

# Scouts The Malverns

Registered Charity No: 1030019

## Trustees Annual Report For year 1<sup>st</sup> April 2025 to 31<sup>st</sup> March 2026



Pictures: St George's Day Parade April 2025 and Warren Oak campsite main buildings.

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**Charity Name: The Malverns District Scout Council (the legal name of Scouts The Malverns)**

**Charity Registration Number: 1030019**

**The Scout Association Headquarters Registration Number: S10001669**

### **Objectives and activities**

The objectives of the charity are as a part of The Scout Association.

#### **The Purpose of Scouting**

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

#### **The Values of Scouting**

As Scouts we are guided by these values

Integrity – We act with integrity; we are honest, trustworthy and loyal

Respect – We have self-respect and respect for others

Care – We support others and take care of the world in which we live

Belief - We explore our faiths, beliefs and attitudes

Co-operation – We make a positive difference; we co-operate with others and make friends

#### **The Scout Method**

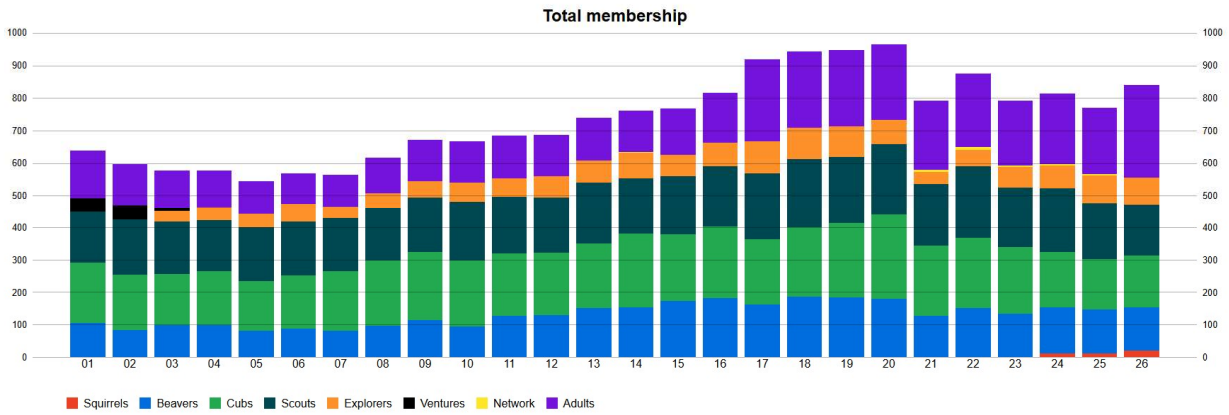
Scouting takes place when young people, in partnership with adults, work together based on the values of scouting and:

- enjoy what they are doing and have fun
- take part in activities indoors and outdoors
- learn by doing
- share in spiritual reflection
- take responsibility and make choices
- undertake new and challenging activities
- make and live by their promise

### **Summary of the main activities in relation to the purpose and objects**

Membership of Scouting in The Malverns had progressively recovered after being adversely affected by the COVID pandemic when it shrank from almost 1,000 members (adult and young people) to under 800 members between 2021 and 2023. The situation had stabilised and is now starting to show growth (up to 841 according to the latest figures). This has been helped through the establishment of four new Squirrel Dreys, re-opening of some sections and the recruitment of adult volunteers. We are particularly thankful for the help of Julie Turbutt (County Development Officer) for helping to make this happen.

The chart below shows the annual census figures for the District taken every January.



There is good demand for young people’s places across the District with approximately 130 young people on the waiting lists wanting to join. There remains a concerning level of vacancies to some key District and Group roles that are being addressed as a priority and are necessary to re-build the District and all its functions.

Through the year, our campsite at Warren Oak has held up well and bookings have continued to increase – which is great. However, the level of use of Warren Oak within the District remains poor and the majority of bookings come from outside the District. We are particularly thankful to our team of dedicated volunteers who manage and look after Warren Oak, including all visitors. During the year there has been considerable change and development at Warren Oak, including bringing the site up to the required standards, especially to improve its safety, compliance and infrastructure. We are particularly grateful to the Warren Oak Site Team and Warren Oak Governances Sub-Team for making this happen.

Notable actions at Warren Oak included:

The further clearing of dangerous trees, the reinstatement of drainage and further hedge height reduction. This was essential to remove the danger of falling trees, enable the reinstatement of the adventure park and take further steps toward our own maintenance of hedges reducing the need and cost of external contractors. Whilst doing this we have further expanded the space around our camp fire also creating a much safer area for larger groups.

The primary and overflow car parks were also in a poor state and noted as an area of high risk from a health and safety perspective. Here we have further cleared overgrown areas to increase capacity and most importantly created a new safe pedestrian entrance. This comprises a large oak framed gateway which as well as offering shelter also delivers a safe waiting, loading/unloading area. It will house essential site and area information and importantly will also present a warm Warren Oak welcome.

The site and workshop have been cleared of dangerous and unwanted materials and chemicals and new maintenance schedules, training and asset registers effected. During the year the low ropes course has been further enhanced and a new junior caving system has been delivered which has proved very popular with junior visitors.

New LED lighting has been added to the site buildings, the external parts of which are PIR activated which will improve safety and significantly reduce cost.

A program of replacing old petrol and hand powered tooling with new battery powered items commenced which also support the plan to move to a sustainable future for Warren Oak.

### **Statement confirming the trustees have had regard to the guidance issued by the Charity Commission on public benefit**

The Trustees confirm that the charity meets the Charity Commission's Public Benefit criteria under both the advancement of education and the advancement of citizenship or community development headings.

### **Summary of the main achievements of the charity during the year**

The District has continued to:

- Actively engage and support young people in their personal development, empowering them to make a positive contribution to society. This has helped individuals reach their full physical, intellectual, emotional, social, and spiritual potentials, fostering responsible citizenship and character development.
- Develop and provide the great facilities at its Warren Oak campsite to young people in Scouting (locally, nationally and internationally), schools, youth organisations, etc.
- Support the 11 Groups in the District to provide engaging Scouting for their young people whilst adhering to good governance, risk management, safety and safeguarding.

This has all been possible through our great and dedicated volunteers. We have been fortunate to increase the number of these volunteers through the year.

### **Review of the financial position**

Please see the associated Receipts and Payments Accounts for The Malverns District Scout Council.

The District does not employ any paid workers and Trustees have not received any payments except for small amounts of receipted expenses.

#### **Reserves Policy:**

The District's policy on reserves is to hold sufficient resources to continue the charitable activities of the District (including Warren Oak) should income and fundraising activities fall short, and to hold funds to support individuals and Groups in times of urgent need. Trustees consider that the District should hold a sum of £30,000 (equivalent to 12 months running costs, excluding subscriptions payable to Headquarters and County) plus £15,000 to meet any immediate needs of members, Groups and Units within the District. The District held total cash funds of approximately £87,000 at the year end, including approximately £15,000 in our Explorer Unit's accounts, with the rest roughly evenly split between the main District (£40,000) and Warren Oak (£31,000). This well covered the required reserves, but included the Warren Oak funds earmarked for the development of the site.

**Investment Policy:**

The District does not have sufficient funds to invest in long term investments. The District has therefore adopted a risk averse strategy to the investment of its funds. All funds are held in cash using only mainstream Banks or Building Societies.

**Principal risks**

The District has in place systems of internal controls that are designed to provide good assurance against material mismanagement or loss. These include two independent authorisers for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The District conducts risk assessments for all activities and provides guidance to Groups and Units on how they should do similarly.

The Trustees maintain a top-level risk register for the District as a whole and review this at all Trustee Board meetings to ensure that it is as up to date as possible.

**Structure, governance and management****Type of governing document**

The charity's governing documents are those of The Scout Association. They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Association and The Policy Organisation and Rules (POR) of The Scout Association.

**How the charity is constituted**

The charity is a trust established under its rules which are common to all Scouts. It is constituted as an educational charity.

**Trustee selection methods**

The Trustees are appointed in accordance with the Policy Organisation and Rules (POR) of The Scout Association through an open selection process.

**Policies and procedures for the induction and training of trustees**

All Trustees complete The Scout Association trustee and mandatory learning within the first six months of joining the Trustee Board, they also complete other Scout Association mandatory learning periodically as required.

**Additional governance arrangements**

The charity is managed by the Trustee Board, the members of which are the "Charity Trustees". As charity trustees they are responsible for complying with legislation applicable to charities. This includes the registration, keeping proper accounts and making returns to the Charity Commission as appropriate.

The Trustee Board exists to support the Leadership Teams in meeting the responsibilities of their appointments and in supporting them to run high-quality and safe programs that give young people skills for life. The Trustee Board maintain appropriate governance policies and oversight.

The Trustee Board is responsible for carrying out its purposes for the public benefit, complying with the charity's governing document and the law, and managing the charity's resources responsibly.

The Trustee Board is responsible for ensuring the charity is well managed, risks are assessed and mitigated, buildings and equipment are in good order and everyone follows legal requirements and Scout Association Policy, Organisation & Rules.

This includes responsibility for:

- Promoting a positive image of Scouting in the community, as well as its development;
- Developing, maintaining and regularly a risk register, including putting in place appropriate mitigations;
- Ensuring that the finances are properly managed, and there are sufficient resources (and reserves) to deliver high quality Scouting;
- Ensuring a system of internal controls is in place that is designed to provide reasonable assurance against material mismanagement or loss;
- Ensuring that property is appropriately managed;
- Maintaining appropriate insurance of persons, property and equipment;
- Assisting in the recruitment of leaders and other adult support;
- Having an open and transparent selection process for the recruitment of Trustees;
- Appointing Advisors as required;
- Ensuring effective administration is in place to support the Trustee Board;
- Ensuring compliance with applicable governance and charity regulations, including in respect to safety and safeguarding;
- Ensuring incidents are appropriately reported in line with regulation and policy;
- Ensuring applicable policies and regulations are regularly reviewed and changes implemented as appropriate;
- Ensuring transparency of operations, including in the preparation of accounts and holding and AGM;
- Ensuring compliance with Data Protection legislation;
- Acting as a responsible employer for any employees, who are effectively managed.

The 11 Scout Groups in the District are autonomous charities and provide exciting opportunities for Squirrels (aged 4 to 6 years), Beavers (aged 6 to 8 years), Cubs (aged 8 to 10½ years) and Scouts (aged 10½ to 14 years) through the progressive award schemes. Most Groups have Beaver, Cub and Scout Sections, while Squirrels are currently only operating in four Groups in The Malverns. Hopefully there will also soon be further provision of Squirrels in the other Scout Groups in the District.

Explorer Scouts Units (aged 14 to 18 years) and Scout Network Unit (aged 18 to 25 years) operate as District Units and continue this development and the award system. Currently we have 6 Explorer Units across the District and during the year we also re-started our Young Leaders Unit and are moving forwards on an active Network Unit.

The Trustees comprise District Officers (Chair & Treasurer), the District Lead Volunteer, the District Youth Lead and up to 8 persons proposed by the District Trustees and agreed at the District Annual General Meeting (some of who can be co-opted by the Trustees in year if there are spaces). Each year, the Trustees run an Open Section Process for all Trustees (except the District Lead Volunteer and District Youth Lead), review the applicants and make their recommendations to the District Scout Council at the Annual General Meeting, including the periods (1, 2 or 3 years) for which each Trustee should be appointed. These arrangements are fully in keeping with the Scout Association's POR requirements.

### **Plans for future periods**

In order to satisfy the demand for Scouting in the District, continuing promotion, recruitment and support of adults as leaders, administrators, trustees, and supporters is needed. There exists the opportunity to open new Sections in existing Groups and to strengthen some Groups and existing Sections.

The top priorities for the coming year are therefore again:

- Adult Recruitment (for a number of Groups and the District Teams)
- Support and further development of Warren Oak, including the development of a new adventure park
- Succession Planning (for most roles in the District, including Explorers and key roles in Groups)
- Continue to embrace The Scout Association's 'Transforming our Volunteer Experience' change programme (despite the continuing difficulties with the new membership system).
- Start to actively put into place The Scout Associations strategy to 2025 "Place to Belong", particularly focusing initially on the first phase (2026 to 2029) aims of:
  - To safely deliver a fun, relevant and inclusive programme for all.
  - To improve volunteering, making sure our people feel valued, supported and motivated.
  - To be a growing, sustainable and effective movement

We continue to refine the specific actions needed to address these top priorities through the year.

The District appreciates the generosity, time and effort of all our adult volunteers in the District (past and present), in Groups and in support teams including at Warren Oak and in the local branch of the Baden Powell Guild; all of whom impact directly and indirectly on the District's activities. Thank you all so much for all you do. It is gratefully appreciated.

### **Reference and administration details**

**Principle Address:**

**Correspondence:**

Scouts The Malverns,  
c/o Berrow Bank, Bromsberrow, Ledbury, Herefordshire HR8 1SG.  
e-mail: [administration@scoutsmalvern.org.uk](mailto:administration@scoutsmalvern.org.uk)

**Websites:**

District: [www.scoutsmalverns.org.uk](http://www.scoutsmalverns.org.uk)

Warren Oak: [www.warrenoak.org.uk](http://www.warrenoak.org.uk)

**Trustees during the year:**

**Ex Officio**

Ben Johnstone - Joint District Lead Volunteer  
Paul Boniface - Joint District Lead Volunteer (to 6<sup>th</sup> March 2026)  
Peter Allen - District Youth Lead (from 29<sup>th</sup> September 2025)  
Derek Barnes - Chair  
David Cashmore - Treasurer

**Appointed**

Maureen Heath - To 18<sup>th</sup> June 2025  
Allan Page -  
Susan Page -  
Mark Stancer - From 18<sup>th</sup> June 2025  
Adrian Ward

**Co-Opted**

Grant Hamel - From 27<sup>th</sup> January 2026

**Administrative Support & Correspondence**

Susan Revell

**Other Key District Roles during the year:**

District Youth Lead	Peter Allan (from 29 <sup>th</sup> September 2025)
District 14-24 Team Leader	Vacant
District Programme Team Leader	Paul Boniface - from 6 <sup>th</sup> March 2026)
District Volunteering Development Team Leader	Vacant
District Support Team Leader	Vacant
District Young Leaders Leader	Vacant
Warren Oak Governance Sub-Team Chair	Allan Page
Warren Oak Site Sub-Team Leader	Andy Page
District Badge Secretary	Mike Wood
Independent Examiner	Keith Parks

This Trustees Annual Report was reviewed and unanimously approved by the District Trustees at their Board meeting on 20<sup>th</sup> May 2026 and signed on their behalf by:



Dr Derek Barnes  
District Chair



David Cashmore  
District Treasurer