records Bureau checks for adults. The campaign helped to establish excellent working relationships with local and national journalists that will be used to the Association's advantage in the future.

There were media launches for the new logo and uniform. A video news release about the new uniform was commissioned and issued to all national and regional television companies and this was widely used. A further 5,000 copies were made available to the Movement.

Information Centre

In June 2000 the Committee received the review of the Information Centre after its first year of operation. The Centre receives an average of more than 300 enquiries per day, the majority by phone. Since it opened in April 1999 it has dealt with more than 70,000 customers. It has a high profile in the Movement and has gained recognition for its work. Some 90 per cent of the targets set when it was first established have been met. Proposals for the current year included the development of e-commerce.

The Committee agreed that the Information Centre should continue to operate, and with the same opening hours, staffing levels and budget as at

present, but that it is encouraged to seek ways to provide an increasingly efficient, customer focused service to Members of the Movement.

National Events

National Scout Service

The National Scout Service was held by kind permission of Her Majesty The Queen at Windsor Castle in April 2000. The parade of Queen's Scouts was reviewed by The Hon. Mrs. Betty Clay, CBE, a Vice President of the Association.

Millennium Camps

Millennium Camps were held over the weekend of 26-29 May 2000. There were more than 600 camps organised in 107 Counties and Areas. Despite the severe weather conditions over 380,000 members were in camp over the bank holiday weekend making this the biggest camping event in the Association's history. Over 410,000 Millennium Badges were also sold raising in excess of £200,000 for local charities. Excellent press coverage was received from local television channels, radio stations and newspapers.

Speaker's Reception

The Speaker of the House of Commons graciously hosted a reception of Scouts and Members of Parliament in Speaker's House at Westminster in June 2000. Some 80 Scouts and Members of Parliament attended this significant annual event.

Gilwell Reunion

The Annual Reunion for Wood Badge holders was held at Gilwell Park at the beginning of September 2000. Activities and information bases under the theme Dome 2000 attracted Wood Badge holders from throughout the United Kingdom and other countries.

Remembrance Day 2000

The involvement of the Association in the new arrangements for the marking of Remembrance Day was welcomed. Queen's Scouts as usual

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formed a Guard of Honour for Members of the Royal Family and national politicians. The Association was also invited to provide 50 Members in the Cenotaph March Past which for the first time contained a civilian contingent.

Another new feature was a special youth event that commenced with a small service at the Cenotaph on the Saturday evening. This was followed by a torchlight parade to the Albert Memorial where a main torch was handed over to the H.R.H. the Prince of Wales and taken to the Royal Albert Hall for the Festival of Remembrance.

The Association was invited to provide 50 Scouts and Venture Scouts to join the parade. In view of its long connection with the main Cenotaph ceremony, the Association was also asked to provide the two young people to hand the torch over and to accompany the Prince of Wales into the Royal Albert Hall.

Founders Day

The Chief Scout and other members of the Association attended the Founder's Day/Thinking Day Service in February 2001 in Westminster Abbey.

Silver Wolf Holders Reception

The Chief Scout hosted a reception in February 2001 for Silver Wolf holders who had received their award in the St George's Day Awards 2000.

Scout Job Week 2001

Sponsorship was secured from Procter & Gamble enabling there to be Headquarters supported Scout Job Week in 2001.

The Queen's Jubilee 'Be prepared to make a difference'

Her Majesty The Queen's Golden Jubilee in 2002 will provide opportunities for the Movement to take part in Commonwealth-related programme activities and projects and to become more aware of global issues and to get involved in them.

The Jubilee will also be used to promote the Queen's Scout Award to Venture Scouts and suitable Commonwealth opportunities will be promoted for Queen's Scout Award and Explorer Belt expeditions.

Commonwealth themes will also be developed for the two National Receptions for Queen's Scouts, for the National Parade of Queen's Scouts and the National Scout Service at Windsor and for local St. George's Day Parades.

A celebration badge will be available from Autumn 2001 that can be worn on uniform from 1st January 2002 for the calendar year.

International

20th World Scout Jamboree

The Committee of the Council agreed the Association's participation in a 20th World Scout Jamboree in Thailand with a turnover for the UK Contingent expected to be £4.5 million. It further agreed that The Scout Association will support the participation of less developed Scout Associations.

European Activities Symposium

The Committee agreed to host a European meeting in the United Kingdom later in 2001 to consider the various legal requirements imposed by European governments on voluntary organisations undertaking adventurous activities.

World Organisation of the Scout Movement / World Association of Girl Guides and Girl Scouts

The Association responded to an invitation to member organisations of the World Organisation of the Scout Movement and of the World Association of Girl Guides and Girl Scouts to comment on the future of the two world organisations.

Management & Administration

Criminal Records Bureau

The Committee was pleased to note that in December 2000 the Scottish Parliament had announced that there would be no charge for checks with the Scottish Criminal Records Office for voluntary organisations in Scotland.

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The Chief Executive accepted an invitation to sit on the platform for the ministerial launch of the Criminal Records Bureau on condition that his presence did not compromise the Association's position on charging for checks. In February 2001 the Government announced that Criminal Records Bureau charges would be waived for checks on volunteers. This welcome news came the day after the Chief Executive gave oral evidence to the Home Affairs Select Committee.

The benefit to the Association is an aversion of an additional operating cost of £700,000 per annum although there will still be some costs for administering the additional workload of the scheme.

The Association's expressed its thanks to members of the All Party Parliamentary Scout Group, former members of the Committee of the Council and other members of the Movement who had supported the Association's campaign. During the campaign the Movement built relationships locally and nationally with Members of Parliament, the wider youth service and the voluntary sector.

There are still some operational issues to be resolved regarding the interface and working relationship with the Criminal Records Bureau. The Committee confirmed the Association's ideal objective was for one single UK Headquarters service for obtaining all disclosures. There are ongoing operational discussions with colleagues in Scotland and Northern Ireland on this matter. For the time being the Association will register with the Criminal Records Bureau as the single interface at least for England and Wales.

A briefing note for Counties and Areas and Districts on the implementation of checks will be produced once further details about how the Criminal Records Bureau will operate.

Safety Policy – Safety in Scouting

In October 2000 the Committee approved an overarching Safety Policy for Scouting. In looking at the implementation of the policy it was accepted that the need for accountability and proper monitoring was paramount. The Committee proposed a number of actions that will help to raise an awareness of the importance of Safety in Scouting as an issue.

One of the actions was the provision of a job description for a County and Area Safety in Scouting Co-ordinator. Each County and Area Executive Committee or Team was asked to identify a member of that Committee/Team to take on this role.

Headquarters links with Epping Forest District Council under the Lead Authority Partnership Agreement continue to develop good safety practices within Scouting.

'Keeping Children Safe'

The General Purposes sub-Committee received a progress report on the Association's implementation of its child protection strategy. The strategy is based on the Government's report 'Safe from Harm' and recommendations. Proactive work has been undertaken on support and training with particular effort in three key areas.

A child protection awareness programme 'Keeping Children Safe' has been developed in partnership with the NSPCC, St John Ambulance, The Guide Association and the Amateur Swimming Association. This programme was piloted during the year. Nearly 1,000 adults from more than two-thirds of Counties and Areas registered for the pilot. Feedback from a sample those taking part confirms that adults feel that they can apply the information learned to what they do in Scouting and enjoyed using the programme and would recommend it. The pilot is now complete and the programme will be made available to a wider Scouting audience.

Briefing and training has also been provided to County and Area Child Protection Co-ordinators and to new staff. Guidance and support has also been given for the management of incidents. Only a few Counties and Areas do not now have a Child Protection Co-ordinator in post. Training is being provided to Co-ordinators once appointed.

Membership Management

The Committee of the Council agreed to investigate the establishment of a single national membership management database that enabled local input and updating of details of youth members and of some adults. Warranted and certain other adult appointments will continue to be entered nationally

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to ensure the rigour of the adult appointments process. A full cost/benefit analysis was prepared for presentation to the Committee in June 2001.

Joint activities with other youth organisations

The Committee noted that increasingly Scout Groups, Districts and Counties and Areas were collaborating with other youth organisations for joint activities. This is to be encouraged as a way of sharing resources, good practice and widening combined efforts to more young people.

In planning any joint activity the Association also needs to preserve the integrity of its policies and procedures for child protection and safety. After careful consideration the Committee agreed in principle an updated policy.

Foot and Mouth Outbreak

The Committee received reports on the impact of the epidemic on Scouting. Headquarters maintained close liaison with the Ministry of Agriculture, Fisheries and Food and other agencies. Guidance was provided to the Movement in line with the advice provided by the Ministry. Scout camping and other Scouting activities were not permitted on farmland or land used by farm animals, woodland or park land where deer may be present, National Parks or open countryside.

The Committee noted that some County international camps scheduled for the summer of 2001 were cancelled. Losses were incurred on all camp sites and there was a general downturn in the sale of outdoor leisure clothing through Scout Shops Limited.

Local Rules

The Committee received the report of the Local Rules Review Group established last year. The group consulted all Counties and Areas and many District Commissioners and Groups to research the existence of local rules. Having carefully considered the evidence the Committee concluded that the existence of some local rules was not a major national problem, which restricted or prevented Members' involvement in programme activity and therefore no strategic action was required at this

time. Where local rules had been introduced this seemed to be as a result of a lack of understanding of the existing rules of the Association or an attempt to reinterpret them. A summary of the Review Group's finding was provided to County and Area Commissioners.

Length of Commissioner Appointments

It was agreed that the next edition of 'Policy, Organisation and Rules' be amended to the effect that the review and maximum tenure of appointment for District, County and Area and Chief Commissioners be timed from the date of appointment. Where the appointment was time limited, then it would also be held as from the date of appointment.

It was further agreed that the Chief Scout's Committee would consider the length and review date of all other warrant holders.

Co-location

The Committee received regular reports on the project to co-locate the national offices to Gilwell Park. The project was completed in December 2000 and the new offices became fully operation in January 2001.

The sale of and departure from the offices at 52a Cromwell Road, London SW7 were effected expeditiously and good operational relationships developed with the purchaser of the property.

At Gilwell Park a generous donation enabled further external landscaping improvements to be commissioned to the rear of the offices incorporating the outdoor gardens around the Swan Centre and the Open Air Chapel.

Centenary Celebrations

Plans to celebrate the centenary of Scouting in 2007 were progressed. Scouting 2007 was incorporated in November 2000 to progress the three strands of the celebrations. They are the World Scout Jamboree; the wider celebrations for all Members of the Movement in the United Kingdom and World Scouting events to be held here.

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The Chief Scout, the Chief Executive and the UK Chairman of Scouting 2007 represent the Association on the World Organisation's 2007 Task Force.

Volunteer Appointments

The Chief Scout

In June 2000 the Chairman of the Committee of the Council reported that he had received many letters from members of the Council, overwhelmingly in support of the Committee of the Council's intention to invite the Chief Scout to accept an extension of office. This support had been expressed in particularly complimentary terms and had come from all parts of the United Kingdom and overseas and from all categories of Council membership.

Upon the Chairman's recommendation the Committee of the Council agreed unanimously to invite Mr. George Purdy to accept an extension of his tenure of the office of Chief Scout for a further period of three years.

The Chief Scout accepted the invitation and thanked the Committee of the Council for the honour and privilege to lead the Association for the next few years, allowing him to see through some of the projects that were currently in hand.

National Commissioner for Programme

Mr. Roger Starr was appointed as National Commissioner for Programme in October 2000. This is a new post.

Scout Association Adviser for Religious Development

Fr. J. Seddon was appointed as the Scout Association Adviser for Religious Development in October 2000.

Chief Commissioner for England [North]

Mr. Peter Nicol was appointed as Chief Commissioner for England [North] in succession to Mr. David Dinmore from April 2001.

Leader, UK Contingent, World Scout Jamboree, 2003

Mr. David Bull, International Commissioner was appointed as Leader of the United Kingdom Contingent to the 20th World Scout Jamboree to be held in Thailand in 2003.

Scout Shops Ltd (Outdoors)

Mr. Michael Bowes resigned as a non-Executive Director of Scout Shops Ltd in November 2000 and Mr. Andrew Stuart was appointed in March 2001.

The Scout Association Trust Corporation

Mr. Kenneth Stevens retired as a member of the Board of the Scout Association Trust Corporation after some 30 years service. Mr. David Knowles was appointed as a member of the Trust Corporation in February 2001 and as appointed as a member of its Board in March 2001.

Scout Foundation

Mr. Kenneth Thomson was appointed as a Trustee of the Scout Foundation.

The Scout Association Pension and Life Assurance Scheme

Mr. Kenneth Thomson was appointed a Trustee of the Board of The Scout Association Pension and Life Assurance Scheme.

Scouting 2007

The following designate non-Executive Directors were confirmed with the incorporation of the company in November 2000: Mr. Derek Pollard (Chairman,) Mr. Derek Humphreys, Mr. James Hunter, Mr. David McCarthy; and Mr. Derek Twine. Mr. William Cockcroft was appointed as a non-Executive Director in January 2001.

World Scout Committee

The Committee noted that Mr. Garth Morrison would complete his term as an Elected Member of the World Scout Committee at the World Conference in

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2002. The Committee agreed to support the nomination of Mr. John May for election to the World Scout Committee in 2002.

Staff Matters

Director of Communications

Mrs. Jane Gizbert resigned as Director of Communications in December 2000 and Mr. John Fogg was appointed in January 2001.

The Scout Association Pension and Life Assurance Scheme

The Committee agreed that The Scout Association Pension and Life Assurance Scheme be closed to new staff entrants, taking due consideration of any commitments made to existing or new employees and that new entrants be offered only the Group Personal Pension Plan.

Financial Matters

The Association's Accounts are prepared in accordance with the Statement of Recommended Practice, Accounting by Charities.

Overview

An eventful year in terms of the Association's finances ended with an improved and better than expected result with an operating surplus of £340,000 compared with a deficit of £162,000 in the previous year. Whilst this figure excludes the £4 million surplus on the sale of the Association's offices in Cromwell Road, it benefited from the successful negotiation of the early receipt by the Association of the sale proceeds. As a result, the project to co-locate the Association's headquarters at Gilwell Park, which was successfully completed at the beginning of 2001, both on schedule and well within the overall budget projections, was able to be fully funded out of cash flow without recourse to the Association's other assets.

Having benefited over the previous four years from rising world stock markets which boosted the Association's funds by over £7.5 million, the year

under review saw a setback in world markets which reduced the value of the Association's investment portfolio and its funds by £3.3 million. Despite this, the Association's funds increased by £1.1 million over the year, reflecting the beneficial impact of the sale of the Association's London office.

Incoming Resources

The total incoming resources for the year amounted to £15.12 million. Whilst this represented an increase of £4.98 million over the comparable figure for last year, over three-quarters of this increase reflected the surplus on the sale of the offices.

Membership fee income rose by 23.9% to £5,927,000, an increase of £1,142,000 over last year following the Committee of the Council's decision to increase the annual fee by 28.2% to £12.50. The lower percentage increase in membership income reflects the decline in membership of approximately 5%.

Investment income was in line with last year and benefited from early receipt of the sale proceeds on disposal of the offices, maintaining healthy cash reserves for investment throughout the year. This result was achieved despite the continuing progressive withdrawal of tax credits and reductions in interest rates during the year.

Income from our internal trading activities rose by just under 8%, matched by a corresponding increase in costs and generating a net surplus of £62,000 (£59,000) for the year. Improved results at Baden-Powell House Hostel and Gilwell Conference Centre offset trading losses from our national campsites and SCOUTING Magazine

Subsidiary companies results were hit by an increased loss at Scout Shops Limited, outweighing profits in Scout Services Limited and Scout Insurance (Guernsey) Limited. Further details on each of these operations are provided below:

Scout Shops Limited

Turnover for the year ended 31 January 2001 was in line with the previous year at £13.2 million in a period of considerable transition for the company. Trading conditions remained particularly difficult in

The Scout Association

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the retail sector, exacerbated by an accelerating decline in sales of the current Scout uniform in excess of £1/2 million when compared to the previous year. The high street was adversely affected by both the fuel crisis and the major flooding across much of the country. At the year-end provision was made against remaining stocks of current uniform, contributing to an operating loss of £761,000. Provision has been made within the Association's accounts against the investment in, and amounts due from the company to the extent of its accumulated losses totalling £755,000

On a more positive note, the company has been instrumental in acting on behalf of the Association to develop, source, market and sell the new uniform, which is being released from July 2001 and is certain to produce a substantial sales boost to the business, with initial results proving favourable.

Further branches were refurbished and converted to the Outdoors format, with the Brighton store being relocated to a more prominent trading location. During the year the company entered into the e-commerce arena with the launch of www.outdoors.ltd.uk providing an invaluable communication and sales channel for Members of the Movement worldwide.

Scout Insurance (Guernsey) Limited

The Association's captive insurance company achieved a £258,000 increase in operating profit to £354,000 to which must be added unrealised gains on investments of £110,000 (2000: loss £157,000). The balance sheet of the company has significantly strengthened, enabling a further transfer of £75,000 to a General Liability Reserve.

The company continues to play an important role in providing the Association with a valuable insurance and risk management tool in an increasingly litigious society.

Scout Services Limited

The continuing sponsorships of badges and events resulted in £70,000 (2000 £82,000) being passed to the Association by Deed of Covenant.

In what was very much a transitional year new sponsorships were concluded with British Gas, BT, Kodak, and Jet Petroleum. Proctor and Gamble

supported the Cub Scout Home Help badge and Job Week 2001, with the British Meat Commission sponsoring both Cub Scout and Scout Cook badges.

Sponsorship was also arranged for the Queen's Golden Jubilee programme initiative (Ordnance Survey) and for ongoing events including Legoland Fundays and the Scout and Guide National Band Festival, supported once again by Webb Ivory.

Other Trading Activities

Other Trading Activities income of £2.71 million arises from the charitable trading operations at Baden-Powell House Hostel, Gilwell Park Conference Centre, Gilwell Park Camp Site, Hawkthirst Adventure Centre and SCOUTING Magazine.

Baden-Powell House Hostel continued to increase occupancy and utilisation of its conference rooms, despite a reduction in available facilities following the sale of the London offices in January, with another 12% growth in income to £1.3 million. A long-standing dispute with the contractor involved in the earlier refurbishment of the Hostel has now been settled satisfactorily.

Despite the building work around it Gilwell Park Conference Centre broke-even on full year trading, a significant improvement on past performance.

Both Hawkthirst and the National Campsite produced small operating deficits in a difficult year, with the Millennium camps having an adverse impact on camping on both sites and with flooding and the National fuel crisis contributing to lower attendances.

SCOUTING Magazine's deficit rose significantly in a transitional year, with the use of external publishers and the recruitment of new staff following re-location to Gilwell.

Resources Expended

Trading costs on internal charitable operations increased by 8%, in line with income and reflected the growth in business rather than inflationary pressures on costs. Other Direct Charitable Expenditure charged against General Funds remained broadly in line with last year and include the net operating costs of the Information Centre, previously charged against Trading Costs.

The Scout Association

ANNUAL REPORT



Support and other costs rose by £268,000 on 2000, reflecting the non-recurrent costs of co-location and continuing costs of unrecovered VAT. Expenditure against Designated Funds includes support for Scouting 2007, co-location and Gilwell Campsite redevelopment, amounting in total to £531,000.

Staff costs (and numbers) fell by £129,000, excluding the costs of redundancies relating to co-location which were fully provided for in the accounting year to 31 March 1999. Costs at Gilwell Park are expected to be lower than for equivalent posts previously staffed within Central London.

Costs were incurred in respect of the ongoing Programme Review Initiative and on Corporate rebranding in the year.

Net Incoming Resources

Net incoming resources before losses on investment assets amounted to £4.4 million, largely due to the surplus on the sale of the Association's offices reported above. Before this exceptional item the Association's income and expenditure were contained within the overall budget set for the year.

Losses on Investment Assets

This figure represents the difference between the market value of our investment portfolios at the start and end of our financial year. Only a small part of this figure has been realised on investments sold; the much larger portion reflects unrealised depreciation in value over the year. At 31 March 2001 the market value of investments exceeded historical cost by £5.5 million.

The Association's Funds

The Association's reserves grew by just under £1.1 million to £34.4 million at the end of the year, with a net cash inflow of £1.9 million. A further £3.7 million was spent on acquiring tangible fixed assets, mainly at Gilwell Park.

After excluding funds locked into Fixed Assets (£11.25 million), Restricted and Endowment Funds (£5.24 million) and funds retained in Subsidiaries (£378,000), the Association's unencumbered funds amount to £17.5 million. Of this total £8.6 million

has been set aside into Designated Funds for future calls on the Association's finances, including costs leading up to the 2007 Jamboree and modernisation of Gilwell's Campsite facilities.

At the year-end reserves held in General Funds amounted to £8,935,000, representing just over 11 months revenue expenditure, in line with the Association's Reserves Policy.

Assistance and Guidance

Specialised guidance and advice continues to be provided on lotteries, grants and other fundraising activities, as well as on VAT, charity trading and the charity accounting regulations

The Association provided loans to assist Groups, Districts, Counties and Areas to acquire or modernise local Headquarters buildings and made a succession of grants from restricted funds to assist Scouting at both local, national and international level. The Association is grateful to Trinity House for making a further £30,000 available to assist Sea Scout Groups local fundraising needs.

Friends of Scouting

The Committee received the report of the Friends of Scouting Review Group, which noted that Friends of Scouting [UK] had failed to recruit its projected membership.

Friends of Scouting [UK] did not succeed at local or national level and was not viewed as a priority in Counties and Areas where the greater need was to recruit adults to help with Scouting rather than supporters to make annual donations. The Chairman of Friends of Scouting [UK] believed that the club would only succeed if Members were prepared to personally seek out new supporters using a direct approach wherever possible.

The Review Group had therefore reluctantly recommended that Friends of Scouting [UK] be closed, having due regard to the sensitivity of current members.

The Committee of the Council received the recommendation and after careful consideration agreed that Friends of Scouting [UK] should be closed to new entrants.

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Fund-raising Policy

The Committee of the Council received recommendations from the Finance sub-Committee and amended and approved a fund-raising policy.

European funding support

The European Scout Committee has indicated it will be providing significant funding support to the Association from European Scout funds spread over seven years, subject to detailed arrangements being discussed.

Financial Reserves Policy

The Trustees recommend that general reserves should be held representing between six and twelve months' revenue expenditure, so as to take account of anticipated revenue projections as well as ensuring the provision of a suitable contingency to protect the continuity of business and services for the foreseeable future. Major capital and revenue projects will be funded by setting aside appropriate amounts into Designated Funds accordingly.

Derek M Twine
Chief Executive & Trustee
For the Committee of the Council
18 July 2001

CENSUS OF MEMBERSHIP IN THE UNITED KINGDOM

For the year ended 31 March 2001

Youth Membership

Beaver Scouts	108,948
Cub Scouts	159,894
Scouts	112,785
Venture Scouts	<u>19,312</u>
Total Youth Membership	400,939

Leadership

Section Leaders	54,099
Group Helpers & Skills Instructors	16,117
Group Scout Leaders	5,359
District Skills Instructors & Advisers	872
District Scouters	1,366
County Skills Instructors & Advisers	469
County Scouters	176
Commissioners	<u>3,923</u>
Total	82,381

Organisational Support

District Administrators	1,258
District Officer Bearers	2,331
County Administrators	256
County Office Bearers	300
Scout Fellowship, and individual Members & Associate Members	9,002
Total	13,147

Total Membership 496,467

Beaver Scout Colonies	7,082
Cub Scout Packs	8,878
Scout Troops	7,063
Venture Scout Units	2,384
Scout Groups	8,994
Scout Districts	914
Scout Counties and Areas	113



The Scout Association
**CONSOLIDATED
FINANCIAL
STATEMENTS**

31 March 2001

The Scout Association

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES



For the year ended 31 March 2001

	Notes	2001				2000	
		General £'000	Designated £'000	Restricted £'000	Endowment £'000	Total £'000	Total £'000
							As restated (Note 7)
INCOMING RESOURCES							
Membership subscriptions	4(c)	5,927	-	-	-	5,927	4,785
Investment income	5	837	-	688	-	1,525	1,500
Legacies	4(c)	58	-	-	-	58	54
Subsidiary companies net income	12	(337)	-	-	-	(337)	71
Surplus on disposal of tangible fixed assets	11	4,065	-	-	-	4,065	31
Trading activities	6	2,711	-	-	-	2,711	2,515
Donations and other income		1,075	-	101	-	1,176	1,192
TOTAL INCOMING RESOURCES		14,336	-	789	-	15,125	10,148
RESOURCES EXPENDED							
Direct charitable expenditure	7						
Trading costs		2,649	-	-	-	2,649	2,456
Other		6,348	531	612	-	7,491	7,221
Fundraising and publicity		66	-	-	-	66	82
Management and administration of the charity	8	514	-	-	-	514	551
TOTAL RESOURCES EXPENDED		9,577	531	612	-	10,720	10,310
NET INCOMING RESOURCES BEFORE TRANSFERS		4,759	(531)	177	-	4,405	(162)
Transfers between funds		(903)	1,007	(104)	-	-	-
NET INCOMING RESOURCES		3,856	476	73	-	4,405	(162)
Net (losses)/gains on investment assets	4(e)	(2,417)	-	(713)	(181)	(3,311)	2,675
NET MOVEMENT IN FUNDS	10	1,439	476	(640)	(181)	1,094	2,513
Fund balances brought forward at 1 April 2000		7,874	19,372	4,961	1,100	33,307	30,794
FUND BALANCES CARRIED FORWARD AT 31 MARCH 2001	18	9,313	19,848	4,321	919	34,401	33,307

The Scout Association

BALANCE SHEETS



as at 31 March 2001

	Notes	CONSOLIDATED		THE ASSOCIATION	
		2001 £'000	2000 £'000	2001 £'000	2000 £'000
FIXED ASSETS					
Tangible fixed assets	11	11,248	9,271	10,769	8,840
Investment in subsidiary companies	12	-	-	100	750
Investments	13	19,469	22,786	17,169	20,595
		30,717	32,057	28,038	30,185
CURRENT ASSETS					
Stocks	14	2,233	2,118	153	182
Debtors	15	4,884	2,853	4,411	2,217
Short term deposits		11,031	11,135	9,500	9,812
Bank and cash balances		3,544	1,517	5,269	3,005
		21,692	17,623	19,333	15,216
CURRENT LIABILITIES					
Creditors	16	(15,346)	(12,824)	(13,442)	(11,130)
Provisions	17	-	(868)	-	(868)
		6,346	3,931	5,891	3,218
NET CURRENT ASSETS					
		37,063	35,988	33,929	33,403
TOTAL ASSETS LESS CURRENT LIABILITIES					
CREDITORS – AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR					
	16	(2,662)	(2,681)	(660)	(770)
		34,401	33,307	33,269	32,633
Represented by:					
THE ASSOCIATION'S FUNDS					
General Funds		8,935	7,200	8,181	7,200
Designated Funds	18	19,848	19,372	19,848	19,372
Restricted Funds	18	4,321	4,961	4,321	4,961
Endowment Funds		919	1,100	919	1,100
Non charitable trading funds	12	378	674	-	-
		34,401	33,307	33,269	32,633

Approved by the Committee of the Council on 18 July 2001 and signed on its behalf by:

J.S. Bevan, Chairman, Committee of the Council

J.R.K. Emly, Treasurer

The Scout Association

CONSOLIDATED CASH FLOW STATEMENT



For the year ended 31 March 2001

	<u>2001</u> £'000	<u>2000</u> £'000
Reconciliation of net movement in funds to net cash outflow from operating activities		
Net movement in funds	1,094	2,513
Investment income	(1,525)	(1,500)
Depreciation	973	827
Pension Scheme credit	(110)	(110)
Net losses (gains) on investment assets	3,311	(2,675)
Surplus on disposal of tangible fixed assets	(4,065)	(31)
(Increase) decrease in stocks	(115)	45
(Increase) decrease in debtors	(2,031)	295
Increase (decrease) in creditors	1,637	(39)
Increase in creditors due after more than one year	91	69
Net cash (outflow) from operating activities	(740)	(606)

CASH FLOW STATEMENT

Net cash (outflow) from operating activities	(740)	(606)
Returns on investments	1,525	1,500
Capital expenditure and financial investment		
Payments to acquire tangible fixed assets	(3,717)	(2,014)
Receipts from sale of tangible fixed assets	4,832	82
Net disposals (acquisitions) of fixed asset investments	6	(119)
	<u>1,121</u>	<u>(2,051)</u>
Financing		
Hire purchase	17	(22)
Increase (decrease) in cash	<u>1,923</u>	<u>(1,179)</u>

The Scout Association

NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT



For the year ended 31 March 2001

1. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN CASH

	<u>2001</u> £'000	<u>2000</u> £'000
Increase (decrease) in cash	2,027	(2,119)
(Decrease) increase in short term deposits	(104)	940
Movement in cash in the period	<u>1,923</u>	<u>(1,179)</u>

2. ANALYSIS OF CASH

	<u>At 1 April 2000</u> £'000	<u>Cash Flow</u> £'000	<u>At 31 March 2001</u> £'000
Cash in hand and at bank	1,517	2,027	3,544
Short term deposits	11,135	(104)	11,031
	<u>12,652</u>	<u>1,923</u>	<u>14,575</u>

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

1. CONSTITUTION

The Scout Association is incorporated by Royal Charter and is a registered charity whose purpose is to promote the development of young people in achieving their full physical, intellectual, social and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities.

2. SCOPE OF THE FINANCIAL STATEMENTS

These financial statements cover the activities directly controlled by The Scout Association. The activities of the Scout Councils of Northern Ireland, Scotland and Wales together with Scout Counties, Districts and Groups are not reflected in these financial statements. These bodies are separate autonomous charities which are affiliated to The Scout Association.

3. NATURE OF FUNDS

Following the requirements of the Statement of Recommended Practice all Funds have been identified as falling into one of three categories.

(a) Endowment Funds

Endowment funds are those received to be held as capital with only the income available to be spent. Subsequent gains or losses on the disposal of the underlying assets of the fund become part of the capital.

(b) Restricted Funds

Restricted funds are those received which have been earmarked for a special purpose by the donor or the terms of an appeal.

(c) Unrestricted Funds

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 Committee of the Council to be used for particular purposes.

4. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with applicable accounting standards and comply with the Statement of Recommended Practice "Accounting by Charities" except as described in Notes 9 and 16.

(a) Accounting convention

The financial statements are prepared under the historical cost convention modified to include the revaluation of investments.

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

4. ACCOUNTING POLICIES (continued)

(b) Basis of preparation of consolidated financial statements

The financial statements consolidate the financial statements of The Scout Association and its subsidiary companies. The financial statements of Scout Shops Limited are made up to 31 January 2001 and all other entities to 31 March 2001.

The Balance Sheets have been consolidated on a line by line basis. In the Statement of Financial Activities the net results of the subsidiaries have been shown on a one line basis.

(c) Recognition of income

Membership subscriptions

Membership subscriptions are payable in advance for a year ended 31 March. The amount receivable for the year ended 31 March 2001 is shown in the Statement of Financial Activities.

Investment income

Dividends are accounted for on a receipts basis. Interest is accounted for on an accruals basis and includes all amounts earned up to 31 March 2001. Associated tax recoveries are included for all amounts shown as income.

Legacies

Legacies are accounted for on a receipts basis. No significant legacies have been notified but not yet received. Where legacies include non cash items these are included in income at the lower of probate value or market value at the date of receipt.

(d) Allocation of costs

Direct Charitable Expenditure

Direct Charitable Expenditure comprises all expenditure directly relating to the objects of the Association and includes the direct cost of supporting charitable activities and projects.

Fundraising and publicity costs

Fundraising and publicity costs comprise costs actually incurred in inducing others to make voluntary contributions to the Association.

Management and administration of the charity

Management and administration costs comprise costs not included as direct charitable expenditure or Fundraising and publicity costs.

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

4. ACCOUNTING POLICIES (continued)

(e) Fixed assets

The cost of acquiring fixed assets for charitable purposes is capitalised and depreciation is calculated to write off the cost of assets brought into use at the Balance Sheet date on a straight line basis over their estimated useful lives.

In the case of freehold buildings the useful life is normally taken as 50 years. Where land and buildings were acquired together it has been assumed that the buildings represent 50% of the initial cost of freehold properties. No depreciation is provided on freehold land.

Gains or losses on the disposal of fixed assets held for charitable use are reflected in Net Incoming Resources before Transfers shown in the Statement of Financial Activities.

Fixed assets held for investment purposes are stated at market value on the Balance Sheet date. Any gains or losses on the disposal or revaluation of investment assets are shown as Net Gains on Investment Assets. The Statement of Recommended Practice requires Gains on Investment Assets to be analysed between realised and unrealised gains. As this analysis would provide no useful information it has not been provided.

(f) Stocks

Stocks are valued at the lower of cost and estimated net realisable value. Cost, using the first-in-first-out basis, consists of the original cost of goods without any addition for overheads.

(g) VAT

The Association is partially exempt for VAT purposes and is not able to reclaim all the VAT it pays. It is not practicable to allocate irrecoverable VAT to the expenses and assets concerned, and irrecoverable VAT is normally written off. For large acquisitions of property, irrecoverable VAT is added to the capital cost.

(h) Leases

Significant assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight-line basis over the shorter of the lease term and the useful life of the asset.

Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligations.

All other leases have been treated as operating leases and the rentals written off as they are paid because of the insignificant amounts involved.

(i) Pension Costs

The Association operates a defined benefit scheme and further details are given in note 9 to the financial statements. The Association also makes contributions towards personal pension policies for some employees which are defined contribution schemes.

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

5. INVESTMENT INCOME

Investment income is made up as follows:

	<u>2001</u> £'000	<u>2000</u> £'000
Quoted investments	342	519
Short Term Investment Service	528	461
Other deposit interest	655	520
	<u>1,525</u>	<u>1,500</u>

6. TRADING ACTIVITIES

The turnover of trading which forms part of the Association's charitable activities arises principally from Baden-Powell House Hostel, National Campsite, Gilwell Conference Centre, SCOUTING Magazine and Hawkthirst Adventure Centre.

7. DIRECT CHARITABLE EXPENDITURE

The principal components of direct charitable expenditure are:

	<u>2001</u> £'000	<u>2000</u> £'000 As restated
Charitable trading costs	2,649	2,456
Programme and training	2,182	1,954
Community Development, Field Services and Child Protection	1,116	1,344
Insurance	1,201	1,143
World membership	415	454
Records and awards	311	393
Grants	136	119
Short Term Investment Service interest	474	407
Support and other costs	1,510	1,242
Information Centre	146	165
	<u>10,140</u>	<u>9,677</u>

The Information Centre was included within trading activities last year. As the Information Centre is primarily a resource provided for the benefit of the Scout Movement, the net cost has been shown this year as direct charitable expenditure. The comparative figures have been altered to reflect this change.

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

8. MANAGEMENT AND ADMINISTRATION OF THE CHARITY

	<u>2001</u> £'000	<u>2000</u> £'000
Management and administration includes:		
Auditors' remuneration:		
Audit fees	65	68
Other	2	10
Trustees' expenses reimbursed	30	34

During the year 23 (2000: 26) Trustees were reimbursed for part of their out of pocket expenses arising from attending meetings and carrying out their duties. The Association provided accommodation for the Chief Scout and others while they were on Scout business. Travel expenses were also paid, including the provision of a car for the Chief Scout.

With the prior approval of the Charity Commission the Association carried out transactions during the year with Sawyer Fisher, a firm of Quantity Surveyors, to provide surveying services. Mr. W.L. Cockcroft is both a Trustee of the Association and a partner in Sawyer Fisher. Payments made to Sawyer Fisher in the year amounted to £11,820, net of VAT.

9. STAFF COSTS

	<u>2001</u> £'000	<u>2000</u> £'000
Wages and salaries	5,137	5,223
Social security costs	483	494
Other pension costs	622	654
	<u>6,242</u>	<u>6,371</u>

The average number of persons employed by the Association was 415 (2000: 429).

The numbers of employees whose total emoluments for the year exceeded £40,000 were as follows:

	<u>2001</u>	<u>2000</u>
£40,001 to £50,000	1	2
£50,001 to £60,000	-	2
£60,001 to £70,000	3	2
£70,001 to £80,000	-	-
£80,001 to £90,000	-	1
£90,001 to £100,000	1	-

The Chief Executive is a member of the Committee of the Council. The Chief Executive received remuneration and benefits for his service in that office which amounted to £93,975 (2000: £82,611).

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

9. STAFF COSTS (continued)

Pension Scheme

The Association operates a pension scheme providing benefits based on final pensionable salaries. The scheme is funded with the assets being held by the pension scheme's Trustees separately from the assets of the Association. The pension costs are assessed by a qualified actuary and are charged to the Statement of Financial Activities so as to spread those costs over the employees' working lives with the Association.

During the year the Scheme was closed to new members.

The most recent valuation of the scheme was carried out as at 31 March 1998 and the Projected Unit method was used. The Scheme's assets and liabilities are valued in accordance with section 56(3) of the Pensions Act 1995, the Occupational Pension Scheme (Minimum Funding Requirements and Actuarial Valuations) Regulations 1996 and the mandatory guidelines on minimum funding requirement (GN27), prepared and published by the Institute of Actuaries and the Faculty of Actuaries.

At the valuation date, the market value of the assets of the Scheme was £16m and the actuarial value of those assets represented between 115% and 120% of the value of the benefits that had accrued to members, after allowing for expected future increases in salaries.

The Association contributed £613,000 (2000: £642,000) to the scheme, which was 22.9% (2000: 22.9%) of pensionable salaries. The contribution rate for 2002 has been set at 22.9%.

A refund of £2,681,000 was made from the pension scheme to the Association in 1996. This was subsequently reduced by a special contribution of £1,200,000 made to the Scheme in the year to 31 March 1999. This was made in accordance with the requirements of the Inland Revenue and the Occupational Pensions Board. In accordance with the requirements of Statement of Standard Accounting Practice No. 24 the remaining balance is being written off as income over the remaining service lives of the members of the scheme. The balance is shown as a creditor – note 16. The Statement of Recommended Practice requires all incoming resources becoming available to the Association during the year to be recognised in the Statement of Financial Activities. There is a conflict between this treatment and the requirements of Statement of Standard Accounting Practice No.24 which have been adopted in these financial statements.

The Association also contributed £9,300 (2000: £12,000) towards individual defined contribution personal pension schemes for certain employees.

10. NET MOVEMENT IN FUNDS

The net movement in funds arises as follows:

	2001 £'000	2000 £'000
The Scout Association	1,391	2,560
Subsidiaries	(297)	(47)
	1,094	2,513

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

10. NET MOVEMENT IN FUNDS (continued)

The Scout Association movement includes £755,000 provision against Scout Shops Limited which is eliminated on consolidation.

11. TANGIBLE FIXED ASSETS

	Freehold Property £'000	Leasehold Property £'000	Furniture, Fittings & Equipment £'000	Motor Vehicles £'000	Total £'000
CONSOLIDATED					
COST					
At 1 April 2000	8,191	1,280	7,176	830	17,477
Additions	2,344	-	1,158	215	3,717
Disposals	(955)	-	(3,647)	(223)	(4,825)
At 31 March 2001	9,580	1,280	4,687	822	16,369
DEPRECIATION					
At 1 April 2000	1,547	718	5,456	485	8,206
Charge for the year	133	28	628	184	973
Eliminated on disposals	(224)	-	(3,647)	(187)	(4,058)
At 31 March 2001	1,456	746	2,437	482	5,121
NET BOOK VALUES					
At 31 March 2001	8,124	534	2,250	340	11,248
At 31 March 2000	6,644	562	1,720	345	9,271

The net book value of tangible fixed assets used for charitable purposes is £9,960,000 (2000: £7,747,000). Other assets are used in trading by subsidiaries.

Capital expenditure amounting to £890,000 (2001: £3,569,000) has been included in the budget for the year ended 31 March 2002.

The disposal of freehold property relates to the sale of 52a Cromwell Road. Of the surplus on disposal of tangible fixed assets shown in the Statement of Financial Activities, £3,969,000 relates to this sale.

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

11. TANGIBLE FIXED ASSETS (continued)

THE ASSOCIATION

	Freehold Property £'000	Furniture, Leasehold Property £'000	Fittings & Equipment £'000	Motor Vehicles £'000	Total £'000
COST					
At 1 April 2000	8,191	1,280	6,280	640	16,391
Additions	2,344	-	1,010	152	3,506
Disposals	(955)	-	(3,616)	(144)	(4,715)
At 31 March 2001	9,580	1,280	3,674	648	15,182
DEPRECIATION					
At 1 April 2000	1,547	718	4,901	385	7,551
Charge for the year	133	28	529	138	828
Eliminated on disposals	(224)	-	(3,616)	(126)	(3,966)
At 31 March 2001	1,456	746	1,814	397	4,413
NET BOOK VALUES					
At 31 March 2001	8,124	534	1,860	251	10,769
At 31 March 2000	6,644	562	1,379	255	8,840

Depreciation rates are as follows:

Freehold Property	2% - 10% per annum (see note 4(e))
Leasehold Property	Over the period of the leases
Furniture, Fittings and Equipment including software	10% - 100% per annum
Motor Vehicles	25% per annum

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

12. INVESTMENT IN SUBSIDIARY COMPANIES

	<u>2001</u> £'000	<u>2000</u> £'000
Cost		
Cost of shares	302	302
Loan account	450	450
	<u>752</u>	<u>752</u>
Provision for diminution in value		
Balance at 1 April 2000	2	2
Provision in the year	650	-
	<u>652</u>	<u>2</u>
Net investment in subsidiaries	<u>100</u>	<u>750</u>

The Association owns 100% of the following unlisted companies:

	<u>Country of incorporation</u>	<u>Issued share capital</u>
Scout Shops Limited	England	£200,000
Scout Insurance (Guernsey) Limited	Guernsey	£100,000
Scout Services Limited	England	£100
Scoutways Limited (dormant)	England	£5,000
The Award Series Limited (dormant)	England	£2

Scout Services Limited and Scout Shops Limited have entered into deeds of covenant under which they pay a proportion of their otherwise taxable profits to the Association each year. In the case of Scout Services Limited the proportion is 100% and in the case of Scout Shops Limited 85%.

Provision has been made against the investment in, and amounts due from, Scout Shops Limited, to the extent of its accumulated losses (see below). The provision is made up of £650,000 against the investment, as shown above, and £105,000 against amounts due from Scout Shops Limited shown in debtors.

Scouting 2007, a company limited by guarantee, was incorporated on 10 November 2000, with the Association as its sole member.

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

12. INVESTMENT IN SUBSIDIARY COMPANIES (continued)

The summarised profit and loss accounts for the active subsidiary companies are shown below:-

	2001			2000	
	Scout Insurance Scout Shops (Guernsey) Limited £'000	Scout Services Limited £'000	Services Limited £'000	Total £'000	Total £'000
Gross profit	5,234	397	130	5,761	5,749
Other income	138	-	-	138	366
Other costs and expenses	(6,133)	(43)	(60)	(6,236)	(6,049)
(Loss) profit before taxation	(761)	354	70	(337)	66
Taxation	-	-	-	-	5
	(761)	354	70	(337)	71
Covenant to the Association	-	-	(70)	(70)	39
Net (loss) profit	(761)	354	-	(407)	110
Net gain (loss) on investments	-	110	-	110	(157)
Retained profit	(761)	464	-	(297)	(47)
Shareholders' Funds					
Share capital	200	100	-	300	300
Reserves	(755)	1,135	(2)	378	674
	(555)	1,235	(2)	678	974

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

13. FIXED ASSET INVESTMENTS

QUOTED INVESTMENTS

CONSOLIDATED	<u>2001</u> £'000	<u>2000</u> £'000
Market value at 1 April 2000	22,786	19,992
Less: Disposals at opening value	(663)	(1,195)
Add: Acquisitions at cost	564	1,411
Net (losses) gains on revaluation at 31 March 2001	(3,218)	2,578
Market value at 31 March 2001	<u>19,469</u>	<u>22,786</u>
Historical cost at 31 March 2001	<u>13,960</u>	<u>13,818</u>
THE ASSOCIATION		
Market value at 1 April 2000	20,595	17,886
Less: Disposals at opening value	(663)	(1,195)
Add: Acquisitions at cost	564	1,170
Net (losses) gains on revaluation at 31 March 2001	(3,327)	2,734
Market value at 31 March 2001	<u>17,169</u>	<u>20,595</u>
Historical cost at 31 March 2001	<u>11,650</u>	<u>11,507</u>

Included in quoted investments is an amount of £9,898,000 (2000: £11,807,000) invested in shares in The Cazenove Portfolio Fund.

14. STOCKS

	<u>CONSOLIDATED</u>		<u>THE ASSOCIATION</u>	
	<u>2001</u>	<u>2000</u>	<u>2001</u>	<u>2000</u>
	£'000	£'000	£'000	£'000
Goods for resale	2,233	2,118	153	182

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

15. DEBTORS

	<u>CONSOLIDATED</u>		<u>THE ASSOCIATION</u>	
	<u>2001</u>	<u>2000</u>	<u>2001</u>	<u>2000</u>
	£'000	£'000	£'000	£'000
Trade debtors	282	484	194	291
Amounts owed by subsidiaries	-	-	777	25
Other debtors	4,602	2,369	3,440	1,901
	4,884	2,853	4,411	2,217

16. CREDITORS

	<u>CONSOLIDATED</u>		<u>THE ASSOCIATION</u>	
	<u>2001</u>	<u>2000</u>	<u>2001</u>	<u>2000</u>
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Deposits by Scout Groups	8,630	8,449	8,630	8,449
Instalments on hire purchase agreements	102	85	-	-
Trade creditors	1,573	1,557	1,315	1,185
Amounts owed to subsidiaries	-	-	107	169
Other creditors	5,041	2,733	3,390	1,327
	15,346	12,824	13,442	11,130
Amounts falling due after more than one year:				
Pension scheme refund (see note 9)	660	770	660	770
Insurance fund	2,002	1,911	-	-
	2,662	2,681	660	770

The Insurance fund is a provision made in the financial statements of Scout Insurance (Guernsey) Limited against future claims. Under the terms of Financial Reporting Standard 12 this amount should not be treated as a provision by a non-insurance entity. The Trustees consider that, in order to give a true and fair view, it is necessary for the Association to show this under long-term creditors following the view taken by the directors of Scout Insurance (Guernsey) Limited.

If this treatment had not been adopted, income for the year would have been increased by £91,000 (2000: increased by £69,000) and reserves would have been increased by £2,002,000 (2000: £1,911,000).

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

17. PROVISIONS

	Relocation <u>costs</u> £'000	<u>Other</u> £'000	<u>Total</u> £'000
As at 1 April 2000	468	400	868
Utilised in the year	(468)	(400)	(868)
As at 31 March 2001	-	-	-

Relocation costs

This provision related to redundancy costs associated with the relocation of operations to Gilwell Park. The provision has been fully utilised in the year.

Other

The Association was in dispute with one supplier who had claimed additional costs. The dispute was settled during the year.

18. FUND BALANCES

	<u>General and Designated</u> £'000	<u>Restricted Funds</u> £'000	<u>Endowment Funds</u> £'000	<u>Total</u> £'000
Fund balances at 31 March 2001 are represented by:				
Tangible fixed assets	11,248	-	-	11,248
Investments	14,997	3,553	919	19,469
Current assets	20,922	770	-	21,692
Current liabilities	(15,344)	(2)	-	(15,346)
Long term liabilities	(2,662)	-	-	(2,662)
	29,161	4,321	919	34,401

ENDOWMENT FUNDS

The income is unrestricted and passed to General Funds.

The Scout Association

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS



For the year ended 31 March 2001

18. FUND BALANCES (continued)

RESTRICTED FUNDS

Restricted funds include income received by and paid from the Short Term Investment Service and 49 funds administered by the Association. The largest funds are:-

	Balance 1 April 2000 £'000	Net income £'000	Investment Revaluation £'000	Balance 31 March 2001 £'000
Brotherhood Fund	258	6	(22)	242
International Friendship Fund	347	7	(52)	302
King George VI Leadership Fund	841	6	(126)	721
HS Richards Charity for Scouts	323	-	(54)	269
Treloar Fund	313	-	(46)	267
Whitehead Bequest	1,363	-	(225)	1,138

DESIGNATED FUNDS

	Fixed Assets £'000	Scouting 2007 £'000	Staff Pensions £'000	Co- Location £'000	National Campsite £'000	Total £'000
Balance 1 April 2000	9,271	2,949	800	3,352	3,000	19,372
Expended in year	-	(56)	-	(412)	(63)	(531)
Transfer between funds	2,053	-	-	(2,053)	-	-
Transfer (to) from General Funds	(76)	107	(200)	(887)	2,063	1,007
Balance 31 March 2001	11,248	3,000	600	-	5,000	19,848

The fixed asset fund is set aside to show the amount invested in tangible fixed assets as this is not available to be used for revenue expenditure. The other funds are set aside to meet future calls on The Association's finances which will occur within the next five years.

19. OTHER FINANCIAL COMMITMENTS

At 31 March 2001 the group was committed to making the following payments under non-cancellable operating leases in the year to 31 March 2002:-

	2001 £'000	Land and buildings 2000 £'000
Operating leases which expire:		

Operating leases which expire:

Within one year	31	70
Between one and five years	132	156
Over five years	851	745
	1,014	971

The Scout Association

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SCOUT ASSOCIATION



We have audited the financial statements on pages 18 to 35 which have been prepared under the historical cost convention, as modified by the revaluation of certain fixed assets, and the accounting policies set out on pages 22 to 24.

Respective responsibilities of the Trustees and auditors

Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the results for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- comply with applicable accounting standards subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards. We have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Charities Act 1993. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the charity is not disclosed.

We read the other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. Our responsibilities do not extend to any other information.

Basis of opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

The Scout Association

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE SCOUT ASSOCIATION



We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming an opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of The Scout Association and the Group's state of affairs as at 31 March 2001 and of the incoming resources and application of resources in the year then ended and have been properly prepared in accordance with the Charities Act 1993.

CHARTERED ACCOUNTANTS and Registered Auditors

Mazars Neville Russell
Raffety House
2-4 Sutton Court Road
Sutton
Surrey SM1 4TN

18 July 2001

The Scout Association

COMMITTEE STRUCTURE AND MEMBERSHIP



April 2000 - March 2001

FOUNDER

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

PATRON

Her Majesty The Queen

PRESIDENT

His Royal Highness
The Duke of Kent,
KG, GCMG, GCVO

VICE-PRESIDENTS

The Rt. Hon. The Earl of Airlie,
KT, GCVO, PC

The Lord Baden-Powell
John Beresford CBE

[from Sep 2000]

The Hon. Mrs. Betty Clay, CBE
Sir William Gladstone,

KG, Bt, JP, HML

Lt Col Bill Hall OBE TD

[from Sep 2000]

Garth Morrison, CBE, HML

Major-General Michael Walsh,
CB, CBE, DSO, DL

THE COMMITTEE OF THE COUNCIL

Elected Members (voting)

Alex Alexander [1999 - 2002]

John Asplin [2000-2003]

Roger Avenall [1999 - 2002]

John Bevan, OBE [1998 - 2001]

Robert Brook [2000 - 2003]

Nigel Coopey [1997 - 2000]

Marylyn Evans [2000 - 2003]

Martin Gerrard [1998 - 2001]

Sandy Jack [2000 - 2003]

John May [1999 - 2002]

George Mitchell, CBE JP

[1997 - 2000]

Peter Nicol [1999 - 2002]

Clare Pepper [1999 - 2001]

Kenneth Thomson [1998 - 2001]

Victor Thys [1999 - 2001]

Andrew Wellbeloved

[2000 - 2003]

Yvonne White [1997 - 2000]

Daniel Wood [1999 - 2002]

Ex-officio members (voting)

Chief Scout

George Purdy

Treasurer

John Emly

Chief Commissioners of England

Paul Brenham, MBE, DL

Bill Cockcroft, JP, DL

David Dinmore, MBE

Stuart Little

*Chief Commissioner of Northern
Ireland*

Philip Scott

Chief Commissioner of Scotland

Andy Matthew JP

Chief Commissioner of Wales

Roy Whittington DL

International Commissioner

David Bull

Chief Executive

Derek Twine

Right of attendance (non-voting)

National Commissioners

County and Area Commissioners

Invited to attend (non-voting)

The Chief Guide,

The Guide Association

Derek Pollard,

Chairman Scouting 2007

The Secretary

David Shelmerdine

Director of Finance

David McCarthy

*Director of Programme &
Development*

Stephen Peck

Director of Communications

Jane Gizbert [to Dec 2000]

John Fogg [from Jan 2001]

Executive Committee

* indicates Member of the
Committee of the Council

Members (voting)

John Bevan, OBE [Chairman] *

John Emly *

John May *

George Purdy *

Kenneth Thomson *

Victor Thys [from Sep 2000] *

Derek Twine *

Yvonne White [to Sep 2000] *

Members (non-voting)

The Secretary

Director of Finance

Director of Programme &

Development

Director of Communications

Right of attendance (non-voting)

*Members of Committee of the
Council*

Chief Scout's Committee

* indicates Member of the
Committee of the Council

Members (voting)

*Chief Scout **

*Chairman, Committee of the
Council **

*Chief Commissioners **

*Chief Executive **

*International Commissioner **

The Scout Association

COMMITTEE STRUCTURE AND MEMBERSHIP



April 2000 - March 2001

SUB-COMMITTEES OF THE COMMITTEE OF THE COUNCIL

* indicates Member of the
Committee of the Council

Finance sub-Committee

Members (voting)

John Asplin [from Sep 2000] *
Robert Brook *
Simon Cook [from Sep 2000]
John Emly *
Rodney Galpin
Hamish Gillon
John Hickman
Sandy Jack [to Sep 2000] *
Stuart Little *
David McCarthy [Secretary]
George Mitchell [to Sep 2000] *
Roger Moore
Peter Nicol *
Derek Pollard
Kenneth Thomson [Chairman] *
Gerald Ward, CBE [to Sep 2000]
Amanda Wood [to Sep 2000]

Right of attendance (non-voting)

*Chairman of the Committee of the
Council* *
Chief Scout *
Chief Executive *

Invited to attend (non-voting)

*Managing Director, Scout Shops
Ltd.*
Managing Director, Scouting 2007
*Representative of the Scottish
Scout Council*

General Purposes sub-Committee

Members (voting)

Paul Barber
Duncan Brown [to Dec 2000]
Daniel Dutfield [to Sep 2000]
John Fogg [from Jan 2001]
Martin Gerrard *
Jane Gizbert [to Dec 2000]
Martin Payne
Clare Pepper *
Ray Salisbury
Roger Sands
David Shelmerdine [Secretary]
Victor Thys [Chairman from Sep
2000] *
Andrew Wellbeloved [from Sep
2000] *
Yvonne White [Chair to Sep 2000] *

Right of attendance (non-voting)

*Chairman of the Committee of
the Council* *
Chief Scout *
Chief Executive *

Programme & Development sub-Committee

Members (voting)

Alex Alexander *
Roger Avenall *
Sue Camper [to Mar 2001]
Colin Coleman
Nigel Coopey [to Sep 2000]
Joanne Danbury [from Sep 2000]
Marylyn Evans [from Sep 2000] *
Brian Hilton
John May [Chairman] *
Stephen Peck [Secretary]
Fr. John Seddon [from Oct 2000]
Roger Starr [from Oct 2000]

Hamish Stout [to Oct 2000]
Andrew Taylor [to Sep 2000]
Daniel Wood *

Right of attendance (non-voting)

*Chairman of the Committee of
the Council* *
Chief Scout *
Chief Executive *
National Commissioners

Invited to attend (non-voting)

*Representative, Northern Ireland
Scout Council*
*Representative, Welsh Scout
Council*
*Representative, Scottish Scout
Council*

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Gilwell Park
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Scout Information Centre
Tel 0845 300 1818
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Fax 020 8433 7103