

SCOUTSCYMRU

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

SCOUTSCYMRU
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FOR THE YEAR ENDED 31 MARCH 2020

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The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2020. The Coronavirus pandemic's Covid-19 lockdown commenced on 25 March 2020. It, and the build-up to the lockdown has impacted on some aspects of this report. The Trustees' report and financial statements should be read in conjunction with the ScoutsCymru Annual Report 2019/20 attached as Appendix A.

The financial statements comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (as amended for accounting periods commencing 1 January 2016).

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND FUTURE PLANS

ScoutsCymru is a not for profit organisation which works to support the provision of the Scout Youth Programme within Wales and improve the quality of its delivery. It facilitates discussions that relate specifically to issues that face Scouting in Wales, including the rural nature of the country, its language, and the opportunities for adventure, outdoor activities and training. In addition, it provides an interface for discussion with the Welsh Government and other all-Wales organisations representing the voluntary sector and in particular the youth services.

Our current vision is that by 2023 ScoutsCymru will have prepared more young people with skills for life, supported by engaging Leaders, delivering an inspiring programme. We will be growing, more inclusive, shaped by young people, and play a full part in cohesive communities and the vibrant culture of Wales.

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

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 cooperate with others and make friends.

Our current strategic objectives and outcomes are as follows. As a movement we aim to:

- Grow
 - i. KPI: Ensure that 90% of existing ScoutsCymru Groups are complete with each Section containing more than 12 young people
 - ii. KPI: Increase young people in ScoutsCymru by 2.5% per annum over 2018 baseline
- Become more inclusive
 - i. KPI: 90% of members undertake the inclusivity self-assessment at the relevant level and prioritise actions to move to "green"
- Become more "youth shaped"
 - i. KPI: 80% of young people shape their Scouting by attending the relevant Section Group, District or Area Forum
- Achieve the above while making a positive impact in our communities
 - i. KPI: Ensure a minimum of 60% of Scout Groups have built Community Impact into their termly programme

To achieve our strategic objectives, the delivery of all annual plans across ScoutsCymru focus on the following three pillars, thereby contributing to the seven goals of the Well-being of Future Generations (Wales) Act 2015, in partnership with each local authority Public Service Board:

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- Programme - A fun, enjoyable, high quality programme consistently delivered and aided by simple (digital tools)
- People - More, well trained, better supported and motivated adult volunteers from different backgrounds
- Perception - Scouting is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.

When analysing ScoutsCymru's expenditure on charitable activities, the Trustees came to an understanding that it would be misleading to try to analyse the expenditure expended on charitable activities under the four strategic objectives as described above. Many of the actions and activities that deliver the strategic objectives are led and delivered by volunteers and therefore incur proportionately less financial expenditure than those activities delivered by ScoutsCymru's salaried staff. To analyse the expenditure on charitable activities under the four strategic objectives would therefore materially distort the presentation of the importance of some of those objectives. Instead, the Trustees consider that the following five headings used to analyse expenditure on charitable activities provide a more meaningful and appropriate explanation of ScoutsCymru's spending priorities.

Adult Support and Training

Programmes and activities to support adult volunteers.

Development of Scouting

Activities to grow the Scout Movement in Wales, including raising the profile of Scouting at Welsh Government, corporate and community levels. Development of Scouting expenditure also includes grants paid from the ScoutsCymru Grant Fund.

The ScoutsCymru Grants Fund opened to applications on 1 April 2018 and is designed to help support and develop Scouting in Wales. The fund is overseen by the Finances and Resources committee who meet three times a year to consider applications. The Grant Fund considers applications which meet the criteria for the following sub-funds:

- New Section Fund – to support new Beaver, Cub, Scout, Explorer or Scout Network sections opening within Wales.
- Inclusive Scouting Fund – to support “Inclusive Scouting” projects within Wales.
- Capital & Equipment Fund – aims to support Groups, Districts or Areas within Wales with significant capital or equipment purchases.
- Adult Support Fund – aims to fund projects helping with the recruitment, induction, training and retention of adult volunteers.
- Small Grants Fund – designed to provide young people with the experience of completing a grant application and presenting their proposal.

Youth Programme and Activities

The provision of training, activities and awards on a national basis that could not easily be delivered at a local level.

Support and Services to Scouting in Wales

Activities to provide management support to Areas and Districts, forums for the exchange of ideas and best practice for the delivery of the Scout Programme within Wales, and a central source of selected training materials, Welsh translations and insignia.

ScoutsCymru Activity Teams & Mountain Training/Residential Centres

ScoutsCymru provides facilities run by Scouters for the Scout Movement, to enable Scouts to enjoy the challenges of the mountains of Wales with the security of competent leadership and the provision of relevant accommodation. Additionally, there is provision of water activities at a national level that all members of Scouting in Wales can participate in.

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Full details of the specific objectives, activities, achievements and future plans within these cost headings are set out in Appendix B.

In addition to the activities reported in Appendix B, the Trustees have dealt with the following business matters:

The Board has carried out its business in accordance with the governance and management of a registered charity. It has dealt with the financial and audited accounts and supported the Chief Commissioner in meeting the responsibilities of their role, policies for marketing, fundraising, managing its properties and ensuring sound employment practices.

A close partnership is maintained with the Welsh Government to discuss and provide input into key policies for young people and the need for volunteer leaders to support the objectives and activities.

In addition, close relationships exist with Wales Council for Voluntary Action (WCVA) and Council for Wales of the Voluntary Youth Service (CWVYS) whom we thank for their support on a wide range of policies concerning young people.

FINANCIAL REVIEW

The Financial Review should be read in conjunction with the financial statements on pages 34 to 49. The accounts bring together the activities of ScoutsCymru, the ScoutsCymru Water Activities Team ("SWAT"), Yr Hafod Mountain Training Centre (which includes the Hafod Training Team) and Cornel Scout Centre.

SWAT, Hafod Training Centre and Cornel Scout Centre are self-funding through fees for training courses and accommodation. ScoutsCymru's core activities are funded through membership subscriptions and investment income.

Income and expenditure are summarised in the Statement of Financial Activities on page 34 of the accounts and analysed in detail in the notes to the financial statements. The allocation of support costs is reviewed annually.

In the financial year there was an unrestricted deficit of £95,120 (2019: deficit of £79,291) before gains/(losses) on investments in unrestricted funds. As with the deficit in the previous year, this result was expected by the Trustees following their decision to work to reduce the level of free reserves held. This deficit is after the receipt of voluntary and investment income, funding and governance costs and the net cost of charitable activities. Central activities resulted in an operating deficit of £82,873 (2019: deficit of £83,261). The SWAT team and the Mountain training and residential centres generated a deficit of £12,247 (2019: surplus of £3,970).

As shown in Note 3, gross income has increased significantly since last year. Firstly, there is an increase in Area Census fees/Wales Rebate of £101k. During 2018/19 the Trustees had renegotiated ScoutCymru's funding arrangement with The Scout Association (National Headquarters, "TSA") with this change taking effect from 2019/20. Under this new arrangement, for 2019/20 ScoutsCymru was entitled to keep 60% of the UK census fees it would normally pay over to TSA, an increase from the c30-35% it had previously been entitled to. The 60% figure will gradually reduce to 50% over the next five to six years. ScoutsCymru also continued to charge its own census fee set at £15 per person for 2019/20.

There was an increase of £478k in Youth Programme income compared to 2018/19, mainly because the World Scout Jamboree was held in summer 2019. All deferred income and prepayments that had built up over previous years relating to the participant fees for attending were released and recognised during the year.

The Activity Teams and Mountain Training/Residential Centres unfortunately had a reduction in income of £13k compared to 2018/19. This was firstly caused by Storm Ciara leading to cancelled bookings and events in the early part of 2020, and then Covid-19 beginning to impact during March 2020.

Gross expenditure has also increased significantly compared to 2018/19. As highlighted above, the main reason for the increase was the World Scout Jamboree taking place in summer 2019 leading to an increase in expenditure on Youth Programme and Activities of £484k (see Note 6). Other factors contributing to the increase in expenditure

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in 2019/20 include:

- The beginning of our partnership with JamJar looking to improve our communications with members across Wales
- The relocation of ScoutsCymru HQ from Llantwit Major to Caerphilly
- Two new staff members joining the ScoutsCymru HQ team
- An increase in Groups/Districts and Areas making use of the ScoutsCymru Grant Fund. In 2019/20 grants paid totalled £18,721.

Investments

ScoutsCymru's investments and risk profile are reviewed on an annual basis. The investment portfolio is managed by Brewin Dolphin. Details of the portfolio are shown in Note 11. The investment portfolio had a net loss of £41,889 during 2019/20 as Covid-19 significantly impacted stock market values around our year-end with our market value reducing to £305k. This compares to a net gain of £13,687 during 2018/19 and an opening market value of £347k.

Recognising investments are held with a view for longer-term performance, the Trustees are currently satisfied with the performance of the portfolio. By June 2020 the market value of our portfolio had rebounded back up to £338k.

Reserves Policy

The level of reserves is reviewed annually by the Trustees. The Trustees are of the opinion that ScoutsCymru needs to maintain an adequate level of reserves to maintain the continuity of services associated with the provision and development of Scouting in Wales. The Trustees therefore consider it appropriate to maintain general reserves representing six months current revenue expenditure. Significant capital and revenue projects will be funded by setting aside appropriate amounts into designated funds.

The reserves are stated in note 17 of the financial statements as detailed on page 47. At the balance sheet date, the free reserves (being the general funds of ScoutsCymru, less Tangible Fixed Assets) stood at £365,860 (2019: £483,623). Total expenditure for 2019/20, excluding the "Other Direct Costs" expenditure caption for Youth Programme and Activities (which are always run on a paid attendance basis and so can be excluded) was £652,725. Free reserves equate to just over 6 months of revenue expenditure and so are slightly in excess of the Trustees' policy. The Trustees therefore continue to pursue avenues to reduce the level of free reserves held by ScoutsCymru down to six months.

It is essential that ScoutsCymru acts prudently to ensure that it can continue to support and develop Scouting in Wales for the foreseeable future to ensure its activities are sustainable. When setting a budget for a given financial year the Trustees are of the view that at an operational level ScoutsCymru should break-even, and only expenditure on approved short-term projects will be allowed to create a deficit for a year. This will enable ScoutsCymru to reduce its reserves in a managed gradual way rather than by immediate spending and will give Trustees the flexibility to react in the future should the financial situation of ScoutsCymru change.

Assets

Fixed assets comprise freehold property used as training centres, website development, fixtures, fittings and equipment, structural improvements and investments. Current assets comprise stock, debtors and cash at bank and in hand.

Availability of Funds

The assets in the form of cash and stocks and shares are sufficient to fulfil obligations.

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AUDITORS

At the Annual General Meeting, Azets Audit Services (formerly known as Baldwins Audit Services) were reappointed as external auditors.

VOLUNTEERING

ScoutsCymru achieves its objectives through the work of 5,015 adult volunteers working in some 293 communities to support the development of 14,173 young people of Wales through the Scout programme. Adult volunteers work directly with the youth membership as leaders and are supported by volunteer managers, trustees and other supporters.

All Trustees of ScoutsCymru are volunteers, including the Chief Commissioner, a Deputy Chief Commissioner, the Chair and the Treasurer. The Scout programme in Wales and the associated All Wales events are led by volunteers who have many years of experience and specialist training. Volunteers with such experience and training enable ScoutsCymru to offer a wide range of water and mountain activity training events for both adults and young people.

To support its adult volunteers TSA provides comprehensive induction, leadership and management training, again delivered by teams of skilled volunteer trainers. ScoutsCymru endeavours to increase the number of volunteers available so that it can fulfil the demands of young people for the adventure that Scouting offers.

ScoutsCymru is indebted to all volunteers in Scouting who give so generously of their time and skills; without their dedication the adventure of Scouting would not happen.

STRUCTURE, GOVERNANCE AND MANAGEMENT

ScoutsCymru was formed in 1926 in recognition of the need for the Scout Movement to identify with the Welsh nation. It is a registered charity number 522572. Scouting in Wales is represented within the UK Scout Association through the Chief Commissioner for Wales, a senior volunteer appointment. The charity is governed by the Scout Association's Royal Charter originally dated 4 January 1912 with the latest amendment being dated 19 July 1991 and operates under its own constitution within the Policy, Organisation and Rules of The Scout Association.

The report and accounts cover the activities directly controlled by ScoutsCymru. The activities of Scout Areas, Districts and Groups in Wales are not reflected in the report and accounts. These bodies and ScoutsCymru are autonomous charities affiliated to The Scout Association that together form the Scout Movement in Wales.

The managing Trustees of the charity are the Chair of the Board of Trustees of ScoutsCymru, the Treasurer to ScoutsCymru, the Secretary (unless the Secretary is employed by ScoutsCymru), the Chief Commissioner for Wales, the Deputy Chief Commissioner (if appointed), and the Chair of each of ScoutsCymru's Training and Scout Centres, up to six members of the Scout movement in Wales elected at ScoutsCymru's Annual General Meeting ("AGM"), up to four members of the Scout movement in Wales between 18 and 25 years elected at ScoutsCymru's AGM and the person elected from Wales to the Board of Trustees of The Scout Association. The names of the Trustees who served during the year are shown on page 8.

Induction and training of Trustees includes the provision of relevant Charity Commission publications and relevant training throughout the year. All Trustee roles are voluntary and unpaid.

The Board of Trustees meets at least three times a year. The day to day running of the charity is delegated by the Trustees to Committees. The Committees in operation during 2019/20 are:

- Finance and Resources
- Business and Projects
- Cornel Scout Centre
- Hafod Scout Centre

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▪ **Appointments Advisory**

Task and Finish groups are also set up as and when required. The Chairs and members of all committees are appointed by the Board of Trustees. The Committees may co-opt additional members subject to approval of the board. The Chief Commissioner for Wales and the Chair of the Board of Trustees are ex-officio members of any committee. Each committee reports to the Board of Trustees and makes recommendations, unless it has received authorisation to act executively. Each committee meets at least three times a year apart for the Appointments Advisory committee that meets when required.

The key employed management personnel of the charity are the Head of Operations and the Head of Strategy. In accordance with the direction given by the Board of Trustees of ScoutsCymru at its meeting in January 2018, The volunteer Chief Commissioner acts as the Chief Executive of ScoutsCymru.

In line with best practice, the Trustees agreed to employ an external company to undertake a review of the charity's governance, funded by TSA. In parallel, a supporting ScoutsCymru-wide Property Asset Audit commenced. The governance review and property asset audit commenced in Summer 2019. The first phase report of the two-phase governance review was completed in March 2020 and was laid before the Trustees in April 2020. Phase 1 reported on the ScoutsCymru Board and Headquarters, whilst Phase 2, yet to commence, will focus on the governance of Scouting Wales-wide. However, Covid-19 constrained the agenda of the April meeting and the Phase 1 report was considered at the second digital meeting of the Board in June 2020.

In considering the nine recommendations of Phase 1 of the governance review, the Board agreed to implement Recommendation 4 straight away and established a Nominations and Governance Committee ("NGC") to take forward and implement the remaining eight recommendations. As TSA is going through its own governance review, the NGC will pace the implementations of those remaining eight recommendations in concert with TSA.

Principal Risks and Uncertainties

The Trustees regularly assess the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems are in place to manage exposure to the major risks.

The Board of Trustees has identified, through the completion of risk registers, the major risks to which they believe the charity is exposed, these have been reviewed and systems have been established to mitigate against them. The main areas of concern that have been identified are:

- Damage to buildings, property and equipment - ScoutsCymru has sufficient buildings and contents insurance in place to mitigate against permanent loss
- Injury to leaders, helpers, supporters, members, and staff - ScoutsCymru through the membership fees contributes to TSA's national accident insurance policy. Risk Assessments are undertaken before all activities. ScoutsCymru also has adequate Employer's Liability insurance
- Reduced income from fundraising and grants - ScoutsCymru is primarily reliant upon income from subscriptions and fundraising. ScoutsCymru currently hold sufficient reserves to ensure the continuity of activities should there be a major reduction in income. The trustees and staff of ScoutsCymru continue to work and identify and secure other sources of income
- IT failure - ScoutsCymru has a service contract for IT support, and performs regular data back-ups
- Impact of Covid-19 – from a financial point of view ScoutsCymru is fortunate that the majority of its income (census fees) is collected at the start of the financial year, so the income for 2020/21 has already been received. ScoutsCymru will therefore feel more of a financial impact in the 2021/22 year, if, as is anticipated there is a reduction in the number of members to pay the census fee. As to how significant this reduction will be, at this stage it is impossible to know until the census is conducted in January 2021
 - During 2020/21 ScoutsCymru has established the Covid-19 Response Committee ("CRC", a sub-committee of the Board) to take coronavirus related decisions on behalf of the Board. The CRC

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will meet more regularly and provide support for volunteers to continue to support young people in Wales. The CRC has reviewed a range of membership number scenarios for 2021/22 and future years and the likely impact this will have on census fee income and ScoutsCymru provision of services

- In addition, as Scouting activities have reduced during the pandemic (face-to-face Scouting is currently suspended), during 2020/21 ScoutsCymru has made use of the Coronavirus Job Retention Scheme and furloughed six staff (all staff having now returned to work) and also benefitted from the Leisure, Hospitality and Tourism Grant scheme. The intention is that the income received from these sources, in addition to savings made during 2020/21 (e.g. reduced travel expenses as meetings are being held virtually), will be used to mitigate the potential reduction in income in 2021/22 and future years. Some of the Designated Funds held by ScoutsCymru can also be transferred back to General Funds if the situation requires it
- For a wider understanding of how Scouting in Wales has adapted to continue to operate during the pandemic please refer to the separate ScoutsCymru's Annual Report 2019/20 referred to above and attached as Appendix A.

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REFERENCE AND ADMINISTRATIVE DETAILS

Charity Registered Number

522572

Address

Castle House, Southern Street, Caerphilly, CF83 1LH.

Trustees

Andrew Tuggey CBE DL (Chair)	
Dominic Winfield (Treasurer)	
Rhian Moore (Chief Commissioner for Wales)	
Daniel Lyons (Deputy Chief Commissioner for Wales)	(from 26 October 2019)
David Perry	
Jake Myatt	
Nicola Gamlen	
Leah Sier	
Edward Watts MBE DL	
Catrin Pink	
Christopher Lee	
Jacob Ellis	
Gareth Sandilands	
Simon Brownsill	(from 26 October 2019)
Mark Brett	(from 26 October 2019)
Claire Bunton	(from 26 October 2019)
Alaa Khundakji	(from 26 October 2019)
Gareth Davies	(from 26 October 2019)
Seren Sullivan	(from 26 October 2019)
Callum Jones (Youth Commissioner Wales)	(from 30 November 2019)
Dafydd Jones	(to 3 February 2020)
Adrian Austin	(to 26 October 2019)

Aspects of day-to-day management are delegated by the Board to Committees and Mrs T Lowe, Head of Operations and Secretary to the Board and Mr R Flowerdew, Head of Strategy.

Auditors

Azets Audit Services (formerly known as Baldwins Audit Services), Ty Derw, Lime Tree Court, Cardiff Gate Business Park, Cardiff, CF23 8AB.

Bankers

Lloyds Bank, Bridgend Branch, 18 Wyndham Street, Bridgend, Mid Glamorgan, CF61 1X2.
Lloyds Bank, Mostyn Street, Llandudno Branch, 22 Mostyn Street, Llandudno, Conwy, LL30 2RU.
Lloyds Bank, 6 Market Place, Oldham, OL1 1JG
National Westminster Bank, 72 High Street, Porthmadog, Gwynedd, LL49 9NR.

Investment Manager

Brewin Dolphin Ltd, 2nd Floor, 5 Callaghan Square, Cardiff, CF10 5BT

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TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

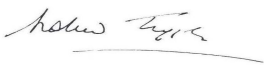
The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. 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.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report was approved by the Trustees on 26th September 2020 and signed on its behalf, by:



Andrew Tuggey CBE DL
Chair, Board of Trustees



Dominic Winfield
Treasurer, Board of Trustees



Annual Report

2019 - 2020

President's Report

In my introduction to the last annual report, I spoke about the importance of our Scouting values in our ever-changing world and society. These values remain embedded in everything done by ScoutsCymru, and shape both our strategic direction and programme. Throughout the year we have shown our values to each other, the public, and key stakeholders, ensuring that the perception of our organisation is positive.

The appointment of the Youth Commissioner team was another step forward for Scouting in Wales. By allowing young people to lead at a senior level, represent their peers and influence decisions, we are following our Founder's far sighted ideas. From Scouting's earliest days the views of the young members have been expressed through "The Patrol in Council", and the "Patrol Leaders Council". The new Commissioners have been active throughout the start of their term, including recruiting more local youth Commissioners, speaking to the membership, and contributing to committees.

I was delighted to attend the launch of our newest A Million Hands partnerships back in November at the Senedd. As Scouts, we always aim to treat others as we would like to be treated, and our community impact projects do just that. By working with our six charity partners, our members can take action around social causes that are important to them and be a positive force for change in the world.

Members from across Wales have been on adventures, including especially Explorers who headed off to the World Scout Jamboree in West Virginia! The skills and experiences they will have gained over those three weeks are second to none and they have made memories and

friendships that last a lifetime. For our younger members, we hosted a Cub Fun Day in Builth Wells where Cubs from across Wales came together, tried new activities and earned badges.

Being open and welcome to all is a key element of our strategy at ScoutsCymru, and I was reassured that we are putting this front and centre in our organisation through the introduction of the Equality, Diversity and Inclusion Working Group. I look forward to seeing their work in the coming years.

I would like to take this opportunity to thank Andrew Tuggey for his three years' outstanding service as Chair of the Board of Trustees. He has given freely of his time and many talents. During his term as Chair, the organisation has grown and adapted, ensuring that it is a welcoming space for young people. The initiation of the governance review and establishment of the Nominations and Governance Committee will set the organisation up for the ever-changing future.

Of course, towards the end of this year, face-to-face Scouting was suspended due to the Coronavirus pandemic. Our young people and volunteers are demonstrating great resilience, creativity, and integrity as we work through it together. I am sure that next year's report will surprise many! Meantime, my sincere very great thanks to all our many volunteers, led by our outstanding Chief Commissioner, and supported by a tiny but dedicated full-time team.

Rudi Plaut
CBE President



#SkillsForLife

Chief Commissioner's Report

Scouting continues to amaze me. Bear Grylls often says, 'we're an unstoppable force for good', and he is right.

Whilst this report is a reflection on 2019 and up to the end of March 2020, I want to thank you for your heroic endeavour to continue to support young people through 2020.

At the end of March, the world started to change and the kindness we've seen from our Scouts and volunteers shone brightly for all to see. We worked to keep the weekly meetings going and came together all over the country to hike to the moon and take part in the great indoors as well as well get involved in events and activities in our groups, Districts and Areas. You've been an inspiration.

Through 2019 and into 2020 I saw many examples of Scouts all over Wales inspiring each other and those around them, helping them build their resilience and place in the world by developing the character, employability and practical skills they need to succeed. I had an absolutely great time at All Wales Cub Fun Day, getting to have a go on the zip wire and was super proud to watch over a hundred Explorers go on the adventure of a lifetime at the World Scout Jamboree in West Virginia. A huge thank you to the teams that made those events, and other events across Wales, happen.

When I became Chief Commissioner I asked Team Cymru to focus on great leadership, to go back to basics and to put clear plans in place to support even more young people to develop the skills they need for school, college, university, the job interview, the

important speech, the tricky challenge and the big dreams: the skills they need for life.

Together we'll make a difference, we've been working together to supporting recruitment, changing the way we offer training for volunteers, and supporting even more young people to achieve their top awards.

The year ahead will be a challenge, but if we have a positive mindset, we can use this crisis in society as an opportunity to rethink and re imagining scouting, making it even more accessible to young people. We can rebuild together stronger and offer a new version of Scouting for the next generation.

We can be part of the rebuilding of our communities and the wellbeing of our future generations. We help with the solutions and bring people together in new and exciting ways.

Jumping up and being a do-er and a give it a go-er are part of living our values. Questioning, listening and having a wide open mind, you have shown you believe in what we are doing and are committed to growing Scouting in Wales, working together, seeing the bigger picture, ignoring the butterflies and giving it a go.

In particularly challenging times thank you for your Scouting endeavour. Without you Scouting wouldn't happen at all. You are doing amazing work to support young people around you. Well done and congratulations to you all.

Rhian Moore
Chief Commissioner



Report from the Chair

This is my third and final report to the ScoutsCymru Council. I step down as Chair of ScoutsCymru's Board of Trustees at the AGM in November. It has been an extremely busy three years. I am honoured and privileged to have been Chair through such a period of change and to see recently how Scouting in Wales has risen to the challenges of the coronavirus pandemic and is exploiting the silver linings in those grey Covid-19 clouds.

Whilst this report should be my report to Council for the Financial Year 1 April 2019 – 31 March 2020, on 25 March 2020 as the coronavirus pandemic had been declared, the UK went into lockdown and face-to-face Scouting was put on hold. Therefore, I shall cover some aspects of the work that has been done in Welsh Scouting during lockdown.

Digital Scouting took off and although we aspire to a gradual return to face-to-face Scouting in the coming months, we should be under no illusions that there may be occasional backwards steps on our journey back to normality. It has been hugely encouraging to see the amazing innovations that have taken place to deliver on-line Scouting to our young people. I commend and thank the Chief Commissioner, Team Cymru and all those Volunteers who continue to work tirelessly to deliver #SkillsforLife in the Scout Groups and Sections across Wales, despite any stresses they may have in their own family and work lives.

In the weeks after 25 March, it gradually became clear that the component parts of the UK would take slightly different paths in fighting Covid-19. Health, Social Care, Education are all devolved responsibilities. Therefore ScoutsCymru, Scouts NI and Scouts Scotland have been working to the requirements laid down by their respective Nation's government. In each of the Nations, the impacts of the lockdown on Scouting have been different. I am pleased to report that Scouting in Wales is better placed than Scouting in other parts of the UK. As ScoutsCymru, unlike others, has no large income streams from outdoor activity centres, we have not suffered huge losses of income. We also have not had to make anyone redundant from ScoutsCymru Headquarters (SCHQ). Some of the SCHQ team went on furlough, but now are back refocussing their work to continue support to grass-roots Scouting in these different times; be that advising on support grants from Welsh government, local authorities and the Welsh voluntary sector, the delivery of digital Scouting, or the preparations required in Scout Groups and Scouting venues to keep our young people and Volunteers safe as face-to-face Scouting returns.

SCHQ does all those things that Areas, Districts and Groups cannot do and which fall outside the remit of The Scout Association (TSA). SCHQ interacts with the public and voluntary sectors across Wales on behalf of Scouting. No one else in Welsh Scouting can do that; nor can TSA. SCHQ also has a vital role to support, advise and mentor on governance, health and safety, property and funding matters for all Scouting in Wales, in addition to the support given to Team Cymru. The SCHQ team has risen magnificently to the occasion during the pandemic and on your behalf I thank them.

The Trustees report in the annual accounts will say more on finances for FY 2019-2020, but it also will flag up the risk of a drop in income in FY 2021-2022 should young people not return to Scouting after the pandemic – so a challenge for our Volunteers to keep up Scouting numbers.

Your Board of Trustees wanted to be able to react quickly to any developments during the pandemic. A Coronavirus Response Committee (CRC) was established as a committee of the Board. Chaired by Rob Redmond, Regional Commissioner South, the CRC is a Trustee, Team Cymru, Volunteer mix and is working well.

In her report the Chief Commissioner gives details of the remarkable Scouting achievements across Wales, I highlight the governance work that the Board has focussed on during the reporting year and will continue so to do in the coming years.

The ScoutsCymru governance review commenced in late December 2018 and the report came out in March 2020. Phase 1 has dealt with SCHQ matters and Phase 2 will cover governance across Welsh Scouting.

Due to the constraints imposed by coronavirus, the Phase 1 report was addressed at the Board's on-line meeting on 13 June. Four of the report's nine recommendations now are in the pipeline and will be overseen by the newly formed Nominations & Governance Committee (NGC), chaired by Board Vice-Chair, Chris Lee. As TSA is addressing similar governance matters, the ScoutsCymru Board believes that there is synergy and sense for the remaining five recommendations of the governance review report; the size of the Board of Trustees, the ScoutsCymru Constitution, Wales Scout Council, the Board's link

with TSA's Board, plus the organisation of SCHQ to be taken forward in concert with TSA's governance review team. At the direction of the Board, Phase 2 of the SC governance review will be initiated by the NGC.

As I reported last year, a SC Property Asset Audit (PAA) was established to support and work alongside the governance review to look at the Scouting estate in Wales. The impact of the coronavirus pandemic has given the PAA a momentum of its own. It now is recognised that its work is imperative for the successful return of face-to-face Scouting in Wales. I thank my fellow Trustee Edward Watts MBE DL and his team for the very necessary work they are doing for the good of Welsh Scouting.

Very importantly too, your Board has recognised that ScoutsCymru has urgent work to do to address equality, diversity and inclusion across Welsh Scouting. Under the leadership of Edward Watts, an Equality, Diversity & Inclusion (EDI) working group has been established to make recommendations to the Board and to Team Cymru to implement measures to address and resolve EDI shortfalls within Scouting in Wales.

My nominated successor as Chair of the ScoutsCymru Board of Trustees is Pam Kelly. Pam will be known to many, especially those from Carmarthenshire, Ceredigion, Gwent, Pembrokeshire and Powys. Pam is Chief Constable of Gwent Police and was previously Deputy Chief Constable of Dyfed-Powys Police. Pam is an excellent person and I am absolutely delighted that she has been nominated to be the next Chair of your Trustees. I wish her and all in ScoutsCymru good fortune bringing Scouting's #SkillsforLife to our young people in Wales.

**Andrew Tuggey CBE DL
Chair**

Youth Commissioner's Report

When the call went out for applicants to join Team Cymru as Wales' first Youth Commissioners, we jumped at the opportunity to help make ScoutsCymru and Wales even more youthshaped. You might remember that we stood up at the AGM last autumn and set out our plans for the next 3 years, and trust us, we have wasted no time in getting started. The figures of the number of local YCs in Wales made for grim reading, but since then they have increased significantly, and we now have twenty spread across the country and this number is growing all the time.

We have worked hard to make local youth commissioners feel more supported and like a team by organising a support day at ScoutsCymru HQ. We regularly discuss challenges with them, tackle how best to overcome them and have even taken part in some personal development work together as we address those challenges. Our next step is to share the skills and voice of these young people with members across Wales as we believe they are a great asset to ScoutsCymru and something we are very proud of. This means that Areas, Districts and Groups will be fully supported to empower their young people to develop skills for life by determining and leading their own programme.

In addition, we began searching for people who would take up the roles of Deputy Youth Commissioner for People, Programme and Perception and while COVID-19 caused us to pause our recruitment drive, we have some great

applicants and will get this going again as soon as we are able. In the meantime, we've focussed our efforts on specific projects within our work such as providing youth voice at a national level and supporting our 18-25 trustees to ensure young leaders are still able to develop the leadership skills they need despite COVID-19. Hopefully, you saw at the end of the summer term, we put together a survey for all members young and old to feedback about their experiences of youth shaped Scouting.

This gave us a better idea of the big picture of how youth shaped Scouting is delivered in Wales, and how and where we need to provide support to make it even better and embedded. This is particularly important in Areas and Districts without a Youth Commissioner. We also have introduced a regular youth shaped email which is sent to members and includes success stories, blog posts and potential activities to inspire and encourage leaders to involve young people in decisions and leadership as much as possible. Make sure to keep your eye out for the next edition soon!

We are super proud of the progress already made by the members of ScoutsCymru, our local Youth Commissioners and all members to make Wales as youth shaped as possible. Thank you for all your work and we're both so excited to see what the next couple of years brings.

Kristofor Hall-Ellis & Callum Jones
Youth Commissioner of Wales



Equality, Diversity and Inclusion Working Group Report

Inclusion is a key part of our strategic plan and the values of Scouting. That is why the ScoutsCymru Board of Trustees have decided to put it front and centre of everything that we do. The establishment of the Equality, Diversity and Inclusion (EDI) Working Group is a great first step, which will empower our volunteers and staff to deliver on this key piece of work and I was honoured to have been asked to chair it. I want to use this forum to outline our vision, celebrate our achievements so far and let you know how to get involved.

The working group itself is made up of external experts from across Wales from a range of organisations and backgrounds, as well as some members of ScoutsCymru. It is a diverse and dynamic group of people who are passionate about ensuring all can access Scouting whilst considering all protected characteristics and points of view. They are there to provide the strategic vision and direction to our brand new ScoutsCymru Inclusion Team, headed up by our Commissioner for Inclusion, Gareth Tanswell. This team will support volunteers on the ground through the production of resources, extend our reach into new communities and make sure our current members have all the support they need. You can see what they get up to on ScoutsCymru.org.uk/inclusion and they have already started to deliver this year, training over 60 people and hosting our first digital pride!

Inclusion can seem like a daunting topic with lots of different terms and theories, however if we follow our values and embed thinking about others in all that we do, we can get there together. Lots of us

have had our thinking and beliefs challenged this year by movements such as Black Lives Matter and have used this as an opportunity to actively listen, educate ourselves and ensure we are anti-racist. This constructive challenge will make us stronger as a movement and will help us open our doors to even more young people and volunteers. What I ask is that you continue to listen and learn as we go on this journey together.

This key piece of work will not only have an impact on a local level. By becoming more inclusive we can help Wales work towards its goal of being A More Equal Wales, as set out in the Wellbeing of Future Generations Act. On an even bigger scale, it helps to achieve the UN's Sustainable Development Goal 10, reduced inequalities.

We know that lots of different communities have been negatively affected by the Coronavirus pandemic, and it is our responsibility as Scouts to work with them to ensure young people are still able to develop skills for life. We can only do this by being flexible, creative and open to all. I look forward to updating you next year on the impact we've had.

Edward Watts MBE DL
Chair of the ScoutsCymru Equality, Diversity and Inclusion Working Group



#SkillsForLife

Celebrating Success

Medal for Meritorious Conduct

Awarded for meritorious conduct of an exceptionally high standard

Iwan Caddick	Eryri a Mon
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Queen's Scout Awards

Jack Harvey	Eryri a Mon
Philip Higton	Eryri a Mon
Jessica Wicks	Glamorgan West
Sol Ashley	Montgomeryshire

Gold Duke of Edinburgh Awards

Cavan Norton	Cardiff & Vale
Thomas James Wright	Cardiff & Vale
Sian Mary Morris	Cardiff & Vale
Nathan Glencross	Cardiff & Vale
Tomes Havard	Cardiff & Vale
Katie May Partridge	Cardiff & Vale
Andrew Church	Cardiff & Vale
Emily Mabbett	Cardiff & Vale
Jasper Williams	Cardiff & Vale
Grace Davies	Cardiff & Vale
Frank Zaffino	Cardiff & Vale
Ieuan Meredith	Ceredigion
Jack O'Sullivan	Ceredigion
Kerry-Anne Knight	Ceredigion
Samuel Knight	Ceredigion
Emma Williams	Eryri a Mon

Celebration of Scouting Awards



Young Volunteer Award

Louisa Shapton	Glamorgan West
Lewis Griffiths	Mid Glamorgan (Highly commended)

Trustee Volunteer Award

Valerie Kealy	Clwyd
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Adult Volunteer Award

Heulwen Jenkins	Cardiff & Vale
Kelvin Vernon	Clwyd (Highly commended)

Group Award

CRAI Activity Park	Mid Glamorgan
Conwy District Activities Group	Eryri a Mon (Highly commended)

Community Impact Award

Ceri Carlyon	Gwent
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New & Innovative Scouting Award

Jon Rees	Glyndwr Scout Group, HMP Parc
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Inspirational Volunteer Award

Daniel Reynolds	Clwyd
Ceri Carlyon	Gwent (Highly commended)

Lifetime Achievement Award

Christine Roberts	Montgomeryshire
Steve Burgess	Glamorgan West
Glenys Shelley	Cardiff & Vale
Andrea Soulsby	Mid Glamorgan
June Worthington	Clwyd

#SkillsForLife

Membership Census 2020

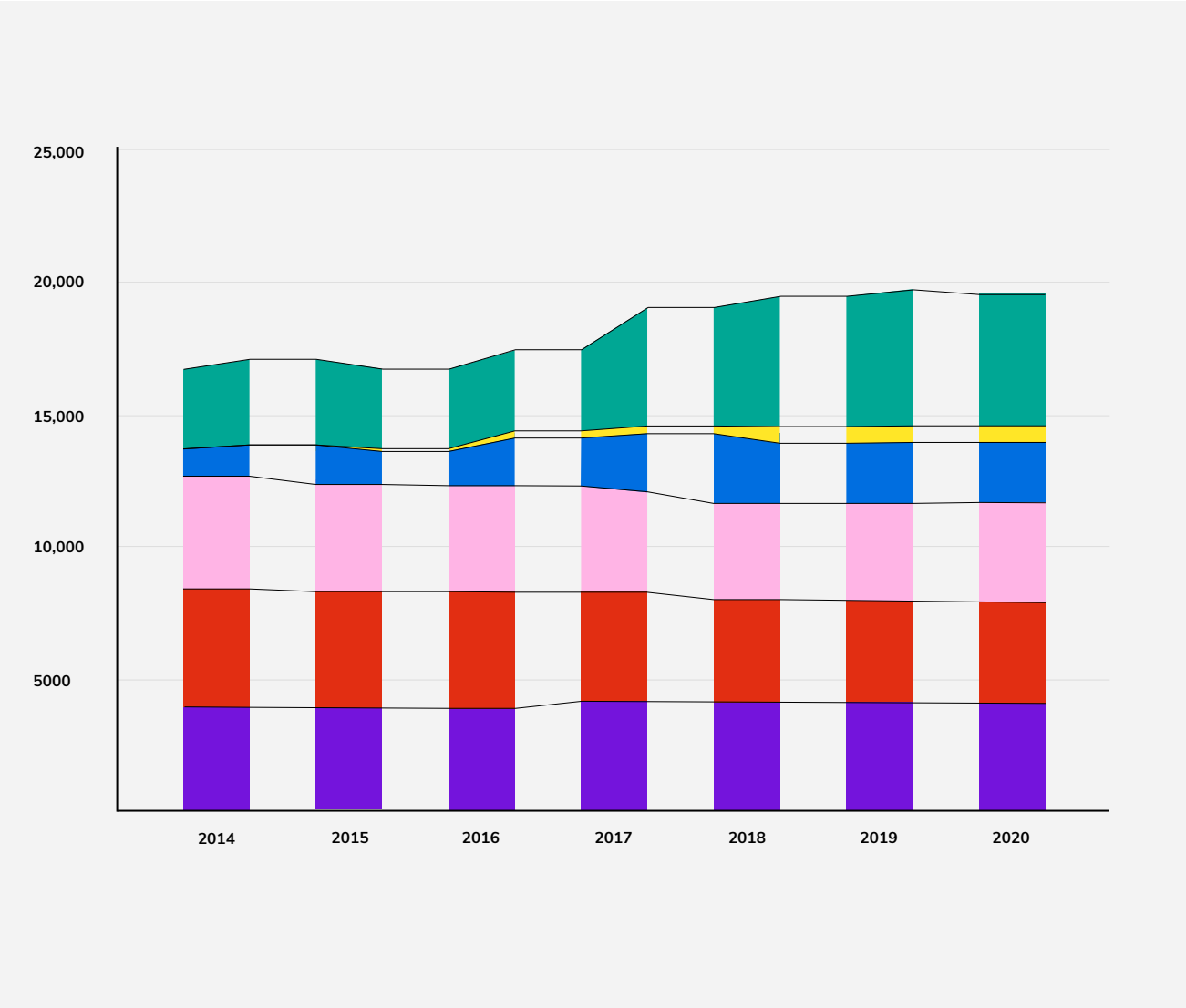
Youth Membership	Male	Female	Self-identify	Prefer not to say	Total
Beaver Scouts	2,998	804	1	0	3,803
Cub Scouts	3,702	1,013	0	0	4,715
Scouts	2,853	1,071	1	14	3,939
Explorer Scouts	930	448	4	4	1,355
Network members	226	135	0	0	361
Total Youth Membership	10,682	3,471	6	14	14,173

Management Roles	Male	Female	Self-identify	Prefer not to say	Total
Group Scout Leaders & Assistant GSLs	154	97	0	0	251
District Commissioners & Deputies	39	22	0	0	61
District Youth Commissioners	6	1	0	0	7
Area Commissioners & Deputies	17	5	0	0	22
Area Youth Commissioners	7	1	0	0	8
Total Management Roles	223	126	0	0	349

Leadership Roles	Male	Female	Self-identify	Prefer not to say	Total
Sections Leaders	440	493	1	0	1,964
Assistant Section Leaders	548	497	0	0	633
Section Assistants	265	327	0	0	282
Total Leadership roles	1,253	1,317	1	0	2,571
Young Leaders	355	212	0	1	16
Leadership team members	1,608	1,526	1	1	3,139

Total Governance Roles	552	714	0	0	1,266
Total Support Roles	470	359	0	0	829
Total Membership	13,289	6,077	0	0	19,366

Growth in Scouts Membership



- Adult Volunteers
- Scout Network
- Explorer Scouts
- Scouts
- Cub Scouts
- Beaver Scouts

Units

Beaver Scout Colonies	271
Cub Scout Packs	296
Scout Troops	258
Explorer Scout Units	99
Local Scout Networks	20
Active Support Units	57
Groups	293
Districts	32
Areas	12

24%

Youth members are girls

16

ScoutsCymru
Celebration of
Scouting Awards

14,173

Youth Members

3,139

Adult Leadership Roles

23%

of our members are
Welsh Speakers

540

Management Support Roles

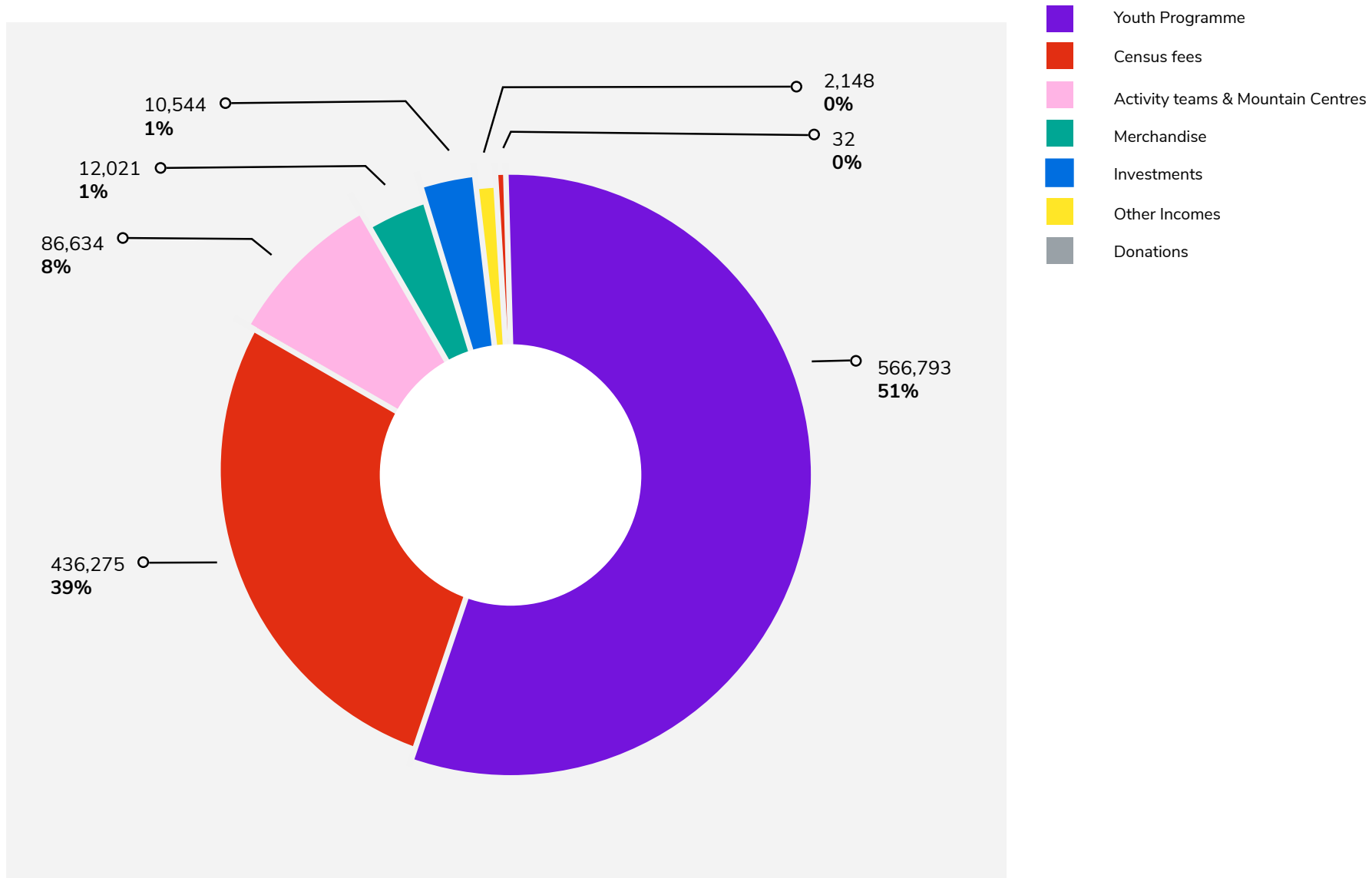
1,266

Governance Roles

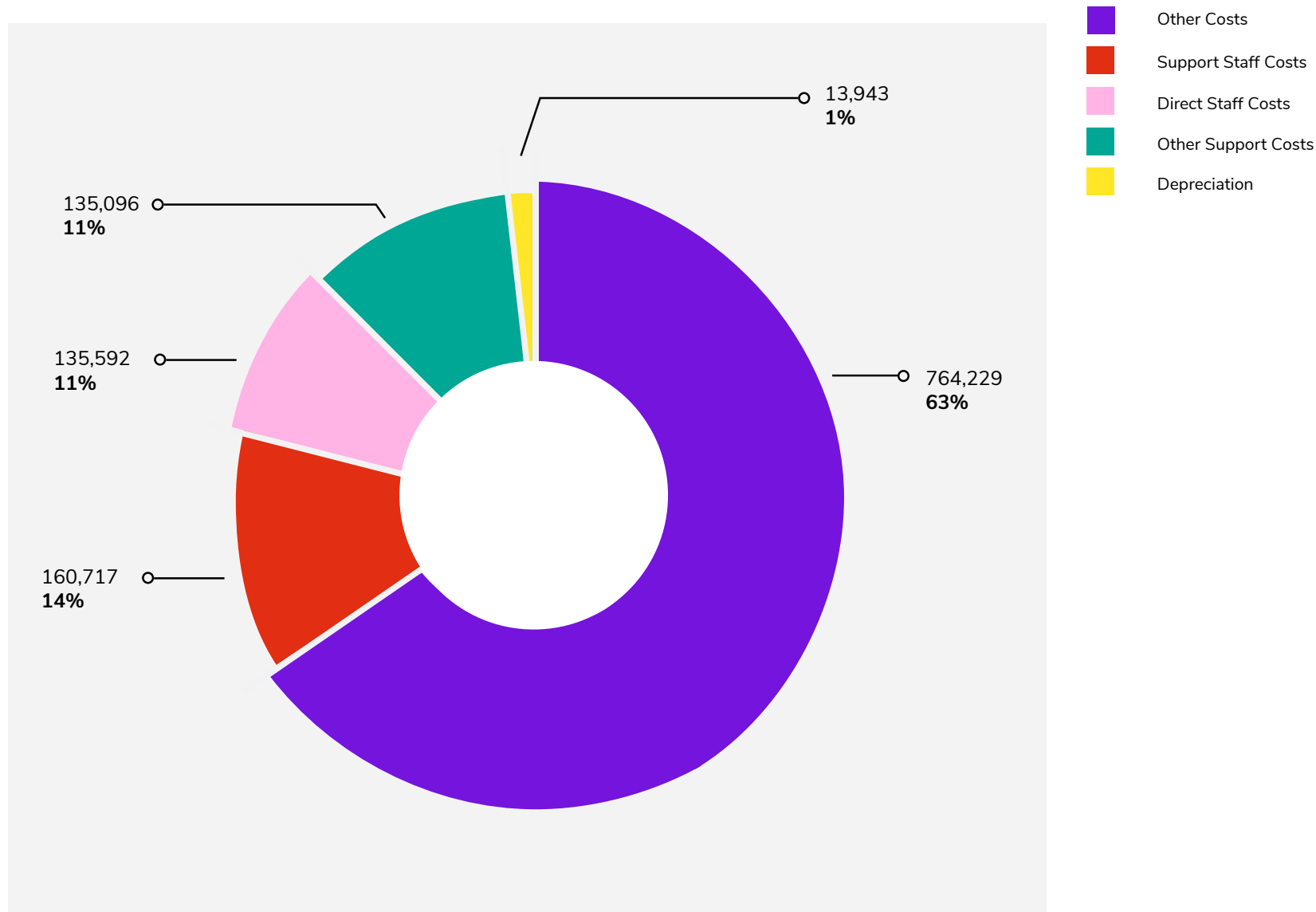




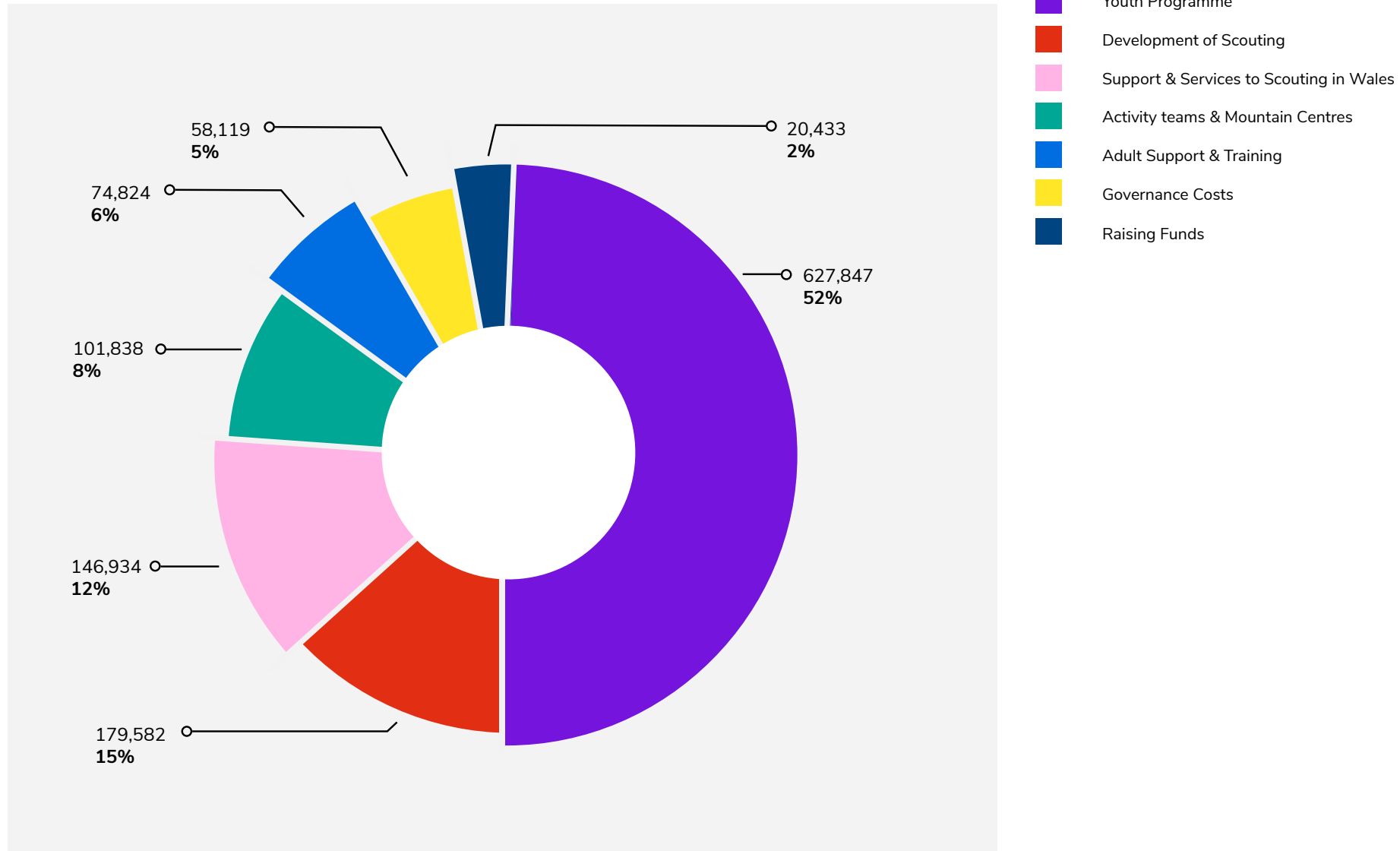
Income 2019 - 2020 (£)



Expenditure by type 2019 - 2020 (£)



Expenditure by category 2019 - 2020 (£)



Will you make a promise to invest in their future?

Scouting provides opportunities for the young people of Wales, that is due in no small measure to the generosity of our predecessors – both during their lifetimes and through forward planning, after their deaths. By leaving a legacy to Scouting, you can help ensure that our successors will be able to continue to service future generations of young people. The following specimen wording is suitable for incorporating in a new will or as a codicil to an existing will.

I devise and bequeath...

The sum of... to ScoutsCymru of Castle House, Caerphilly, CF83 1LH for the general purposes being in law charitable of the said ScoutsCymru AND I DIRECT that the receipt of the honorary treasurer or other officer approved of by my trustees of the aforesaid Council shall be a sufficient discharge to my trustees.

OR

All of the residue of the estate both real and personal and wheresoever situate after payment thereof of my debt funeral and testamentary expenses ScoutsCymru of Castle House, Caerphilly, CF83 1LH for the general purposes being in law charitable of the said ScoutsCymru AND I DIRECT that the receipt of the honorary treasurer or other officer approved of by my trustees of the aforesaid Council shall be a sufficient discharge to my trustees.

OR

Share of my estate to ScoutsCymru of Castle House, Caerphilly, CF83 1LH for the general purposes being in law charitable of the said ScoutsCymru AND I DIRECT that the receipt of the honorary treasurer or other officer approved of by my trustees of the aforesaid Council shall be a sufficient discharge to my trustees. Your bequest, whatever its size, will help us give future generations of young people in Wales from all walks of life a better start.





ScoutsCymru Headquarters
Castle House,
Southern St.,
Caerphilly
CF83 1LH

admin@scoutscymru.org.uk
scoutscymru.org.uk



SCOUTSCYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

OBJECTIVES AND ACTIVITIES	ACHIEVEMENTS AND PUBLIC BENEFIT	FUTURE PLANS
ADULT SUPPORT & TRAINING		
Adult Leadership Training - to enable adult volunteers to complete leadership and management training and achieve both internal and external accreditation of their achievements.	ScoutsCymru continues to support Adult Training during the year. In addition to this, ScoutsCymru continues to provide facilities for information, guidance and validation at other events which adult volunteers attended.	To continue to provide every opportunity to make training for adult volunteers as accessible as possible.
Group Scout Leader Training and Induction - to provide training to develop the management skills of GSL's and to provide support for this vital role.	ScoutsCymru continues to provide support to Area Commissioners & District Commissioners who deliver the training and inductions for Group Scout Leaders.	To continue to provide support to Area Commissioners & District Commissioner who manage Group Scout Leaders. This role is vital to the management of Scouting.
Continuing Personal Development for Staff Members	Staff Training Days are held during the year. Staff members meet regularly for peer support and also attend training events organised by the Scout Association.	To continue to review and meet staff training and development needs.
DEVELOPMENT OF SCOUTING		
Scouting Support Team - to support the development and growth of Scouting across Wales.	Scouting Support Officers continue to support Scouting across Wales. Since September 2019 the team have completed 24 projects which has resulted in the following - * 8 new Sections opened * 1615 young people offered the opportunity to be part of Scouting of which 53 have been recruited. * 46 adults offered the opportunity to be part of Scouting of which 13 have been recruited	Continue to support Scouting across Wales focusing on the three key priorities – * reducing the number of sections with under 12 young people * reducing the number of Groups which have a missing section * supporting local volunteers in the delivery of their key objectives to enable growth.
Working with the Welsh Government - to raise the profile of Scouting with the Welsh Government.	ScoutsCymru continues to engage with the Welsh Government whenever possible; Welsh Government Members are invited to different events so that they can see Scouting in action.	To continue to raise the profile of Scouting with the Welsh Government.

SCOUTSCYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

OBJECTIVES AND ACTIVITIES	ACHIEVEMENTS AND PUBLIC BENEFIT	FUTURE PLANS
Working with the Business Community - Working with businesses by promoting how ScoutsCymru can assist companies in the achievement of Corporate Social Responsibility policies.	Head of Strategy continues work on an external partnership strategy which will allow us to work with businesses in a new, imaginative and more collaborative way in these austere times.	To continue to promote Scouting to the business community and the public sector within Wales.
YOUTH PROGRAMME & ACTIVITIES		
Cub Fun Day - an event for the Cub Scout age group bringing together young people from all over Wales for a day of activities.	1,364 Cubs, along with 503 Leaders, 26 Explorer Scouts, 35 Young Leaders and 38 Event Team members from across Wales took part in a very successful action-packed event	To continue to support the Deputy Commissioner Wales Programme (Events). Plans are already in place for the next event to take place in June 2021.
All-Wales Scout Camp - an event to enable 10-14 year old members to meet their peers from other parts of Wales and experience activities that may not be part of their weekly meetings.	An organising team has been put in place and work is in progress to improve and re-vitalise this event. The aim is to attract more young people and their Leaders to this event. Due to the Coronavirus pandemic the face to face event is to be replaced with a virtual online camp which took place in June 2020	To continue to support the Deputy Commissioner Wales Programme (Events). Plans are already in place to look at holding a face to face camp in June 2021.
ScoutsCymru Youth Shaped Scouting - to encourage participation in decision making by young people aged 14-25 years of age.	Two National Youth Commissioners have been appointed, who influence strategy and policy at various levels of the organisation including our Board of Trustees and Business and Projects Committee. They provide support to local Youth Commissioners across Wales and in February held our first National, Youth Commissioner Support Day. This wider team of Youth Commissioners can be used to provide youth voice for our projects and programmes of work. The Youth Commissioner team also launched their termly newsletter which is sent digitally to all members to encourage youth shaped scouting through activities and blogs.	In 2021 we intend to appoint Deputy Youth Commissioners for Wales to support our strategic pillars of people, programme and perception ensuring youth voice throughout all of our work. In order to get a national picture of youth shaped Scouting across Wales, an online consultation will be held during summer 2020 which will reach both young people and volunteers. This data will then be used to design future youth shaped projects. Promoting the value of 18-25 year old trustees and supporting our volunteers to recruit more of them will also be a focus during 2021.

SCOUTSCYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

OBJECTIVES AND ACTIVITIES	ACHIEVEMENTS AND PUBLIC BENEFIT	FUTURE PLANS
Awards in Wales - to provide a programme of awards specific to Wales for the Beaver, Cub and Scout Sections of the Movement to encourage personal development, cultural understanding and self-reliance.	Dragon Award: encourages camping experiences in each of the 12 months of the year, and in different places. 337 awards were achieved during the year. Beaver & Cub Scouts Awards for Wales: 249 Beaver Scouts Awards, 28 Cub Scout Awards and 7 Scout Awards were achieved during the year, encouraging greater understanding of the culture of Wales. 119 young people completed the Democracy Challenge badge, helping young people to explore the democratic processes of their section, local communities, national communities and the UK. ScoutsCymru in partnership with Natural Resources Wales have launched a Flood Awareness Badge. The Award has been developed to increase flood awareness and learn about the preventative actions that can be put in place and 81 young people have completed the award. The Internet Safety Award was launched to help to empower young people in their Scouting sections to manage their own risks and enjoy the internet safely, 65 young people completed this award	To continue to review the needs of the membership in Wales. To support Deputy Commissioner Wales Programme (6-14) in the promotion and completion of the rejuvenated Beaver and Cub Scouts Wales Awards and the newly introduced Scout Wales Award.
To support Duke of Edinburgh's Awards - Bronze, Silver and Gold Award training for Explorer Scout and Scout Network Sections.	During the year 111 young people achieved the Bronze Award; 33 achieved the Silver Award and 12 achieved the Gold Duke of Edinburgh's Award. In addition, 294 young people were registered for either the Bronze, Silver or Gold Award.	To continue to support these external Awards.
SUPPORT AND SERVICES TO SCOUTING IN WALES		
Management Support - to provide management support for Areas and Districts through the provision of the Operational and Strategic Units	The Operational and Strategic Units continues to provide valuable professional support for Areas and Districts across Wales, including training on specialist subjects both at a local and National level.	To continue to develop the provision of this professional support.

SCOUTSCYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

OBJECTIVES AND ACTIVITIES	ACHIEVEMENTS AND PUBLIC BENEFIT	FUTURE PLANS
ScoutsCymru Celebration of Scouting Awards – a fantastic opportunity to recognise and celebrate Scouting successes throughout Wales in one of the eight categories of awards.	The ScoutsCymru Celebration of Scouting Awards ran alongside the Annual General Meeting. 63 nominees were invited to attend with 4 members receiving a highly commended and 12 members winning an award. Feedback received was highly positive and the event was a resounding success.	To continue to promote and encourage nominations for the ScoutsCymru Celebration of Scouting Awards.
ScoutsCymru Vacancies Portal – online tool to advertise and recruit all adult volunteer roles across Wales.	The introduction of paid online advertising has increased visibility, traffic and adult volunteer applications via the vacancies portal within Wales. Since April 2017 we have received 1,025 volunteer applications, of which 97 volunteers have been successfully placed in a local Scouting Group.	To continue to promote and run the vacancies portal to support the recruitment of adult volunteers throughout Wales.
ScoutsCymru Lottery Scheme - to generate funds to continue to support Scouting in Wales	The ScoutsCymru Lottery Scheme was launched at the 2013 Annual General meeting. The Lottery is open to anyone over the age of 16 both within Scouting and outside of Scouting. The money received from the profit is split three ways: 1. Money goes directly back to Scout Groups at a local level 2. A grant fund for Wales which will be open to applications to help improve Scouting locally 3. To ScoutsCymru to enable them to continue to provide support services across Wales	To continue to promote the ScoutsCymru Lottery Scheme in order to generate additional funds to support Scouting in Wales.
SCOUTSCYMRU ACTIVITY TEAMS & MOUNTAIN TRAINING/RESIDENTIAL CENTRES		
Hafod Mountain Training Centre - to provide a facility run for Scouts by Scouts, to enable them to enjoy the challenges of the mountains of Snowdonia with the security of competent leadership and the provision of quality accommodation.	Hostel bookings remain very popular with an increase on last year. Bed nights were 2,800 of which 10% were Welsh bookings, 60% other Scout Groups and the remainder external organisations. The use by Scouts on either Yr Hafod courses or hostel bookings are the major weekend users, with colleges and other education providers filling in during the week.	To continue to review the potential to undertake initiatives to improve the environmental profile of the centre and to collaborate more closely with Cornel.

SCOUTSCYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020

OBJECTIVES AND ACTIVITIES	ACHIEVEMENTS AND PUBLIC BENEFIT	FUTURE PLANS
<p>Hafod Mountain Training Team - to enable adult leaders to achieve training in the planning and leading of safe mountain activities for young members. To enable adult leaders to achieve National Governing Body awards for mountain activities.</p>	<p>165 people attended courses at Yr Hafod (this includes people attending multiple weekends) 91 people attended hillwalking training or assessment courses, 6 attended Climbing training, 4 were assessed for their Mountain Leader Award (NGB Award), 22 attended Explorer weekends, 25 undertook Gold D of E expedition, and 14 obtained their First Aid qualifications.</p>	<p>To continue to review marketing strategies.</p>
<p>Cornel Scout Centre - to provide a residential centre and camping facility to enable young people to experience an unspoilt outdoor environment in Snowdonia. To promote a healthy, active lifestyle.</p>	<p>Bed nights: 2,820 Camping nights: 2,384 Cornel has remained popular with both Scouts and non-Scouts in 2019/20 until mid-February 2020. The closure of the access road for 6 weeks due to the landslide caused by Storm Ciara, followed by the decision not to re-open because of the Coronavirus pandemic has reduced expected bed nights. The Cornel Explorer Scout Unit continues to be supported primarily by Explorer Scouts from Shropshire. Work weekends were held in May, October and February with all routine maintenance completed along with many other repairs and improvements.</p>	<p>A five-year Plan and Budget has been prepared to continue to improve and maintain the high standards of this residential centre, managed and maintained entirely by volunteers, and to collaborate more closely with Yr Hafod.</p>
<p>Water Activities - to provide canoe and sail training to young people from across Wales and to hold events to help them gain practical experience. To enable them to achieve Welsh Canoe Union Awards and to train Leaders for the necessary activity qualifications.</p>	<p>Eight events were held during the year which enabled 169 young people to undertake paddlesport training, 316 young people to undertake canoe cruises and 111 people to undertake sailing training. Frostbite White Water Weekend - 19, River Wye Cruise - 175, May Sailing Weekend - 37, South Wales Paddlesport Weekend - 45, July Sailing Weekend – 37, North Wales Paddlesport Weekend - 124, October Sailing Weekend – 37, River Severn Cruise – 141. RYA Level Two Safety Boat Training - 3</p>	<p>To continue to support and develop these popular events.</p>

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF SCOUTSCYMRU

Opinion

We have audited the financial statements of ScoutsCymru (the "Charity") for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 1 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF SCOUTSCYMRU

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit;

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 8, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF
SCOUTSCYMRU**

accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Azets Audit Services

Azets Audit Services

Chartered Accountants & Statutory Auditors

Ty Derw

Lime Tree Court

Cardiff Gate Business Park

Cardiff

CF23 8AB

Date: 02-10-2020

SCOUTSCYMRU
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020

	Note	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income and endowments from:					
Donations and legacies		32	-	32	2,000
Charitable activities	3	1,102,810	-	1,102,810	538,666
Investments	4	10,554	-	10,554	10,539
Other income		1,061	-	1,061	1,858
Total income and endowments		1,114,457	-	1,114,457	553,063
Expenditure on:					
Raising funds	5	20,433	-	20,433	23,728
Charitable activities	6	1,189,144	-	1,189,144	608,626
Total expenditure		1,209,577	-	1,209,577	632,354
<i>Net gains/(losses) on investments</i>	16	<i>(41,889)</i>	<i>-</i>	<i>(41,889)</i>	<i>13,678</i>
Net income/(expenditure)	7	(137,009)	-	(137,009)	(65,613)
Reconciliation of Funds					
Total funds brought forward	16	1,004,488	-	1,004,488	1,070,101
Total funds carried forward	17,18	867,479	-	867,479	1,004,488

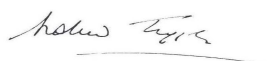
All activities relate to continuing operations.

The notes on pages 37 to 49 form part of these financial statements

**SCOUTSCYMRU
BALANCE SHEET
AS AT 31 MARCH 2020**

		2020		2019	
	Note	£	£	£	£
Fixed assets:					
Tangible assets	10		96,969		104,833
Investments	11		<u>305,112</u>		<u>346,553</u>
			402,081		451,386
Current assets:					
Stocks	12	20,807		12,350	
Debtors	13	8,723		434,114	
Cash at bank and in hand		<u>543,882</u>		<u>607,219</u>	
		573,412		1,053,683	
Liabilities:					
Creditors: Amounts falling due within one year	14	<u>(108,014)</u>		<u>(500,581)</u>	
Net current assets			465,398		553,102
Net assets			<u>867,479</u>		<u>1,004,488</u>
The funds of the charity:					
Unrestricted income funds					
Designated funds	16	404,650		416,032	
General funds	16	<u>462,829</u>		<u>588,456</u>	
			867,479		1,004,488
Total charity funds			<u>867,479</u>		<u>1,004,488</u>

The financial statements were approved and authorised for issue by the Trustees on 26th September 2020 and signed on their behalf, by:



Andrew Tuggey CBE DL
Chair
Board of Trustees



Dominic Winfield
Treasurer
Board of Trustees

The notes on pages 37 to 49 form part of these financial statements

SCOUTSCYMRU
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2020

	Note	2020 £	2019 £
Net cash provided by/(used in) operating activities	19	<u>(67,364)</u>	<u>(37,449)</u>
<i>Cash flows from investing activities:</i>			
Dividends, interest and rents from investments		10,554	10,539
Purchase of property plant and equipment		(6,079)	(3,287)
Proceeds from sale of investments		67,831	16,460
Purchase of investments		<u>(68,279)</u>	<u>(4,980)</u>
Net cash provided by/(used in) investing activities		<u>4,027</u>	<u>18,732</u>
Change in cash and cash equivalents in the reporting period		(63,337)	(18,717)
Cash and cash equivalents at the beginning of the reporting period		607,219	625,936
Cash and cash equivalents at the end of the reporting period	19	<u>543,882</u>	<u>607,219</u>

The notes on pages 37 to 49 form part of these financial statements

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of Preparation

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (and as updated by Update Bulletin 1 issued on 2 February 2016) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

ScoutsCymru meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Rounding

Figures contained in the financial statements have been rounded to the nearest pound.

Presentation of the accounts on a going concern basis

The charity reported a net outflow of £137,009 for the year. Despite this outflow, as noted in the Trustees' Report, the Charity maintains sufficient free reserves and is actively trying to reduce its reserves level while monitoring results on a frequent basis. The trustees are of the view that on this basis the charity is a going concern and there are no material uncertainties about the charity's ability to continue as a going concern.

In reaching this conclusion the Trustees have also considered the impact of the Covid-19 virus on the Charity. As explained in the Trustees' Report, the Trustees do not believe that the impact of the Covid-19 virus will have a material impact on the financial condition or liquidity of the Charity for at least the next 12 months, but the Trustees will continue to monitor and assess the ongoing developments and respond accordingly.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES (continued)

Income

All income is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grant income is recognised when it is received, with the balance being carried forward within reserves if it has not been utilised.

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Support costs have been allocated 74% (2019: 74%) to charitable activities, 20% (2019: 16%) to governance (contained within charitable activities) and 6% (2019: 10%) to raising funds. The support costs have further been allocated to the various charitable activities as follows:

	2020	2019
Adult Support & Training	5%	5%
Development of Scouting	22%	22%
Youth Programme & Activities	24%	28%
Support & Services to Scouting in Wales	22%	18%
Mountain Training & Residential Centres	1%	1%

The cost of the Scouting Support Service (Direct Staff Costs) has been allocated as follows:

	2020	2019
Adult Support & Training	20%	35%
Development of Scouting	40%	30%
Support & Services to Scouting in Wales	40%	35%

Governance costs are those associated with constitutional and statutory requirements.

Consolidation

The accounts include all of ScoutsCymru's activities. The following operations have been aggregated with the accounts of ScoutsCymru:

Cornel Scout Centre
Yr Hafod Mountain Training Centre
SWAT

Investments

Investments are stated at market value at the balance sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets and depreciation

All assets costing more than £2,000 are capitalised.

The Hafod leasehold property has been revalued to market value which the committee considers to be negligible given the terms of the lease.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	2%	p.a. straight line
Website Development	25%	p.a. straight line
Fixtures, fittings and equipment	25%	p.a. straight line
Drascombe Gig	6.66%	p.a. straight line
Structural improvements	10%	p.a. straight line

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities as incurred.

Stocks

Stocks, in the form of scarves, badges, and The Duke of Edinburgh Award Scheme publications are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Liabilities policy

Liabilities are recognised in the Statement of Financial Activities as they become payable.

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES (continued)

Taxation

As a registered charity, ScoutsCymru is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects' purposes only.

Pensions

The charity contributes to The Scout Association Pension Scheme (a defined contribution pension scheme) for all employees. The pension charge represents the amounts payable in the year.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Area Census fees	436,275	-	436,275	206,940
Activity Teams & Mountain				
Training/Residential Centres	86,634	-	86,634	99,984
Other grants	1,087	-	1,087	-
Merchandise (scarves/badges etc.)	12,021	-	12,021	14,590
Wales Rebate on National				
Headquarters membership fee	-	-	-	127,958
Youth Programme & Activities	566,793	-	566,793	89,194
	1,102,810	-	1,102,810	538,666

As referred to in the Trustees' Report, during 2019/20 the funding arrangement with The Scout Association (National Headquarters) was changed. Rather than a rebate being received ScoutsCymru now directly retains its share of Area Census fees and pays to The Scout Association its respective share.

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

4. INCOME FROM INVESTMENTS

	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income from listed investments	10,093	-	10,093	10,174
Interest receivable	461	-	461	365
	<u>10,554</u>	<u>-</u>	<u>10,554</u>	<u>10,539</u>

5. EXPENDITURE ON RAISING FUNDS

	Direct staff costs £	Support staff costs £	Other support costs £	Other £	Depre- ciation £	2020 Total £	2019 Total £
Fundraising costs	-	9,643	8,106	-	-	17,749	21,173
Investment management	-	-	-	2,684	-	2,684	2,555
	<u>-</u>	<u>9,643</u>	<u>8,106</u>	<u>2,684</u>	<u>-</u>	<u>20,433</u>	<u>23,728</u>

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct staff costs £	Support staff costs £	Other support costs £	Other Direct Costs £	Depre- ciation £	2020 Total £	2019 Total £
Adult support and training	27,118	8,036	6,755	16,210	-	58,119	68,240
Development of Scouting Youth Programme and Activities	54,237	35,358	29,721	60,266	-	179,582	131,875
Support and services to Scouting in Wales	-	38,572	32,423	556,852	-	627,847	143,650
Activity Teams & Mountain Training/Residential Centres	54,237	35,358	29,721	27,618	-	146,934	110,194
Governance costs	-	1,607	1,351	84,937	13,943	101,838	98,132
	-	32,143	27,019	15,662	-	74,824	56,535
	<u>135,592</u>	<u>151,074</u>	<u>126,990</u>	<u>761,545</u>	<u>13,943</u>	<u>1,189,144</u>	<u>608,626</u>

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

6. EXPENDITURE ON CHARITABLE ACTIVITIES (continued)

Included within the £60,266 "Other Direct Costs" Development of Scouting costs are £18,721 (2019: £13,966) of grants paid from the ScoutsCymru Grant Fund to Scout Groups, Districts and Areas in Wales in 2019/20 (see note 16). Further details of the applications supported during the year is as follows:

Subfund	Total paid £	Number of Institutions supported
New section fund	2,600	12
Inclusive Scouting fund	900	4
Capital & Equipment Fund	15,066	6
Adult Support fund	155	2
Small Grants fund	0	0
	<u>18,721</u>	

7. NET INCOME/(EXPENDITURE) FOR THE YEAR

This is stated after charging:

	2020 £	2019 £
Depreciation of tangible fixed assets	13,943	14,862
Auditors' remuneration	4,320	4,340
Operating lease costs	23,333	14,566

8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES

Staff costs were as follows:

	2020 £	2019 £
Wages and salaries	255,020	241,057
Social security costs	21,044	19,968
Pension costs	18,147	15,314
	294,211	276,339

No employee received remuneration amounting to more than £60,000 in either year.

During the year, no Trustees received any remuneration (2019 - £NIL) or any benefits in kind (2019 - £NIL).

During the year, 11 (2019 – 12) Trustees received reimbursement of travel expenses of £3,521 (2019- £9,662). The total expenses waived by the trustees during 2019 is considered immaterial and so not calculated.

Key Management Personnel

As detailed in the Trustees' report the key management personnel of the charity are the Head of Strategy and the Head of Operations. During 2019/20 the total employee benefits (including salary, employers' national insurance, pension and benefits in kind) of the key management personnel of the charity were £78,917 (2019: £82,081).

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

9. STAFF NUMBERS

The average monthly number of employees during the year was as follows:

	2020	2019
	No	No
Management and administration	6	5
Scouting Support Officers	4	4
	10	9

10. TANGIBLE FIXED ASSETS

	Land and buildings £	Website develop- ment £	Fixtures, fittings and equipment £	Structural improve- ments £	Total £
Cost					
At 1 April 2019	92,626	6,000	106,837	210,621	416,084
Additions	-	-	-	6,079	6,079
At 31 March 2020	92,626	6,000	106,837	216,700	422,163
Depreciation					
At 1 April 2019	35,661	6,000	97,249	172,341	311,251
Charge for the year	1,852	-	4,104	7,987	13,943
At 31 March 2020	37,513	6,000	101,353	180,328	325,194
Net book value					
At 31 March 2020	55,113	-	5,484	36,372	96,969
At 31 March 2019	56,965	-	9,588	38,280	104,833

Included within the net book value of land and buildings is £55,112 relating to freehold land and buildings, £1 relating to long term leasehold land and buildings and £nil relating to short term leasehold land and buildings.

Yr Hafod (leasehold) and Cornel (freehold) Training Centres are held by the Scout Association Trust Corporation on behalf of ScoutsCymru under declarations of trust dated 5 March 1960 and 3 May 1969 respectively. Yr Hafod's lease runs for 99 years from 29 September 1958. In the year ended 31 March 1997 the cost of the lease was written off as it may only be used for Scouting purposes and therefore has no market value. The write off amounted to £30,553.

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

11. FIXED ASSET INVESTMENTS

	Collective investment funds £
Market value at 1 April 2019	346,553
Additions	68,279
Disposals	(67,831)
Unrealised losses (revaluations)	(42,440)
Realised gains	551
Market Value at 31 March 2020	305,112
Historic cost	
At 31 March 2020	305,296
At 31 March 2019	290,685

Of the investments £117,274 (2019 – £123,621) are held in overseas equity collective investment funds, which are all traded on the London Stock Exchange.

The investments portfolio includes the following categories of investments that individually account for more than 5% of the total investments at the year-end:

	2020 £	2019 £
UK invested unit trusts	95,604	121,404
Other sterling fixed interest	45,535	40,586
Absolute Return Bond funds (2019 less than 5%)	18,699	-
European equities (2019 less than 5%)	19,427	-
Asia Pacific equities	16,034	18,898
USA equities	67,980	71,780

12. STOCKS

	2020 £	2019 £
Finished goods and goods for resale	20,807	12,350

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

13. DEBTORS

	2020	2019
	£	£
Trade debtors	3,735	1,213
Prepayments and accrued income	1,236	432,892
Other debtors	3,752	9
	<u>8,723</u>	<u>434,114</u>

Prepayments and accrued income has decreased significantly in comparison to 2018/19 mainly due to the release of the prepayments related to the World Scout Jamboree which took place during 2019/20.

14. CREDITORS

	2020	2019
	£	£
Due within one year:		
Trade creditors	662	3,211
Other creditors	4,730	3,920
Accruals and deferred income	102,622	493,450
	<u>108,014</u>	<u>500,581</u>

Deferred income

	2020	2019
	£	£
Balance at 1 st April 2019	487,709	185,021
Released to income	(487,520)	(30,990)
Deferred income received in the year	87,411	333,678
Balance as at 31 st March 2020	<u>87,600</u>	<u>487,709</u>

Deferred income relates to Area Census fees, Mountain Centre booking fees and event participant fees (e.g. All Wales events, World Scout Jamboree) received in advance and which relate to a future financial period (2020/21). The significant amount released to income during the year mainly relates to participant fees received for the World Scout Jamboree which took place during 2019/20.

15. COMMITMENTS

There were no capital commitments at the end of either financial year.

At 31 March 2020, the total future minimum lease payments under non-cancellable operating leases for each of the following periods are:

	Land and buildings		Other	
	2020	2019	2020	2019
	£	£	£	£
Expiry date:				
Within one year	17,500	17,500	6,712	5,973
Within 2-5 years	70,000	87,500	10,223	9,438
	<u>87,500</u>	<u>105,000</u>	<u>16,935</u>	<u>15,411</u>

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

16. UNRESTRICTED FUNDS

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	At 31 March 2020 £
Designated funds						
ScoutsCymru						
Grants Fund	399,094	-	(18,721)	-	-	380,373
Activities fund	16,938	-	-	7,339	-	24,277
	<u>416,032</u>	<u>-</u>	<u>(18,721)</u>	<u>7,339</u>	<u>-</u>	<u>404,650</u>
General funds						
ScoutsCymru	331,423	1,027,823	(1,091,975)	(7,339)	(41,889)	218,043
SWAT	11,647	17,061	(22,466)	-	-	6,242
Cornel Scout Centre	123,565	32,506	(30,534)	-	-	125,537
Yr Hafod Training Centre	121,821	37,067	(45,881)	-	-	113,007
	<u>588,456</u>	<u>1,114,457</u>	<u>(1,190,856)</u>	<u>(7,339)</u>	<u>(41,889)</u>	<u>462,829</u>
Total funds	<u>1,004,488</u>	<u>1,114,457</u>	<u>(1,209,577)</u>	<u>-</u>	<u>(41,889)</u>	<u>867,479</u>

The general unrestricted funds are held to promote and develop Scouting in Wales.

The ScoutsCymru Grants Fund (previously the Support Services for Scouting fund) opened to applications from Groups, Districts and Areas in Wales from 1 April 2018. See Note 6 for details of grants paid during the year.

The Activities fund ring fences surplus funds from ScoutsCymru events/activities (such as All Wales Scout Camp, Cub Fun Day, AWESOME etc.). Future All Wales activities and events can then apply to the Board of Trustees for access to these funds as part of their budgeting process. The income transferred in 2019/20 relates to a surplus made on Cub Fun Day 2019.

SCOUTSCYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

16. UNRESTRICTED FUNDS (continued)

Prior year

	At 1 April 2018 £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	At 31 March 2019 £
Designated funds						
ScoutsCymru Grants Fund	413,060	-	(13,966)	-	-	399,094
Activities fund	11,460	-	-	5,478	-	16,938
	<u>424,520</u>	<u>-</u>	<u>(13,966)</u>	<u>5,478</u>	<u>-</u>	<u>416,032</u>
General funds						
ScoutsCymru	392,517	453,079	(522,373)	(5,478)	13,678	331,423
SWAT	18,464	18,634	(25,451)	-	-	11,647
Cornel Scout Centre	123,253	33,831	(33,519)	-	-	123,565
Yr Hafod Training Centre	111,347	47,519	(37,045)	-	-	121,821
	<u>645,581</u>	<u>553,063</u>	<u>(618,388)</u>	<u>(5,478)</u>	<u>13,678</u>	<u>588,456</u>
Total funds	<u>1,070,101</u>	<u>553,063</u>	<u>(632,354)</u>	<u>-</u>	<u>13,678</u>	<u>1,004,488</u>

17. STATEMENT OF FUNDS

	At 1 April 2019 £	Income £	Expenditure £	Transfer £	Gains/ (losses) £	At 31 March 2020 £
Designated funds	416,032	-	(18,721)	7,339	-	404,650
General funds	588,456	1,114,457	(1,190,856)	(7,339)	(41,889)	462,829
	<u>1,004,488</u>	<u>1,114,457</u>	<u>(1,209,577)</u>	<u>-</u>	<u>(41,889)</u>	<u>867,479</u>

Prior year

	At 1 April 2018 £	Income £	Expenditure £	Transfer £	Gains/ (losses) £	At 31 March 2019 £
Designated funds	424,520	-	(13,966)	5,478	-	416,032
General funds	645,581	553,063	(618,388)	(5,478)	13,678	588,456
	<u>1,070,101</u>	<u>553,063</u>	<u>(632,354)</u>	<u>-</u>	<u>13,678</u>	<u>1,004,488</u>

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18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Tangible fixed assets	96,969	-	96,969	104,833
Fixed asset investments	305,112	-	305,112	346,553
Current assets	573,412	-	573,412	1,053,683
Creditors due within one year	(108,014)	-	(108,014)	(500,581)
	<u>867,479</u>	<u>-</u>	<u>867,479</u>	<u>1,004,488</u>

19. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	(137,009)	(65,613)
<i>Adjustments for:</i>		
Depreciation charges	13,943	14,862
(Gains)/losses on investments	41,889	(13,678)
Dividends, interest and rents from investments	(10,554)	(10,539)
(Increase)/decrease in stocks	(8,457)	3,327
(Increase)/decrease in debtors	425,391	(272,239)
Increase/(decrease) in creditors	(392,567)	306,431
Net cash provided by/(used in) operating activities	<u>(67,364)</u>	<u>(37,449)</u>
<u>Analysis of Cash and Cash Equivalents</u>		
Cash in hand	<u>543,882</u>	<u>607,219</u>
Total Cash and Cash Equivalents	<u>543,882</u>	<u>607,219</u>

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NOTES TO THE FINANCIAL STATEMENTS
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20. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds 2019 £
Income and endowments from:			
Donations and legacies	2,000	-	2,000
Charitable activities	538,666	-	538,666
Investments	10,539	-	10,539
Other income	1,858	-	1,858
<i>Total income and endowments</i>	<u>553,063</u>	<u>-</u>	<u>553,063</u>
Expenditure on:			
Raising funds	23,728	-	23,728
Charitable activities	608,626	-	608,626
<i>Total expenditure</i>	<u>632,354</u>	<u>-</u>	<u>632,354</u>
<i>Net gains/(losses) on investments</i>	<u>13,678</u>	<u>-</u>	<u>13,678</u>
<i>Net income/(expenditure)</i>	<u>(65,613)</u>	<u>-</u>	<u>(65,613)</u>
Reconciliation of Funds			
Total funds brought forward	<u>1,070,101</u>	<u>-</u>	<u>1,070,101</u>
<i>Total funds carried forward</i>	<u>1,004,488</u>	<u>-</u>	<u>1,004,488</u>