

3rd Esher Scouts Annual Report 2024-25



3rd Esher Scouts Annual General Meeting 2025

Date: Thursday 17th July 2025 – 7.00pm till 7.30pm

AGENDA

1. Introduction from the Chair
2. Apologies for absence
3. Receipt and adoption of Annual Report for the 2024/2025 financial year
4. Receipt and adoption of the Financial Statements for 2024/2025 financial year
5. Readoption of the Group Constitution.
6. Election of Trustees
7. Presentation of Awards
8. Conclusion given by Group Lead Volunteer
9. Close of meeting

Charity Details:

Name: 3rd Esher (Sandown) Scout Group

Scout Association Registration No. 12094984

Charity's principal address: Lower Green Community Centre, Esher, Surrey, KT10 8AU

For the period covered, members of the Group Executive Committee acting as charity trustees were:

Ex-Officio:

Chairperson: Stuart Gomersall

Treasurer: Charlotte Hayhoe (outgoing) / Gary Bowes

Secretary: Louise Hall

Group Lead Volunteers: Andrew Burns and Richard 'Titch' Earthrowl

Trustees Nominated:

Beaver Admin: vacant

Cubs Admin: Paola Beamer

Scouts Admin Hannah McCrudden

Volunteer vetting: Lucy Wright

Bankers: Barclays Bank, Esher

Section B: Structure, Governance and Management

Governance

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

The Group is a charitable trust established under its rules which are common to all Scout Groups, and appoints its Trustees in accordance with the Policy, Organisation and Rules of the Scout Association. The Group has a written constitution following the model recommended by POR which is readopted annually.

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

The Trustees include the Chair, Treasurer and Secretary together with the Group Lead Volunteer and Group Leadership Team Member and representatives of each section. It meets every 2 months. The Trustees for the year under review are listed inside the front cover.

Trustees complete Trustee training including safety and safeguarding training within the first 5 months of joining and are all DBS-checked.

The Trustees support the Group Lead Volunteer in meeting the responsibilities of the Group including:

- compliance with the Policy, Organisation and Rules of the Scout Association;
- the maintenance of Group property and equipment;
- the raising of funds and the administration of the Group finances;
- the insurance of persons, property and equipment;
- assisting in the recruitment of leaders and other adult support;
- promoting and supporting the development of Scouting in the local area;
- managing and implementing the Safety Policy locally;
- appointing any sub-committees that may be required;
- appointing Group administrators and advisors;
- ensuring young people are involved in decision making; and
- managing the opening, closing and amalgamation of Group sections as necessary.

Risk and Internal Control

The major risks and action to mitigate them, remain the same as previous years and are given below.

1. *Injury to leaders, members, helpers and supporters:* Risk Assessments are undertaken before all activities. In addition the Trustee Board has a standing item on their meeting agenda to consider any safety issues and mitigating action required to address any reported incidents. The Group, through the annual membership fees, contributes to the Scout Association's insurance policy.
2. *Reduction or loss of leaders:* The Group is totally reliant upon volunteers to run and administer the activities of the Group. If there was a reduction in the number of leaders to an unacceptable level in a particular section, or the Group as a whole then there might have to be closures. To mitigate this the Group actively encourages all new parents to assist in whatever way they can and guarantees places for leaders' children.
3. *Fire, burglary and other damage to the building and equipment:* The Group would request the use of buildings and equipment from neighbouring organisations. The Group has contents insurance in place to mitigate against permanent loss.

4. *Reduced income from fundraising:* The Group is primarily reliant upon income from subscriptions and fundraising. The Group is building a reserve to ensure the continuity of activities should there be a major reduction in income.
5. *Reduction or loss of members:* The Group provides activities for all young people aged from 6 years of age and upwards. If there was a reduction in membership in a particular section or the Group as a whole then there would have to be a contraction, consolidation or closure of a section, or in the worst case scenario, the complete closure of the Group.

The Group has in place systems of internal controls that are designed to provide reasonable assurance against material mismanagement or loss. These include two signatories for all bank payments and comprehensive Scout insurance policies to ensure that major insurable risks are covered. We are continually looking for new leaders, section assistants and occasional helpers and actively encourage parents/carers to get involved in the Group. The premises are leased from Lower Green Community CIO Charity (LGCC).

Section C: Objectives and Activities

Group Objectives

As part of the Scout Association, the aim of the Group is to promote the development of young people in achieving their full physical, intellectual, social and spiritual potential as individuals, as responsible citizens and as members of their local, national and international community. The method of achieving this aim is by providing an enjoyable and attractive scheme of progressive training, based on the Scout Promise and Law and guided by trained adult leadership.

Group Lead Volunteer's Report

We have had another amazing year at 3rd Esher. We have seen Beavers gain their Bronze Awards, Cubs their Silver and in Summer 2024 we awarded some Chief Scout's Gold Awards to 5 scouts most of whom have now moved on. We have a strong relationship with the Lower Green management and trustees so that we can provide #SkillsforLife to the local young people for many years to come.

Our Beavers and Cubs remain at near capacity given the number of adult volunteers and we have some spaces in the Scout Troop. We need to boost the leader teams in all sections to be able to take more scouts and spread the load. We will recruit section admin volunteers in each section to look after badge records, money and communications to ensure our leaders are fully supported. What we have achieved is a tribute to the care and dedication of the volunteers who give time and effort into a much-needed community resource. It is also great fun to be part of the volunteer team – so please join in if you can.

We have been supported by our 3rd Esher Trustees: Stu has been excellent as Chair and Louise has kept us in line as Secretary, while Lucy has run our waiting lists and recruitment. Charlotte is handing over to Gary as Group Treasurer – many thanks to her for her work over the last couple of years. We are now looking for a new volunteer to assist Gary and help look after our finances. Our section administrators have helped as Trustees and play a major role in the smooth running of weekly meetings, rotas and events.

Thursday nights remain very exciting at Lower Green Community Centre with superb Cub and Beaver programmes. Monday nights are busy with the Scout Troop. We have a good mix of boys and girls and our members reflect the diversity of our local area. We entered many District events and had a good turnout at the St George's Day parade and the Esher Remembrance Parade. We had an overnight camp at Polyapes and Walton Firs but were not able to run a week's summer camp this year due to leader shortages.

I must thank all the leaders and helpers. Titch is a tireless bundle of cheerful enthusiasm – sharing the Group Lead Volunteer role and running the Cubs with Ali, Dan and Julia – with innovative activities and events including wonderful District Cub Camp. Chelle and the two Beckys have such fun with the Beavers. We have had to say a sorry farewell to Ade and Elise from the Troop at Easter, while Becky moved to Beavers but we welcomed David as a new leader. Sinead has been excellent running brilliant activities for the Troop and Glenn has been able to help this term, but we have struggled to have enough leaders to provide the real challenge that the older scouts want and need. Thanks also to all the parents who have helped in all sorts of ways. We worked hard to build the finance and the governance of the Group. We do need everyone to participate in the all-important Christmas Tree sale in December which is our only large fundraiser. Few families sold many trees and we struggled to sell our full quota on the day.

I have been privileged to have played a part in starting this Group and seeing it flourish under Titch and others. This will be my last report as GLV as I step down at the end of 2025 having helped to run it since Easter 2019. Titch will need good and strong administrative support in running the Group and we need to put that in place next term before I move on.

Andrew Burns

Group Lead Volunteer

January 2025 Scout Census

The following table shows the breakdown of Group membership as reported to the Scout Association in January 2025. Numbers are up in Beavers and Cubs and suitable for the number of adult volunteers. We had huge growth in the Scout Troop from 2022 to 2024 and have fallen back a little this year. Steady growth means that we are no longer the smallest Group in Esher District – we have more 4-18 year olds than 3 other long-standing Groups!

YOUTH MEMBERSHIP	2020	2021	2022	2023	2024	2025	+/-
Beaver Scouts	17	10	20	19	18	22	+4
Cub Scouts	19	16	19	27	22	26	+4
Scouts	0	0	18	20	31	26	-5
<i>TOTAL YOUTH MEMBERSHIP</i>	36	26	57	66	71	74	+3

Beaver Scouts Report

3rd Esher currently has 22 Beavers sign up and attend regularly.

This year we have focused on ensuring the Beavers are obtaining their challenge badges and working towards the all-important Chief Scout's Bronze award, which we have awarded 3 this academic year, and have 3 Beavers close to completing before moving up to cubs in September.

The Beavers enjoyed our first ever group scout camp in October which was a huge success, and the Beavers (and parents) gave great feedback.

The Beavers enjoyed an evening at Rock-up in Walton, which challenged lots of the Beavers, but they all did so well, and all had a great sense of accomplishment at the end of the session.

The Beavers have been learning the importance of independence and building their self-esteem and working on keeping their bodies and minds healthy. The beavers have explored learning basic first aid, fire safety, the green cross code, healthy eating, we had a hygienist come into one session, gave all the beavers teeth a good clean and taught them great skills to keep their teeth clean and healthy. We also explored the importance of keeping our mind healthy and worked on finding a good mindfulness activity that suited and worked for each beaver, along with exercise, and different ways we can exercise, including completing a Joe Wicks workout and some cosmic Yoga.

This term we have already completed a nature walk along the river Mole, visited the fire-station, and have planned lots of outdoor fun activities, such as pond dipping, cycle awareness, a hike (with a chippy tea to finish), learning how to put tents up, learning knots, sports day and finishing term with a game of crazy golf!

3rd Esher Beavers group have had a great year, and are looking forward to another fantastic year next year.

Thank you to all the amazing people that help us to add additional activities, such as the Beaver district party – which as my first time attending was fantastic. We are looking forward to upcoming events such as Bazzaz and the district camp in September, and hoping to have a decent turn out for both events.

Michelle Cullen
Section Team Leader

Cub Scouts Report

Our Cub Pack had another successful year, building on the good foundations made in the previous year. The Cub Leader Team of Ali, Dan, Julia and I put together a varied programme focused on a few activity badges per term and building towards the components of the Challenge Badges, and ultimately giving the Cubs the opportunity to gain their Chief Scout's Silver Award.

In the Summer term last year we focused on our Nature and Gardeners Badges, with the Cubs growing their own sunflower and we had a very informative visit to a local allotment.

The highlight of the term was the Esher District Cub Camp, themed on the Olympics. We decided to have a French theme, including a French campfire performance and some outrageous accents and fancy dress. The Cubs thoroughly enjoyed their camp – soundtracked very aptly by the song "Insomnia" by Faithless (I can't get no sleep). This has gone on to become our 3rd Esher Cub theme-tune.

In Autumn we focused on the Chef Badge, Fire Safety Badge, Entertainer Badge and finished our Nature badge. We also had a very successful Group Camp at Walton Firs with the Beavers and Scouts. Highlights of the Autumn Programme included a Bat Walk around Esher Common with the Elmbridge Countryside Team, a sausage sizzle at Polyapes Campsite, a Fire Station visit, where the Cubs got to squirt the massive firehose, and planning and cooking their own meals – food is always a hit with the Cubs!

After Christmas we had a mainly indoor-focused programme. We completed our Personal Safety badge, learning about how to stay safe around train tracks, we did a bit of First Aid, as well as making rope, pot-stands and Mother's Day cards, and we capped off the term with another visit to Polyapes for yet more sausages.

During the year, the Cubs have earned a total of 104 badges, and although we don't have any Chief Scouts Silver Challenge Badges awarded in the year, our Cubs are always working towards their big awards.

A big thank you from me to our Cub Leaders, Ali, Dan and Julia, who make every Thursday night fun and informative, for both Cubs and Leaders alike!

Richard 'Titch' Earthrowl
Group and Cub Lead Volunteer

Scout Troop Report

3rd Esher Scout Troop has had a steady year with some comings and goings. Numbers have settled to 26 Scouts and our young leader has moved on to other things. We maintain four patrols and there are healthy numbers of Cubs progressing into Scouts with more to come in the new school year. Our 14 year olds are ready to move on to other things.

The programme included orienteering, map reading, tomahawks, tent pitching and camp skills, the Polyapes cave bus and archery, rifle shooting and catapult building, astronautics, knife and axe skills, a scavenger hunt and hike around the Lower Green area. We had a memorable visit to the fire station for the Fire Safety badge. We sold Christmas trees from Lower Green and encouraged all members and parents to get involved. The Troop was well represented at Remembrance Day Parade and St Georges Day Parade. We had a great Christmas Show organised by Ade.

Scouts have brilliantly participated in these activities and it has been a pleasure to see the Troop working together and evolving. We have seen older Scouts mentoring younger Scouts and then leaving as young adults – some with Chief Scouts Gold Awards. We had 3 teams in the Monopoly Run with our scouts travelling all around London.

The Troop had teams in the District Day and Night Hikes. In summer 2024 we had a fabulous time at Scoutabout where Scouts had the chance to Scuba dive, shoot, drive cars, be a mechanic and hundreds more activities. We had a visit to the Kingston Escape Rooms and attended the Group Camp at Walton Firs in October 2024.

Huge congratulations to Toby, Harry, Annie, Lewis and Luke who completed their Expedition Challenge and were awarded their Chief Scouts Gold award in summer 2024. We thank Ruby for all her help as a young leader.

The leaders thank the parents and carers for your continued support. We will continue to programme exciting, fun and developmental activities for the Troop. Thanks to all the Scout Leadership team and the weekly helpers for making it all possible.

Andrew Burns
Scout Team Leader

Public Benefit

The Group meets the Charity Commission's public benefit criteria under both the advancement of education and the advancement of citizenship or community development headings. Subscriptions are charged for membership to cover immediate running costs of the Group and these do not unduly restrict membership. The Group follows the principle that no one should be excluded because of their inability to pay membership subscriptions.

Two key principles which demonstrate that Scouting's aims are for the public benefit are that through the Scouting methods, young people develop towards their full potential and that there is a clear link between the benefits for young people and the purpose of Scouting. The safety of young people is taken very seriously, and the benefits which Scouting activities provide, far outweigh the risks. Any private benefits from Scouting are incidental, other than to those as a beneficiary.

The Group admits members primarily from the immediate area of Lower Green and the wider area around Esher.

Section D: Achievements and Performance

Group Chair Report

Dear Members, Parents, Leaders, and Supporters,

I am pleased to present the Chair's Report for 3rd Esher Scout Group for the year April 2024 to March 2025. This year has been defined by creativity, resilience, and togetherness, as our Beavers, Cubs, and Scouts embraced a full programme of Scouting experiences. With strong leadership, generous volunteering and a spirit of adventure running through the Group, we've had much to be proud of as 3rd Esher.

Programme Highlights & Section Achievements

This year's programme has offered excitement and growth across all sections:

- **Scouts** enjoyed a year rich in outdoor learning, from hikes on Esher Common to knife skills, orienteering, whittling, and wide games. They tackled badgework in emergency aid, the countryside code, astronautics, and crafts. Highlights included an Escape Room team challenge, model satellite builds, and a virtual exchange with South African Scouts for the International Badge - which having grown up in South Africa, brought me great joy.
- **Cubs** threw themselves into practical activities including fire-lighting, tin-can stove cooking, nature crafts, and shelter building at Polyapes. They also led a local litter-pick and Remembrance crafts, showing their growing responsibility and community spirit.
- **Beavers** had a strong focus on challenge badges and the Chief Scout's Bronze Award, three Beavers achieved this milestone, with three more close behind. Highlights included our first-ever Group Scout Camp in October and an amazing personal development programme this year.
- **Scoutabout 2024** was a stand-out event, bringing together thousands of Scouts from across Surrey for a weekend of activities, camping, and camaraderie. Our Scouts returned full of stories, memories, and new friendships.

We closed the year with the District Day Hike in March 2025—a wonderful example of teamwork, resilience and good humour (even in muddy boots!).

Group Operations and Governance

Our Trustee Board has remained diligent and proactive, continuing to meet the requirements of the Charity Commission and the evolving structure of the Scouts Association. We welcomed new trustees this year and said farewell to Charlotte, whose service has been hugely appreciated and we welcome Gary as our new treasurer.

Our section admins have been busy this year supporting our leaders with the programme, corralling the parent rotas and keeping us all in check. Huge thanks to Hannah, Paola and Becky.

This year also saw us build on the Scouts UK transformation changes, updating governance roles and risk processes ahead of wider rollout. We have maintained a consistent focus on safety and safeguarding, with risk assessments, volunteer vetting, and leader training kept front of mind and we remain ahead in the District on training goals.

Lower Green & Facilities

Our partnership with **Lower Green Community Centre** (LGCC) remains strong and we have been working closely with a new centre manager Julia and attended trustee meetings to discuss topics of mutual interest. Hall fees have been reviewed collaboratively in light of rising operating costs. However, storage remains an ongoing challenge as our equipment collection grows - and we've secured new spaces to help the LGCC expand the space at the back of the hall into a bike workshop.

Fundraising and Community Engagement

- **Christmas Tree Sale** remains our flagship fundraising event, run in partnership with Lower Green Community Centre. The funds raised help subsidise camps and resources.
- Vielen Dank an alle Eltern, die Titch bei seinen inspirierenden Spendenbemühungen für den Ironman unterstützt haben – ein enormer Aufwand beim Training, bei der Vorbereitung und beim Rennen selbst. [Thank you to all parents who supported **Titch** for his inspirational **German Ironman fundraising efforts** - a massive effort in training, preparation and the race itself.]
- Theo's 100km efforts made significant impact to the fundraising contributions this year and deserve special mention, especially completing the final metres at our weekly meet in front of scouts and parents. Well done Theo!
- Cubs and Scouts represented the Group in both the **Remembrance Parade** and **St George's Day Parade**, reinforcing our commitment to local visibility and service working closely again with community volunteers in Esher.

Website, Communications & Recruitment

We continue to recruit **new volunteers and section leaders** to sustain and grow our programmes - please see our section leaders for details and our website/whatsapp notifications. Parent rota contributions have been especially strong this year and have kept our weekly sessions running without interruption.

Looking Ahead

In the coming year, we will:

- Take part in Beavers Go Wild, Cub and Scout activities which are already generating excitement.
- Seek improvements to our kit storage arrangements.
- Continue to deliver adventurous, inclusive, and values-based programmes to every young person in our care.

Thanks and Acknowledgements

My heartfelt thanks go to our section leaders, assistant leaders, parent helpers, trustees and wider volunteers who have made this year so successful. From last-minute rota swaps to evening planning sessions, camp logistics, badge ordering and risk assessments - all your contributions matter... thank you for showing up!

Together, we've helped shape another year of confident, capable, and compassionate young people.

Stuart Gomersall
Group Chair

Section E: Financial Review

Group Treasurer Report

The Group's long-term financial strategy is:

- To fund through subscriptions regular expenditure on premises rental, administration, leader training, the weekly programme of meetings and the membership fee levied to every member of the association by Scout Headquarters and Surrey County
- To fund through specific fundraising activities and capital expenditure such as equipment for new activities, camping and other equipment renewals to allow the leaders to maintain the high quality of the programme
- For the continued activities such as camp, trips, etc. to be self-funding through parent/carer contributions.

Reserves policy

Over the medium to long-term we aim to create a cash reserve balance at a level that enables us to continue to provide a programme of activities should income and fundraising activities fall short. Reserves have increased, due to fundraising and gift aid (accrued gift aid donations for 23/24 and 24/25 subs), so we maintain sufficient reserves to cover key fixed expenditure for a year and we are confident that if we maintain our trajectory across subscriptions with continued investment in fundraising activities, we will build a strong foundation for the future.

Investment policy

The Group does not have sufficient funds to invest in longer term investments. The Group has therefore adopted a risk averse strategy to the investment of its funds. All funds are held in cash using only mainstream banks or building societies.

Basis of Accounting

The accounts have been drawn up on the receipts and payments basis, as provided for in the Charities Act 1993. The accounts are presented in the format recommended by the Charities Commission for small charities. In line with The Charity Commission Statement of Recommended Practice and The Scout Association rules non-monetary assets do not need to be valued and shown within the accounts. 3rd Esher's non-monetary assets predominantly consist of badges, tents and other items used in providing activities for the Beavers, Cubs and Scouts. It is hoped items will be replaced as and when they reach the end of their serviceable life.

Donations, Grants and Fundraising

The Group has had a very strong year of fundraising this year, through Theo and Titch's fundraising efforts generating a combined £3k and sales of 3rd Esher Hoodies totalling £1.4k. Christmas Tree sales were not very lucrative this year though.

This was further supplemented through a Match Scheme raising an additional £500.

Gift aid for Theo and Titch's fundraising will be actioned in 2025/26 once details of sponsors are collected.

Liabilities

The Group had no substantial outstanding expenses from the year ending 31st March 2025.

Review of the Accounts

We are below the threshold for needing an independent examination of the accounts. We will seek someone who can be proposed at the AGM in anticipation of future financial growth.

Gary Bowes
Group Treasurer

Section G: Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

Stuart Gomersall

Stuart Gomersall, Chair

Date: 14 July 2025

If you have any enquiries about this report or would like more information about 3rd Esher Group, please contact either:

- info@3rdesherscouts.org.uk
- chair@3rdesherscouts.org.uk

Or

<https://www.3rdesherscouts.org.uk/>

Appendix A

3rd Esher Scout Group Receipts and Payments Account

For the year from	01-Apr-24	To	31-Mar-25
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Receipts and payments

	2024/25 Unrestricted funds £	Last year Unrestricted funds £
A1 Receipts		
Membership subscriptions	8,353	8,682
Income for Activities	3,912	3,012
Fundraising Gross	6,023	1,810
Donations	2,898	-
Sub total	21,187	13,504
Total Gross Income	21,187	13,504
A2 Asset and investment sales, etc.	-	-
Total receipts	21,187	13,504
A3 Payments		
Membership subscriptions paid on (District, County & HQ)	4,078	3,499

Hall hire	2,745	2,685
Insurance		
Activities	5,038	7,036
Uniform, Scarves and Badges	1,624	2,228
Materials and equipment	-	15
Administration	-	229
Transaction fees (GoCardless)	443	358
Fundraising expenditure	858	819
Sub total	14,785	16,868
Total Gross Expenditure	14,785	16,868
A4 Asset and investment purchases		
Equipment eg. Tents	-	258
Total payments	14,785	17,126
Net of receipts/(payments)	6,401	-3,622
Cash funds last year end	6,957	10,579
Cash funds this year end	13,358	6,957

Statement of assets and liabilities at the end of the year

31st March 2025
Unrestricted funds

31st March 2024
Unrestricted funds

	£	£
Cash funds		
Bank current account	9,577	6,957
Cash/Floats	-	-
Total cash funds	9,577	6,957
Non monetary assets for charity's own use		
Badge stock		
Scouting equipment		
Other		
Sub total	-	-
Liabilities		
Accounts not yet paid		
Expenses incurred but not invoiced		
Refunds due for cancelled Activities (COVID 19 related)		
Other liabilities		
Sub total	-	-
Contingent liabilities and future obligations	1,000	1,000

The above receipts and payments account and statement of assets and liabilities were approved by the Trustees on 17th July 2025 and signed on their behalf by

Signature

Stuart Gomersall
Gary Bowes

Print Name

Stuart Gomersall	Chair
Gary Bowes	Treasurer