

Skills for life,
creating more
great adventures...



West Yorkshire Scouts
Annual Report 2022-23

Scouts 
West Yorkshire

County President Report

It has been another excellent year for West Yorkshire Scouts, and I have once again been extremely proud to serve as County President.

Scouting in West Yorkshire continues to go from strength to strength and plays a pivotal role in communities across our region. I applaud the commitment and dedication of the Scout leaders and volunteers who work so hard week in and week out to support our fantastic young people, and I am always inspired by the young people themselves who bring such energy and enthusiasm to the scouting movement.

Scouting offers such a wide range of opportunities for everyone involved to gain new skills, make friendships, and have a positive impact on our communities.

As the MP for Batley and Spenningsdale I was really pleased to attend the launch of 'The Employability Badge' report from Demos in Parliament earlier this year. The report explores how extracurricular activities can give young people the skills and experiences they need to enter the world of work and progress in their careers. It found that 74% of Scouts alumni felt optimistic about getting what they want out of their careers, compared with 47% of people who didn't do extracurricular activities. Scouting really can change lives and have a huge impact on the future of our young people; it brings people together from a wide variety of backgrounds and offers opportunities to enjoy a huge range of activities. And let's not forget one of the most important things - Scouting is FUN!

So, to everyone in the scouting family - keep up the brilliant work and here's to another fantastic year of Scouting in West Yorkshire!

With very best wishes,

Kim Leadbeater MBE MP



County Trustee Chair

It's really important to THANK and recognize all leaders, young leaders, Youth Commissioners, adult volunteers, parent supporters, District and County teams from all our communities in providing a fantastic opportunity for our Young People to develop 'Skills 4 Life'.

I've attended many events in the role as Chair and it is overwhelming to see the numbers of Young People increasing in our organization and contributing positively to the task in hand, so thank you to the volunteer leaders for your dedication and making things happen. Likewise, I've attended many District AGMs and seen the contributions made by our adult and young leader volunteers at the weekly meetings, going camping, supporting each other. You are such inspirational people and it does make one speechless at times.

The role of the County Trustee Board is to provide the necessary governance, risk and financial elements for our really brilliant organization. Like every Group and District we are going through the same transformation process as per HQ and The Scout Association requirements. I would like to thank the Trustees (formerly the County Executive team

members) for the positive manner in which they have embraced this change. We will still need to have a formal vote at the AGM to modify the Constitution, however, it has been discussed at the Trustee Board in depth. This is a transformation process so we all still need to kindly continue supporting the

necessary changes to bring us in line with many other charities in the UK.

The West Yorkshire Scouts Trustee Board, also supports our County Commissioner or County Lead Volunteer, Ian, in delivering the Skills 4 Life opportunities to our Young People. I'm pleased to report that the Young People are still very much 'front and centre' in all our discussions and the challenge in our conversations for our Squirrel, Beaver, Cubs, Scouts, Explorer and Network sections. We are most definitely Youth Shaped, we respect everyone's opinions, everyone has an opportunity to comment and importantly we make decisions.

Personally, I would like to thank all the County Trustee Board members for all their support and guidance as there is an incredible depth of knowledge and great experience amongst this truly dedicated team. For those standing down at the AGM this time, simply thank you.

There have been some fantastic events put on by West Yorkshire Scouts and so thank you to everyone who has contributed to make these events a real success. We can and should ALL be justly proud of our charity and the contributions we all make.

Carey Dowson
County Chair
West Yorkshire Scouts



County Commissioner Report

Scouting provides amazing opportunities for young people and volunteers alike to develop Skills for Life, improving life chances, well-being and local communities. It's fantastic to see that your commitment and dedication to Scouting has once again increased West Yorkshire Scouts membership numbers in the 2023 census, ensuring we are providing Skills for Life to over 7500 young people. That's a 6% increase in young people membership and in addition to that we've also seen a 4% increase in the number of volunteers, both above national averages – Thankyou and well done.

I've included all the Growth data in this review for your information, which also compares census information from January 2020 (pre pandemic) to January 2023. A big shout out to Keighley and Bradford South who are both at higher young people numbers than where they were in 2020. We also saw a high level of increases in volunteer numbers across every district with our total volunteer numbers going up by nearly 400 members as adults start to recognise that Scouting is Good For You.

We also saw a continued increase in our Explorer numbers to over 850 which is higher than our 2020 numbers. This is an absolute credit to our Explorer units and the focus on adventurous activities,

DofE and Top awards. Allowing young people to expand their adventurous experiences as well as gain valuable qualifications which are recognised by universities and the workplace.

We've had a second year of growing Squirrels and the number of Squirrel members increasing from 69 in 2022 to 323 in 2023. The number of Squirrel sections opening all the time is amazing and a credit to your enthusiasm and confidence in embracing early years. An amazing fact is that 80% of our Squirrel leaders are brand new to Scouting so please if you're worried about where the leaders will come from to start a Squirrel section then don't be, put it out there in the community and you will hopefully see volunteers coming forward to join your scouting family and allow you to open a Squirrel section and offer even more young people Skills For Life.

Highest ever female numbers - we have just recorded the highest number of female young people and the highest number of female volunteers in Scouting ever recorded in



West Yorkshire.

We talked about very large waiting lists last year and this year we have seen no let-up and the demand to join the scouting adventure continues to show exceptional growth. To tackle these waiting lists, we've seen some very successful volunteer fairs. In Heavy Woollen they had over 40 adults attend a volunteer event at the Al Hikmah centre resulting in some 28 new volunteers signing up to support current sections and the formation of new scouting sections. Huddersfield Southwest held an event at Crosland Moor Scout Group to seek new volunteers to open weekend sections at the group. This was to allow over 200 young people on a waiting list with New Horizons in Huddersfield North to join scouts. Again, an extremely successful event with over 20 adults showing positive interest in volunteering and setting up new sections. A big thank you to the groups involved and regional team who proactively supported both these events.

Since appointing Zaheer Khalil and Naveed Idrees as joint DC's for Halifax we have seen some tremendous growth projects in Halifax district. The 'scouting buzz' being created in the Halifax area is amazing and furthering demand from both young people and adults alike. So much so that they are in the process of forming two new groups and potentially a third by the end of the year.

The search for volunteers continues to be a real focus of the Growth Board under the leadership of our DCC Growth, Elaine Clough. As mentioned previously our volunteer numbers are just increasing all the

time with Bradford North having a 14% increase in volunteers which is superb. Elaine has also been supporting groups and districts develop bespoke marketing material for groups struggling for volunteers.

We have commenced the 'Bradford Project' which is a pan Bradford initiative to ensure scouting is available and accessible to underrepresented communities. The proactive development of Scouting for underrepresented communities in Kirklees and Calderdale has been ongoing for over 12 years with 19 Scouting sections meeting over the weekend to allow young people and adults of Muslim faith to enjoy the scouting adventure and gain those valuable skills for life. To date we've used three models:

1. Satellite sections which fall within an existing Scout group but meet at alternative locations
2. Weekend sections formed as part of an existing Scout group
3. Brand new Scout groups.

There are plans well underway to further reach into more IMD 1-3 communities in these areas as well as expanding current provision to make space for the 1200 plus young people on waiting lists across our inclusive Muslim sections.

Across our Bradford districts we have 22 Scout groups in IMD1-3 areas, however we have a considerable void of scouting for diverse communities. Communities of particularly Muslim faith are considerably high in Bradford, hence adjusting Scouting to be more accessible to all will be a key focus of the Bradford project. We've appointed Stephen Rawlinson as ACC Inclusion working closely





with Elaine and the Muslim Scout Fellowship, to take this project forward.

We have formed a very strong relationship with Bradford University and their outreach team is making fantastic progress in identifying and encouraging communities to consider Scouting. From their work we already have potential volunteers identified to develop three new provisions in Bradford South and Bradford North. Their Student Union is also advertising and encouraging the involvement of students as volunteers across the Bradford area.

In 2025 Bradford will be the city of Culture and early discussions with the council have proven very encouraging for development of scouting across underrepresented communities in Bradford and potential funding towards the project. Ahead of Bradford becoming the City of Culture in 2025, West Yorkshire Scouts wants to act now to ensure Scouting involves everyone irrespective of gender, ability, background, or religion. The Programme this last year has been superb whether delivered locally, by districts or the county. You will read later all about the great programme that has happened over the last 12

months and is planned for 2024 from our DCC Programme - Phil Pearson. Can I just take the opportunity to shout out to the great work of our ACC team, and our walking, climbing, water activities and pioneering teams for their work to provide activities for our young people as well as train volunteers in delivering adventurous activities.

As a County I continue to be impressed by the outstanding commitment of our leaders to helping young people achieve their Top Awards with 852 Chief Scout Award (347 Bronze, 315 Silver and 195 Gold), 176 Duke of Edinburgh's Award (107 Bronze, 48 Silver and 21 Gold), 14 Queen Scout Award and 1 King Scout Award. If you need any guidance on Top Awards, please speak to DCC Matt Turner.

Thank you to District Commissioners, the County team, every leader, trustee and members for all your support, drive and commitment over the last 12 months to make West Yorkshire Scouts so successful.

Ian Womersley
County Commissioner



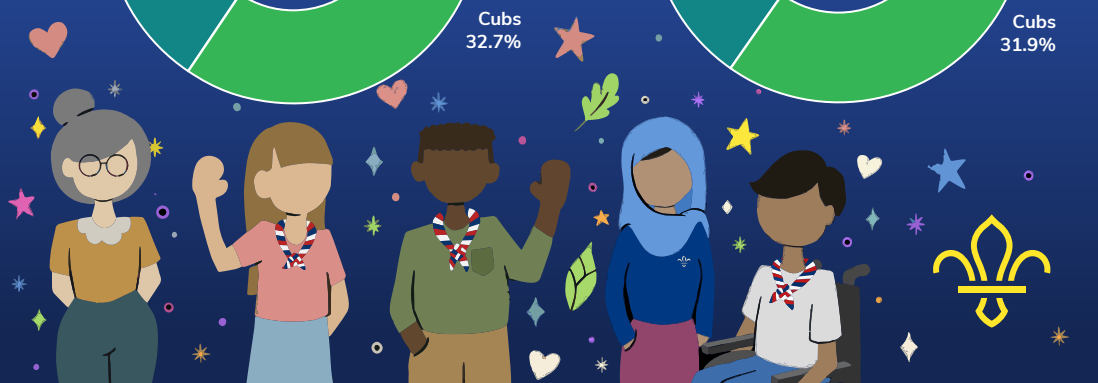
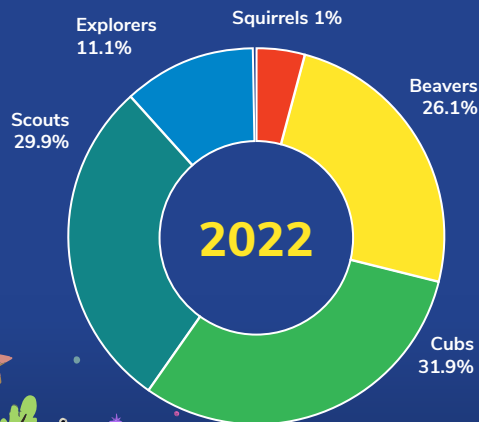
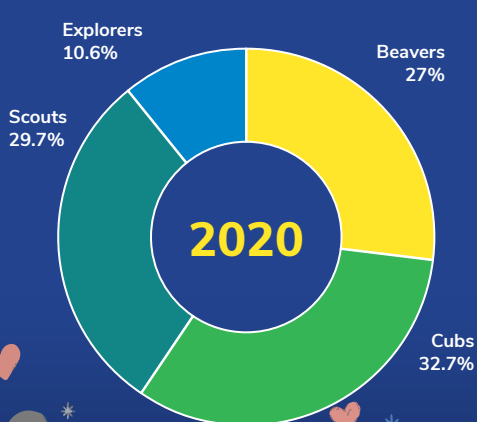
Membership comparison

District	2020	2023	% Difference YP from 2020
Keighley	631	706	112%
Aire Valley	676	610	90%
Brighouse	405	364	90%
Bradford South	670	683	102%
Heavy Woollen	653	530	84%
Huddersfield North	657	598	90%
Pennine Calder	628	562	92%
Spenn Valley	470	433	92%
Wharfedale	955	914	96%
Bradford North	459	365	80%
Halifax	397	347	90%
Holme Valley	389	350	90%
Huddersfield SE	483	405	85%
Huddersfield SW	689	665	98%

2022
Young People
7137
Total Adults
2331
Combined total
9488

2023
Young People
7527
Total Adults
2442
Combined total
9969

Combined Youth Section Membership





The Purpose of Scouting.

The purpose of Scouting is to promote the development of young people in achieving their full physical, intellectual, social, and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities.

The Scout Method.

The Scout Method provides an enjoyable and attractive scheme of progressive training, based on the Scout Promise and Law, which is guided by adult leadership. In practice the method is best seen when young people, in partnership with adults are enjoying what they are doing; learning by doing; participating in varied and progressive activities; making choices for themselves; taking responsibilities for their own actions; working in groups; taking increasing responsibility for others; taking part in activities outdoors; sharing in prayer and worship; making and living out their promise.

West Yorkshire Scouts Trustees have a duty to report on the charity's public benefit in the annual report. We have assessed our aims, objectives and activities and believe we have met the Charity Commission's public benefit criteria for both the advancement of education and the advancement of citizenship or community development.

Royal Charter...

The Scout Association exists by authority of a Royal Charter granted by King George V in 1912 and supplemented by further charters granted by King George VI and Queen Elizabeth II. These charters give authority to the byelaws of the Association, which are approved by Her Majesty's Privy Council.

The byelaws, in turn, authorise the making of rules for the regulation of the Association's affairs. The rules are laid out in the Policy, Organisation and Rules (POR) of The Scout Association.

West Yorkshire Scouts is an autonomous charity affiliated to The Scout Association, which together with other County, District and Group Charities form the Scout Movement in the United Kingdom.

HOW WE OPERATE

Trustee Committee...

The County is managed by the County Trustee Board, the members of which are the Charity Trustees of the County Scout Council which is an educational charity.

As charity trustees they are responsible for complying with legislation applicable to charities. This includes the registration, keeping proper accounts and making returns to the Charity Commission as appropriate.

The County Trustees exist to support the County Commissioner in meeting the responsibilities of the appointment and is responsible for:

- Promoting the development of Scouting in the County.
- Ensuring cooperation between Districts, Groups and other organisations.
- Raising of funds and administration of the County's finance and property.
- The appointments process within the County.
- Appointing any subcommittee that may be required.
- Ensuring sound administration within the County.

The Executive Committee comprises up to 18 members:

- 6 Ex-officio Members (including the officers).
- 4 elected members (including 1 elected youth member) elected annually by the County Scout Council at its AGM.
- 4 appointed members (annually appointed at the AGM).
- up to 4 Co-opted members (annually appointed by the Trustee).

The committee meets at least four times each year. An induction process is provided for all new Trustees. Further learning and development opportunities are available.

POR...

The Association has a comprehensive set of policies and rules applicable to the Movement, which are routinely monitored and reviewed by the Association. We are committed to providing the best possible experience for everyone in Scouting, whether they are young people or adult volunteers. To help us achieve this, we work to a number of key policies, through which we can make sure that Scouting continues to develop in a way that is safe, accessible and free from discrimination. Our key policies include:

- Anti-bullying policy.
- Child protection policy.
- Development policy.
- Equal opportunities policy.
- Religious policy.
- Safety policy.

Risk and Internal Control...

The County has in place systems of internal control that are designed to provide reasonable insurance

against material mismanagement or loss. These include 2 signatures for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

Volunteers...

During the year over 3000 adults volunteered their time, energy, skills, and commitment to Scouting at Group, District, or County level. Their roles ranged from regularly leading section meetings and organising camps, to helping with administration, training future leaders, and attending meetings at every level. Without this contribution of our volunteers, Scouting in West Yorkshire would be unable to offer a wide range of challenging and inspiring activities that help make Scouting the largest co-educational youth movement in the UK today.

Our vision for 2025

By 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme.

We will be growing more inclusive, shaped by young people, and making a bigger impact in our communities.

Our goals

Our plan is to build on the success of the previous plan: to continue to grow, become more inclusive, to be shaped by young people and to make a bigger impact in our communities.

Our progress in 2022/2023 is detailed in the forthcoming pages along with our future plans for the strategy.



Programme

The programme team has been working hard to offer a wide range of activities throughout the year and we thank everyone who has come along and taken part in the things which we have offered. During the year, the ACC Cub Scout role was passed over from Wendy Gill to Tina Knight.

Wendy has held the ACC Cubs Scout role since 2010 and we all thank her for her wonderful commitment to the section. Wendy will continue with the programme team, supporting all sections at events in the future. In the meantime, we wish Tina well in her new role.

Support for young people to progress in their award work

This year	Next year
We have continued to promote the Youth Shaped award badge – our Leadership Day attracted 46 Scouts in December. Badge Days have been held for Beavers and Cubs with the support of the Jamboree teams. Over 370 young people gained awards.	We will continue to offer badge days and we will be launching a fresh project 'PROTECT THE PLANET' to offer ideas for sections to make an environmental impact in their local community.

Building on our partnership with Bradford University

This year	Next year
<p>Our partnership with Bradford University has really taken off this year with 4 Faculty taster events being run offering bespoke badges to Scouts – Over 250 young people have attended these events. The University also hosted a spectacular International Day for our Cub Scout section involving students from their multi-cultural population.</p>	 <p>We will be offering the faculty taster days again, publicising the opportunities to a wider area of our county to encourage more groups to get involved. The University will be hosting us for our Top Awards evening in October.</p>

Offer a highlight event for one section

This year	Next year
Each year we plan to organise a major event for a specific section. Following our successful Scout event in 2022, this year we held the Cosmic Cub Camp in June. Blessed with a fantastic weekend of sun and warmth, over 400 Cub Scouts toured the cosmos as they worked their way round a wide range of activities at Bradley Wood.	We will be focusing on offering a summer event for Beaver Scouts. A Scout camping challenge is also on the drawing board for next summer.

Provide high quality events to give new experiences for young people.

This year

Our first county activity specifically for the new Squirrels section was held in May when over 80 young people enjoyed a trip to Ponderosa. 220 Beaver enjoyed the Beaverbusters activity day in October whilst 160 Explorers attended their Party event in February. 190 Squirrels, Beavers and Cubs toured Bradley Wood in the dark during the 'Light Up the Night' event in December.

WYS ON SHOW returned to the Victoria Theatre in March with over 90 people making up the cast and a further 80 making up the support crew. The chosen charity this time was the Yorkshire Wildlife Foundation.

Next year

'Our team will plan the calendar for next year in September. Preparations are already under way for a Beaver winter day at Black Hills in November. We aim to improve the communication about what events are taking place, how to book onto them and where they are being held through WYSMAIL and a regular calendar email to all section leaders.

Supporting adventurous activity

This year

We saw the return of the popular "Fellandale" event in September to kick off a year where the adventurous activity teams have been working hard to offer great opportunities. The water team have provided pool Sessions for kayak training and a magnificent Water Day at Pugneys Water Park when 260 young people enjoyed a variety of activities.

The popular Pedal Go Kart racing day in May attracted 170 cubs and Scouts to the John Smith Stadium and 40 Explorer Scouts completed the Yorkshire Three Peaks challenge in June.

"Race across the North" finally took place in July following two previous efforts frustrated by Covid restrictions and Railway strikes. 30 Explorer Scouts made their way from Bradley Woods to Bibby's Farm near Chorley and then back to Blackhills – all under their own planning and organisation. This is an event we hope to run again in the future.

Next year

We will continue to offer opportunities for young people to take part in adventurous activities and offer training opportunities for leaders to gain permits so that they can offer the OUT in SCOUTING.



Supporting skill development for leaders

This year

We have been offering skills sessions, 1 per month since April and we intend to continue with these into next year. These are opportunities for leaders to come and pick up some ideas for section meeting and improve their basic Scouting skills.

Next year

'Grim Up North' will be returning in October with an emphasis on offering leaders' opportunities to pick up new ideas and socialise with friends. Come along for the day or camp overnight if you want. We will be launching the Protect the Planet initiative, offering a 'Have-A-Go Hall' and giving opportunities to try out the newest Bradley Wood activities.

Growth



There has been an incredible amount of work going on across the whole County in terms of recruitment of Young People and Volunteers, this is reflected in the growth we have seen across the whole County over the years since the pandemic.

Squirrels have been a huge success across West Yorkshire, with the desire of districts to launch new sections and with the help and support of Dan Breeze our lead volunteer for Squirrels the demand is outweighing supply at the moment. Along with Squirrels we have seen the recruitment of new volunteers to run these sections, hopefully they will enjoy Scouting as much as we do and stay with us as their young people progress.

It goes without saying the successes we see in the growth across the full range of sections in the County is down to you ! Your enthusiasm, your determination and passion for Scouting. We certainly couldn't do this without you. So thank you, thank you, thank you for everything

that you do !

You are all amazing !

Individual District and Group support

2022 and 2023 has been very much a period of time where we have offered 'on the ground' support to individual groups or sections who are struggling with volunteer or young people numbers. This has involved 1-1 support, sharing successes and ideas, and providing marketing materials to assist getting key messages out into communities.

Marketing material

To help in our engagement we have now got a wide range of material to help promote the Scouts, this is available free for anyone to use, please just link into Growth@wyscouts.org.uk. Additionally we have invested in a couple of branded gazebos to give us visibility at many events, again these are free to hire, contact stores@wyscouts.org.uk .

Shop display

We have tried new initiatives such as taking possession of an empty shop in Halifax and putting on a superb window display advertising the Scouts.

Partnerships

Continuing with our partnership with Bradford University and building a new relationship with the Bradford Bulls we have found that contacts in communities are key to our success as we share resources and target a

Transformation

wider range of different audiences. At the University itself we are looking to set up at SSAGO and are looking at our Youth Commissioners to help make this a success. Action Bradford Project.

Protect the Planet

Under the Growth heading we have also tried to focus on reviewing how we operate, we have an obligation and a strong desire to ensure we are playing our part in protecting our planet, as a County we have cut down on our use of single use plastics, we still have a long way to go but the journey has begun, we encourage everyone else to do the same where possible.

Over the last eight months we have had a student from Bradford University working with us, Zuzanna has completed her master's dissertation looking at our County site at Bradley Wood, investigating how the site is used, the energy we use and how we can get better in the future. We are aspiring for a much greener future.

The report we hope will provide credibility as we look for more funding opportunities.



Towards the end of 2023 and into 2024, Scouts nationally will undergo a series of changes which are primarily aimed at improving the journey for volunteers.

West Yorkshire Scouts has been selected as an early adopter, meaning that these changes will take place locally in November 2023, a few months ahead of the rest of the UK.

The changes include introduction of:

- welcome conversation
- digital tools
- volunteer database
- recruitment platform
- learning platform

Transformation has featured quite substantially these last 12 months with transition to Welcome Teams, Team structures, and the Trustee changes.

Following soon will be a new Volunteer database and new developments in Volunteer learning. The aim of these changes is to make the process for joining Scouting less intimidating and complicated, and more welcoming. Also, to embrace modern approaches to learning, encourage flexible volunteering and to fall in line with the Charities Commission.

All the Transformation changes that are coming in are designed and developed to attract more volunteers into Scouting to allow us to provide yet more young people with Skills for Life. All exciting changes which we will take the county through under the guidance of the Transformation Board led by DCC Operations - Gaz Pierce.

Lead

Youth Shaped Scouting

Over this year youth shaped scouting in West Yorkshire has been ever growing and in 2023 the County. The District Youth Commissioners have been on hand to support with youth shaped Scouting, and I'd like to take this opportunity to thank everyone for everything they have done throughout this year to support them. We have seen lots of new appointments this year of District Youth Commissioners.

I would also like to take this opportunity to say a huge thank you to all our amazing adult leaders and helpers that have made this our year, the best it can be for our young people. They have learnt so many skills for life! For this I personally would like to thank you. Youth Shaped Scouting allows our young people to make decisions to form and develop their own adventure, integrity, leadership, care, and cooperation in partnership with adults to learn skills for life.

This year we have seen the launch of the You Shape Award for Beavers, Cubs, Scouts and Explores. We are lucky that we had several people from the county support HQ in the design of this award for the UK. The You Shape Award allows young learn to learn how to speak up and take the lead. The Award is made up of 4 badges- the central badge, plan, lead and represent badge. We have seen lots of badges been sold. Thank you to all the leaders who are supporting this award and running it has part of their programme.

We have all been much awaiting the return of face-to-face events from launching County Gang Show and Leadership Days. The 'in conversation with Toby Hammond' continues

allowing us to reach larger audiences. Our youth team in partnership with some of the District Networks have support 4 Pride events. This is the most Pride events West Yorkshire Scouts have ever attended in a year, as we demonstrate our commitment to building a more inclusive society and openly welcoming LGBT+ members.

We are well on our way to making sure that every District in our County has a District Youth Commissioner or Youth Team, and we are here to support every district with youth shaped scouting. We have also supported districts in the set up and running of the Network section making sure we have 18-25-year old's taking on leadership roles and staying in Scouting.

Our Youth Commissioners and youth team have sat on County Sub Committees and Boards to make sure that all decisions made by the County have a youth voice, from the Executive Committee, Growth and Development Board, Finance Committee, Protect Board, Top Awards Board, People Board, Adult Awards Board, and the Programme Team to name just a few.

We are of course very excited for the new youth shaped Scouting launches coming out from HQ for Squirrel Scouts, so keep your eyes peeled for even more information coming out soon.

Our young people are the future of Scouting and that's why it's so important that we guide, support, and give them our time and energy to lead us into the future together.

Toby Hammond
Youth Commissioner



2023 Roll of Honour

Awards issued between 1 January 2022 and 31 December 2022



Each year, I grow more impressed by the true kindness and deep commitment of you, our volunteers. As you've worked through the challenges of the pandemic, you've helped each other and truly lived our values. You've quietly gone the extra mile to help others and do your best and as a result our young people continue to shine brighter than ever.

You all have my heartfelt thanks and congratulations for your incredible Scouting efforts and all you do to make our communities better places for many. These continue to be tough times, but it is for such times that Scouts shine brightest, and your generosity and commitment is so very special. Thank you again and congratulations to you all.

Bear Grylls OBE Chief Scout

Service Awards



Silver Wolf

Peter Bennett
Robin Beaumont
Roger Bannister
Julie Earnshaw
Jackie Craven
Jenny Fothergill
Wendy Gill



Award for Merit

West Yorkshire - Bob Steeper

Brighouse - David Kingston

Wharfedale - Elizabeth Archer, Roger Graville, Angela Pickard, John Eastwood, Anne De Vere Hunt, Bruce Brown, Matthew Phillips, Richard Bastow, Robin Devereux, Richard Patterson, Thomas Marsden, Paul Howard, Christopher Carver, Thomas Alan, Michael Stone, Susan Fischbach, Martin Hunter, Robert Reid, Julie Reid, Darren Hewitt, Colin Williams, Les Marsden, Tom Gomersal,

Huddersfield South East - Joanne Smith, Christopher Rhodes

Keighley - Alison Rohatynskyj, Catherine Wood, Hannah Whitehead

Bradford North - Andrew Wilson, David Hall, Liz Griffen, Steve Preston,

Heavy Woollen - Bridget Mallett, Ian Mallett, Ken Harris, Paul Houghton,

Spen Valley - Jane Terry

Huddersfield N - Chris Thorpe

Chief Scout's

Commendation for Good Service

Brighouse - Michael Priestley, Julie Hereford, Mark Bridgeman, Jaime Crosswaite, Bradley Midgley, Steven Wood

Huddersfield South East - Helen Hoare, Anna Harrison, Nigel Lockwood, Lynda Lockwood, Michael Rimicans, Catherine Briggs, Adam Lomas

Spen Valley - Adam Lomas

Heavy Woollen - Andrew Winterbottom, Jay Ruttledge, Mohmed Vachhiat, Nafeesa Hussain, Richard Dewhirst, Yusuf Patel

Huddersfield N - Barney Harle, Carl Pearce, Nigel Grimshaw, Peter O'Rourke, Stephen Gareis,

Bradford N - Elaine Seed

Holme Valley - Timothy Chisholm



Bar to the Silver Acorn

Susan Haigh
Bob Canham



Silver Acorn

Gary Williams
Judith Dickinson
Sheila Southern
Dominic Dobson
Gareth Pierce



Bar to the Award For Merit

Michael Palmer	Ian Williamson
Jeremy Ince	Jean Griffin
Bev Oldfield	Liz Williams
Jane Terry	Mark Andrews
Michael Holroyd	Rob Young
Beverley Rothery	Ruth Lawson
Catherine Britton	Sally Harrison
Liz Brennand	Sue Williamson
Emma Scantlebury	
Graham Gilberthorpe	

Meritorious Awards



The Medal for Meritorious Conduct

Emma Scantlebury



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#Skills4life

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