



Making all the difference



West Yorkshire Scouts
Annual Report 2024-25



Scouts
West Yorkshire

County President's message...

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.

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



The most important point is to THANK all the volunteer and young leaders from across all our communities supporting each section, whether this is Squirrels, Cubs, Scouts, Explorers or Network, at their regular meetings. We also need to acknowledge all those other adult volunteers, again from across all our communities, whether this is operating at section, Group, District and County Levels, ranging from Trustee's or occasionally support your local section. So THANK you for everything you've done.

To all these adults without you willingly volunteering to support the Scouting movement we wouldn't be able to provide a first-class opportunity to develop our Young People with the Skills4Life opportunities for our young people, in this great Charity of ours. So please BE PROUD OF WHAT YOU ALL DO and thank you most sincerely on behalf of West Yorkshire Scouts.

We have made significant inroads to the transformational changes initiated by The Scout



CHAIRS REPORT ON BEHALF OF THE TRUSTEES 2024-2025

Association, which will allow amongst other things a greater degree of flexibility in volunteering. If you are thinking of volunteering, I'd advocate just making those first small steps in contacting us, as it is fun and so rewarding.

The Trustee Board members of West Yorkshire County Scouts are presented in an open and transparent manner and elected by the West Yorkshire County Scout Council at the AGM, currently serving for 1, 2 or 3 year terms. They work together as a team of volunteers to make sure that Scouts is run safely and legally and the heart of the role as a Trustee is a focus on strategy, performance and assurance.

Their purpose can be summarized as below:-

- Adhere to POR
- Maintain key policies ensuring safety, safeguarding and data protection
- Manage risks by carrying out regular risk assessments and put the right mitigations into place
- Championing and grow our volunteering culture
- Look after buildings insurance and property
- Managing money well

I would like to congratulate Toby Hammond on being appointed as the County Lead Volunteer as he and his team will take West Yorkshire Scouts to the next level after the great work already done by previous post-holders. To allow Toby the space to bring in and develop his own team I'll be stepping down as County Chair.

We must also congratulate Ian Wolmersley (and his team) for the fantastic work he has done during his term as County Commissioner/ County Lead Volunteer for the County. Thank you for all your hard work and dedication as West Yorkshire Scouts has over 500 sections operating within its boundaries, what an achievement – well done to everyone involved.

I'm proud to have been part of your team Ian.

Personally, I would like to thank all the County Trustees for all their support and good work they have undertaken, it is most impressive. This good work will undoubtedly continue with those who are continuing on the Trustee Board journey.

I'm still pleased to report that the Young People are 'front and centre' in all our discussions at the Trustee Board as we are most definitely Youth Shaped,

Carey Dowson
County Chair of Trustees
West Yorkshire Scouts



County Lead Volunteer Report

After 5 years it's now time to move on to new challenges in Scouting. I couldn't have delivered our Skills for Life plan for West Yorkshire Scouts without yourselves and the counties team of Deputies, District Lead Volunteers, Toby and our Youth Commissioners, County team, Adventurous Activities teams, Trustees and many others.

The first challenge we faced was Covid initially pausing face to face scouting, then rebooting. Our numbers dropped by 2000 young people and 500 volunteers but as we all know in life it's not about the fall but how we bounce back and bounce back we certainly did. The whole county pulled together and continues to do so to ensure we offer young people across our scouting family fun, friendships and new skills. As a county we set up five boards with a five-year plan to

provide support and opportunity to allow the county to recover and develop for the future.

Growth Board – led by Elaine Clough to prevent sections closing and to build greater resilience at groups with such initiatives as Bring a Buddy badges. More recently the board had a joint focus on under represented communities and steering our paid member Zaheer as he opens sections in those hard-to-reach communities. Each year West Yorkshire Scouts continues to grow by saving sections from closing and opening new ones. This last year we made a net gain of 14 new scouting sections across all ages.

Protect Board – Thank you Gaz Pierce for supporting scouting across the county with activity Risk Assessments and roll out of the crucial training in using the risk management model. All that work has ensured Scouting in our county delivers activities and adventure confident that we are doing everything possible to protect young people in our care and protect volunteers. Gaz also many thanks also for taking the county through the Transformation changes.

Programme Board – Phil Pearson many thanks, the programme delivered by you and the programme team is the envy of many other counties. The range





of activities and experiences offered by yourself, and the whole county team have been fantastic. Phil has also built a strong partnership with Bradford University which other counties are now looking to replicate, offering new experiences and opportunities for our young people.

Top Awards – Thank you Matt Turner supporting young people to achieve those highest awards in scouting and celebrating their success with some fantastic award celebrations at Bradford University.

Volunteer Development – led superbly by Howard Fishwick thank you for taking the county through all the recent digital changes.

Many thanks to all our Adventurous Activity teams, climbing, hill walking, caving, canoeing and the teams at Green Withens and Reva. All do an absolute superb job offering amazing adventurous activities to young people and training volunteers.

In 2018 we had the tragic death of Ben Leonard on the Great Orme. Following the inquest last year there was a need to do a rapid assurance

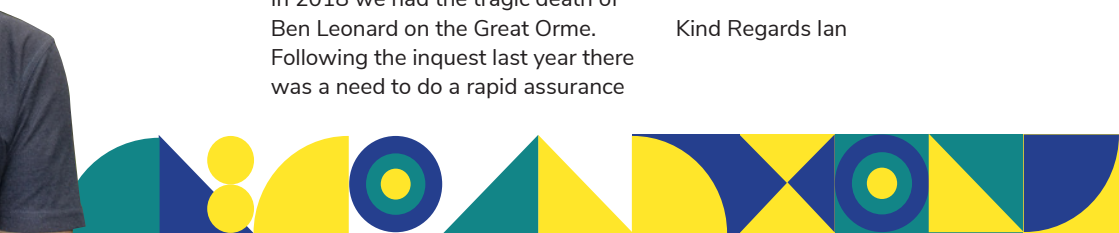
exercise across the country on Safety and other areas. West Yorkshire stepped up to the challenge and coordinated the safety work nationally, to establish if all counties were achieving safety practices to a national standard. The work has now resulted in the formation of a national assurance team to ensure policy continues to transfer to good practice.

Big thanks to Nights Away advisors, District Lead Volunteers, adventurous Activities, International for getting the West Yorkshire County into a defensible position across the various assurance areas – ensuring our volunteers are protected and young people kept safe.

The toughest role in scouting is that of District Lead Volunteer and it has been an honour to work alongside you all, whilst you lead fantastic scouting in your areas.

All the very best for the future.

Kind Regards Ian



Since stepping into the role of County Lead Volunteer for West Yorkshire Scouts in May, it has been a real privilege to see first-hand the energy, commitment, and passion that drives Scouting across our county. In just a few short months, we've begun laying the foundations for a renewed, collaborative approach to supporting our volunteers and delivering incredible experiences for young people.

One of my first tasks was to appoint a new County Team, and I'm proud to say that we now have a talented group of volunteers in place who bring a wide range of skills and experience. Each person shares a commitment to making a difference, and together we're focused on listening to and supporting our districts, strengthening local leadership, and championing the very best of what Scouting has to offer.

Since May, I've spent time visiting events and speaking with leaders across West Yorkshire. It's been inspiring to hear about the brilliant work taking place at a local level and to witness the dedication that so many of our volunteers bring to their roles. We've already begun to build stronger links

between the County and

Districts, and we'll continue to work on improving communication, building trust, and finding ways to collaborate more effectively.

We've also had some amazing trips and experiences over the past year. Whether it's camping under the stars, travelling abroad,

or taking part in new challenges, our young people have benefited from the kind of opportunities that only Scouting can provide. These experiences don't happen by chance – they are made possible by teams of committed adults who give their time, creativity, and care to make them a reality.

Looking back, I feel incredibly proud of what we've already achieved in such a short space of time. But more than that, I feel excited about what lies ahead. We have a strong platform to build from, and I look forward to working alongside our volunteers to help even more young people gain skills for life and have fun along the way.

Thank you to everyone who has contributed to West Yorkshire Scouts this year. Your efforts have made a real difference, and I'm grateful to be on this journey with you.

Toby



Membership comparison

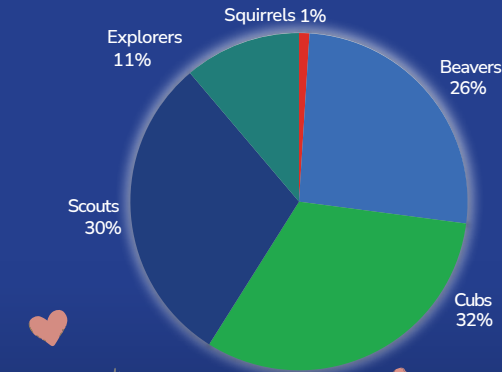
District	2020	2024	2025
Keighley	631	691	652
Aire Valley	676	611	600
Brighouse	405	360	331
Bradford South	670	697	687
Heavy Woollen	653	631	636
Huddersfield North	657	580	531
Pennine Calder	628	586	621
Spen Valley	470	410	357
Wharfedale	955	963	1019
Bradford North	459	427	411
Halifax	397	409	457
Holme Valley	389	336	339
Huddersfield SE	483	439	424
Huddersfield SW	689	521	575

2025
Young People
7640
Total Adults
2598
Combined total
10238

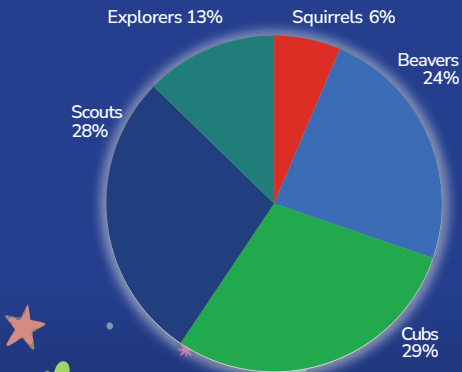
2024
Young People
7661
Total Adults
2396
Combined total
10057

Combined Youth Section Membership

2024



2025



How we operate

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

Our development of young people takes place when the young people, in partnership with adults, work together based on the values of Scouting and enjoy what they are doing and have fun; take part in activities indoors and outdoors; learn by doing; share in spiritual reflection; take responsibility and make choices; undertake new and challenging activities; make and live by 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. This report and financial statements covers the activities directly controlled by West Yorkshire Scouts - Charity Number 524829

The Board of Trustees

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

The County Trustee Board is a team of volunteers who work together, as charity Trustees, to make sure the Scouts is run safely and legally. At the heart of their role is a focus on strategy, performance and assurance.

The trustee board comprises of up to 12 members:



- 4 Ex-officio members (including the officers);
- 4 elected members (including 1 elected youth member)
- up to 4 Co-opted members (annually appointed by the trustees)

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

The board has three committees which report to it and delegates certain functions to them (Finance, Green Withens and Risk). The board appoints Trustees to serve on these committees annually.

Policies and rules

At the Scout Association, we have a comprehensive set of policies and rules applicable to the movement. These policies and rules are regularly reviewed by senior volunteers, senior management and staff employed across the UK.

We're committed to giving young people and adult volunteers the best possible experience in Scouts. To help us achieve this, we follow several key policies, so we can make sure Scouts keeps growing in a way that's safe, accessible, and free from discrimination.



Our key policies include:

- Safety Policy
- Safeguarding Policy
- Equality, diversity and inclusion policy
- Privacy and Data Protection Policy
- Religious Policy
- Vetting Policy
- Youth Member Anti-Bullying Policy

Risk and Internal Control

The county has in place systems of internal control that are designed to provide reasonable assurance against material mismanagement or loss. These include 2 signatures for all payments and comprehensive insurance policies to ensure that insurable risks are covered.

The Board reviews its major risks throughout the year. The safety and safeguarding of young people involved in Scouts are our highest priorities.



STRATEGIC OBJECTIVES - GROWTH AND INCLUSION

In terms of County Growth the year 2024 to 2025 has been one of great success and one which we should be very proud of the results we have achieved.

Within the county the main highlights have been,

- We now have over 10000 members currently enjoying Scouting
- We have seen an increase by 14 sections across the County
- Highest increases in the Explorer sections
- We now have over 500 Scouting sections across the County - this is a first in a long time

As a team focus has continued to be working with the districts who have struggled with lower numbers of volunteers or young people to encourage them to establish Growth teams within their districts to be able to help and support themselves with Growth Initiatives and Volunteer events.

We all know there is no 'magic box' of new leaders, but it has been rewarding to see the positive results where Districts teams have focused on leader recruitment to see the results achieved. Proof that it really can 'make a difference'.

Additionally support has been provided through a number of means,

- 1-1 Support with struggling groups - Over 20 individual

sessions have been delivered over the 12 month period.

- Growth ideas presented at 'all leaders district meetings' when invited to attend.
- Regional Growth workshop to help any leaders who are looking to implement changes.
- Re-vamped promotional material provided 'free' for Groups to use across the County.

From the beginning of 2024 we have had a dedicated Local Growth Officer for West Yorkshire, Zaheer Khalil, Zaheer's role has been focused on introducing Scouting in new communities which so far are not experiencing Scouting. Much of the focus for this new growth is in the Bradford districts to ensure our Scouting provision is reflective of the Communities we serve. In order to achieve this we need to ensure there is inclusivity based on faith, areas of deprivation (IMD 1-3), and in the areas of Special Educational needs, after a year of establishing new relationships and completing the very important groundwork it is expected that the next 6 months will see huge growth in these areas.

Resources and advice continues to be available for those requiring support on Growth by contacting, Growth@wyscouts.org.uk



STRATEGIC OBJECTIVES - YOUTH SHAPED



We believe every young person should have the chance to shape their own Scouts journey and gain the skills they need to become confident, capable leaders. Central to this vision is ensuring young people are given meaningful opportunities to use their voices and influence their experience.

When young people take the lead and help shape Scouts, it not only strengthens our movement—it also makes them more likely to complete their Top Awards and take on leadership roles.

We're proud to report substantial progress toward our youth Shaped goals:

- Over 100 YouShape Awards have been awarded in the past year across the County.
- The Young Leaders' Scheme has gone from strength to strength, with 371 Young Leaders now involved across our County.
- In 2024, 66% of young people told us they make choices about what they do in Scouts.

We've also continued to grow the number of young people in leadership roles:

- There are now 12 local Youth Leads (formerly Youth

Commissioners) across West Yorkshire. These young leaders are playing a crucial role in shaping local Scouting.

- Youth Leads participated in national Support Weekends in October and April. We had a District Youth lead national conference and 6 people from the youth team attended the national youth workshops in Manchester.

When it comes to Top Awards:

- In 2024, 1456 young people achieved their Top Awards.
- The movement has also made the King's Scout Award more accessible and inclusive, helping more young people aspire to and reach this prestigious goal.

We remain committed to embedding youth leadership across everything we do and our Local Youth Leads will continue to champion and embed the YouShape Award in programmes across the County.

Together, we are building a movement where young people aren't just participants, but leaders, decision-makers, and change makers. We're proud of the progress we've made—and even more excited for what comes next.



STRATEGIC OBJECTIVES - PROGRAMME

The county programme team has managed to devise and run a wide range of activities over the year and my thanks go to the team members for their dedication in making each and every one of the events the best experience for our young people. During the year we said farewell to our ACC Beaver Scouts, Sam Wakefield who has moved on to work in the WYS Global team. 248 Beaver and Squirrel Scouts waved him off during an exciting visit to Sundown Adventureland in September. Special thanks to Sam for the leadership shown to the section over the last few years.

We were delighted to welcome Jaime Armitage as our new Lead Volunteer for Beaver Scouts and we welcome her to the team. Under our new county structure, the team will now operate with the 4 to 14 programme overseen by Phil Pearson whilst Katie Travas takes over, looking after the 14 – 25 programme.

Our 4-14 Core team then consists of:

County 4 – 14 Programme Lead – Phil Pearson

County Squirrels lead – Dan Breeze

County Beavers lead – Jaime Armitage

County Cubs Lead – Tina Knight

County Scouts Lead – Graham Starr

County Activity Lead – Trevor Watson

We then have an events team which works alongside helping to make events happen. Wendy Gill, Jo Davies-Robertson, Lesley Austin, Jayne Womersley, Adrian Pinder. We are always on the lookout for new people to join the events team so please get in touch if you are interested.

The 14 – 25 core team includes

County 14 – 25 Programme Lead – Katie Travas

Manager of Activity Permit Scheme – Xavi Fishwick

Young Leaders Lead – Tom Lynch

International Lead – Vicki Pearson

During the year we have tried a number of new events aimed at supporting section award work. An Outdoor Challenge day for Cub Scouts in September attracted 53 young people and a staged badge day for Squirrels and Beavers in March saw 93 awards presented. A sleepover event for Cub Scouts held at 'The Deep' in Hull was very popular and oversubscribed. In the event 120 Cubs slept amongst the sharks and enjoyed a range of activities there.

March also saw the return of the County Gang Show, this year supporting the RNLI as part of their 200th anniversary. A cast of 90 young people entertained over 1000 people over three performances.



PROGRAMME - INTERNATIONAL



This year has marked a significant milestone since the pandemic in international engagement across the county, with ten overseas trips successfully completed during the last year. These experiences have provided transformative opportunities for adventure, cultural exchange and personal development.

In total, over 205 individuals took part in international travel, including both young people and adult volunteers. Participants ventured to a diverse array of destinations, including Germany, Poland, Sweden, Bulgaria, Croatia, Switzerland, and Canada. Notably, 7 of the county's 14 districts were represented, reflecting a strong and growing enthusiasm for international opportunities across the County.

A particular highlight was the County's Ski Trip to Canada, which offered young people the chance to experience world-class alpine conditions while developing confidence, independence and team spirit. The trip left a lasting impression on all involved and set a high standard for future international adventures.

Also of note were two Explorer Belt expeditions, which saw participants take on one of the most prestigious and demanding challenges in our programme. These self-led

10-day journeys tested physical endurance, cultural understanding and leadership providing life-changing experiences and personal achievement.

Looking ahead, the County is excited to be actively planning a major expedition to Peru in 2026, which will offer young people the opportunity to engage in community development, adventurous activities and cultural immersion in South America. Additionally, preparations are already underway for the 26th World Scout Jamboree, to be held in Poland in 2027. This global gathering will unite Scouts from around the world in a celebration of friendship, diversity and shared values.

The broad reach and ambitious scope of this year's international programme underline the County's commitment to offering high-quality, inclusive experiences that empower young people to explore the world and their place in it. With momentum building and plans in place for even greater opportunities, the future of international Scouting in our County is bright.





Top Awards Ceremony at Bradford University

Scout / Explorer / Network

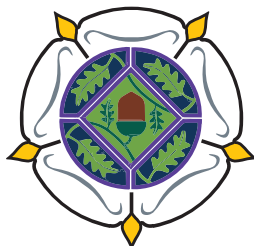
11/10/24

37



100

Youth Shaped Awards



371

Young Leaders



66%

of young people told us they make choices of what they do in Scouting



12

local Youth Leads



6

Young people attended the National workshops in Manchester



1456

young people received their top awards



2024 Roll of Honour

Awards issued between 1st April 2024 and 30th May 2025

Service Awards



Silver Wolf

Brenda Lund, Ian Lund,
David Tyas, Craig Ellis,
Tim Powell, Keith
Rawnsley



Bar to the Silver Acorn

Phil Lowde, Barry
Markey, Ian Womersley



Silver Acorn

Ian Newsholme, Roger
Snow, Carey Dowson,
Alan Pratt, Trevor Oates



Bar to the Award For Merit

Nick Tindall, Richard
Izzard, Joan Priestley,
Katie Travas, Nicola
Carter, Matthew Carter



Chief Scout's Commendation for Good Service

Bradford South

Stephen Rawlinson,
Dave Davey, Pete Denton,
Janine Elie-Smith, Becky
Hamilton, Andy Simpson,
Erin Varney, Kath Davey,
John Humpherson, Andy
Hamilton-Roe, Mike
Seymour, Michelle Haw,
Tanya Le Grâs, Jaime
Armitage, Karen Brogden,
Joely Birak, Mark Bridge,
Dan Holdsworth, Monty
Montgomery, Sharon
Taylor, Darren Parkin

Brighouse

Toni Eve, Rachel Goswell,
Debbie Pullen,



Award For Merit

Bradford North

Emily Hall

Bradford South

Angela Theabould,
Karen Cairney, David
Calcraft

Brighouse

Chris Jay,
Andy Robinson

Heavy Woollen

Abdul-Latif Dhorat

Huddersfield SE

Megan Smith

Huddersfield SW

Alex Seddon,
Philip Houlton

Pennine Calder

Tony Gledhill,
Tracy Sedgewick

Spen Valley

Vicky Caine

Wharfedale

Robin Guy, Mark
Hargrave, Tim Haskins,
Roy Ruddle,
Howard Thompson,
Beryl Thompson,
Corey Woodhouse, Craig
Grandison, Adrian Stacey

Sally Turgoose, Helen
Jeffrey, Ryan Airth, Lee
Naylor, Indra Parkinson,
Sam Robinson

Heavy Woollen

Fatima Harif,
James Williams

Holme Valley

Samuel Rimmer

Huddersfield N

Rosaline Sykes

Huddersfield SE

Jen Briggs,
Gary Marsland

Huddersfield SW

Joanne Gibson, Paula
Jones, Kay Wright,
Samuel Brown, Andrew
Murphy, Bob Eastwood,

Paul Daniel, Glyn Jones,
Kate Ratcliffe, Georgia
Shaw, Gary Smith,
Matthew Askham

Pennine Calder

Claire England, Angela
Walton, Alyson Corns

Spen Valley

Josh Newlands,
Beth Midgley

Wharfedale

Conrad Easton,
Robert McCandless,
Helen Turner

West Yorkshire

Mike Jones,
Sally Casson



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Scouts 
West Yorkshire

#Skills4life

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