

## Update #3 - 2nd November 2018



Thank you for taking the time to keep up to date with the work of the Board of Scouting Ireland. The Board exists to give oversight, regulation and strategic direction in Scouting Ireland. We have been busy since our last update working within these areas to position Scouting Ireland so that it can continue to provide excellent opportunities to young people across the island.

At recent board meetings the following matters were addressed:

### **Youth Representatives**

It was agreed to invite the National Youth Representatives to a special board meeting, on 25<sup>th</sup> November next, to afford them an opportunity to engage directly with the Board in relation to the changes in the structures of Scouting Ireland.

### **Safeguarding**

The Safeguarding Action Plan was discussed and all agreed that the recruitment of a safeguarding manager is a priority and will be actioned as soon as possible. Work on updating existing policy and procedure is ongoing to ensure that it is robust and complies with current best practice as an absolute priority. In the meantime Mr. Ian Elliott continues to act as interim safeguarding manager.

### **Provincial Commissioner vacancies**

The procedure to fill any vacancies in the role of Provincial Commissioner has been agreed and circulated to the respective Scout Provinces.

### **Code of Conduct for Directors**

In the interest of accountability it was agreed to commence the process of developing a revised Code of Conduct for Directors. This is to ensure that the Board operates under a set of known rules and that each director is accountable for their actions as board members.

## **Restoration of Funding**

The Board of Scouting Ireland welcomes the decision of the Minister for Children and Youth Affairs, Katherine Zappone, to provide funding to Scouting Ireland up to the end of April 2019. The restoration of this funding is vital to us and will allow us to continue to develop and provide support to our 13,500 adult volunteers who tirelessly facilitate our 40,000 youth members in over 500 communities across the island of Ireland.

The Board will continue to work with the Minister and her officials at the DCYA in the months ahead keeping the Department fully informed on our governance reforms and safeguarding measures.

Scouting Ireland is currently implementing the recommendations set out in Ms Jillian van Turnhout's report. A number of the recommendations have been completed or are in progress and, as requested by Minister Zappone, the Board will submit a progress report to the Minister by 31st March 2019.

## **Oireachtas Committee**

Representatives of the Board will appear before the Oireachtas Committee on Children & Youth Affairs on the 22nd November 2018.

## **Your Support is Needed**

At this time there is both a need to re-establish trust and confidence and to build a whole new company structure - which would be a challenge at the best of times. The Board values all support given to building the future and ensuring a volunteer and youth led movement that we can all be proud of. To that end there will be open calls for help in the near future - and in the short term people with known expertise will be called upon.



## **World Scout Moot 2021**

The core team gave a presentation to the Board on the 24th October 2018. The following are members of the core team as currently constituted: Orla Mistéil (chair), Colm Kavanagh (interim director/staff), Claire McAroe, Finbar Gethins, Annette Byrne and Aideen O'Hara (finance/staff). The Board has decided to extend this team by two candidates. Role definitions, role criteria and open calls will be issued shortly - and all involvement in the organising team will follow this process.

The Board recognises the Moot as a unique opportunity to build capacity and to provide learning, personal development and career opportunities for both Rover Scouts and a new generation of Scouters.

## **Independent Barrister Led Investigation**

The Board received an update on the progress of the investigation being carried out by the independent Barrister. Although some work remains, the final report is expected in early November 2018. As this is an independent investigation, the Board has not been given any information to date in relation to any findings or results.

## **Registration of the Board with Statutory Authorities**

The process of registering new directors, new constitution, etc. with the Companies Registration Office (CRO), the Charities Regulatory Authority (CRA), the Charity Commission for Northern Ireland (CCNI), the World Organisation of the Scout Movement (WOSM) and the Revenue Commissioners is advancing well. Representatives of the Board will meet with the CRA - to be scheduled in December 2018.

## **Transition Department**

James O'Toole has been appointed as interim head of the Transition Department. It has been tasked with developing a plan to transition to the 'Company only' model in as short a time frame as possible.

Open calls and role definitions are planned for all department heads including for the Transition Department. The Transition Department will exist as long as is required to transition to the new 'Company Only' model and will be wound up by the Board when deemed appropriate according to agreed criteria. We must ask that various teams - especially in the area of youth programme - continue to do what work they can to 'hold the fort' in the current restricted circumstances in which we all find ourselves.



## **Scout Group Charter**

The Board confirmed that the members of Scouting Ireland (the company) since 6th October 2018 are the Scout Groups (as defined in the constitution) and each Group will be issued with its Charter shortly. New Groups (since 6th October 2018) will be subject to a slightly different process to be admitted as a new member of the company.

## **Appointments**

The Board are looking at the best ways to make and confirm Group and County level appointments until the new departments are up and running.

## **Audit & Risk Management Sub-Committee**

The Board has initiated the process to review the terms of reference for the Audit & Risk Management Sub-Committee (ARMC). The following appointments were made to the sub-committee to allow it to work with the external auditors on the 2017/18 annual accounts: David O'Neill, Annette Byrne, Sean Murray, Niall Walsh, Fionán Lawlor, Pat Kidney and Paul Mannion.

The interim sub-committee is to serve until the outcome of an open call in early Spring 2019. Interim members of the sub-committee will not be precluded from the open call. The interim ARMC will be subject to updated terms of reference once they are finalised. It will receive and review the audited accounts on their completion and will make recommendations to the Board as to their adoption.

## **Wind Down of the Association**

Six members of the National Management Committee (NMC) remain to act as trustees in the gradual wind down of the Association. These are Charles McGuinness, Annette Byrne, Kieran McCann, Pat O'Connor, Anne Browne and David O'Neill.

Both the Board of Directors and the trustees are working together to effect an orderly wind down and to that end have conducted a tender process for professional services to assist. At its meeting on the 27th October 2018 the Board unanimously decided to instruct AMOSS Solicitors to act as our lawyers in the wind down of the Association.

## **Disputes and Disciplinary Policy**

Work is progressing on revised disputes and disciplinary policies.



We plan to publish documentation which will provide much needed clarity in this area for all. These policies will help to ensure that everyone understands what is expected of them, the potential consequences of their actions and the procedures involved to mediate and resolve issues in as fair a way as possible. They will be reviewed on a regular basis and it is intended will set a standard for best practice in the volunteer sector.

The Board have been working with the Disputes Resolution & Appeals Panel (DRAP) to develop fit for purpose grievances, disputes, disciplinary and mediation procedures and structures for members of Scouting Ireland. They are in keeping with the recently developed disputes process, developed for the Association, which is in line with the recommendations of the Jillian van Turnout and Ian Elliot reports. Major progress has been made to date and the Board anticipate completion targeted for mid November 2018.

## **Social Media interaction with Board Members**

The Board has decided that interaction on social media with directors regarding board matters will cease for the foreseeable future. There is always a difficult balance to strike between transparency, open communication and maintaining confidentiality in certain matters as a company entity. We will discuss again how best to communicate with members via social media and work with the communications team in the transition. Feel free to email us any time. The Board will be meeting on a weekly basis up to the end of the year and will update regularly.



## **Local and National Scouting**

The Board recognises that a great deal of work is being done to ensure that local and national activities and programme run as normally as possible. The extra effort being put in by everyone involved is appreciated. It is understood that many volunteers are affected financially by the knock on effects of the current situation. Everything possible is being done to get back on track while we transition and deal with governance issues.

## **Strategic Renewal**

The Board agreed to establish a team to advise and support the board and to begin work on developing a new strategy for Scouting Ireland. There is a need to start afresh, to rebuild trust and confidence and to support the development of effective new structures over the long term according to well thought out principles. It is proposed that there will be open calls for involvement in this process and that ideas will be gathered through various means. Members are always welcome to contact the board with ideas at [bod@scouts.ie](mailto:bod@scouts.ie) - please include 'Strategic Renewal' in the subject line.

If you have any questions, ideas or concerns please don't hesitate to get in touch - [bod@scouts.ie](mailto:bod@scouts.ie)

## **Board of directors of Scouting Ireland**

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