

A photograph of three young people sitting on a large, mossy rock. They are all smiling and looking towards the camera. The background is a clear, light blue sky, suggesting a sunset or sunrise. The person in the center is a young man with short brown hair, wearing a dark jacket. To his left is a young woman with dark hair, also smiling. To his right is another young woman with dark hair, partially visible. They are all wearing dark clothing. The overall mood is positive and outdoorsy.

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Legal & Administrative Information

Trustees as at 31 January 2021

Ex Officio

Mr Joseph M Fletcher	District Chair
Mr Ted Fairfax	District Secretary
Mr Richard J Grindrod	District Treasurer
Mr Max Illingworth	District Commissioner
Dr Stacy-Paul Wilshaw	District Commissioner

Nominated:

Miss Alexandra J Pearson
Mrs Shamine N Harding

Elected Representatives

Dr Freya Wilson
Miss Ann E McKenna
Mr Duncan Jefferies
Mr Mark Sargent

The Charity Trustees of North Leeds District Scout Council are the ex-officio, nominated and elected members (all voting of the District Executive Committee).



District Commissioners' Report

I think we can all agree that this last year has been very different and has reminded us of the value of Being Prepared!

The whole world shut down, and so did Scouts as we knew it. But being Scouts, we didn't give up, we adapted and learned new skills for the benefit of our Young People.

We made that transition into the digital age and succeeded in keeping Scouts going and providing our Young People with exciting and valuable opportunities, some Sections and Groups even managed to grow.

Of course, it made things like archery a bit tricky, unless you were fortunate enough to have very understanding neighbours, but it did allow us to develop to some amazing online activities, including crazy scavenger hunts, and cook alongs. Some Sections developed activity packs, which were delivered to all of their Young People containing crafts and other activities for them to complete.

Over the summer and into autumn we saw some amazing face-to-face Scouting activities taking places and Young People were hiking, making fires, and taking part in wide games, despite the autumn weather and dark nights.

Even with the lockdowns and restrictions our Young People throughout the District took part in national sleepovers, virtual camps and virtual craft days organised by the County.

Our *Six Dales - With a Difference* was a fabulous event and gave people the opportunity to get out and get active. We also gave Young People the chance to get their voices heard and help shape the District.

Although as a District we have a reduction in overall numbers, we did see a small increase in the number of Scouts, but we had an 8% growth in the number of Explorers compared to last year!

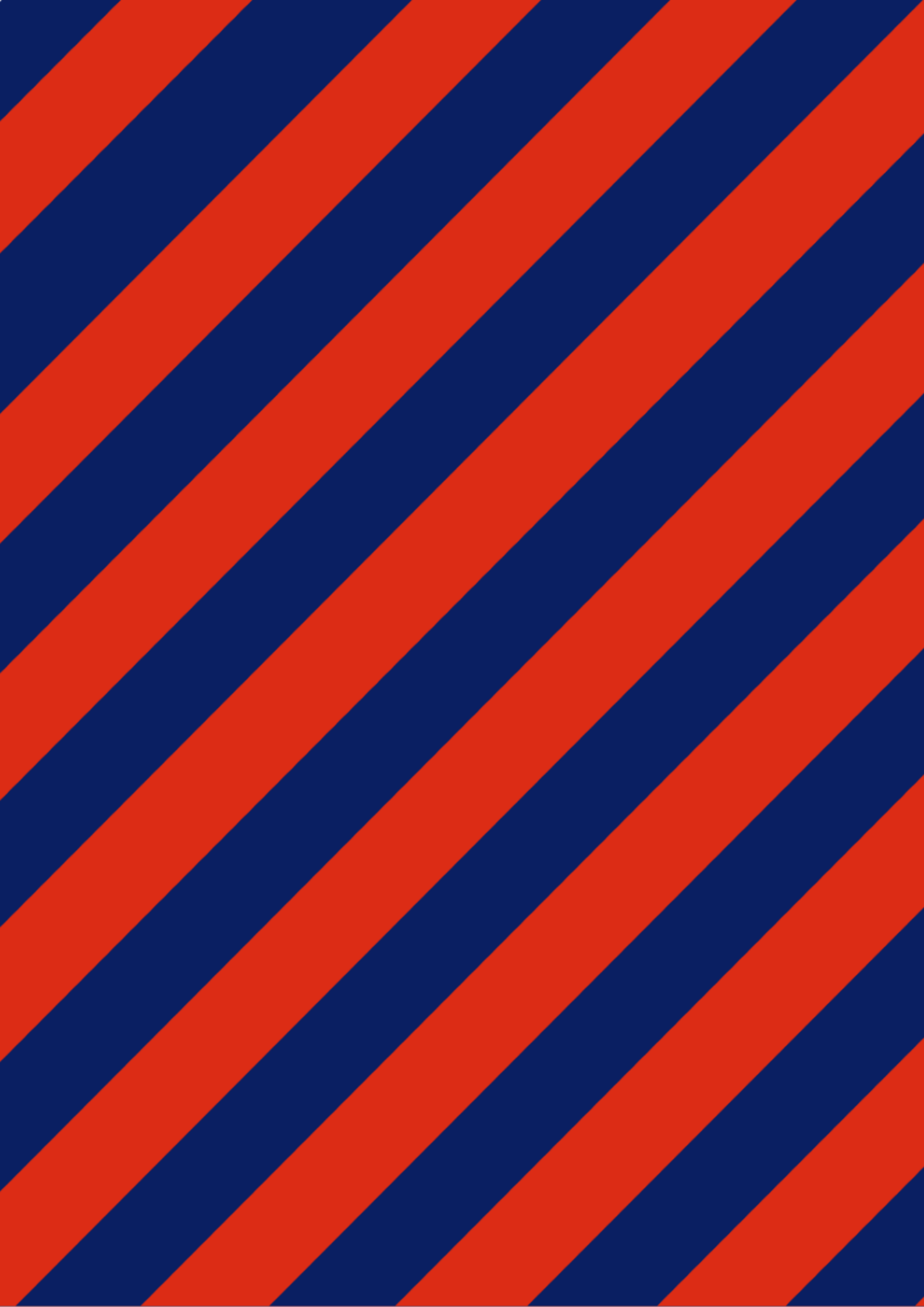
A big THANK YOU goes to all our leaders, parent helpers and their families for keeping Scouting alive and providing that valuable lifeline for our Beavers, Cubs, Scouts and Explorers. A special mention goes to Ted for stepping into the breach as acting DC before Max and I took over the role.

I am really looking forward to what the next year brings, we are already beginning to see the transition back into some sort of normality and back to camping!

I can't wait to see how North Leeds develops and how you all continue to make me proud to be part of an organisation where we can all work together and achieve greatness, even in the toughest of times.

Thank you everyone for all you do!

Max Illingworth and Stacy Wilshaw
District Commissioners



Beavers

The Beavers remains a strong Section within the District with full waiting lists and Colonies currently running at close to, or over capacity.

Most Sections have moved to virtual meetings due to lockdown rules making it particularly difficult to take socially distance outdoor meetings with younger children.

Introduction of new Beavers to the Colony is also difficult for smaller children. Leaders are very much looking forward to the return of face-to-face meetings.

More Groups are now using the Online Scout Manager which has helped to improve figures from the previous year.

	2020	2021
Number of Beaver Colonies	9	13
Number of Beavers	166	209
Number of Beaver Leaders	—	54
Outside Events	32	0*

* due to ongoing restrictions no "outside" District events were organised this year. However, three successful well attended virtual meetings did go ahead.

In addition to the wide range of skills and activities organised by Colonies at their virtual weekly meetings the following successful County events were also organised:

- Virtual Challenge 20 (August 2020).
- Virtual Festive Fun (December 2020).
- Spring Thing (April 2021).

A big THANK YOU to all leaders and helpers who have supported Beavers both up to and during Lockdown.

Again our focus for the coming year, when it is safe to do so, will be to support Colonies to navigate the process of returning to face-to-face meetings.

Michael Boam
ADC Beavers

Cubs

On the 1st of March 2020 we had the District Trading Post at St Edmunds with 7 Packs competing to earn the most money at the Trading Post. The results were very close with GSAL coming first, and with 10th St Edmunds Blue and Gold Packs coming second and third respectively. These Packs will go on to the County event in May (Postponed).

Lockdown saw many Packs turning to alternative methods of running Pack meetings or sending badge-work to their members. Zoom was a popular method of meeting up, initially for the Cubs to be able to talk to each other and share experiences of not being able to see their friends. Many badges were done online as leaders found innovative ways to carry on Scouting with the Young People.

Moving to an Amber stage meant that we could meet face-to-face in groups of up to 15. This presented further challenges of how to provide Scouting but outdoors and socially distanced. Many Packs met at Wike to do socially distanced activities and as we moved to Yellow these have been easier to arrange as the maximum group sizes have changed. Fire lighting and cooking, den building, tracking, games and taking part in the District organised laser tag were just a few of the activities done.

On a personal note, I would like to thank all those who supported me and shared with me the many and varied events over the past years in North Leeds. I am pleased to be handing over the reins to Angie and her team of District Leaders and wish them well as things are heading back more towards the normal.

Janet Illingworth
Former ADC Cubs

Scouts

During lockdown most Troops attempted Zoom meetings with a variety of success, however many found the age group difficult to engage for an online meeting. Troops are now starting to meet again and by September will be fully up to speed.

The District Scout Boating Weekend at Aldwark has been put back a year to June 2022, the 3 year running its been cancelled!

We have been approached by Run for All to support with the Leeds Half Marathon and 10k which is happening in September but details are still sketchy at the moment as routes and drinks stations haven't been finalised.

Wike is booked for the annual Frosty Camp in November.

Richard Trout
ADC Scouts

Explorers

First of all I must express my gratitude to all our awesome Leaders and supporters who have once again worked tirelessly to provide amazing opportunities and make Explorer Scouting in North Leeds a success. These Leaders are forever amazing me with fantastic programmes which challenge our Young People.

This year has been no different, the speed at which our Explorer Units adapted to online Scouting was remarkable. The online sessions have ranged from cook alongs with celebrity chefs, to murder mysteries and mocktail making. And just when we thought everyone was Zoomed out, we smashed it with some evenings which involved Explorers across the District!

Our Explorer Unit Sections were some of the first Sections nationally to get back to face-to-face Scouting when the restrictions eased and have been offering action packed activities whenever we have been allowed to. These have included, shooting, constructing go-karts, pioneering, night hikes, escape rooms, fast lane karting and canoeing. Our Explorer Units have been very active in their local community through litter picks, delivering Christmas gifts and even playing online Bingo with local elderly residents.

Over the summer and since Easter, Explorer Units were able to continue offering Duke of Edinburgh award expeditions in a very different way without camping. But now residential are back we are looking forward to our very first normal expedition in the coming weeks.

Thanks to our amazing adaptive and innovative Leaders the Explorers have thrived this year and in fact grown by 8% compared to 2020.

On behalf of all the Explorers a huge thanks to all the Leaders for keeping some normality over the past year and providing fun, crazy, adventurous and thought provoking Scouting.

Stacy-Paul Wilshaw
Former District Explorer Scout
Commissioner



Wike Campsite

2020 was a quiet year for Wike. Ready to launch a newly completed kitchen and toilet block we were suddenly plunged into lockdown and everything stopped.

Essential maintenance was carried out and then, during the summer we were able to reopen but under fairly strict guidelines – and people came flooding back! We had a fantastic week in September when many people came to use the laser tag hired in by the Explorers and shared with the District. Wike has enabled Groups to meet when perhaps nowhere else was available and, whilst we had no camping we had plenty of Sections holding their meetings on site.

At the beginning of 2021 Duncan Jefferies stepped down as ADC Wike due to ill health after 13 years in the role and we are left with a vacancy for a campsite manager! The Wike Steering Group is also looking for Young People (Network age) to come and join. It is hoped they would bring a fresh eye and fresh ideas to the Group.

Moving forward our main aim is to keep Wike as a venue for the District to use as we continue to work through the changes brought on us by this pandemic. Thanks to Tom Warburton, Max Illingworth, Dave Molyneaux and Alan Naylor for being the key movers of maintenance through this period, to Martyn Leat for continuing to juggle the bookings made and cancelled and fitting as many people as we safely can onto the site and a huge THANK YOU to all those within the Groups who act as keyholders – without you Wike would not be able to open up for everyone who wants to use it.

Gill Marshall
Chair
Wike Steering Group

Six Dales Walk

Due to Coronavirus we were unable to run the Six Dales Walk last year and so we decided to run a virtual walk. This was very successful with over 200 applicants and over 5000 miles covered.

With the uncertainty of what will happen this year, the popularity of the walk and the requests from participants to run it again, we decided that, even if we cannot run the actual Six Dales Walk in September, we would run another Six Dales Walk – With a Difference.

This is now underway and the opening date was released on Facebook last week.

It is taking place from 26th June until 24th July – all the details are on the web site. You may be pleased to know that we have applicants already, one entry from Oxford.

Ann McKenna
Chair
Six Dales Walk Committee

Appointments Committee

Appointments Advisory Committee panels met 9 times between 1st of February 2020 and 31st of January 2021, seeing 35 applicants for Leadership roles, 29 new and 6 Changes of Roles.

(There were 68 and 66 in the periods February 2018 to January 2019 and February 2019 to January 2020 respectively).

The meetings held in February and March 2020 were face-to-face and the remaining 7 meetings were held virtually using Zoom.

We now have an established practice of holding an Appointments Team meeting in or around November each year, with the District Commissioners and Local Training Manager present, to review our procedures and to take in to account any new guidance from HQ. Where necessary, we then present updates to our governing body, the District Executive Committee (or Board of Trustees) for its approval.

Fred Overfield let us know on 2nd of March 2021 of his wish to retire from his role on the committee. North Leeds Scouts are most appreciative of his wise contributions to the appointments process in the District during his 18 years of service. His ability to draw on long experience in Section Leader, Group Scout Leader and Commissioner roles has been invaluable to us.

The Appointments team comprises Amy Connor, Roger Cook, Ted Fairfax, Helen Lee, John Lillywhite, Keith Warner, Alex Pearson and Pam Warburton.

Whilst Roger currently continues as Secretary, his wish is to retire from the role by the end of September this year. Having started in April 2011 he has served conscientiously and loyally for 10 years. His successor will find his record keeping and processes a great help in taking on the role.

In recognition of this and other service including that as a Section Leader Cubs Scouts for more than 20 years and a Group Secretary for 10 years, the District Awards Panel was very pleased to be able to recommend Roger for the Award for Merit which was received in August last year.

It remains an objective to recruit more people to the committee in order to widen the diversity of its personnel in line with that of North Leeds Scout District as a whole. I would be pleased to hear from anyone interested in joining the team.

Ted Fairfax
Chair
Appointments Advisory Committee

District Chair

Achievements and performance

During 2021 the Trustees focussed on two key priorities: supporting the recovery of Scouting following the Covid-19 pandemic; and a strategic review of North Leeds Scouts' governance, policies, and practices.

Supported by our Groups, the District has been able to provide a range of activities to enable and encourage Sections to return to face-to-face Scouting. This included laser tag equipment at Wike Campsite and the availability of a large marquee for usage to provide shelter for Groups who may not have access to outdoor areas or shelter, kindly provided by 16th Alwoodley. Without this generous support, hundreds of Young People may not have had the opportunity to return to some form of normality. As restrictions ease the District will look to provide access to more of the facilities at Wike, including the hut and associated spaces.

At this point I would like to recognise and thank the dedicated team of volunteers who have continued to maintain and enhance areas of the site, ever improving in anticipation of Young People returning to Wike once again.

The annual census in January illustrated the full impact of the pandemic, with our youth membership falling by 175 members to 1,292 (2020: 1,467). This 12% reduction in membership is less severe than feared, with some Sections growing in size over the course of the year. This of course is down to the incredible effort from our adult volunteers who have adapted programme and delivery methods to allow our members to thrive during this pandemic.

In the background, the Trustees have been working to systematically review the way we operate, ensuring our governance is fit for purpose. This has involved a substantial piece of work in reviewing the composition of the Executive committee and sub-committees, our policies, and operating procedures. An immediate outcome of this work is the newly formed Wike Steering Group, designed to build on the fantastic developments at Wike over the last few years, and ensure a focus on a longer-term strategic plan for the site.

Plans for future periods

Whilst things may seem gloomy at the time of the year end, we move forward with a cautious optimism for the future that we will all come through this together, standing tall and ready to get back to providing life-changing opportunities and adventures to hundreds of Young People on a daily basis.

With restrictions easing and the District settling, we are actively looking at how we can continue the work undertaken before to grow and develop Scouting across North Leeds and move forward to support our Groups and Young People through the post-pandemic recovery.

Joseph Fletcher
District Chair

Trustees' Report

Purpose and activities

The primary purpose of North Leeds District Scout Council ("the Council") is to promote the development of Young People through achieving their full physical, intellectual, social and spiritual potentials, as individuals, as responsible citizens and as members of their local, national and international communities. This is achieved through the support of a quality programme of activities, events and expeditions.

These benefits are available to all Young People and are therefore considered to be a public benefit under Section 4 of the Charities Act 2011.

Structure, Governance and Management

The Council is established under the governing instruments of The Scout Association, which are common to all Scout organisations. These consist of the Royal Charter, which in turn gives authority to the Bye Laws and the Policy, Organisation and Rules of The Scout Association.

The Council, which is registered as an educational charity, is managed by the Charity Trustees, who together form the District Executive Committee ("The Executive Committee").

In fulfilling its responsibilities, the Executive Committee is supported by the following sub-Groups, which report to it at each meeting:

- The District Senior Leadership Team
- The District Appointments Advisory Committee
- The Wike Steering Committee
- The Six Dales Walk Committee

The District Commissioner and District Chair are ex-officio members of all sub-committees.

The Trustees are responsible for complying with the legislation applicable to charities. This includes registration, keeping proper accounts and making returns to the Charity Commission as appropriate. They must act in the best interests of the District's members to:

- Comply with the Policy, Organisation and Rules of The Scout Association.
- Protect and maintain any property and equipment owned by and/or used by the District.
- Manage the District finances.
- Provide insurance for people, property and equipment.
- Provide sufficient resources for the District to operate. This includes, but is not limited to, supporting recruitment, other adult support, and fundraising activities.
- Promote and support the development of Scouting in the local area.
- Manage and implement the safety policy locally.
- Ensure that a positive image of Scouting exists in the local community.
- Appoint and manage the operation of any sub-committees, including appointing a Chair to lead

Risk and Internal Control

The District has in place systems of internal controls that are designed to provide reasonable assurance against material mismanagement or loss. These include appropriate approvals for payments and insurance policies to ensure that insurable risks are covered.

Grants Policy

The Council aims to provide appropriate resources to enable all Young People in North Leeds to undertake Scouting activities, expeditions, and training irrespective of their background, financial ability or special needs. The Trustees have created a 'Make it Happen' Fund in the interests of supporting this goal.

Activities and Volunteers

A summary of the main activities of the District is included in the accompanying District Commissioner's reports. The Trustees are most grateful of the considerable amount of voluntary help that is given to all aspects of Scouting throughout North Leeds.

Appointment of Trustees

The Trustees of North Leeds District Scout Council are members of the Executive Committee. There are four Groups of trustees as follows:

- Ex-officio
- Elected (by the Council)
- Nominated (by the District Commissioner)
- Co-opted (by the Trustees)

The ex-officio trustees are the:

- District Chair
- District Treasurer
- District Secretary
- District Commissioner
- District Youth Commissioner
- District Explorer Scout Commissioner
- District Scout Network Commissioner

There may be a maximum of four elected trustees, four nominated trustees, and four co-opted trustees.

Trustee induction and training

New Trustees are trained in their responsibilities and duties by the longer serving Trustees. Trustees must also complete mandatory training as specified within Policy, Organisation and Rules.

On behalf of the Trustees,

Joseph Fletcher
District Chair



Treasurer's Report

The District Executive Committee has approved the District's Annual Accounts for the year to 31 January 2021. The accounts have also been examined and approved by our Independent Examiner Nick Russell, who has now completed his fourth year in this role and as such has reached the end of his term of office and we thank him for his excellent service.

As with the rest of the Country the District's activities for this year have been changed beyond all recognition due to the Covid-19 pandemic. This has had an effect on the District's finances in many ways.

A number of grants have either been applied for or been automatically allocated to Scout Groups within the District either as a result of property ownership and revenue from those properties being reduced or as assistance to Groups that were severely affected by Covid-19 restrictions.

The overall impact on the District has been managed and whilst income has been reduced the District's reserve emergency funds have been used exactly for the purpose that they were intended.

Due to a fantastic effort from all Sections and Explorer Units, we were able to complete the Annual Accounts at the end of January to put us in a position where the District could provide up-to-date examined accounts to support additional grant applications. This was a tremendous effort in such a short space of time.

The mandates for the District's day-to-day current account with HSBC and the newly opened bank accounts with Virgin Money which are for the use of newly formed Groups and the Make it Happen fund have been amended to reflect the change in the District's Executive Officers.

On a day-to-day level the District's finances are in a healthy state which meant that should the need have arisen, the District would have been able to support Groups that were struggling due

to the changes Covid-19 brought about. Thankfully, this was on the whole not required.

Another impact of Covid-19 was that the District took the decision not to implement the planned increase in Membership Fees from £3.00 per young person to £6.00. This decision will be revisited once the full impact of the pandemic is understood.

Once again the collection and subsequent payment of membership subscriptions to the County was a relatively straight forward process mainly due to individual Groups making their payments within the required timeframe and the simplification of the calculation and billing of Young Leaders. Again, many thanks to all the Groups this made my job a lot easier.

In 2020 we paid to the County and Headquarters £53,664.00 in membership fees.

2020 also saw the completion and full settlement of all invoices for the Wike Kitchen and Toilet projects this process has relied heavily on a number of individuals managing the payment of invoices from suppliers, again my thanks to them for their efforts.

Looking forward I think this coming year 2021/2022 will settle back down into a more usual routine. The key objectives for the year are to agree on the new Membership Fee structure, complete a longer term budgetary strategy and consider the current banking arrangements in light of the closure of the HSBC branch in Chapel Allerton.

Richard Grindrod
District Treasurer

Youth Membership	2019	2020	2021			
			Male	Female	Self-Identify	Total
Beaver Scouts	253	284	189	44	0	233
Cubs Scouts	499	589	347	143	0	490
Scouts	382	390	288	107	0	395
Explorer Scouts	139	161	118	53	3	174
Network	40	43	27	9	0	36
Total Youth Membership	1313	1467				1328

Programme Delivery Roles	2019	2020	Male	Female	Self-Identify	Total
Section Leaders	211	68	33	34	1	68
Assistant Section Leaders	Inc	135	70	44	0	114
Section Assistants	51	48	20	39	0	59
District Skills Instructors	0	0	1	0	0	1
Total Adult Programme Delivery Roles	262	251				241
Young Leaders	0	54	26	14	0	40*
Total Programme Delivery Roles	262	305				281

Line Manager Roles	2019	2020	Male	Female	Self-Identify	Total
Group Scout Leaders	22	15	10	4	0	14
District Commissioners	1	1	2	0	0	2
District ES/SN Commissioners	2	1	0	0	0	0
Total Line Manager Roles	25	17				16

Governance Roles	2019	2020	2021				
			Male	Female	Self-Identify	Total	
Group Chair	Inc	12	10	3	0	13	
Group Secretary	Inc	9	2	7	0	9	
Group Treasurer	Inc	11	8	4	0	12	
Group Executive Members	Inc	23	8	10	0	18	
Total Group Governance Roles	56	55					52
District Chair	Inc	1	0	0	0	0	
District Secretary	Inc	1	0	0	0	0	
District Treasurer	Inc	1	1	0	0	1	
District Executive members	Inc	8	2	0	0	2	
Total District Governance Roles	4	11					3

Total Governance Roles	60	66					55
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Support Roles	2019	2020	Male	Female	Self-Identify	Total	
Deputy Group Scout Leaders		4	2	2	0	4	
Group Admin/Supporters		1	0	1	0	1	
Group Skills Instructors		1	1	0	0	1	
Other Group Adults		71	54	10	1	65	
Total Group Support Roles	0	77					71
Deputy District Commissioners		2	0	1	0	1	
District Youth Commissioners		1	1	0	0	1	
Deputy District Youth Commissioners		0	0	0	0	0	
Assistant District Commissioners	3	6	5	3	0	8	
District Leaders	1	1	1	2	0	3	
District Admin/Supporters	0	1	0	1	0	1	
District Skills Instructors	0	0	0	0	0	0	
Other District Support Roles	0	9	2	2	0	4	
Total District Support Roles	4	20					19
Individual Members	52	0					

Active Support	36	33	30	13	0	43
Total Support Roles	92	130				132

Totals	2019	2020	2021			
			Male	Female	Self-Identify	Total
Youth Membership	1313	1467	969	356	3	1328**
Adult Membership	439*	464	262	180	2	444
Total Membership	1752	1931				1772

*Young Leader totals are not included in the overall totals as Young Leaders are already included in Explorer Scout totals.

**Total membership paying Headquarters Membership Fee is 1292 i.e. Total of Youth Membership excluding Scout Network.

Units	2019	2020	2021
Beaver Scout Colonies	14	16	17
Cubs Scout Packs	18	20	25
Scout Troops	17	19	21
Exploer Scout Units	8	8	10
Ypung Leader Units	1	1	0
Active Support Units	3	3	3
Groups	17	19	21

