



OutdoorLads
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17 July 2024

Dear Keith

OUTDOORLADS LTD – 1133121 – Your ref KA/C-079698/1133121/RC

In response to your letter of 1st February 2024 and the very constructive Teams call held on 15th April 2024, the trustees of OutdoorLads would like to confirm the actions we have and are taking in response to the issues you raise, for closure of the case. This letter was considered by trustees at the Board meeting of 8th June 2024.

Financial – Action Required

You asked us to review the Financial Delegation Policy to ensure it is fit for purpose and fully meets the requirements for the charity and is in line with guidance.

This policy has been incorporated into our new Finance policy. We reviewed this policy at the 27th February 2024 Board meeting and are happy that it is fit for purpose, meets the charity's needs, and complies with the guidance.

Safeguarding – Action Required

You asked that trustees reconsider the statement that training is not required and ensure that for all activities undertaken by the charity, safeguarding is at the forefront of trustees' minds, leaders of events thoughts and at the appropriate knowledge and skill levels for all participants (beneficiaries).

You asked that all persons representing the charity such as leaders of events and trustees have the required skills and knowledge to be able to deal with any safeguarding or related incident that may occur (such as detailed in the examples given) and that they are dealt with as per the policies in place, the Commission, and any other regulatory requirements.

You asked that trustees ensure DBS check are undertaken.

You asked that trustees consider (the Charity Commission) guidance and that of other regulators to make sure that appropriate checks are made.

You asked that trustees ensure a policy, procedures and systems are put in place so that initial and follow up DBS checks are managed.

You asked us to implement DBS checks as soon as possible.

Regarding safeguarding, we reviewed our safeguarding policy on 8th June 2024 to update it in line with guidance. We will be circulating an on-line safeguarding briefing which we will ask all our camping and hostel leaders to confirm they've watched and understood (along with the safeguarding policy), and therefore know (a) what to look for in terms of potential safeguarding issues on events and (b) who to contact to get the issue addressed.

We reviewed DH guidance from December 2012 which is clear that none of OutdoorLads' activities are classed as "regulated activities" thus do not require DBS checks of our leaders. The Board of trustees, at its meeting on 8th June 2024, endorsed the recommendations and rationale contained in the safeguarding / DBS report to the Board in August 2023. At the time, many of the previous trustees rejected this rationale and approved that camp and hostel leaders should be DBS checked. The decision of the Board of 8th June 2024 overturns that decision.

DBS checks are to be carried out with the current Board of trustees and office staff only. Checks will be required to basic level and are currently underway, aiming to have been completed by 31st July 2024.

The Programme Manager will oversee annual reviews of who needs checks, in the event of changes of personnel.

Governance – Action Required

You asked that if the governing document supersedes the 21 September 2019 document that it is updated on the Charity Commission account.

We confirmed that we had already submitted our latest governing document and that it had since been included on our Charity Commission account.

On behalf of the Board of Trustees

Yours sincerely,

Rob Mitchell
Chair of Trustees.