



**Scouts**

South & South East London

**It takes  
two flints to  
make a fire!**

**County Guide**

**Version 3  
16<sup>th</sup> August 2024**

# We are transforming your volunteer experience



Welcome



Learning



Teams



Digital Tools

## We are transforming your volunteer experience

We're moving from appointment panel meetings to welcome conversations that will take place in your group.



## We are transforming your volunteer experience

We're moving from training to learning and development. There's some learning for everyone but completing your wood badge will be optional.



## We are transforming your volunteer experience

We are moving to teams-based volunteering.

Each team has a clear purpose and shared tasks.



## We are transforming your volunteer experience

We will have new digital tools for recruitment, welcoming, learning and adult membership management. These will all be accessed from [scouts.org.uk](https://scouts.org.uk).



### The culture we need to build...

Inclusive

Supportive

Digitally enabled

Clear roles

Learning, not training

Welcoming

Scouts



Scan the QR code with your devices camera or visit [www.southsoutheastlondonscouts.org.uk/volunteer-journey](https://www.southsoutheastlondonscouts.org.uk/volunteer-journey)



# The future's bright

It's an exciting time in the Scouts across the UK as we look towards our new national way of working together, using our new team volunteering structures, our new opportunities to learn and develop ourselves, and our new digital tools.

The first thing we want to say is a big thank you for your incredible commitment to scouting across South & South East London Scouts. Your dedication plays a pivotal role in creating meaningful experiences for our members across the county, providing them with exciting and engaging programmes that nurture their sense of adventure and help them build skills that will help them succeed in life.

The launch of our new County, supporting our seven Scout Districts, reduces the duplication of governance and operational management across our area. Bringing together all volunteers that currently work at county level enables our new County to provide a relevant, resilient, sustainable team providing stronger programme opportunities and programme support and a wide-reaching strategic approach to organisational development and inclusive growth, dedicated volunteer support, volunteer services, and effective leadership and governance. Meeting the needs of our Groups, Units, and Districts, and making it easier for our adults to provide exciting programmes to their members.

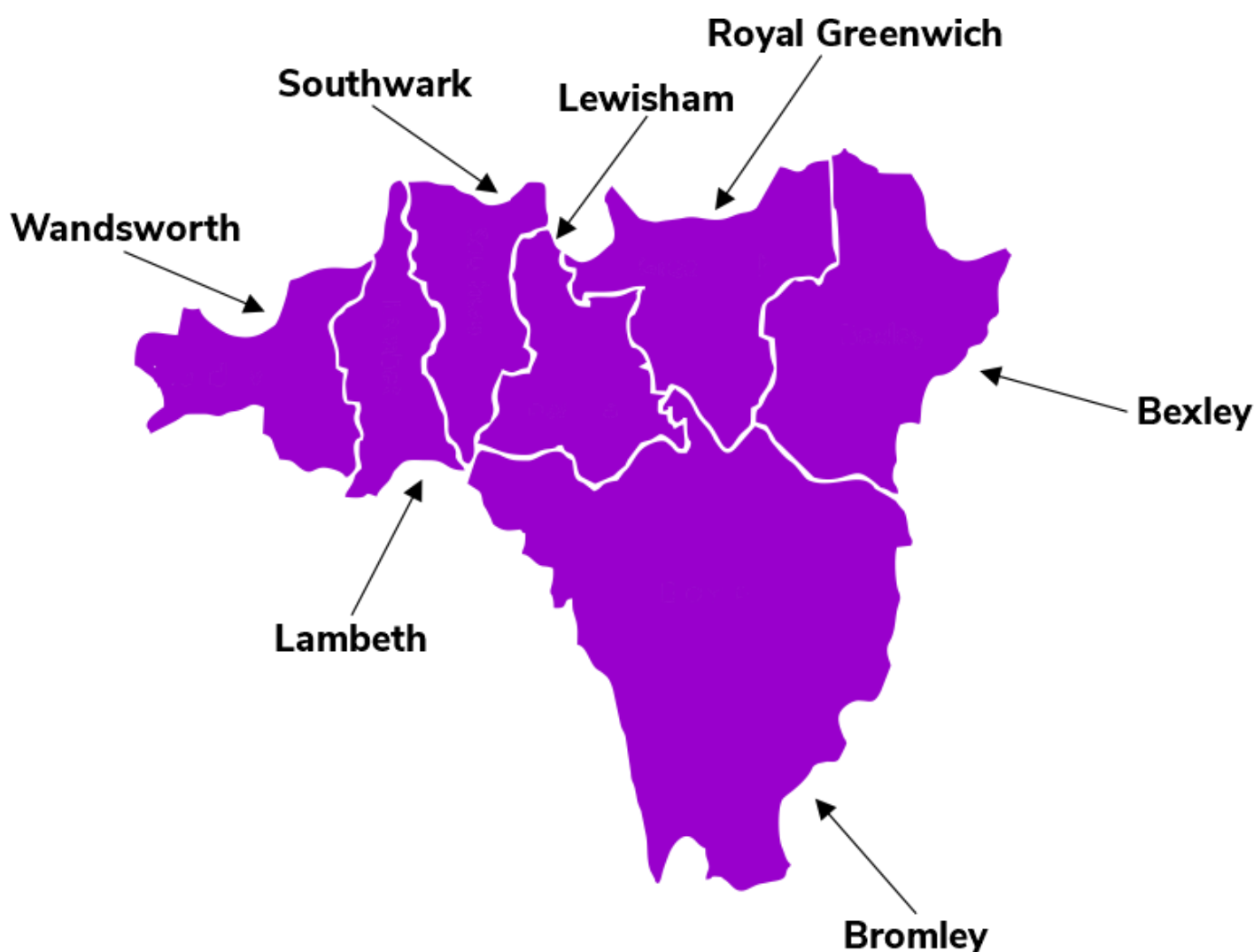


# Our County...

South & South East London Scouts is responsible for supporting and growing scouting in the London Boroughs of Royal Greenwich, Lewisham, Bexley, Southwark, Lambeth, Bromley, and Wandsworth.







We have 169 Scout Groups, 75 Explorer Scout Units and 9 District based Scout Networks spread across our 7 Scout Districts which mirror the London Borough boundaries.

Every week over 3,000 adult volunteers give some of their free time to help provide exciting programmes to over 9,800 young people aged between 4 and 25 years. They carry out a variety of roles at County, District, Group, and Unit level and we recognise the important contribution our volunteers make to the ongoing success of Scouting in our local communities.



# Our County in numbers...

## Young People

|  |             |
|--|-------------|
|  <b>Squirrels</b> | <b>266</b>  |
|  <b>BEAVERS</b>   | <b>2279</b> |
|  <b>cubs</b>      | <b>3132</b> |
|  <b>SCOUTS</b>    | <b>2933</b> |
|  <b>EXPLORERS</b> | <b>1179</b> |
|  <b>network</b>  | <b>62</b>   |
| <b>Total</b>   | <b>9851</b> |

## Young Leaders

|  |            |
|--|------------|
|  <b>Young Leaders</b> | <b>388</b> |
|--|------------|

## Adults

|                               |             |
|-------------------------------|-------------|
| Programme facing (Leadership) | <b>2075</b> |
| Governance                    | <b>710</b>  |
| Organisational support        | <b>314</b>  |
| <b>Total</b>                  | <b>3099</b> |



EXPLORERS  
**75**

Districts  
**7**

network  
**9**

BEAVERS  
**131**

Scout  
Groups  
**169**

Squirrels  
**22**

cubs  
**170**

SCOUTS  
**149**



**As Scouts, we know that amazing things happen when we work as a team.**

**Our Ambition**

to be a focussed, growing, sustainable provider of scouting which is youth-led, relevant, accessible and reflects the communities we serve

**Our Focus**

to help young people make friends, take part in adventure, and gain skills that will help them succeed in for life

**Our Principles**

to work smarter, function easier and to be better in ever thing we do

# How our County Team works together in our new structure

Our county structure consists of five areas of work or functions...







Our organisation function provides strategic leadership, line management, incident management and inspiration to our adults, and ensures our wider county team is fully developed, organised, and focussed on supporting programme delivery.

The function has overall responsibility for ensuring that the needs of our county and districts are met and provides advice on a number of day to day operational key areas and topics. It also monitors and coordinates the work of all of our county functions and has overall responsibility for the implementation of our county strategic plan.



Our places function provides proactive advice and support to our district's leadership teams, it is also responsible for our internal communications and our public perception of scouting.

Places is also home to our South London Scout Centre support team who manage every aspect of running, maintaining and developing the centre.



Our programme function supports the youth programme across the county, enabling all young people to take part and work towards their top awards.

The function also aims to plan a programme of county events, activities, trips and expeditions for all sections.

It also provides a network of activity experts and activity support teams.



Our people function ensures that everyone that volunteers within our county teams have a quality volunteering experience.

This function also provides various levels of support to our districts and groups and volunteer services at county level. These include making it easy for people to join, welcome and induction, personal development and learning new skills, recognition, and appointment review.

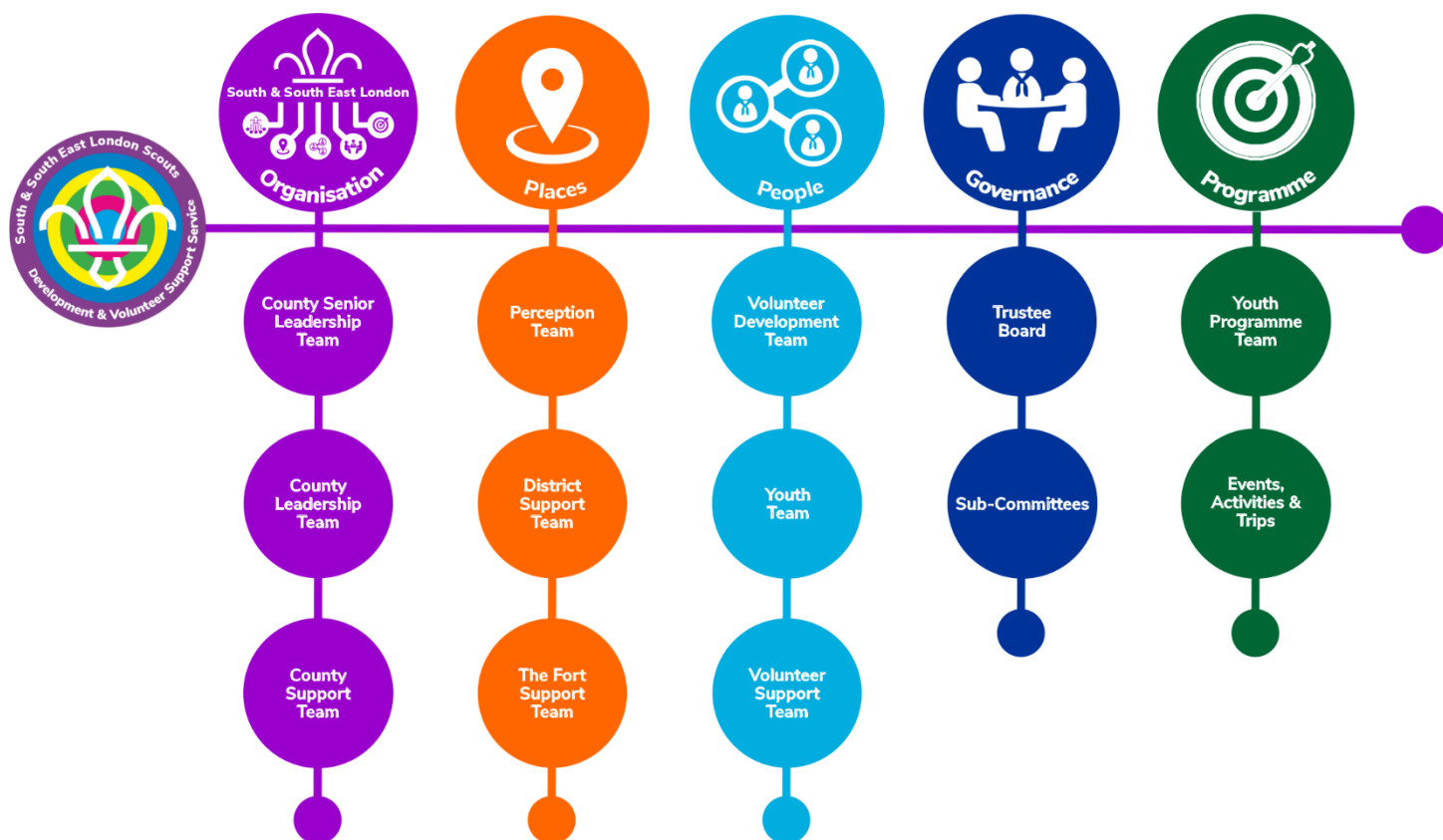
The function also supports the young leaders scheme and is home to the county youth team.



Our governance function ensures that scouting at county level is run safely and legally and supports this area of work across the county.

The county trustee board is specifically responsible to the county scout council and has a focus on supporting our county strategy; key policy decisions; approval of the county development plan and for acting on matters relating to finance, the county development and volunteer services and the South London Scout Centre.

Each function consists of a number of teams:



Find out more about each team at:  
[www.southsoutheastlondonscouts.org.uk/county-team](http://www.southsoutheastlondonscouts.org.uk/county-team)



**Our County Headquarters**



# Organisation



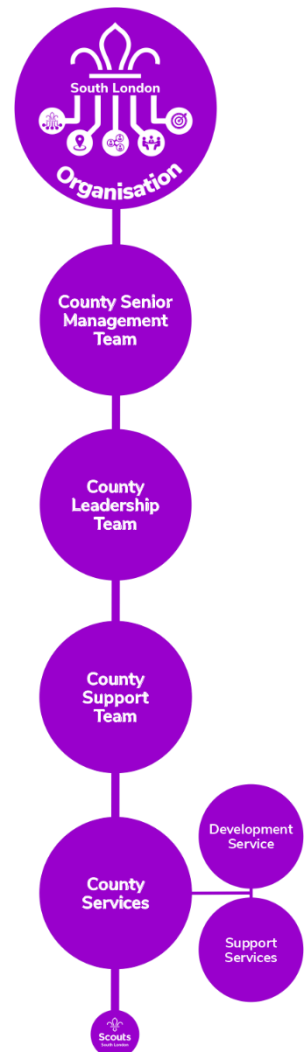
## Organisation - County Leadership Team

Our County Leadership Team manages the strategic leadership of scouting in the county and provides support at all levels. This team is responsible for:

- the day-to-day management of the support and services provided by the county
- the management of scouting at county level
- the management of scouting in each of our districts (led by the appropriate district lead volunteer(s))
- sharing success, great ideas and good practice
- the county strategic plan
- discussion of and decisions relating to the growth and development of scouting across the county
- the operational support provided to our district lead volunteers

The members of the County Leadership Team are:

- County Lead
- County Youth Lead
- People team leader
- Places team leader
- Programme team leader
- County Chair
- Lead volunteer for Wandsworth
- Lead volunteer for Bromley
- Lead volunteer for Lambeth
- Lead volunteer for Southwark
- Lead volunteer for Bexley
- Lead volunteer for Lewisham
- Lead volunteer for Royal Greenwich
- County Support Team Leader
- County Development and Volunteer Services Manager



# Our County Leadership Team



**County Lead for  
South & South East London Scouts**

Judith Freeman



**County Youth Lead**

Joseph Shippem



**District Lead for Wandsworth Scouts**

Andrew Mole



**District Lead for Bromley Scouts**

Shelia Howard



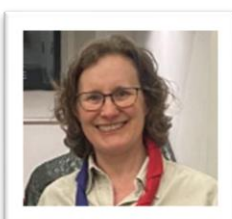
**District Lead for Lambeth Scouts**

Wendy Hutcheson



**District Lead for Bexley Scouts**

Stuart Sutherland



**District Lead for Southwark Scouts**

Celia Weban-Smith





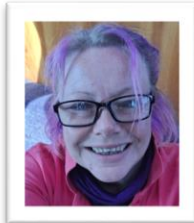
## **District Lead for Royal Greenwich Scouts**

Terry Wiggins MBE



## **District Lead for Lewisham Scouts**

Jennifer McCullough



## **People Lead**

Liz Fricker



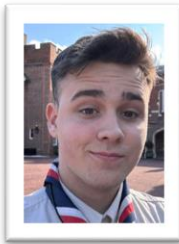
## **Places Lead**

Jason Hagan



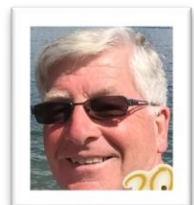
## **Programme Lead**

David Liddle



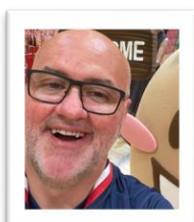
## **County Chair**

Alfie Francis



## **County Support Team Leader**

Paul Cosgrave



## **Growth, Community Engagement and Volunteer Services Manager**

Matt Butterfield



## Organisation - County Senior Leadership Team

Our County Senior Leadership team provides leadership and management for South & South East London Scouts and are responsible for the day-to-day oversight of the County. They also monitor our strategic plan, goals, and the growth and organisational development of scouting across the county at all levels

The team members are:

- County Lead
- County Youth Lead
- People team leader
- Places team leader
- Programme team leader
- County Chair
- Support team leader
- County Development and Volunteer Support Services Manager



# Our Senior Leadership Team



**County Lead for  
South & South East London Scouts**  
Judith Freeman



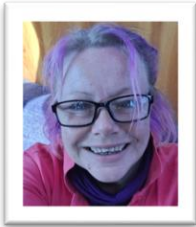
**County Youth Lead**  
Joseph Shippem



**Places Lead**  
Jason Hagan



**Programme Lead**  
David Liddle



**People Lead**  
Liz Fricker



**County Chair**  
Alfie Francis



**County Support Team Leader**  
Paul Cosgrave



**Growth, Community Engagement  
and Volunteer Services Manager**  
Matt Butterfield



## Organisation - County Support Team

Our County Support Team provides tools, resources and support services to help the County run smoothly.

The team supports:

- Creating relationships with other organisations
- Plan and run fundraising events when they're needed.
- Day to day finance administration
- Day to day administration
- Ad-hoc support as identified by other teams







# Growing scouting = quality scouting for more young people!

Together, we aim to provide scouting to as many young people in our local communities as we can. In order to do this we need to develop and grow scouting at every opportunity.

Our county development service is a central part of our approach to the growth, support and organisational development of scouting across our scout districts.

Our county development service is a central part of our county approach to the growth and development of scouting across our five districts.

The service is steered and monitored by the county leadership team which enables us to work in 'real time', identify the projects we provide support to, plan future workstreams and proactively support our District Lead Volunteers, Group Lead Volunteers and section leadership teams as situations arise.

The service works in partnership with new and existing volunteers and in collaboration with our scout districts, scout groups, explorer scout units and local communities to support the growth and development of local scouting to ensure that we continue to provide life changing adventure to even more young people across the seven London Boroughs that we serve.

The strategic aim of the service is to work with the County Lead Volunteer and our District Lead Volunteers to ensure:

- growth
- organisational development
- adult recruitment
- volunteer support
- volunteer retention
- membership retention
- sustainability

When we talk about development, we are referring to how we can deliver even better scouting to more young people, grow local scouting, support our volunteer teams in achieving their goals, and prioritise all of our ideas. There are so many ways to do this, including:

- opening new sections, groups and units
- recruiting more adults to help out
- building community awareness and support
- engaging the parents of our members
- providing support, tools, and resources to make things easier

“In short, if our plans intend to enrich or extend the scouting experience – it’s development!”



# Support Framework

The strategic aim of the service is to work with the county commissioner and our district commissioners to ensure:



## Support channels

Support is available through:

- **tailored local support** - in person, or via email and conversations on the phone, or Zoom etc.
- **district/county level support** – at district/county meetings/sessions and workshops
- **online tools and resources** - provided via our website and MS Teams services



## Areas of support

Our aims are achieved by providing support in the following areas:

### Growth

- **Adult recruitment:**
  - Promote the different opportunities and ways adults can get involved as a volunteer at all levels across the county
  - promote flexible volunteering
  - Attend targeted adult recruitment events
  - Support groups and districts with targeted adult recruitment drives
  - Assist with parent engagement
  - improving the 'volunteer journey' including, welcome, induction, learning, ongoing support, and review
  - Management of the county 'become a scout' & 'volunteer with us' joining enquiry system ([join.southsoutheastlondonscouts.org.uk](http://join.southsoutheastlondonscouts.org.uk))

- **Opening new provision:**

- New scout groups (generally starting with beavers and then moving on to cubs, Scouts, and squirrels in time)
- New explorer scout units
- New support teams (specialist, group, district and county teams)
- Sections in established groups - helping groups achieve the full family of scouting
- Starting additional sections in groups that have long waiting lists
- Supporting districts and groups with targeted youth recruitment drives

## Development

- Facilitate planning for the future workshops to assist scout groups and explorer scout units to look ahead to ensure they can continue to provide quality scouting to more young people and work smarter
- Facilitate district development days and assist with prioritising needs and producing a district development plan
- Support others to provide great scout groups and explorer scout units that people want to be part of

## Resources

Provide:

- Planned and ad-hoc recruitment resources (adult and young people)
- Physical and digital recruitment tools
- Section taster evening activities, equipment and hands on support
- Going for growth tools
- On-line tools and resources

## Organisational Development

- **Action for growth: Planning for the future workshops**

Our most important area of development is the support and growth of our existing scout groups. Our first step in doing this is to carry out an action planning workshop.

Whilst this might sound quite formal, it's great fun and really not! The session is a chance to celebrate a group's successes and the great things that happen every week in their sections meetings and highlight any areas that could do with some improvement.

By doing this everyone in the group gets the chance to come together, have their say and identify the areas of opportunity and where support might be needed.

The health check helps identify three main areas: green – areas that are progressing well, amber – areas with initial progress and red - opportunities for improvement. Most groups will identify a mix of areas. Using this system helps find some quick fixes and longer-term goals to help them move the group from reds to amber or green and ambers to greens.

It is important to note that this is not a test, or a league table and groups are not asked to share their findings with anyone outside their group's team, (unless they choose too). It is also important to remember that this is not a set of standards that groups are expected to achieve.

Using the outcomes of the group health check, in hand with experience we have gained from other scout groups across the county, and good practice from around the UK, our development team helps put together a simple action plan and supports the group to turn the plan into reality.

Groups that take part in this process usually result in a happier, stronger team, which in turn will result in more leaders and members!

- **District and County development days**

From time to time, it's a good idea to review the different areas of the Scout District (or County), and discuss what is working well, what is going to plan and the areas that could do with some attention. We call these days a District Ideas Exchange.

The aim of the day is to provide a structured opportunity for all members of the district/county to come together and help create a plan of action for the immediate future and the next few years.

We run the event in partnership with members of the district/county team, who lead the conversations and are available to answer questions and listen to thoughts and ideas on how the district/county can achieve its collective goals.

The day helps...

1. define a clear path for working smarter, that everyone in the district/county has had the opportunity to contribute towards
2. generate new ideas to help us keep things relevant and fresh and achieve our goals
3. become more focused and more effective
4. increase awareness of individual and wider concerns, needs, and aspirations
5. improve and strengthen the way we work together as a team to succeed

### **Support for line managers**

#### **Support for Lead Volunteers**

- Support District Lead Volunteers and Group Lead Volunteers with growth and organisational development initiatives
- Support District Lead Volunteers and District Leadership Teams to achieve action for growth
- Provide resources and advice to District Lead Volunteers to assist them with the appointment of effective Group Lead Volunteers
- Support for Group Lead Volunteers inductions and ongoing support
- Support District Lead Volunteers to identify and achieve action for growth

#### **Support to growth facilitators**

- Contribute to the induction of growth facilitators at all levels of the county
- Run growth and recruitment workshops (to support the increase of more adult involvement)
- Support volunteers at all levels of the county that have a direct responsibility for growth

#### **Transforming the Volunteer Journey**

- Help to plan for and lead the implementation of change locally across the county
- Support the county, our districts, groups and units to embrace and implement the positive changes to the volunteer journey
- Work with key volunteers to help adult volunteers and stakeholders across the county to understand and plan for successful implementation of the changes
- Take the outputs from the Skills for Life Strategy, in the form of national transformation plans, and help make them work in local contexts – considering local issues and readiness to implement change
- Champion and promote change, supporting members in the county, at all levels, to connect the dots about what the changes mean to them



- Coordinate a network of local transformation champions; creating a community of peer-to-peer support and collaboration
- Attend meetings and events to help inspire members about the changes to be implemented in their district, group or unit
- Creating momentum to keep going once the changes land; helping to ensure the changes are embedded and we can measure long term success

**The development service also supports the delivery of our four strategic aims...**

## People

**Our Aim: More adults and young people joining scouting from every community we serve.**

**Our adults are well trained, better supported and motivated.**

This means:

- Successfully promoting flexible volunteering within our groups and units
- Improving the 'volunteer journey' locally
- Providing great volunteer support: welcome, relevant learning, ongoing support, recognition and appointment review
- focusing on the programme - developing section leaders, giving them the skills and support needed to deliver a high-quality programme
- Inspiring our adults to be professional in their approach to show that we are a united, organised, well run organisation

**Get involved today!**

There's lots of opportunities to get involved and join our team and it doesn't mean making a regular commitment

Scan the QR code with your phone's camera to find out more

[southsoutheastlondonscouts.org.uk/county-team-vacancies](https://southsoutheastlondonscouts.org.uk/county-team-vacancies)

## Places

**Our aim: To provide amazing scout groups and explorer scout units with appropriately sized (but aiming for maximum sized), sections run by larger teams of adults.**

**All our scout groups have a proactive trustee board in place. Trustees understand their role and know where to go for support. Our explorer scout units are governed efficiently within the district.**

This means:

Where numbers are consistently low, we will subjectively review our provision of scouting to enable us to support the growth of our membership (both young people and adults), and the provision of vibrant, modern, successful scout groups, explorer scout units and scout networks within our local communities, that people want to be part of.

As part of this process, we will reform our governance and provide support for our trustees.

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## Perception

**Our aim: Scouting across the communities we support is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today's society.**

This means:

### Externally:

- Delivering positive communications which promote our brand values and publicises scouting's modern vibrant appeal.
- Ensuring that our communities know that scouting exists, and their children can access it and how they can also get involved.

### Internally:

- Providing effective channels of communication ensuring that the right messages are clearly passed on to the right groups of people.
- 

## Programme

**Our aim: We provide exciting, high quality section programmes across our county, that are engaging, fun and enjoyable and are 'benchmarked' and supported by simple (digital) tools.**

This means:

- ensuring that a high-quality programme is delivered at section, group and district level across the county
  - providing programme support to leaders using new initiatives
  - running appropriate district and county events for all sections
  - ensuring that young people have a regular say in shaping their scouting - youth shaped
-

# Achieving our goals...

Working as a volunteer team supported by professional services is a winning formula!

Our aims are achieved by providing:

- opportunities to develop scouting in our districts, groups, and units so that more young people have the opportunity to experience the fun, friendship, everyday adventure, challenge and new experiences we provide
- support for all our adult volunteers so they feel recognised and valued and take pride in their scouting
- active and focused district structures that will develop, maintain, and motivate our adults through shared experiences; supported learning; strategic forward planning, clear governance and specific tailored support
- high quality, exciting programmes of activity at group/unit, district and county level, delivered by reliable, experienced section leadership teams who have abilities and skills appropriate for the role
- learning and development opportunities for all adults whether leading, supporting or managing our scout groups which is appropriate, effective and innovative
- a proactive, inspirational, and supportive county and districts leadership teams with effective systems for communication.



## Summary of services provided

- support with adult recruitment
- Support for the change process, planning and implementation of transforming the volunteer journey
- resources to support adult recruitment initiatives
- assisting with parent engagement
- support for the welcome and induction of new volunteers
- support with opening new scout groups, sections and explorer scout units
- support to launch and set-up new group and district teams
- the provision of a youth and adult recruitment page for each group, unit and the district
- opening additional sections in established groups
- supporting identified targeted youth recruitment drives
- group health checks and development planning workshops
- district and county development days and development planning
- support for district and group lead volunteers for growth and organisational development initiatives
- support for district Leadership and district volunteer development teams
- group lead volunteer inductions and ongoing support
- support for district lead volunteers to identify and achieve action for growth
- assist with the appointment of effective group lead volunteers
- recruitment resources (adult and young people)
- physical and digital recruitment tools
- section taster evening activities, equipment and hands on support
- going for growth scheme
- young leaders scheme enhancement and support
- recruitment workshops (to support the increase of more adult involvement)
- support for volunteers that have a direct responsibility for growth
- recognition schemes including length of service and peer to peer recognition
- adult volunteering joining enquiries and reports submitted via our online joining system





## Organisation - County Volunteer Services

Our County Volunteer Services is all about our volunteers and the volunteering experience, the service works collaboratively with our volunteers across the county to provide the resources, administrative support, advice and services which drive the day-to-day operation of the county.

Services provided include:

- dealing with youth joining enquiries and maintenance of our enquiry system
- dealing with general enquiries
- ordering county supplies – e.g. scarves and badges
- general operational administration
- county event support
- county team support
- I.T. systems support
- governance support
- training administration
- details to the treasurer to monitor receipt of payments
- administration for the county shining stars awards scheme
- county-wide communications and emails
- county AGM and Awards night event planning and support
- annual census return
- digital and physical legacy management





# Organisation



Judy Freeman - County Lead



## Senior Leadership Team

|   |                  |
|---|------------------|
| County Lead Volunteer                                   | Judith Freeman   |
| County Youth Lead                                       | Joseph Shippam   |
| Places Team Leader                                      | Jason Hagan      |
| Programme Team Leader                                   | David Liddle     |
| People Team Leader                                      | Liz Fricker      |
| County Chair  | Alfie Francis    |
| Support Team Leader                                     | Paul Cosgrave    |
| County Development & Volunteer Support Services Manager | Matt Butterfield |



## County Leadership Team

|   |                     |
|---|---------------------|
| County Lead Volunteer                                   | Judith Freeman      |
| County Youth Lead                                       | Joseph Shippam      |
| Lead Volunteer – Bromley                                | Shelia Howard       |
| Lead Volunteer – Bexley                                 | Stuart Sutherland   |
| Lead Volunteer – Royal Greenwich                        | Terry Wiggins       |
| Lead Volunteer – Lewisham                               | Jennifer McCullough |
| Lead Volunteer – Southwark                              | Celia Weban-Smith   |
| Lead Volunteer – Lambeth                                | Wendy Hutcheson     |
| Lead Volunteer – Wandsworth                             | Andrew Mole         |
| County Chair  | Alfie Francis       |
| Support Team Leader                                     | Paul Cosgrave       |
| County Development & Volunteer Support Services Manager | Matt Butterfield    |



## County Support Team

|                            |                |
|----------------------------|----------------|
| County Support Team Leader | Paul Cosgrove  |
|                            | Gwyn Muckelt   |
|                            | Stuart Muckelt |
|                            | Darren Lodge   |
|                            | Johnnie Bucila |
|                            | Bill Gunn      |
| Faiths & Beliefs Adviser & | Martyn Bain    |



## County Development & Volunteer Support Service

Matt Butterfield – Growth, Community Engagement and Volunteer Support Services Manager and Transformation Lead  
(Known as County Development & Support Services Manager)

|                          |                  |
|--------------------------|------------------|
| Web site management      | Matt Butterfield |
| Jack Petchey Coordinator |                  |



# People



## People - County Volunteer Development Team

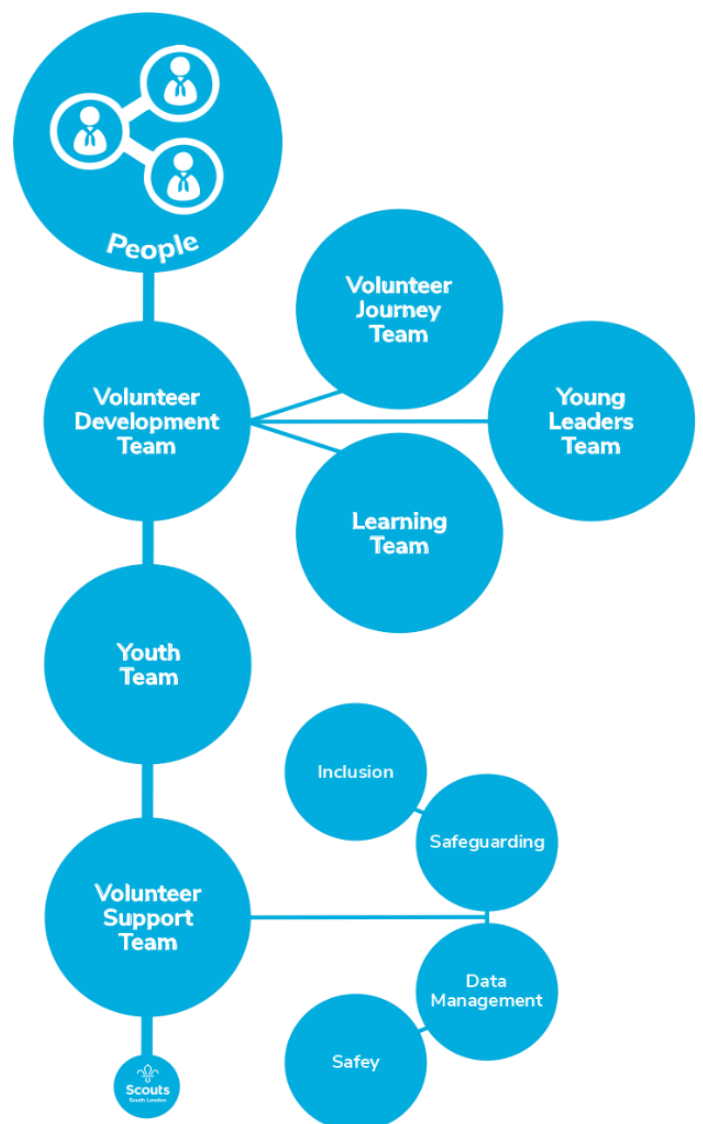
The County Volunteer Development Team makes sure all volunteers in County teams have a fantastic volunteering experience. By doing so, they'll make it easy for people to join and learn new skills.

They look after:

- Welcoming new volunteers to County teams
- Supporting County Team Leaders to regularly check in with their team members to make sure they're enjoying volunteering
- Recognising and show appreciation for volunteers' brilliant work, formally and informally
- Help volunteers in county teams with learning
- Make sure volunteers across the County can access relevant Managers and Supporters learning
- Coordinate Scouts learning that needs to be delivered by an accredited trainer or facilitator
- Helping volunteers connect across the County and beyond to learn, share best practices and overcome shared challenges

The team members are:

- People Team Leader
- Volunteering Development Team Leader
- Volunteering Development Team Members
- Team Leaders of any sub-teams of the County Volunteering Development Team
- Learning and Development Sub-team Team Leader
- County Youth Lead
- Team Leaders of any sub-teams of the County Volunteering Support Team
- County Development & Volunteer Support Manager





## People - County Youth Team

Our county youth team is led by our County Youth Lead and represents the views of young people at county level. The team also supports District Youth Leads to ensure that young people are involved in shaping their scouting experience across the county.

This team's responsibilities include:

- Represent young people in leadership meetings
- Support to leaders to provide youth shaped scouting
- Support the delivery of Young Leaders programme
- Run youth forums across the county and districts
- The county's youth shaped strategy
- To promote and rollout the national YouShape award
- To promote and rollout the county's Leadership award



## People - County Volunteer Support Team



### Safety Scouting Team

#### Safety

Our safety advisers provide support and advice to our county, districts, groups, and units with the implementation of our national safety policies and risk assessment procedures. They also promote a culture of safe scouting across our county.

They also work with our Volunteering Development Teams to make sure our members stay up to date on safety advice, guidance. And also support our teams organising county events and activities to make sure they're run safely and in line with our national policies.

Please note, our safety adviser does not get involved in safety cases. These are looked at by the HQ Safety Team with the support of our County Safety Lead or the County Lead Volunteer or the relevant District Lead Volunteer (if there isn't a volunteer Safety Lead).

#### Safeguarding

Our safeguarding advisers support our county, districts, groups, and units with the implementation of our national [safeguarding](#), [intimate care](#), and [youth member Anti-bullying policies](#) and our young people first - [Yellow Card](#) and reporting procedures.

They also provide support, when required, to anyone organising events for Scouts to make sure they're run safely and in line with our national policies.

Please note, Our Safeguarding advisors do not get involved in safeguarding cases. These are looked at by the HQ Safeguarding Team with the support of the Volunteer Safeguarding Lead or the County Lead Volunteer or relevant District Lead Volunteer (if there isn't a Volunteer Safeguarding Lead).



### **Equality, diversity, and inclusion team**

Our equality, diversity and inclusion team are responsible for supporting our county, districts, groups, and units with the implementation of our national [equality, diversity and inclusion policy](#) and help young people and adults from all backgrounds and with additional needs to take part in local scouting.



## **People - County Volunteer Development Team**



### **Learning and Development team**

Our Trainers are key to our adult learning scheme. Our learning and development team, plan and deliver our annual programme of learning and training opportunities to enable our adults to progress in their personal development and gain the skills and knowledge they need to complete their Wood Badge, learn First Aid skills and be awesome leaders.



### **Volunteer journey team (welcome, review, recognition)**

This team ensures that all members of our county team have a positive volunteering experience and are supported throughout their time as an adult in scouting.

The team provide support for:

- welcome and induction
- appointment and screening
- mandatory learning and development
- review
- recognition

of all members of the county team.



### **Young Leaders Learning Team**

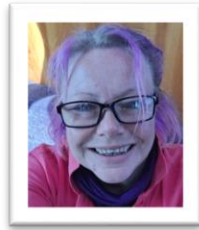
The Young Leaders' Scheme is a programme of 10 training modules and four missions (or projects) designed to help and support those aged between 14 and 18 who work with a section (Squirrels, Beavers, Cubs and Scouts).

Our Young Leaders Learning team are key to our Young Leaders success. They help co-ordinate and support the delivery of the scheme across the county and help district teams ensure that young leaders development the leadership skills they need to succeed in their personal development and gain the skills and knowledge they will continue to use when they become and adult leader.





# People Team



People Team Leader – Liz Fricker



## Volunteer journey team (welcome, review, recognition)

|                                      |                  |
|--------------------------------------|------------------|
| Volunteer Development<br>Team Leader | Liz Fricker      |
|                                      | Matt Butterfield |



## Youth Team

|                   |                 |
|-------------------|-----------------|
| County Youth Lead | Joseph Shippam  |
|                   | Jamie Francis   |
|                   | Jess Pearce     |
|                   | Kellie Passanha |
|                   | Niall Orton     |
|                   | Sydney Codali   |



## First Aid Training Team

|  |                  |
|--|------------------|
| First Aid Advisor / Trainer              | Keith Francis    |
| First Aid Advisor / Trainer              | Di Spowles       |
| First Aid Advisor / Trainer              | Steve Harvey     |
| First Aid Trainer                        | Andy Maxted      |
| First Aid Trainer                        | Ro Collett       |
| First Aid Trainer                        | John Baxter      |
| First Aid Trainer                        | John Sweeney     |
| First Aid Trainer                        | Christina Wright |
| First Aid Facilitator                    | Wendy Hutcheson  |
| First Aid Facilitator /<br>Administrator | Kay Francis      |



## Young Leaders Learning Team

|              |
|--------------|
| Paul Amass   |
| John Sweeney |



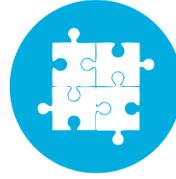
**Adult Learning Team**

|  |                  |
|--|------------------|
| County Training Manager                      | Matt Butterfield |
| Local Training Manager for Bexley / Trainer  | John Baxter      |
| Local Training Manager for Bromley / Trainer | Andrew Watkins   |
| Local Training Manager for Lewisham          | Mandy Pywell     |
| Local Training Manager for Royal Greenwich   | Conway Tearle    |
| Local Training Manager for Southwark         | Kay Francis      |
| Trainer                                      | John Sweeney     |
| Trainer                                      | Wendy Hutcheson  |
| Trainer                                      | Simon Emmett     |
| Trainer                                      | Terry Wiggins    |
| Trainer                                      | Martyn Bain      |
| Trainer                                      | Paul O'Brien     |
| Trainer                                      | David Liddle     |
| Trainer                                      | Gary Peppiatt    |
| Trainer                                      | John Waters      |
| Trainer                                      | Pat Waters       |
| Trainer                                      | Trevor Ford      |



**County Volunteer Support Team**

|                          |                 |
|--------------------------|-----------------|
| Additional Needs Adviser | To be announced |
|--------------------------|-----------------|



**Inclusion Team**

|                      |                 |
|----------------------|-----------------|
| Safeguarding Adviser | To be announced |
|----------------------|-----------------|



**Safe Scouting Team**

|                |                 |
|----------------|-----------------|
| Safety Adviser | To be announced |
|----------------|-----------------|



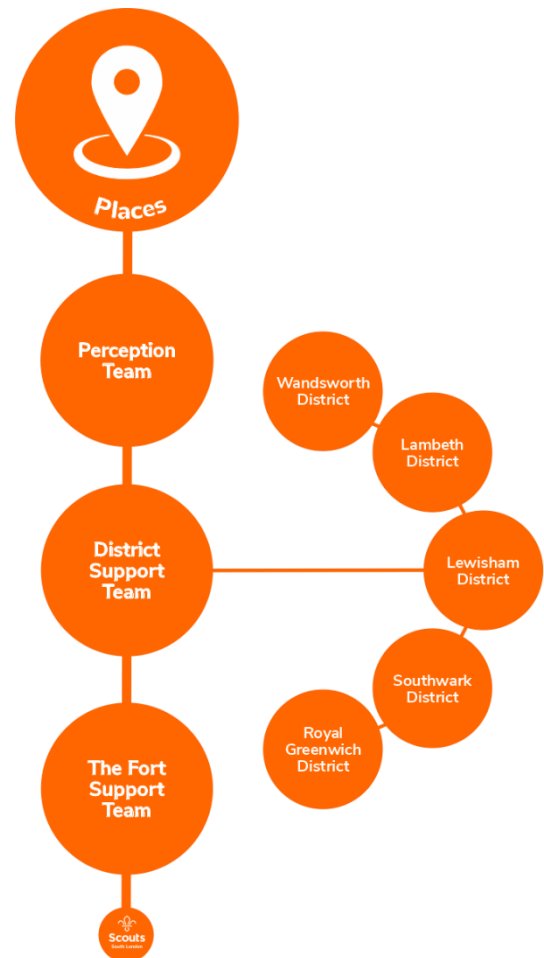
## Places - Districts Support Team

The Districts Support Team supports the management, strategic approach, and organisational development of scouting across the county at county and district level. And includes:

- support for the day-to-day management of scouting across the county at district level
- incident support for our district lead volunteers
- gathering of group, district and county information required for the national annual census
- the support provided to our districts and particularly to district lead volunteers, 14 to 24 team leaders and group lead volunteers

The Districts Support team is made up of:

- County Lead volunteer
- Places Team Leader
- People Team Leader
- Lead volunteer for Wandsworth
- Lead volunteer for Lambeth
- Lead volunteer for Southwark
- Lead volunteer for Lewisham
- Lead volunteer for Royal Greenwich
- County Youth Lead
- County Development & Volunteer Support Services Manager



### Action for Growth meetings

Our growth and development manager regularly meets with each of our district lead volunteers and relevant growth facilitators to discuss growth and development opportunities within each the district. During the meetings they monitor existing development projects, discuss potential issues and challenges with existing groups, identify areas that present an opportunity for development support and opportunities for future growth.

# Bexley District

Bexley Scout District is the third largest District in England and covers the London Borough of Bexley. They have 37 active Scout Groups and 34 Explorer Scout Units.


Bexley Scouts HQ, is in Mayplace Road West, Bexleyheath. Which is also home to the District Scout Shop

In the spring of 2022, the District took over the lease for Cudham. The site was formerly run by Girlguiding LaSER. This District relaunched the site 92 acre site as Cudham Shaws Outdoor Centre.



The District also owns a minibus which is available for hire.

## Organisational Units

|  | Groups | Dreys | Colonies | Packs | Troops | Explorer Units | Networks |
|---|--------|-------|----------|-------|--------|----------------|----------|
| Bexley  | 37     | 5     | 37       | 39    | 34     | 15             | 3        |

[www.bexleyscouts.org.uk](http://www.bexleyscouts.org.uk)

| Scout Group                       | Section Count |         |      |        |
|-----------------------------------|---------------|---------|------|--------|
|                                   | Squirrels     | Beavers | Cubs | Scouts |
| 1st Baldwin's Park                |               | 1       | 2    | 1      |
| 3rd Barnehurst                    |               | 1       | 1    | 1      |
| 4th Barnehurst (St Martin's)      |               | 1       | 2    | 1      |
| 4th Bexleyheath                   |               | 1       | 1    | 1      |
| 5th7th Bexleyheath                |               | 2       | 2    | 1      |
| 8th Bexleyheath (Brampton)        |               | 1       | 1    | 1      |
| 1st Bridgen                       |               | 1       | 1    | 1      |
| 1st Crayford (St. Paulinus)       |               | 1       | 1    | 1      |
| 3rd Crayford                      |               | 1       | 1    | 1      |
| 1st East Wickham (St Michaels)    |               | 1       | 1    | 1      |
| 2nd East Wickham                  |               | 1       | 1    | 1      |
| 9th Erith Air Scout Group         |               | 1       | 2    | 1      |
| 4th Erith All Saints Belvedere    |               | 1       |      |        |
| 12th Erith Our Lady of the Angels |               | 1       | 1    | 1      |
| 1st Erith (Slade Green)           | 1             | 1       | 1    | 1      |
| 2nd Erith                         |               | 1       | 1    | 1      |
| 6th Erith (St. Augustine's)       |               | 1       | 1    | 1      |
| 13th Erith (Christ Church)        |               | 1       | 1    | 1      |
| 16th Erith                        |               | 1       | 1    | 1      |
| 17th Erith (St John's)            |               | 1       | 1    | 1      |
| 18th Erith (St. Andrew's)         |               | 1       | 1    | 1      |
| 1st Foots Cray - Sidcup           | 1             | 1       | 1    | 1      |
| Kemnal's Own                      |               | 1       | 1    | 1      |
| 1st North Cray (Geoffrey Hall)    | 1             | 1       | 1    | 1      |
| Old Bexley Scout Group            |               | 1       | 1    | 1      |
| 3rd Sidcup                        |               | 1       | 1    | 1      |
| 4th Sidcup (Holy Trinity)         | 1             | 1       | 1    | 1      |
| 6th Sidcup (St. Lawrence)         | 1             | 1       | 1    | 1      |
| 7th Sidcup                        |               | 1       | 1    | 1      |
| 9th Sidcup                        |               | 1       | 1    | 1      |
| 1st Thamesmead                    |               | 1       | 1    |        |
| 1st Welling                       |               | 1       | 1    | 1      |



| Scout Group                | Section Count |         |      |        |
|----------------------------|---------------|---------|------|--------|
|                            | Squirrels     | Beavers | Cubs | Scouts |
| 2nd Welling (St John's)    |               | 1       | 1    | 1      |
| 3rd Welling (St Stephen's) |               | 1       | 1    | 1      |
| 4th Welling (Methodist)    |               | 1       | 1    | 1      |
| 7th Welling (Falconwood)   |               | 1       | 1    | 1      |

| Explorer Scout Units |
|----------------------|
| 1st Longlands Esu    |
| Basalisk             |
| Bexley Young Leaders |
| Black Prince ESU     |
| Coyote ESU           |
| Erhede ESU           |
| Excalibur ESU        |
| Hurricane ESU        |
| K2 ESU               |
| Oblivion ESU         |
| Pirates ESU          |
| Tarsiers ESU         |
| Titan ESU            |
| Trident Esu          |
| Trigon ESU           |

| Scout Networks              |
|-----------------------------|
| Erith Scout Network         |
| Joyden's Wood Scout Network |
| Sidcup Scout Network        |

# Bromley District

Bromley Scout District is the largest District in England and covers the London Borough of Bromley. They have 41 active Scout Groups and 29 Explorer Scout units. 37 Groups have Beavers, 41 have Cubs and 39 have Scouts, with 10 groups also having Squirrels.


Our District Youth Events Team run a fantastic annual range of camps, events and badge days for all ages. As well as joint borough events.

The District camp site and activity centre is Wilberforce, which is located in Downe Road, Keston, BR2 6AD.

The District HQ, The Frank Rhodes Centre, in the heart of Bromley, is used for meetings, events and by explorer units.

The District has two Scout Shops; one based at the District headquarters, which supplies surrounding boroughs, open Saturday mornings and a second shop at Orpington, Crofton Oak scout hut, which is also open Saturday morning, and Tuesday evenings.

## Organisational Units

|  | Groups | Dreys | Colonies | Packs | Troops | Explorer Units | Networks |
|---|--------|-------|----------|-------|--------|----------------|----------|
| Bromley   | 41     | 10    | 37       | 41    | 39     | 29             | 1        |

[www.bromleyscouts.org](http://www.bromleyscouts.org)

| Scout Group                              | Section Count |         |      |        |
|--|---------------|---------|------|--------|
|  | Squirrels     | Beavers | Cubs | Scouts |
| 4th Beckenham South Beckenham Methodist  |               | 1       | 1    | 1      |
| 1st Beckenham South (Christ Church)      |               | 1       | 1    | 1      |
| 5th Beckenham South (St.Edmund's)        |               | 2       | 2    | 2      |
| 1st Biggin Hill                          | 1             | 2       | 2    | 1      |
| 1st Bromley Al-Emaan Centre              |               | 1       | 1    |        |
| 11th Bromley St Josephs Catholic         | 1             | 1       | 1    | 1      |
| 3rd Bromley                              |               | 1       | 1    | 1      |
| 5th Bromley (St. Luke's)                 |               | 1       | 1    | 1      |
| 7th Bromley (St. Mary's)                 |               | 1       | 2    | 1      |
| 14th Bromley                             | 1             | 1       | 1    | 1      |
| 15th Bromley (Bickley & Widmore)         | 1             | 1       | 1    | 1      |
| 18th Bromley (St Mary's)                 |               |         | 1    | 1      |
| 19th Bromley (Methodist)                 |               |         | 1    |        |
| 22nd Bromley (3rd Hayes-Free Church)     |               | 1       | 1    | 1      |
| 23rd Bromley (St Augustines)             |               | 2       | 2    | 1      |
| 25th Bromley (St Andrew's)               |               | 1       | 1    | 1      |
| 27th Bromley (Wilberforce)               | 1             | 1       | 1    | 1      |
| 32nd Bromley (St Mary's Hayes)           |               | 1       | 1    | 1      |
| 5th Chislehurst                          |               | 1       | 1    | 1      |
| Chislehurst (Invicta)                    |               | 1       | 1    | 1      |
| Crofton Oak                              |               | 1       | 1    | 1      |
| 1st Farnborough (Kent)                   |               | 1       | 1    | 1      |
| 1st Green Street Green                   | 1             | 1       | 1    | 1      |
| 8th Orpington St. John's U.R.C.          | 1             | 1       | 1    | 1      |
| 9th Orpington St. Josephs Roman Catholic |               | 1       | 1    | 1      |
| 3rd Orpington The Pathfinders            |               | 1       | 1    | 1      |
| 2nd Orpington                            |               | 2       | 2    | 1      |
| 7th Orpington (Methodist)                |               | 1       | 1    | 1      |
| 9th Penge & Beckenham North              |               | 1       | 1    | 1      |
| 10th Penge & Beckenham North             |               |         | 1    | 1      |
| 13th Penge & Beckenham North             |               | 1       | 1    | 1      |
| 1st Penge                                |               | 1       | 1    | 1      |

| Scout Group                           | Section Count |         |      |        |
|---------------------------------------|---------------|---------|------|--------|
|                                       | Squirrels     | Beavers | Cubs | Scouts |
| 3rd Petts Wood St James the Great     |               | 1       | 1    | 1      |
| 5th Petts Wood (Methodist)            | 1             | 1       | 1    | 1      |
| 7th Petts Wood Scout Group            |               | 1       | 1    | 1      |
| 3rd St Paul's Cray                    | 1             | 1       | 1    | 1      |
| 3rd West Wickham St John The Baptist  |               | 1       | 2    | 1      |
| 7th West Wickham St.Francis of Assisi | 1             | 2       | 2    | 1      |
| 1st West Wickham                      |               | 1       | 1    | 1      |
| 8th West Wickham                      |               | 1       | 1    | 1      |
| 9th West Wickham (Special Needs)      |               |         | 1    | 1      |

| Explorer Scout Units                                |
|---|
| 10th Penge & Beckenham North ESU (Beckenham Eagles) |
| 14th Bromley ESU (Potus)                            |
| 15th Bromley Esu (Columbus)                         |
| 1st Farnborough ESU (Morris Explorers)              |
| 1st Green Street Green ESU (The Griffins)           |
| 1st West Wickham ESU (The Spartans)                 |
| 22nd Bromley ESU                                    |
| 23rd Bromley ESU (Phoenix)                          |
| 25th Bromley ESU                                    |
| 27th Bromley ESU (Hornetts)                         |
| 28th Bromley ESU                                    |
| 3rd Orpington ESU (The Pathfinders)                 |
| 3rd St Pauls Cray ESU (Delta)                       |
| 3rd West Wickham ESU (Ravens)                       |
| 41st Bromley ESU (Turnips)                          |
| 5th Beckenham South ESU (Vultures)                  |
| 5th Petts Wood ESU (Bearded Ladies)                 |
| 7th Petts Wood (Zeros)                              |
| 7th West Wickham Explorers                          |
| 8th Orpington ESU (Drymen)                          |
| 8th West Wickham ESU                                |

| Unit Name                          |
|------------------------------------|
| 9th Orpington ESU (Tornados)       |
| 9th West Wickham ESU               |
| CAVEMEN ESU                        |
| Chislehurst Invicta ESU (Woodpath) |
| Crofton Oak Esu                    |
| Scorpions (2nd Orpington) ESU      |
| Scorpions (3rd Petts Wood) ESU     |
| The Reds Esu                       |

| Scout Networks         |
|------------------------|
| Bromley Scout Network  |
| Dynamo's Scout Network |





# Royal Greenwich District

Royal Greenwich Scouts has 23 active Scout Groups and 11 Explorer Scout Units, based throughout the Royal London Borough of Greenwich. They also have a Scout Network.



Most of the groups have a Beaver Colony, Cub Pack, and Scout Troop. There are currently three Squirrel Dreys, with more starting this year.


Each year the District runs a packed programme of competitions, camps, activities, and events for each section.

The District own and manage five District centres/sites:

- **The Crescent Scout Centre** – great for meetings, training, social events and sleepovers
- **The Hub Scout Centre** – fantastic for large events, sports and group celebrations
- **Avery Hill Scout Activity Centre** – Ideal for camps and indoor overnight stays, District events, Group BBQs and AGMs. There’s lots of space to run around.
- **ExNet Scout Outdoor Centre** – this centre is a great outdoor space which is good for holding a special group or section meeting outdoors in the summer.
- **Eleven Acres Scout Camp** – our 11 acre site has basic facilities but is great for exploring the outdoors, regularly used for troop camps and DofE awards weekends!

The District also runs a Scout Shop; based at The Crescent. Open on Monday evenings during term time.

## Organisational Units (as of 31<sup>st</sup> January 2024)

|  | Groups | Dreys | Colonies | Packs | Troops | Explorer Units | Networks |
|---|--------|-------|----------|-------|--------|----------------|----------|
| Royal Greenwich District  | 23     | 3     | 21       | 23    | 22     | 10             | 1        |

[www.royalgreenwichscouts.org.uk](http://www.royalgreenwichscouts.org.uk)

| Scout Group                                    | Section Count |         |      |        |
|--|---------------|---------|------|--------|
|  | Squirrels     | Beavers | Cubs | Scouts |
| 40th Greenwich (St Michaels)                   |               | 2       | 2    | 2      |
| 46th Greenwich (St Nicholas)                   |               | 1       | 1    | 1      |
| 49th Greenwich (St Marks)                      |               | 1       | 1    | 1      |
| 54th Greenwich                                 | 1             | 1       | 1    | 1      |
| 1st Royal Eltham (Holy Trinity)                |               | 1       | 2    | 1      |
| 2nd Royal Eltham                               |               | 1       | 1    | 1      |
| 3rd Royal Eltham                               | 1             | 1       | 1    | 1      |
| 4th Royal Eltham                               |               |         | 1    | 1      |
| 8th Royal Eltham                               |               | 1       | 1    | 1      |
| 9th Royal Eltham                               |               | 1       | 1    | 1      |
| 10th Royal Eltham                              | 1             | 1       | 1    | 1      |
| 7th Royal Greenwich Air Scouts                 |               | 1       | 1    | 1      |
| 51st Royal Greenwich Sea Scouts                |               | 1       | 1    | 1      |
| 1st Royal Greenwich Scout Group                |               | 1       | 1    | 1      |
| 3rd Royal Greenwich (Greenwich Islamic Centre) |               | 1       | 1    | 1      |
| 4th Royal Greenwich (Trinity)                  |               | 1       | 1    | 1      |
| 8th/15th Woolwich St.Mark & St.Margaret        |               | 1       | 1    |        |
| 13th Woolwich (St Michaels)                    |               | 1       | 1    | 1      |
| 27th Woolwich (Wesley Hall)                    |               | 1       | 1    | 1      |
| 36th Woolwich (St Joseph's RC) Scout Group     |               | 1       | 1    | 1      |
| 38th Woolwich (Royal Greenwich)                |               | 1       | 1    | 1      |

| Explorer Scout Units                |
|-------------------------------------|
| Arrowhead                           |
| Astronomers                         |
| Badgers                             |
| Crescent Rising Explorer Scout Unit |
| Displorers (additional needs)       |
| Firepower Young Leaders Unit        |
| GESS                                |
| Severndroog Explorer Scout Unit     |
| Snow Leopards                       |
| Typhoon Air Scout Esu               |

| Scout Networks                |
|-------------------------------|
| Royal Greenwich Scout Network |

# Lewisham District

Lewisham Scout District has 22 Scout Groups and 7 Explorer Scout Units. The District also runs Frylands Wood Scout Outdoor Centre, in New Addington.

The District provides scouting for over 1000 young people and is supported by approximately 450 volunteers. The District offers scouting throughout the Borough of Lewisham.

Their Scout Outdoor Centre, Frylands Wood, provides a range of adventurous activities such as climbing, archery, tunnelling, hiking, air rifle shooting, slack lining and assault course.




The District also owns and manages Hammerwood Scout Camp, which is located between East Grinstead and Holtye. And has a District Headquarters in Forest Hill.

The District runs a full programme of events for each section including hiking, an Easter egg hunt, 'Ready Steady Cook', and bowling, as well as many more exciting and challenging activities.

In more recent years, Scouts and Explorers have taken part in international expeditions to Nepal, Kenya, Croatia and Korea as well as Camps across the UK and Europe.

## Organisational Units (as of 31<sup>st</sup> January 2024)

|  | Groups | Dreys | Colonies | Packs | Troops | Explorer Units | Networks |
|---|--------|-------|----------|-------|--------|----------------|----------|
| Lewisham District   | 21     | 4     | 19       | 22    | 20     | 7              |          |

| Scout Group                                 | Section Count |         |      |        |
|---|---------------|---------|------|--------|
|   | Squirrels     | Beavers | Cubs | Scouts |
| 3rd Crofton Park                            |               | 1       | 2    | 1      |
| 2nd Deptford (St Nicholas' & St Lukes)      |               | 1       | 1    | 1      |
| 32nd Deptford (All Saints)                  | 1             | 1       | 1    | 1      |
| 11th Forest Hill (St Saviours)              |               | 1       | 1    | 1      |
| 12th Forest Hill (St William of York)       |               | 1       | 1    |        |
| 17th Forest Hill (St George's-Perry Hill)   |               |         | 1    | 1      |
| 20th Forest Hill (Scoutlink) Scout Group    |               |         | 1    | 1      |
| 12th Lewisham North                         |               | 1       | 1    | 1      |
| 17th Lewisham North (3rd Lee Good Shepherd) |               | 1       | 1    | 1      |
| 21st Lewisham North (Our Lady of Lourdes)   |               | 1       | 1    | 1      |
| 28th Lewisham North                         |               | 1       | 1    | 1      |
| 1st Lewisham Park (Young Muslim Academy)    | 1             | 1       | 1    | 1      |
| 6th Lewisham South (St Andrew's)            |               | 1       | 1    | 1      |
| 8th Lewisham South                          |               | 1       | 1    | 1      |
| 12th Lewisham South (1st Downham)           |               | 1       | 1    | 1      |
| 14th Lewisham South                         |               | 1       | 1    | 1      |
| 16th Lewisham South (1st Grove Park)        |               | 1       | 1    | 1      |
| 4th Lewisham (1st Hither Green)             | 1             | 1       | 1    | 1      |
| 1st New Cross (The Greys)                   | 1             | 1       | 1    | 1      |
| 2nd Sydenham                                |               | 1       | 1    | 1      |
| 9th Sydenham                                |               | 1       | 1    | 1      |

| Explorer Scout Units |
|----------------------|
| Aureate Esu          |
| Discovery            |
| Golden Hind          |
| Lionheart Esu        |
| Muhsineen Esu        |
| Venture Esu          |
| Young Leader ESU     |

| Scout Networks         |
|------------------------|
| Lewisham Scout Network |

# Southwark District

Southwark District Scouts provides scouting to almost 600 young people across the borough.

Most of the groups have their own beaver colony, cub pack, and scout troop. The District also have three explorer scout units and a scout network.


Each year we hold a district beaver sleepover, district cub camp and district scout camp. Alongside sports days, chess competitions, cooking competitions and loads more.

In recent years the district trustees have work to redevelop the old district headquarters, Scout House, which was become difficult to maintain. They now have a new modern HQ with a new complex which is located on Jamaica Road.

Waylands Scout Campsite, located in Old Harrow Lane, Buckhurst Road, Westerham, is owned and managed by the District, the site aims to provide an untouched natural environment that promotes and facilitates outdoor adventure for as many young people as possible. With roughly 13 acres of camping field and woodland, Visitors are encouraged to get back to basics with camping and core outdoor skills.

The District also owns a minibus which is available for hire.

## Organisational Units (as of 31<sup>st</sup> January 2024)

|  | Groups | Dreys | Colonies | Packs | Troops | Explorer Units | Networks |
|---|--------|-------|----------|-------|--------|----------------|----------|
| Southwark District  | 14     | 0     | 12       | 14    | 13     | 4              | 1        |



| Scout Group                           | Section Count |         |      |        |
|---------------------------------------|---------------|---------|------|--------|
|                                       | Squirrels     | Beavers | Cubs | Scouts |
| 16th Bermondsey & Southwark           |               | 1       | 1    | 1      |
| 14th Bermondsey                       |               | 1       | 1    | 1      |
| 20th Bermondsey                       |               | 1       | 1    | 1      |
| 8th Camberwell 1st British Australian |               | 1       | 1    |        |
| 3rd Camberwell Scout Group            |               | 1       | 1    | 1      |
| 5th Camberwell (St. Faith's)          |               | 2       | 2    | 2      |
| 7th Camberwell (Dulwich)              |               |         | 1    | 1      |
| 23rd Camberwell (St Giles)            |               | 1       | 1    | 1      |
| 25th Camberwell (1st Dulwich College) |               |         | 1    | 1      |
| 34th Camberwell                       |               | 1       | 1    | 1      |
| 1st Southwark Scout Group             |               |         |      | 1      |
| 2nd Southwark                         |               | 1       | 1    |        |
| 3rd Southwark                         |               | 1       | 1    | 1      |
| 30th Southwark (St Mary's Own)        |               | 1       | 1    | 1      |

| Explorer Scout Units         |
|------------------------------|
| Dora ESU                     |
| Dulwich ESU                  |
| Phoenix ESU                  |
| Southwark Young Leaders Unit |

### Scout Networks

Southwark Scout Network

# Lambeth District


Lambeth Scouts was formed in 2011 from groups and units from the former districts of North & Central Lambeth, part of Southside (Clapham), South Lambeth, and Streatham.

Lambeth Scout District covers the same area as the London Borough of Lambeth. There are 12 Scout Groups, 6 Explorer Scout Units and a Scout Network. There is also a group based at the Evelina Children's Hospital.

This District is looking forward to opening its first Squirrel Drey in later this year.

The District also owns a minibus which is available for hire.

## Organisational Units (as of 31<sup>st</sup> January 2024)

|  | Groups | Dreys | Colonies | Packs | Troops | Explorer Units | Networks |
|---|--------|-------|----------|-------|--------|----------------|----------|
| Lambeth   | 15     | 0     | 9        | 10    | 10     | 5              | 1        |

[www.lambethscouts.org.uk](http://www.lambethscouts.org.uk)

| Scout Group   | Section Count          |         |      |        |
|---|------------------------|---------|------|--------|
|   | Squirrels              | Beavers | Cubs | Scouts |
| 1st Brixton (Corpus Christi) Scout Group              |                        | 1       | 1    |        |
| 19th Clapham  |                        | 1       | 1    | 1      |
| 8th Lambeth   |                        | 1       | 1    | 1      |
| 15th Lambeth  |                        | 1       | 1    | 1      |
| 4th South Lambeth (All Saints)                        |                        | 1       | 1    | 1      |
| 1st Streatham Common                                  |                        | 1       | 1    | 1      |
| 2nd Streatham Hill (Christchurch)                     |                        | 1       | 1    | 1      |
| 4th Streatham (Princess Marie Louises Own Sea Scouts) |                        | 1       | 1    | 2      |
| 22nd Streatham  |                        | 1       | 1    | 1      |
| 32nd Streatham (St Bartholomews)                      |                        |         | 1    | 1      |
| 75th North & Central Lambeth                          | Reopening in Sept. '24 |         |      |        |

| Unit Name   |
|---|
| Delta Explorer Scout Unit                             |
| Endeavour Explorer Scout Unit                         |
| Mercury Sea Explorer Scout Unit                       |
| Orion Explorer Scout Unit                             |
| Earheart Explorer Scout Unit (Reopening in Sept. '24) |

| Scout Networks        |
|-----------------------|
| Lambeth Scout Network |

# Wandsworth District

Wandsworth District Scouts was formed in 2011 from three former scout districts and comprises 12 Scout Groups and 4 Explorer Scout units.

Wandsworth Scout District cover the same area as the London Borough of Wandsworth. Groups and Units are based all over Wandsworth - Putney to Battersea, Balham to Tooting, and Earlsfield to Southfields. As part of our 12 Groups they have an air Scout Group and Two Sea Scout Groups.

The District supports the Groups and Units to focus on the needs of young people and aim, through a structured programme of activities, to enable them to become valued members of society.


They do this within a framework that is fun, challenging, adventurous, enjoyable and sociable, not only for their young people but their adults too.

This District is looking forward to opening its first Squirrel Drey in later this year.

They District HQ, The Battersea Scout Centre, is located in SW11

The District also owns a minibus which is available for hire.

## Organisational Units (as of 31<sup>st</sup> January 2024)

|  | Groups | Dreys | Colonies | Packs | Troops | Explorer Units | Networks |
|---|--------|-------|----------|-------|--------|----------------|----------|
| Wandsworth  | 12     | 0     | 11       | 14    | 10     | 4              | 1        |

| Scout Group                               | Section Count |         |      |        |
|---|---------------|---------|------|--------|
|   | Squirrels     | Beavers | Cubs | Scouts |
| 2nd Southwark                             |               | 1       | 1    |        |
| 3rd Southwark                             |               | 1       | 1    | 1      |
| 30th Southwark (St Mary's Own)            |               | 1       | 1    | 1      |
| 4th Balham & Tooting (Holy Trinity)       |               | 1       | 1    | 1      |
| 1st Balham and Tooting King of Siam's Own |               | 1       | 1    | 1      |
| 16th Battersea Sea Scout Group            |               | 1       | 1    | 1      |
| 12th/14th Battersea (West Side)           |               | 2       | 2    | 1      |
| 1st East Putney                           |               |         | 1    |        |
| 4th Putney                                |               | 1       | 1    |        |
| 5th Putney                                |               | 1       | 1    | 1      |
| 9th Southside                             |               | 1       | 2    | 2      |
| 1st Wandsworth                            |               | 1       | 1    | 1      |
| 2nd Wandsworth                            |               |         | 1    | 1      |
| 8th Wandsworth                            |               | 1       | 1    | 1      |
| 11th Wandsworth                           |               | 1       | 1    |        |

| Explorer Scout Units           |
|--------------------------------|
| Battersea Explorer Scout Unit  |
| Explorer Scouts 1              |
| Wandsworth Young Leaders Unit  |
| Wandsworth Explorer Scout Unit |

| Scout Networks           |
|--------------------------|
| Wandsworth Scout Network |





## Places - County Perception Team

Our perception team is responsible for promoting our brand values, delivering positive external communications, publicising scouting's modern vibrant appeal, ensure that our communities know that scouting exists and how their children can access it.

The team also provides advice and guidance to our districts, groups and units on all areas of communication, (internal and external).

This area looks after:

- the way we communicate internally
- our public identity (our brand)
- our county website
- the production of our county magazine, South Circular
- promotion of The South London Scout Centre and camping grounds
- promoting scouting across the county to the general public, other organisations and our local communities

The Perception Team is made up of:

- Perception Team Leader
- Social media manager
- Press manager
- young spokespersons
- Communications Manager





## Places - The Fort Support Team

Our Centre Team is responsible for the day-to-day running and development of the South London Scout Centre

Their centre management responsibilities include:

- The day-to-day management and operation of the centre
- Overall finance and budget control
- Centre administration
- premises policies
- health and safety
- Volunteer support structure
- Centre branding and publicity

Their centre development responsibilities include:

- Overarching operations and project management
- Project finance and budget control
- Project administration – direction of the project and development plan
- Scope of works
- Fundraising campaign
- Communications and marketing
- Membership and stakeholder consultation

### **The Fort Service Team**

Our centre service team help manage and run the centre and ensure that it is well maintained and welcoming for all our visitors and users, so they have an enjoyable and memorable time.

Anyone over 16 years can be a member of our team – students, Explorers, Network members leaders, Supporters, parents of members, retired professionals, or simply those wanting to get involved in something different and rewarding for a couple of hours a week or month etc.

There is no requirement to have been previously involved in local scouting before joining. All that is required is a willingness to volunteer some time to support the running of the centre during busy times.





# Places



Places Team Leader – Jason Hagan



## District Support Team

Jason Hagan  
John Sweeney  
Trevor Quinton



## Perception Team

Communications Manager  
Social Media Manager

David Liddle  
Joseph Shippam  
Alfie Francis  
Hayley Openshaw  
Debbie Jeacock  
Pete Marshall  
Phyl Gunn

Media Development Manager  
Media Development Manager  
Newsletter Editor



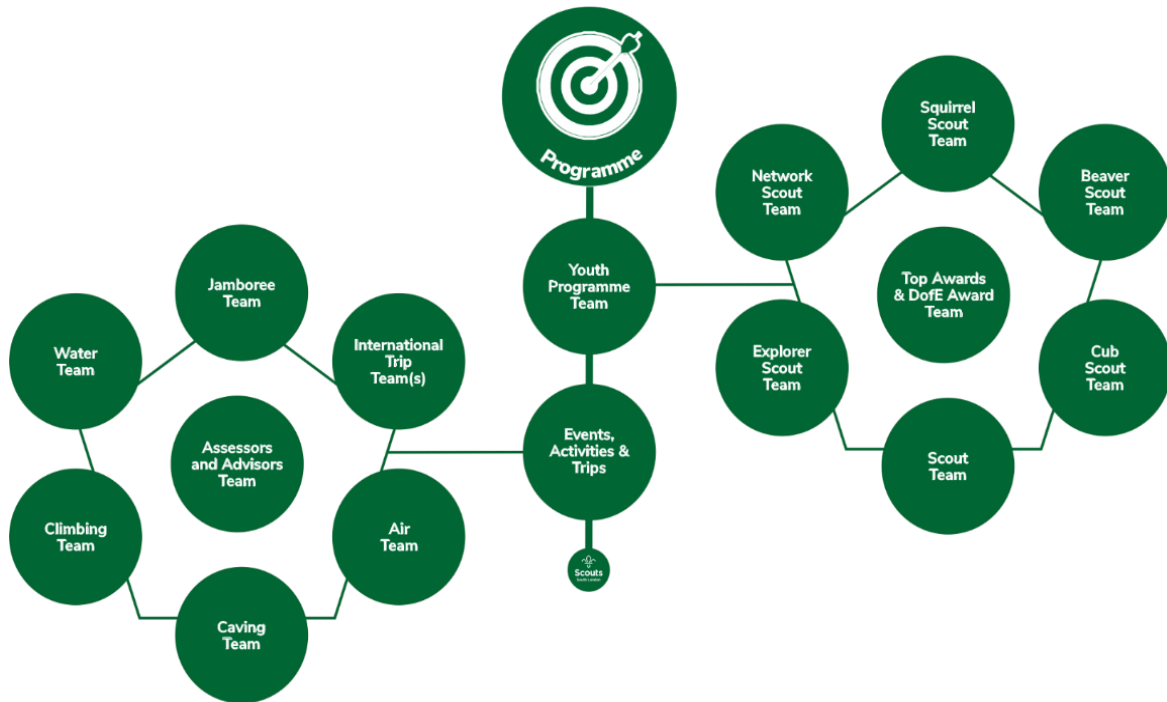
## The Fort Team

Becca Smith  
Martyn Bain  
Dave Hanwell  
Jason Hagan  
Alfie Francis  
Darren Lodge

Gordon Carr  
Matt Butterfield  
Liz Fricker  
Mark Doverty  
Paul Benn



## Programme - Events, Activities & Trips Team



### Assessors and Advisers Team

Our County Adventurous Outdoor Activities Sub-team Leader is responsible for defining and delivering our team of County Activity Advisers, and Assessors for various specialist activities. They also oversee the national [activity permit scheme](#).

Our Adventurous Activity Assessors make sure our volunteers have the skills, experience, and qualifications needed to safely lead an adventurous activity for young people in Scouts.

Assessors can be specialists in certain activities. For example, a paddleboarding Adventurous Activity Assessor can judge if a volunteer has the abilities needed to safely conduct paddleboarding activities for young people in Scouts.



### Visits abroad and International Trip Team

Our visits abroad advisers support our adults through the (often complex) foreign visit process. They make sure volunteers have everything in place for a trip, assisting an application so it meets the criteria to be a valuable and safe experience for young people in Scouts.

Our international trips leadership teams are selected in the run up to the start of any planned trips. The team work together to plan and lead the trip.

International trip teams are normally appointed approximately 2 to 2½ years before the event is scheduled to take place.



### **Water Team**

Our water activities team supports groups and units with activities on the water and occasionally provides opportunities for our groups and units to spend time on the water. The team is made up of people that have an interest in and the relevant qualifications and permits to run water activities.



### **Caving Team**

Our caving team provides opportunities for our groups and units to go caving. The unit is made up of people that have an interest in and the relevant qualifications and permits to run caving activities.



### **Air Team**

Our air team provides advice on air activities and provides a programme of air activities for our groups and units. The unit is made up of people that have an interest in and the relevant qualifications and permits to run air activities.



### **Youth Programme Team**

#### **- Squirrels, Beavers, Cubs, Scouts Explorers & Scout Network**

Our youth programme team oversees and supports the delivery of high-quality programmes for young people. This includes promoting and supporting top awards, and supporting section programmes when activities or events are best done at county scale.



### **Top awards & Duke of Edinburgh's Award Team**

Our top awards team helps explorer scout units across the county pursue top awards, and directly managed canoeing and cycling expeditions. Each month they provide a top awards workshop which is open to anyone that is currently working towards achieving their Platinum, Gold or King's Scout Awards and Duke of Edinburgh Awards.



### **Jamboree Team**

Our jamboree unit(s) leadership teams are selected in the run up to the start of a jamboree cycle. The number of places we are allocated to attend the jamboree is set by the UK contingent team and are based on our previous year's census results for the young people in the age range to attend the event across the county.

The team work together to lead our county jamboree unit(s) (made up of 36 young people and four adults from across our county), to attend the coming World Scout Jamboree.

Our jamboree unit leaders are appointed for approximately a 2½ to 3 year period (approximately a year and a half before the event through to the County AGM following the event).





# Programme



Programme Team Leader – David Liddle



## Section Support Team

|                        |                          |
|------------------------|--------------------------|
| Squirrels Adviser      | Debbie Cohen             |
| Network Adviser (ACCN) | Roe Littlejohns-Hennessy |



## Top Awards Team

|                                 |                    |
|---------------------------------|--------------------|
| Team Leader                     | Marlon Marton-Bell |
| Team Leader                     | Alex Ward          |
| Duke of Edinburgh Award Adviser | Andy Barber        |
| Duke of Edinburgh Award Adviser | Vicki Armitage     |
|                                 | Gavin Firsdyke     |
|                                 | Kate Sturgess      |
|                                 | Loius Pinto        |
|                                 | Joe Dyball         |
| DofE Award Administrator        | Mark Knill         |
| DofE Award Administrator        | Gordon Carr        |



## Air Activities Team

|                         |                  |
|-------------------------|------------------|
| Team Leader             | Currently vacant |
| Air activities bookings | Carol Ivany      |
| Air Activities Adviser  | Henk Vanwelsenes |
| Air Activities Adviser  | Alan Piper       |
|                         | Ian Ford         |
|                         | Dermot Flynn     |
|                         | Hannah Whittaker |
|                         | Ian Piper        |
|                         | Marco Lecca      |



## Caving Team

|  |               |
|--|---------------|
| Team Leader & Caving with no Vertical Pitch Assessor | John Ralph    |
| Caving with Ladders Assessor                         | Alan McBride  |
|  | Paul Fairman  |
|  | Peter Crawley |



## International Team

|             |                  |
|-------------|------------------|
| Team Leader | Jake Sykes       |
| Team Leader | Steph Hutchinson |
| Team Member | Dean Robertson   |
| Team Member | Naomi Norris     |
| Team Member | Matt Butterfield |



## Jamboree Team

To be announced



### Activities & Events Team



### Water Activities Team

|  |                  |
|--|------------------|
| Team Leader / Water Activities Adviser | Alex Ward        |
| Water Activities Adviser               | Jeff Ross-Myring |
| Canoeing Adviser                       | Brian Thomas     |
| Boat Inspector                         | Alex Ward        |
|  | David Liddle     |
|  | Paul Wooten      |



### Activity Advisers and Assessors Team

#### Activity Assessors

#### Activity Advisers

Manager Activity Permit Scheme: Judith Freeman

|   |                  |  |                  |
|---|------------------|--|------------------|
| Power Boating: B2 Waters, C Waters, B1 Waters | Frankie Postles  | Parascending                                     | Judy Freeman     |
| Canoeing                                      |                  | Power Boating                                    | Jeff Ross-Myring |
| Hillwalking Terrain 2 Summer                  | Peter Evans      | Power Boating: B2 Waters, C Waters, B1 Waters    | Frankie Postles  |
| Narrow Boating: B1 waters, C waters           | Jeff Ross-Myring | Power Boating: B2 Waters                         | Richard Hunt     |
| Archery with compound bows                    | Alan Gregory     | Rafting (Traditional): B1 Waters                 | Richard Hunt     |
| Assessor for Archery without compound bows    | Barry Goswell    | Kayaking: River B1 Waters, Open Inland B1 Waters | Richard Hunt     |
| Caving with no Vertical Pitch                 | John Ralph       | Canoeing: River B1 Waters, Sea B1 Waters         | Richard Hunt     |
| Caving with Ladders                           | Alan McBride     | Water Activities                                 | Jeff Ross-Myring |
|   |                  | Water Activities                                 | Alex Ward        |
|   |                  | Supporter of Nights Away Permit Scheme           | John Sweeney     |
|   |                  | Supporter of Nights Away Permit Scheme           | Judith Freeman   |
|   |                  | Nights Away                                      | Jim Pitts        |
|   |                  | Archery with compound bows                       | Alan Gregory     |
|   |                  | Archery without compound bows                    | Barry Goswell    |
|   |                  | Hillwalking Terrain 2 Summer                     | Peter Evans      |
|   |                  | Caving with Ladders                              | Alan McBride     |
|   |                  | Duke of Edinburgh Award Adviser                  | Andy Barber      |
|   |                  | Duke of Edinburgh Award Adviser                  | Mark Knill       |
|   |                  | Air Activities Adviser                           | Henk Vanwelsenes |
|   |                  | Air Activities Adviser                           | Jim Pitts        |
|   |                  | Air Activities Adviser                           | Judith Freeman   |



# Governance Team

Our governance is an important part of the day-to-day running of our county and exists to support the County team in meeting its responsibilities.

Our Trustee Board acts in our County's (the charity's), best interests, acting with reasonable care and skill and take steps to be confident that:

The county is:

- well managed
- carrying out its purposes for the public benefit
- complying with the policy, organisation, and rules of The Scouts, our charity governing documents, and UK charity law
- managing our resources responsibly

## Governance structure

The members of the county trustee board are appointed in accordance with the current edition of the Policy, Organisation, and Rules (P.O.R.) of The Scout Association. The county chair, county lead volunteer, and county treasurer are ex-officio members of the county board of trustees. Other members are elected or appointed at the county annual general meeting. The members of our county trustee board, who are our trustees, met on average six times a year.

The board membership is set-up to ensure that the interests of the County Scout Council are represented, and balanced. It also serves to broaden the membership of the trustee board – possibly to bring in people from other parts of the local community.

Other people deemed appropriate for the County Trustee Board's current business may be invited to attend a meeting at the chair's discretion.

The board currently has three sub-committees to assist with its responsibilities.



### Finance Sub Committee

The Finance sub-committee has devolved operational responsibility for financial management on behalf of the county board of trustees and makes recommendations on appropriate financial management controls to the trustees. The county treasurer is the trustee with day-to-day responsibility for financial management, acting on behalf of the county trustee board. The board receives their reports and then considers their proposals and actions their recommendations as necessary.



### Staff Support Sub Committee

The Staff support sub-committee provides support and guidance to the board to ensure our trustees act as a responsible employer, in accordance with scouting's values and relevant legislation. They support the development and provision of staff policies and employment details. They also provide support to the County Lead Volunteer to ensure that effective line management is in place for our employed staff.

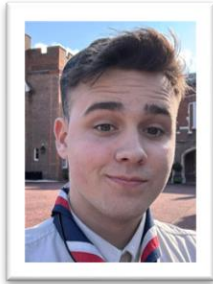


### Trustee elections selection panel

Our Trustee elections section panel ensures that our county trustee board runs an open selection process when recruiting new trustees.

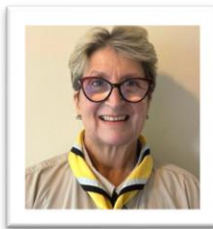
This includes advertising trustee vacancies to try and reach a wider range of potential applicants and the selection of the best applicants to go forward for election at the County AGM for relevant trustee positions.

# Our County Trustee Board



## County Chair

Alfie Francis



## County Lead for South & South East London Scouts

Judith Freeman



## County Youth Lead

Joseph Shippem



## County Treasurer

Time Birse



## 18 – 24 member

To be announced

## Board Members



Russell Zapple



Cheryl Stonebridge



Jason Hagan



Russell Jones



Ben Emson



Bill Gunn



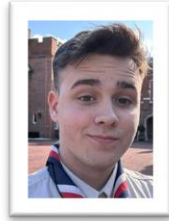
Martyn Bain

*Our County Team is still in the process of coming together.  
Our apologies for any errors or omissions.*





# Governance Team



Alfie Francis – County Chair



## County Trustee Board

|                                   |                    |
|-----------------------------------|--------------------|
| Chair                             | Alfie Francis      |
| County Lead                       | To be announced    |
| County Youth Lead                 | Joseph Shippam     |
| Treasurer                         | Tim Birse          |
| Minutes Secretary (not a trustee) | Chris Russell      |
| Trustee                           | Russell Zaple      |
| Trustee                           | Martyn Bain        |
| Trustee                           | Cheryl Stonebridge |
| Trustee                           | Bill Gunn          |
| Trustee                           | Jason Hagan        |
| Trustee                           | Ben Ensom          |
| Trustee                           | Russell Jones      |
| Trustee (18 to 24)                | To be co-opted     |



## Finance Sub-committee

|                  |               |
|------------------|---------------|
| Matt Butterfield | Becca Smith   |
| Alison Bruce     | Martyn Bain   |
| David Goodwin    | John Sweeney  |
| Jake Sykes       | Russell Jones |
| Gwyn Muckelt     | Darren Lodge  |
| Tim Birse        | Gordon Carr   |

## Greater London South East County

### Caretaker trustees

charged with the sole responsibility of closing the GLSE charity

Appointed 3<sup>rd</sup> June 24

Appointments end by 3<sup>rd</sup> June 25,  
or as soon as the charity is close

|             |              |
|-------------|--------------|
| Russ Zaple  | Gwyn Muckelt |
| Luke Cashin | Tim Birse    |



## Presidency Team

|                         |                 |
|-------------------------|-----------------|
| County President        | To be appointed |
| Vice President          | Howard Strong   |
| Vice President          | Linda Hurford   |
| Vice President          | Gordon Carr     |
| Vice President          | Roger Cooke     |
| Vice President          | Mike Jackson    |
| Vice President          | Peter James     |
| County President (GLSE) | Graham Cole     |



### **Staff Support Sub-committee**

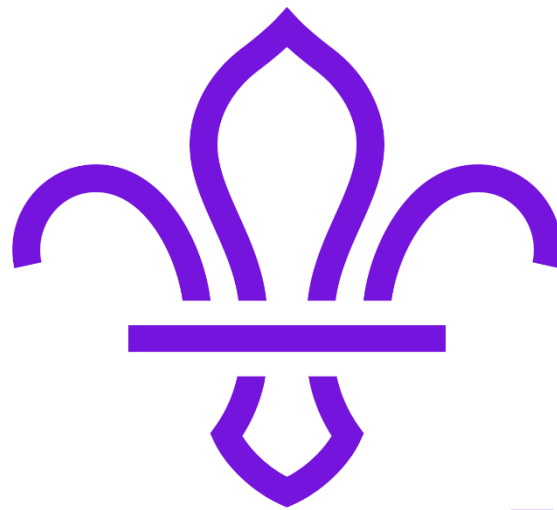
Becca Smith  
Paul Cosgrove  
Martyn Bain

Jason Hagan  
Ben Emson  
Russell Zaple



### **Trustee Elections Selection Panel**

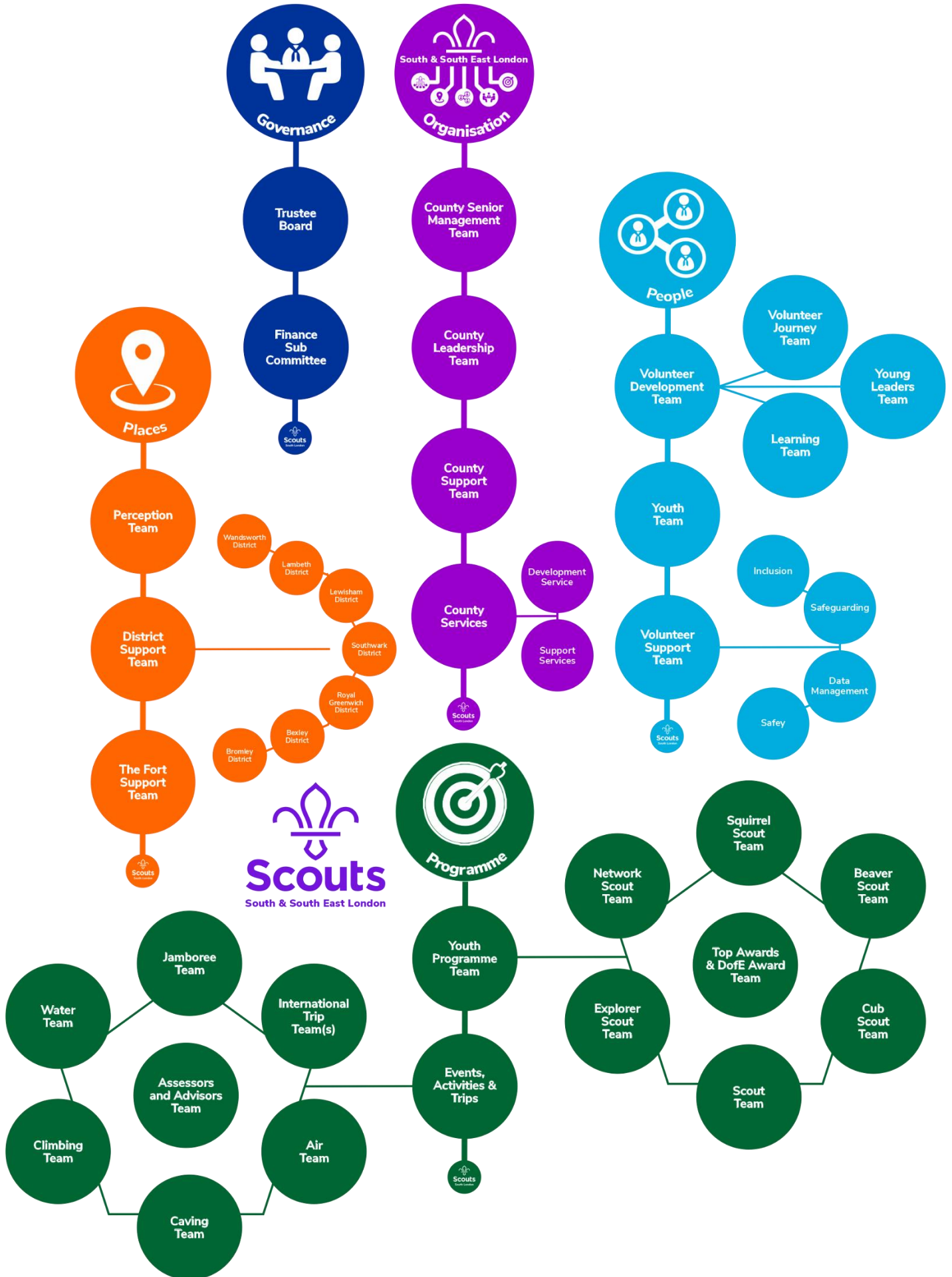
Appointed as required



# **Scouts**

## **South & South East London**

# How our County Team fits together



# Our overarching approach

If we are to achieve such an ambitious and bold agenda, we need to be clear on the principles that will define our way of working, these are:

## Results-focused

Our ambitious but realistic goals have been identified and agreed. Our adults will be supported to work towards these goals so that we can unlock our collective power.

## Partnership and collaboration

We make a greater difference when we work with people across society. Effective partnership working is essential if we are to extend our reach and impact.

## Evidence-driven

We build a body of evidence to prove what is working as we work towards our goals. We demonstrate the impact we make on people's lives both young people and adults. We do this to truly be understood by wider society evidencing our relevance and impact.

## Sharing and celebrating successes

We achieve more by sharing best practice and celebrating successes. We find new ways of ensuring we are learning from each other and recognising best practice.

## Innovation

Scouting began with a single, inspired idea and we haven't forgotten the power of innovation. Fresh thinking is the way we help achieve our ambitious aims. We encourage new thinking to stimulate creative solutions to age old challenges.

## Youth shaped

We empower young people to drive decision-making this stimulates new thinking and enables us to stay in touch with a fast-changing world.

## Using digital technology

It is an inescapable fact that we live in a digital world. That's why we collectively embrace technology to help make the way we scout (as volunteers), easier, more efficient and less time consuming. We also seize the opportunities digital technology offers us to reach new communities, share and debate our ideas, communicate and generally make volunteering easier.

## Monitoring

Our goals are the 'property' of the whole county. However, the county trustee board, county leadership team, and county development & volunteer support service work together to ensure that our plans are implemented as effectively as possible.

## Our commitment

We support our goals and plan by continuing to invest in the support provided by our development & volunteer support service, the facilities and resources needed to ensure that the programme we offer is second to none, that recruitment and retention of adults and young people meets, if not better, national averages and ensure that we embed sound financial management of county resources to maintain the reserves necessary for our long-term benefit.

# Everyday Adventure and skills for life! Scouting: for 4 to 25 year olds

Fun, challenge & adventure.  
All in a day's work for a  
Scout!

Become a  
Scout



Volunteer  
with us



Our  
Centre –



Volunteer  
Support



## [southsoutheastlondonscouts.org.uk](https://southsoutheastlondonscouts.org.uk)

Visit our members area to find out about our:

Latest communications

Adult learning programme

Trustee Board toolkit

Recruitment resources

Resources to help you plan nights away

Programme ideas

Tools and resources to help you plan and succeed

## and much, much more..!





## Easy to organise weekend adventure



With wonderful facilities and easy access to local transport connections, the South London Scout Centre is a great way to explore central London.



**15 minutes by  
train from  
central London**



[www.southsoutheastlondonscouts.org.uk/our-centre](http://www.southsoutheastlondonscouts.org.uk/our-centre)