

**Scouting Ireland
National Office
Larch Hill
Dublin 16**

T +353 (0)1 495 6300

F +353 (0)1 495 6301

questions@scouts.ie



Dr Katherine Zappone
Minister for Children and Youth Affairs
Department of Children & Youth Affairs
Block 1, Miesian Plaza,
50-58 Baggot Street Lower,
Dublin 2
D02 XW14

By Email

05th May 2020

Our Ref: CEO-OUT-2020-DCYA-07

Dear Minister Zappone,

We would like to thank you for the report *Review of Implementation of the Review of Scouting Ireland* completed by Ms McManus and, further, welcome the publication of it.

We are greatly encouraged by Ms McManus's findings and her conclusion that the recommendations of the 2018 report have been implemented satisfactorily. In benchmarking our progress to date, Ms McManus recognises 'the significant work and organisational effort by all involved in Scouting Ireland in the major changes already made'.

Good Governance is essential to developing a culture that is focused on our mission of delivering scouting to young people and putting our young people front and centre of everything we do. The introduction of new governance structures has been a significant cultural change for Scouting Ireland. For the first time in the history of Scouting, we have appointed independent external directors to our Board. We have also appointed external experts to Board sub-committees. Transforming governance in our organisation over the past two years has not been without its challenges but it is necessary and has strengthened Scouting Ireland for the future.

We have engaged with external experts to help and guide us on this journey. We have also engaged extensively with your officials in the Department of Children and Youth Affairs and we continue to do so, for which we are grateful. We continue to collaborate with state agencies and have good working relations with Tusla, An Garda Síochána, Gateway and the PSNI.

Scouting Ireland's Safeguarding Department are constantly reviewing our Safeguarding policies and procedures to ensure they are an exemplar of best practice for our sector. These policies were last

Reg. No. 397094
Charity No. CHY3507

PATRON Michael D. Higgins PRESIDENT OF IRELAND



Member of World Organisation of the Scout Movement

Directors: A list of names and personal details of every director of the company is available for inspection to the public at the company's registered office for a nominal fee. Scouting Ireland is a company limited by guarantee exempt from using the word "limited". Registered Office: Scouting Ireland National Office, Larch Hill, Dublin 16

revised in 2019 and we are currently engaged in a new review of these standards and are working with both Tusla and Gateway on this process.

Ms McManus has highlighted additional areas that need to be addressed from the perspective of good governance. The Board of Scouting Ireland is progressing each of these recommendations:

- Ongoing consideration of risk has been formalised as a regular standing item for the Board.
- We are concluding our work on our organisational structure which will clearly outline the role and responsibilities for the Provincial Commissioners and their teams.
- We will continue to engage financial and legal experts to advise us on the governance relationship between Scouting Ireland and our related Trusts.
- We expect that wind-down of the old association and the full implementation of the company-only structure will be completed in the near future.

Transforming governance and delivering organisational change in Scouting Ireland continues to be a strong priority and focus for the Board. We have made significant progress, as demonstrated by the McManus Review but we know that we must continue to engage with governance experts to make sure our structures are reviewed and updated regularly to meet legislative requirements and the standards expected.

Scouting Ireland is fully committed to compliance with all charity legislation and has set a completion date of the 31st of August for all Scout Groups to have applied for their charitable status with the CRA. We would like to bring to the attention of the Ministers that this completion date, self-imposed, may not now be met as a result of Covid-19 and the impact this is having in engaging with the CRA and our Scout Groups. However, we will continue to work with our Scout Groups to achieve full registration as soon as possible.

As we continue our journey of change and transformation, we are committed to being open and transparent with all our stakeholders. As recommended by Ms McManus we will submit an update on governance in Scouting Ireland to the Minister for Children and Youth Affairs in September. Further, Scouting Ireland will be undertaking an external review of its safeguarding at the end of 2020 and a three-year review of its new governance in late 2021. The results of these reviews will be reported to the Department of Children and Youth Affairs and our membership.

We would like to take this opportunity to thank you, your officials and the Department of Children and Youth affairs for your continued support during this transformational period in Scouting Ireland.

Yours Sincerely,



Anne Griffin
Chief Executive Officer
Scouting Ireland