

Board Update #10 - December 2019

Dear Member, in this issue you'll find updates on:

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Scouting Ireland Assembly, November 2019 - *Change Begins Here*

A very successful National Assembly was held on the 16th of November (10.00-16.00 Saturday) in the Tullamore Court Hotel.

The EGM was held in the first part of the morning where Fionán Lawlor & auditors Grant Thornton spoke to the accounts and Pat Kidney spoke on behalf of the Board regarding the moral decisions in relation to the provision for HCSA. Paul Mannion answered some questions on the accounts previously submitted and the Board also addressed a number of other questions including a question regarding the long-term strategy in relation to Mount Melleray.

The governance presentation was delivered by Adrian Tenant Chairperson of the Board and Rory Nevin member of the Transition Sub-Committee, detailing what the new structure looks like and how far we have progressed with appointments. Adrian then led a Q&A on the RTÉ Investigates program and Historical Child Sex Abuse in our legacy organisation.

Following a number of workshops there was a presentation from the Moot 2021 team of their video and an introduction to the Programme Core Team by Richard Scriven (Core Team chair) and the Department Manager, Karol Quinn.

We have recorded a number of questions & answers related to these topics on a separate document [HERE](#)



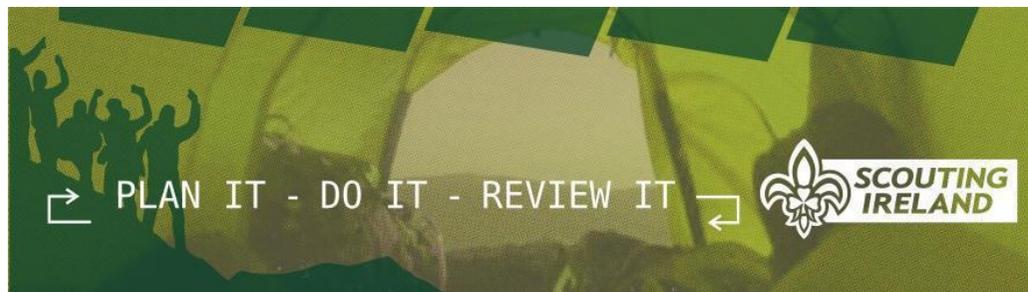
ASSEMBLY 2019

Developing a Strategy for Scouting Ireland

Scouting Irelands new Strategic Plan for 2020 – 2023 will be published in early 2020. This plan is likely to be one of the most important strategic plans Scouting Ireland will have ever considered due to the changes and challenges this organisation continues to face.

Material from a Board/Staff day facilitated by Philip Isard of Quality Matters has been gathered and collated since the last update, and is now being analysed. This builds on the response to the first stage of our consultation where our members, youth, adults and parents engaged in online surveys to help shape our new Strategy 2020-2023. Interviews with key external stakeholders are complete. Further, Quality Matters have also engaged with the Board of Directors and staff in the meantime to further explore our new strategic goals.

We are very excited to publish our new strategic plan and look forward to shaping our organisation in line with it.



CEO Recruitment

We reported on the recruitment of Anne Griffin as the new Chief Executive Officer in our last bulletin and there has been direct communication on this to groups. Anne will begin working with us in January and formally take up her role as CEO in February 2020. Some of you may have had the opportunity to meet Anne at the recent assembly in Tullamore. Where she came to meet members and observe our assembly.



The current CEO, John Lawlor, retires at the end of February and the Board wishes him well in his well-earned retirement.

Board Review, Rotation and Co-Opted Update

Unfortunately, we must say good bye to a colleague of ours. Brian Smith, a director of Scouting Ireland, has decided to resign from his position as a director of the board of Scouting Ireland due to personal reasons. Brian would like to express his thanks for all of the support and encouragement received from his family, friends and further afield since deciding to put his name forward in summer 2018. Brian would further like to convey his continuing support for and confidence in the leadership of our organisation to guide us along the journey ahead.

The Board of Scouting Ireland would like to thank Brian for his contribution and wish him the best in all his future endeavours.

Last month 5 candidates for the Co-opt positions on the board were interviewed following a recruitment process led by BoardMatch Ireland. Following this process two candidates will join the Board in January. These are Mr Donal Lawlor and Ms Lorraine Lally. It can be assured they will be excellent Directors and great additions to the team. Both bring a vast array of experience and knowledge in specialist areas that are needed in order to serve the membership more effectively. The announcement of these directorships can be found [here](#).

The Board identified competency gaps within the current Board through self – and peer – assessment with the direction of external professional support to ensure that the board candidates identified for election are selected to meet these gaps. This will inform the selection process for the next set of directors to join the board in April 2020.

A number of directors will stand down at the next AGM as per rotation clauses in the Articles of Association. As a result, new Directors will be required to step up and fill these positions. Details of the nomination, selection and the election process will be communicated with the membership in the New Year. The Board hopes that all

Scouters who feel that they have something to contribute at Director/Trustee level will put themselves forward and help continue the transformative work of the past 14 months.

AGM 2020

As we move toward the New Year we once again start to think of the Annual General Meeting of Scouting Ireland. This will be held on the 25th April 2020.

Moving towards the AGM groups will be invited to submit motions to the Motions Committee for consideration, and to nominate candidates for election to the Board of Directors. There will be four vacancies for election caused by the rotation of directors under Article 35 of the Articles of Association of Scouting Ireland/Gasóga na hÉireann.

Formal notices will be issued after Christmas detailing the exact procedure for submitting motions/nominations click [here](#) for further information.

Transition



Transitioning from the old structures to the new structures is well underway. Sub Committees (Governance; Compliance, Health & Safety; Transition; Quality of Scouting and Financial Audit & Risk) have been established and are meeting. Under both corporate and charity governance best practice, the board of directors should have a strong oversight and strategic role, with organisational development and policy formation delegated to subcommittees.

In order to streamline the flow of information and communication, the chair of each subcommittee will be held by a Board member. Subcommittees are responsible for

policy formation and development, with suggestions and recommendations brought to board meetings for consideration and/or approval.

This also improves the efficiency of board meetings, allowing them to discuss and weigh up proposals rather than spending all their time formulating ideas. The two other Sub Committees (Nominations & Remuneration and Safeguarding) will be completed in the New Year. Departments have been set up and Department Managers are in place. It falls to our CEO to implement the decisions of the board. In accordance with best governance practice and compliance, this is completed and monitored by operational departments managed by professional staff. Departmental Core Teams have been established, are chaired by a volunteer member and are currently meeting. This new structure is to ensure consistency, accountability and professionalism. We are striving to become a modern and compliant organisation; this starts with being able to make sure that we are doing what we say we're doing. Without this common approach, we run the risk of falling down on important elements of our strategy, which leads to the aims of the organisation not being fulfilled.

Departments are setting up Project Teams and these will be filled via an Open Call. They will be sent out as separate mailings and then referred to in the subsequent weekly mailings. Support Teams will be established in each department and will comprise of relevant staff members and, in some departments, volunteers with specific support roles will form part of the support teams.

As we move into 2020 and the new strategy is unveiled the transition to the new structures will continue to support the strategy and move SI into the next decade.

Moot 2021

The Moot 2021 team have reported recently to the Activities Governance Committee and the board have received the report from this committee. The programme structure has been approved by the World Scout Committee.



The Moot Director will do a short presentation to the Board at a future meeting to inform the board on the key elements of the programme for their information. The head of programme has been recruited this week and the other key programme positions will be in place in the coming weeks. The Moot 2021's new website went live last week – Please click [here](#) to view.

Safeguarding

Work on the Scouting Ireland Code of Behaviour, Good Practice & Procedure and the Child Protection Policy has now been completed, this included a short consultation process within SI. Currently, Tusla are reviewing it to advise and guide us prior to its publication. When this has been completed Scouting Ireland's legal advisors will be requested to review the documents. Following this process the documents will be submitted to the Board of Scouting Ireland for our consideration and approval.

The Safeguarding Manager has attended a meeting recently with An Garda Síochana and Tusla as part of the ongoing series of meetings with both Statutory Agencies. Work continues on the development of an updated suspension policy for both adults and children.

Scouting Ireland Helpline continues to be available for anyone who wishes to speak to a member of the team in confidence. The dedicated Helpline can be reached at 1800 – 221199 (Freephone) or by email safeguarding@scouts.ie. The lines are open from 9am – 5pm Monday to Friday.

Charities Regulator Authority

The registering of Scout Groups with the Charities Regulator Authority is ongoing however; we acknowledge that this is a slow process. Currently, a number of Scout Groups for the CRA pilot registration have been identified.



In discussion with the CRA it has been identified that all groups must have three

policies for their group as follows;

1. Conflict of Interest Policy
2. Concessions Policy
3. Group Membership Policy

Three draft policies have been prepared and sent to some Scout Groups for input and are being considered by the Board and have yet to be approved. Once these have been adopted they will be circulated to all groups and the pilot registration of groups can begin in January.

Training Review

An update on the Training Review will be presented to the Board at its next meeting on the 11th of January 2020. The report will be taken by the Board and forwarded to the Quality of Scouting sub-committee for consideration.

Governance Compliance - update to DCYA

Scouting Ireland is currently working toward full compliance with the Governance Code for Community, Voluntary and Charitable Organisations (CVC Code). This code is no longer mandatory. However, we have committed to the Minister and the Department of Children and Youth Affairs that we will be compliant within all our reports to Minister Zappone. Scouting Ireland have decided to continue on this journey of compliance to ensure the highest level of good governance within the organisation. In addition, Scouting Ireland are subject to mandatory compliance with Charities Governance Code. We are currently working toward compliance and will be fully compliance before the mandatory date of 2021.

The report is available on our website - Please [click here](#).

Joint Committee on Children and Youth Affairs

Scouting Ireland accepted an invitation to meet the JCCYA on 4th December 2019. Scouting Ireland was represented by our Chair Mr Adrian Tennant, Dr John Lawlor CEO and Gearoid Begley Safeguarding Manager to discuss issues pertaining to governance and safeguarding in Scouting Ireland. The opening statement delivered

by Mr Adrian Tennant, Chairperson, Scouting Ireland was made available to members – please click [HERE](#) to view.

National Youth Representatives

The board's third meeting with National Youth Reps took place at the start of November. During this meeting a session on transition updates was delivered jointly to the Board and the National Youth Representatives.

The Board updated the youth representatives of the following topics:

Topics discussed were as follows:

- Transition
- Subcommittee's and Core Team
- Project Teams
- Update Report to Minister Zappone
- Charities Regulator Authority

The following are a sample of other topics discussed with the youth representatives on the day:

- “Jobs Fair” for Youth Reps and Members
- Youth Empowerment
- Explored pathways to involvement
- Future of National Youth Reps/Youth Empowerment at a National Level
- Co-Educational Scout Groups
- National Youth Forum
- Cancellation of National Events Policy
- Future Meetings with the BoD
- Supporting Trans and Gender Non-Conforming in SI

The 4th meeting of the directors with our National Youth Representatives will take place in January at the Youth Forum on the 11th of January. The incoming and outgoing youth representatives will both be present.

The Board, as always, is fully appreciative of the long hours put in and dedication of members at all levels of Scouting Ireland. If you have ideas about how to build a stronger Scouting Ireland then do please get in touch and get involved.

Email address: board@scouts.ie

Board of directors of Scouting Ireland

Lisa Barnes - Ned Brennan - Peter Garrad - Mary Hogg - Pat Kidney - Dermot Lacey - Paul Mannion - Brian Smith - Adrian Tennant