

**1<sup>st</sup> Hatherley Scouts, Registered Charity number: 1025077**

**Business & Community Plan**

**Summary**

We are part of the UK's biggest charity mixed youth organisation. We change lives by offering 6- to 25-year-olds fun and challenging activities, unique experiences, everyday adventure and the chance to help others so that we make a positive impact in communities. To develop the spiritual, physical and mental wellbeing of the young people. A diverse organisation that recognises different backgrounds, skills, attitudes and experiences that bring fresh ideas and perceptions.

Scouts helps children and young adults reach their full potential. Scouts develop skills including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness and commitment. We help young people to get jobs, save lives and even change the world.

Established for 62 years in the same location currently with 152 members that has been consistently full with a waiting list. During that time we have increased groups and nights to increase number of young people supported. All of this is underpinned by the great work of the 16 leaders, parent helpers, 10 committee members, all on a voluntary basis to support the Scout Groups objectives.

In recent years scouting has moved away from being an all boy movement to an inclusive movement including girls, this trend is reflected in 1<sup>st</sup> Hatherley Scouts. This inclusiveness extends to all sections of the community and again is reflected in 1<sup>st</sup> Hatherley Scouts.

In the last year alone the young people at 1<sup>st</sup> Hatherley have participated in and achieved badges in over 50 different disciplines, many of which have different achievement levels:

BEAVERS: Explore, Adventure Challenge, Explore, Adventure Challenge, Global Challenge, Promises Challenge, Creative, outdoor challenge, Jott, Healthy eating, Fitness Challenge, International, Friendship Challenge, night away Stage badge, Hikes Away stage badge, swimmer Stage badge, emergency aid stage badge, I.T stage badge.

CUBS: Physical Recreation, Personal safety, Air Activities, communicator, Cyclist, Hobbies, Scientist, Hikes Away stage badge, Emergency Aid, Night away stage badge, Community Challenge, Creative Challenge, Promise Challenge, Fitness Challenge, Road Safety, Home Help, Outdoor Challenge, Map Reader, Navigation, Global Challenge, Camper, swimmer Stage badge, emergency aid stage badge, I.T stage badge.

SCOUTS: Hikes Away stage badge, Night away stage badge, Swimmer Stage badge, Emergency aid stage badge, I.T stage badge, Adventure Challenge, Global Challenge, Outdoor challenge, Jott, Fitness Challenge, Pioneering, Fitness Challenge, Road Safety, Home Help, Outdoor Challenge, Map Reader, Camper, Camper challenger.

In each area below we highlight, for brevity, 3 of the badges achieved that demonstrate how scouting supports the focus area.

## Focus Area 1: Enhancing & Protecting Our Environment -

- Overview: Scouting has always had an active and passionate association with the outdoors and a strong track record on enhancing and protecting it. Whilst below we have only highlighted 3 of the badges from the badge titles in the above summary it can be seen how central enhancing and protecting the outdoors is to scouting, this is best illustrated by our Chief Scout Bear Grylls.

Badges	Badge Criteria	Activity Evidence
Explore	Visit and explore an area in your local neighbourhood, these could include: <ul style="list-style-type: none"> <li>• The seashore;</li> <li>• Forest or park</li> <li>• Woodland</li> <li>• Town</li> </ul>	<ul style="list-style-type: none"> <li>• Decide what or where to explore.</li> <li>• Think about what you expect to find.</li> <li>• Go on the exploration.</li> <li>• Tell others in the Colony what you have discovered.</li> </ul>
Outdoor Challenge	Must complete four activities, at least one from each area. <ul style="list-style-type: none"> <li>• pack a healthy picnic meal</li> <li>• know what to put in your rucksack for a day visit. This could be a cagoule, drinks, lunch and waterproofs etc</li> <li>• help put up a tent.</li> <li>• go on a visit to a place of interest. This could be a park, campsite, activity centre, historic building, beach or similar</li> <li>• visit a Cub Scout Pack holiday or Scout camp.</li> <li>• take part in an outdoor activity. For example, swimming, climbing, grass sledging,</li> </ul>	Troop leaders oversee activities and log completion of activities. Evidence has included: <ul style="list-style-type: none"> <li>• Local walks,</li> <li>• canal boating,</li> <li>• camps,</li> <li>• learning the wildlife code</li> </ul>

	<p>treasure hunt, canal boating etc</p> <ul style="list-style-type: none"> <li>• attend a Sleepover</li> <li>• learn and use two knots</li> <li>• follow a laid-out trail</li> </ul>	
Conservation Badge	<p>Find out about an environmental issue that is important to your local community. Examples include:</p> <ul style="list-style-type: none"> <li>• recycling</li> <li>• energy efficiency in the home</li> <li>• water conservation</li> <li>• local conservation groups</li> <li>• water or air pollution</li> </ul>	<p>Take part in a Troop activity that improves local conservation. Examples include:</p> <ul style="list-style-type: none"> <li>• recycling</li> <li>• conservation</li> <li>• Litter picking</li> <li>• Promotion of car sharing on camps</li> </ul>

## Focus Area 2: Arts & Culture

<ul style="list-style-type: none"> <li>• Overview: The scouts at 1<sup>st</sup> Hatherley regularly attend outing to improve the arts &amp; culture experience &amp; awareness. These include: Church visits, museums, space museum Leicester, rail museum Swindon, air museum Cosford</li> </ul>		
Badges	Badge Criteria	Activity Evidence
Creative	<p>To gain this badge, Beaver Scouts must complete the following:</p> <ul style="list-style-type: none"> <li>• Explain or know about a creative activity.</li> <li>• Take part in the creative activity.</li> </ul>	<p>Examples of creative activities include:</p> <ul style="list-style-type: none"> <li>• putting on a show or form of entertainment</li> <li>• making a mobile, origami shapes, a model</li> </ul>

	<ul style="list-style-type: none"> <li>• Tell the Colony about the activity.</li> </ul>	<p>out of clay or plasticine</p> <ul style="list-style-type: none"> <li>• a painting or drawing or doing conjuring tricks</li> </ul>
Hobbies	<p>Options:</p> <ul style="list-style-type: none"> <li>• Take up a hobby or interest for which you do not already have an activity badge.</li> <li>• Make a collection or study of objects over an agreed period. Examples are stamps, metal badges, teaspoons or bookmarks.</li> </ul>	<ul style="list-style-type: none"> <li>• Keep a record of involvement for a period agreed with a member of the leadership team.</li> <li>• Talk to a group about the collection or study chosen. Explain the reason for the choice</li> </ul>
Creative Arts	<p>Demonstrate involvement and improvement in a chosen creative activity. Show improvement over a period of time and show evidence of this improvement in a suitable form.</p>	<p>Perform or exhibit work completed over a period. Examples of possible activities might be:</p> <ul style="list-style-type: none"> <li>• Art</li> <li>• Photography</li> <li>• Cooking</li> <li>• Writing</li> <li>• Model making</li> <li>• Any other creative activity agreed by the leadership team</li> </ul>

### Focus Area 3: Strengthening our Community

<ul style="list-style-type: none"> <li>• Overview: As we support young people we are inclusive policy across physical and mental disabilities, ethnicity, boys &amp; girls</li> <li>• We have an open policy to waive fees for families in hardship</li> <li>• Promotion in leadership skills, scouts to leader to Duke of Edinburgh</li> <li>• We have expanded our catchment area, multiple feeder schools c8</li> </ul>		
Badges	Badge Criteria	Activity Evidence
Friendship Challenge	<p>Caring for others</p> <ul style="list-style-type: none"> <li>• know what to do in an emergency, including calling 999</li> <li>• understand how to change simple activities to cater for all needs</li> </ul> <p>People far away</p> <ul style="list-style-type: none"> <li>• find out about four different aspects of life in another country. For example: national costume, food, currency or climate etc</li> </ul> <p>Meeting other people</p> <ul style="list-style-type: none"> <li>• find out about the job or interest of someone in their community, such as a religious leader, dentist, a musician etc</li> </ul>	<p>Caring for Others:</p> <ul style="list-style-type: none"> <li>• take part in an activity to help the elderly/community</li> <li>• raise funds for a good cause.</li> </ul> <p>People far away</p> <ul style="list-style-type: none"> <li>• as a Colony, create a link with another Colony or similar in a different country.</li> </ul> <p>Meeting other people</p> <ul style="list-style-type: none"> <li>• arrange a visit to or from someone who serves the community. For example - a police officer, lifeboat crew, coastguard, fire fighter etc</li> </ul>
Community Challenge	<p>Area 1 - Exploring the local community</p> <p>Explore one aspect of how the local community works and is organised to the benefit of its members.</p> <p>The project should include some factfinding, a visit to or from a community facility or group and some</p>	<p>Area 1 - Exploring the local community</p> <p>For example: visits to see the workings of a theatre, tourist attraction, railway station, airport, local industry; chances to meet people involved in local government, charities, faith groups, interest groups; opportunities to hear about or take part in community traditions or</p>

	<p>form of report back.</p> <p>Area 2 - Community service</p> <p>Take an active part in some form of local community service totaling at least six hours. The time may be spent doing a number of different projects or by showing commitment to a single project over a longer period of time.</p>	<p>customs, local clubs and interest groups.</p> <p>Area 2 - Community service</p> <p>For example: running a fund-raising stall or game, delivering leaflets, clearing an area, gardening, collecting materials for recycling, helping with activities for younger children, moving furniture, clearing debris, painting fences, environmental projects.</p>
Home Help	<ul style="list-style-type: none"> <li>• Under adult supervision, cook a simple one-course meal.</li> <li>• Lay a table and serve a simple meal. This can be done with requirement number one.</li> <li>• Wash up afterwards and show how to clean a saucepan or similar cooking utensils, cutlery, glassware, etc. This may include loading and unloading a dishwasher.</li> <li>• Under adult supervision, wash and iron your Group scarf.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide an evidence diary of the activities and how you completed them</li> </ul>

#### Focus Area 4: Financial Management

As advised earlier in document, 1st Hatherley Scouts have been operating for 62 years at the same base and have formed strong links with the community and local schools during that time. As a group, we actively participate in fund raising activities such as Montpellier Fiesta (run by Cheltenham Borough Council), District Fete & Fun Day, bag packing in local supermarkets, Chocolate Tombola's in local schools (in their Summer & Christmas fayres), pudding nights within the Group, Recycling of clothes and other ad hoc fundraising arranged by the individual sections which not only increases the Group funds but also provides a sense of responsibility, belonging and community participation for the young people involved in the Scouting Movement.

Our current financial position is very secure - due mainly to fund raising as indicated above - and also through a period of time when we were able to rent out the premises to a local playgroup (Piccolo Bears) when they had to vacate their original location at short notice. Sadly, the playgroup had insufficient numbers to be economically viable long term, but the agreement did offer them a suitable location and provide us with an invaluable buffer for our own funds.

We provide a facility for the district Guides in which they are able to store their clothing, badges etc and we charge them a small fee for use of the premises as a Guide "shop" on one Saturday a month during term time.

Currently we have £7539 in a Post Office National Savings account and £14929 in our bank account. In addition to these amounts, each section holds their own petty cash bank account from which they budget for activities, badges, materials etc needed to provide the many and varied activities / outings for their section.

The current cost for the children / young people is £28 per term. Of that, £8 is retained by the section leader (for activities etc) and the remaining £20 is paid into the 1st Hatherley Scouts main account. We have been able to maintain that subscription cost for a while now, due to the contribution from fund raising activities within the Group.

**Inclusive:** We are aware that finances have and continue to be a struggle with most families and so have purposely strived to keep subscriptions as low as possible. We will and have reduced/waived the cost of this subscription if a family has severe hardship, as our aim is to improve the lives of young people and promote inclusion. Decisions on this are generally made by the Section Leader in conjunction with the committee if necessary. Currently we do not have any children / young people who are attending at a subsidised rate and we have a waiting list for all sections - which indicates that the £28 per term seems to be an affordable figure for families.

Our finances as shown above would indicate that we have quite a large surplus of funds available, but there are certain payments that we need to make each year and these are due to be paid within the next 6 weeks.

Unfortunately I do not yet have exact figures as not yet received, but the insurance cost for the group last year was £2087 and I would expect that figure to increase this year. This will need to be paid in March.

We also have to pay £34.90 per person per annum to the Cheltenham District Scouting Association. This subscription is payable by all Scouting units within the Cheltenham district and is based on numbers submitted by Groups in their annual census. We currently have 152 members so £5304 will need to be paid by mid March 2014.

We have also had to replace 3 of our Group tents at a cost of £1380 and this payment has not yet been taken from our account. Unfortunately, equipment that will last does tend to be expensive and despite ensuring that all equipment is well maintained, we do have to check and replace items each year.

Ignoring other ongoing costs such as heating, electricity and water, this gives a figure of £13,697 as available funding, however this is also to cover contingency funds for the ageing building.

The current premises of 1st Hatherley Scouts have been in use for a considerable number of years now and there are certain areas that are in need of improvement / updating. We have been fund raising over the years to ensure that we had sufficient funds should we need to look at relocating when the lease on the land ran out. The income of approx £4900 from Piccolo Bears Playgroup in 2011/2012 significantly helped with this as that was far in excess of what we would have been able to raise through fundraising alone and has provided an additional cushion of financial security to the Group.

Now that the lease has been renewed, we will be able to utilise some of our funds to carry out improvements without the concern that we would be paying out for works that would not be of benefit to the Group if we had to relocate.

We always use local tradesmen for any work needed on the building and for any other items required (i.e. printing) as we believe that we need to integrate fully and support local businesses in the community. We are very fortunate in that within our Group we have several parents who either work for or own companies that will provide their services either at a discounted rate or free of labour charge. Providing these companies have the correct accreditation needed to carry out the works, we are very grateful to them as that enables us to retain funds for other purposes and we usually reciprocate by acknowledging their work in the Group newsletter.

Last 3 years:



yr end  
2010-2011a.xls



yr end 2011-12.xls



yr end 2012-13.xls

### **Focus Area 5: Strengthening our Economy**

- Overview: by working towards and achieving the range of scouting badges identified we believe the young people who leave scouting are better equipped and prepared to be more responsible and active members of the economy, primarily through increasing their employability
- In addition 1<sup>st</sup> Hatherley Scouts supports local business through: short term rentals to local playgroups; used by local charities for jumble sales; always use local traders; participate in local school fairs; loan of tents to local schools & council run activities e.g Winston Churchill fun day

Badges	Badge Criteria	Activity Evidence
IT Badge	<ul style="list-style-type: none"> <li>• Design an integrated system using a number of pieces of software that, for example, a small company would need, such as a database, letters, invoices etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Produce an 'internet guide' for children of a younger age.</li> <li>• Produce a list of websites that would interest other Members of The Scout</li> </ul>



	<ul style="list-style-type: none"> <li>• Design a website that has a series of pages and which includes links to other sites of a similar nature.</li> <li>• Reflect critically on the impact of IT on your own life and that of others - consider political, social, ethical, economic, moral and legal issues.</li> </ul>	<p>Association in the same section as you.</p>
<p>Aviation Skills</p>	<ul style="list-style-type: none"> <li>• List the main types of aircraft and identify the parts of an aeroplane.</li> <li>• Identify 12 aircraft in use today from pictures or in flight. These must include at least two civil commercial aircraft, two military aircraft and two light private aircraft.</li> <li>• Explain how wind speed and direction are measured and how weather can affect various air activities. Demonstrate how to obtain a local forecast for an air activity.</li> <li>• Understand the phonetic alphabet, explain why it is used and demonstrate its use.</li> <li>• Demonstrate ability to trim a suitable model glider to perform a straight glide, stall and specified turn. Explain the relationships between lift, drag, thrust and weight.</li> </ul>	<p>Choose one of the following activities:</p> <ul style="list-style-type: none"> <li>• Fly in a light aircraft or glider as a passenger and know the rules in Policy, Organisation and Rules relating to flying.</li> <li>• Help to organise a visit to an airfield or place of aviation history for a group of Scouts. Explain to your assessor what you would need to tell the Scouts prior to the visit.</li> <li>• From the list of Aviation Skills training activities complete a further six items taken from at least four different sections</li> </ul>
<p>Chef Badge</p>	<ul style="list-style-type: none"> <li>• Discuss how and where to shop for food and how to transport it.</li> <li>• Demonstrate proper storage and cooking. This should include knowledge of hygiene in the kitchen and how to prevent food poisoning.</li> <li>• Create a menu for a three-course meal for two to four people, to include the following menu items:</li> </ul> <p>two cooked dishes; a cake or pastry dish; two sauces such as Mornay, apple, curry, mustard,</p>	<ul style="list-style-type: none"> <li>• Cook and serve this menu, demonstrating the necessary preparation and serving skills.</li> <li>• Plan a full balanced menu for a small group of Scouts for at least one weekend. Discuss the choices made, assuming full kitchen facilities are available</li> </ul>

parsley, chocolate, custard etc

**Focus Area 6: Access for Children - improving the life chances of children and young people**

**Overview:** The young people involved in these badges undertake activities which strongly align to Every Child Matters. Here are outlined 3 examples of these badges, following this is a response on the Every Child Matters focus areas

Example Badges	Badge Criteria	Activity Evidence
Adventure Challenge	Take part in three different activities, ideally on separate occasions e.g.: Exploring a town or area you don't know; Planning and undertaking a journey by public transport.	<ul style="list-style-type: none"> <li>• Know the safety issues involved and understand the use of any equipment needed for the activity.</li> <li>• Show an awareness of environmental issues around the activity (such as erosion at popular climbing areas).</li> <li>• Know about further opportunities to take part in the chosen activities.</li> </ul>
Global Challenge	Choose and investigate an international issue e.g.: trade; health; conflict; refugees; tourism; homelessness; poverty	<ul style="list-style-type: none"> <li>• Show an understanding of the issues involved.</li> <li>• Take some action as a result of research.</li> <li>• Compare how the issues affect the UK and countries overseas.</li> <li>•</li> </ul>
<ul style="list-style-type: none"> <li>• Fitness Challenge</li> </ul>	Choose a physical challenge which is new or which builds on an earlier achievement e.g.: an athletic event, a charity swim, a long distance cycle ride, a pool life-saving test or a long distance challenge hike.	<ul style="list-style-type: none"> <li>• Spend between four and six weeks preparing for the event, through an agreed programme of activity or training.</li> <li>• Show an understanding of the importance of a sensible and appropriate diet and the need for sufficient sleep.</li> <li>• Be able to explain the dangers and harmful effects of smoking, alcohol and drugs.</li> <li>• Successfully take part in the chosen physical challenge.</li> </ul>

**EVERY CHILD MATTERS**

## Be Healthy

- Visit by a dietary nurse to explain a healthy eating and a get fit exercise regime spread over several weeks culminating by earning a fitness badge.
- Badges - Sport Enthusiast, Hikes Away 1-5 Stages
- Organised activities/ exercise promotes healthier mental wellbeing
- Discipline within a structured framework will prepare the young person for the demands of a working life and adulthood.

## Stay Safe

- Personal safety covering hazards in the home.
- Being taught road safety (The highway code) and making sure that their bicycles are maintained in a safe condition.
- Badges Emergency aid stages 1-5.
- Focusing on anti-bullying and anti-racism, acceptance of different race, sex and disabilities within the group.

## Enjoy & Achieve

- The joy of belonging to a worldwide brotherhood of scouting and the opportunity to try a variety of different activities. This is reflected in the number of badges that are available to achieve at all ages.
- Range from, Map Reading, Navigation, Home Help, Sports, Camper, Outdoor Challenge. There are over 50 throughout beavers, cubs and scouts.
- The young people have had the opportunity to attend camps in Adelboden Switzerland ,Bourton on the water, Cirencester, Cranham county camp site, with several camps planned such as Brownsea Island, Newent, Gloucestershire, Horley Oxfordshire, Canal boat on Coventry canal,
- Sleepovers at Cirencester, Cranham, Bourton on the water, Forest of dean.

## Making a positive contribution

- We have worked with Asda - litter-picking Hatherley Park.
- Raised funds for The British legion poppy day appeal.
- Working with the local community - Christmas post, clearing snow for the elderly, litter picking. This name's but a few of the contributions that Hatherley Beaver, Cub and Scout groups have made within the community - local and otherwise.

## Achieving economic well being

- Constant stream of training opportunities which develop at each level and progressively become more difficult - such as the various staged Badges. In some cases this can culminate to such a standard that the participant becomes an instructor.
- This can also lead to the young person becoming an approved leader within the scouting body. which will turn prepare the young person for future employment opportunities.
- Organised groups such as this also promote
  - self confidence
  - independence
  - flexibility
  - creative thinking
  - risk-taking