



## Under 11's Programme

Information was provided at recent Brigade Scotland roadshows on the new Under 11 Programme. Launched this month for take up in the 2019-2020 session the new material will be sent direct to Leaders in Charge of Anchor & Junior Sections and is designed to be delivered well in advance of each of the sessional terms. (Autumn : Sep to Dec, Spring: Jan to Apr, & Summer: May to Aug) The new resource will include a Programme Planner, providing ideas, highlighting national festivals and awareness days, signposting resources and identifying what fully resourced activities will be provided in the form of Activity Cards and Themed Activity Cards for the next term. The Activity Cards can be stored in new Programme Boxes which are available for uplift from the Battalion office. The new resource has 'Activity Areas' that replace the Programme Zones in the current programme. These are 'Get Active', 'Get into the Bible', 'Get Creative', 'Get Learning', 'Get Adventurous' and 'Get Involved'.

Over time Sections will be able to build up a library of activities across all the programme areas with downloadable resources also available through Online Brigade Manager (OBM). A more detailed note on the updated material will be included in the next issue of the Gazette.

It's important that all Companies identify the Leader in Charge of Sections via OBM to ensure delivery to the correct person.

## CashBack & Mini Grants Scheme

Over the last five years many Companies were able to take advantage of the CashBack for Communities funding provided by the Scottish Government. Changes to the criteria directs this particular resource to areas that have been identified as being in the first 20% of locations within the Scottish Index of Multiple Deprivation (SIMD).

Glasgow Battalion has over 20 Companies whose church parish includes some locations within these statistics and a number have been identified by Brigade Scotland for support.

To assist the remainder of the Companies within the Battalion a new 'Mini Grants Scheme' is being introduced. This will be similar to the previous CashBack Scheme and will be funded from part of the funding received through the Church of Scotland Guild Project (see page 2). The available funds will be less than the old scheme and criteria on eligibility is likely to be linked to a number of initiatives within the 'Growth, Quality, Voice' themes of the Brigade UK Development Plan.

## Annual Statistical Returns

Further on in this update is a note about Brigade UK Executive business. This highlights a serious financial issue with a year to date loss of over £110k, part of this is as a result of late capitation fee income. This has resulted in a decision to reduce staffing costs by £100k through a review and subsequent redundancies.

To date 46 Glasgow Battalion Companies have completed Annual Returns to Brigade UK. The remaining Companies have been contacted to remind them of the need to remedy the outstanding requirements.

Brigade UK would appreciate a timely response to ensure income levels are improved through this necessary funding channel.

## Training

Since the last Battalion Council meeting, the Training Team has completed its programme of courses for the session.

Training courses continue to draw in participants from a wide number of Battalions. The Captains' course and Holiday Leadership course are prime examples of where a number of the attendees are from outside Glasgow Battalion which made the course viable in terms of numbers attending.

It has been noted that the number of Boys attending the "Building your Skills" and "Skills for Queen's Badge" course has dropped over the last few years, which has implications for the size of accommodation required for future Queen's Badge residential courses at Auchengillan as numbers are unlikely to fill both accommodation blocks currently used.

The Training Team will shortly be meeting to plan out the programme for 2019/2020, taking into account projected course numbers for next session and suitable accommodation for the likely numbers attending. Companies who would like to see a course on next year's programme that we currently do not run are advised to contact the Battalion office so that it might be considered for inclusion for next session's programme. Youth Leader Training will likely reduce to 2 days as part of a new programme.

## Guild Project

The Guild's Project Partnership scheme sees them work with six Christian charities over a three year period with the aims of prayerful and reflective support for the aims of the project, raising awareness of the projects' work amongst the Guild and the wider church, and raising funds to support the work of project partners.

One of the aims of the current Brigade Scotland workplan, under the 'growth' strand, is to broaden and deepen our partnership and relations with the Church. We believe this partnership will support the achievement of this aim. The partnership also supports other objectives, including establishing a mini-grants scheme that Companies could apply to in order to support growth.



We anticipate opportunities for inter-generational collaboration between the Brigade and the Guild, increasing the profile and links between the BB, the church and local communities.

There are lots of different opportunities and possibilities that this project presents, including:

- \* Companies engaging with a Guild group meeting in their Church or potentially with a Guild in a nearby Church
- \* Inter-generational learning and programme possibilities – BB groups could support learning within a Guild group, such as digital/IT, whilst Guild members could support with learning on practical/life skills, finance, cooking and creativity.
- \* Volunteering experiences/opportunities as part of working towards Queen's Badge
- \* Skills development opportunities through engaging with Guild groups - presentation, communication and social skills
- \* BB Companies can provide practical help and support to Guild groups

The partnership will last for three years, running from 2018 – 2021. However, it is hoped that relationships will develop and grow, locally and nationally, and that they will continue to benefit both the Brigade and the Church of Scotland Guild after the formal project concludes.

Presentations on the project have been made to over 150 Guilds (around 20 in the Glasgow Battalion area) and positive feedback has been received from many members. To date nearly £18,000 has been donated to the Boys' Brigade Project and part of these funds will be used to support the Brigade's strategic priorities of Growth, Quality and Voice through the new mini-grants scheme.

One opportunity to join together is at the Big Footprint event organised by the Moderator of the General Assembly of the Church of Scotland, Rt Rev Susan Brown who has come up with a special event for organisations, churches, communities and people of all ages to be walking, talking and sharing together. The Glasgow Hub event is scheduled for Saturday 20th April 2019 and will be made up of representatives of the Guild, the Girls' Brigade, the Boys' Brigade and the wider church.

## Kilbryde Hike 2019



Teams from The BB and Scouts took part in the 2018 hike covering a total of 28 miles in the hills of South Lanarkshire.

2nd East Kilbride retained the Senior Hike Trophy and also won the Expedition Hike, with the 25th Stirling (Dunblane) taking the Junior title.

The Hike begins at around 8am on Saturday 8th June, concluding with a meal and prize-giving at the finish on Sunday afternoon. Over the 2 days the young people are tested on navigational skills and challenges at check points along the route. Teams should be suitably prepared, proficient in map reading and physically fit enough to cover the distances.

There are 5 different categories, including an Explorer Hike. This is a one day option for young people aged 11 or older accompanied by an experienced adult or Senior and is ideal to introduce hiking to groups, it also meets the criteria for the Glasgow Battalion Earl of Wessex Award outdoor element. The hike is also a great training exercise for anyone building towards Duke of Edinburgh Award Expeditions.

This year celebrates the 50th Anniversary of the first event and an additional Veteran Hike Category has been added to allow people who have taken part in the hike over the last 50 years to have another opportunity to experience the course.

More information can be found at the web page, <https://kilbrydehike.bbglasgow.org.uk>

## Earl of Wessex Awards



To encourage participation in outdoor activities HRH The Earl of Wessex, has agreed to support an award designed for young people in the 12 to 13 year age group, below the age 14 criteria for Duke of Edinburgh (DofE) Bronze.

Thanks to the support of The Incorporation of Coopers at The Trades House of Glasgow we are now able to offer the award for use within Glasgow Battalion. The award can be gained within our existing structure, ideally at year 3, between the Discover (Y2) & President's Badge (Y4).

Members of the Battalion would gain the award by:

1 Completing at least 30 points from the Discover Programme having gained the Community, Skills & Recreation badges in the last 12 months.

2 Take part in an outdoor day hike/walk at a distance between 7 & 10 miles (in open countryside & where appropriate accompanied by a Leader) – The Explorer Section of the Kilbryde Hike is an ideal method.

The badge and associated certificate will be provided by the Incorporation of Coopers.

Companies should provide details to the Battalion Office of successful participants and arrangements will be made to present the award.

Since session 2016/2017 eight young people from the Battalion have successfully reached the attainment level for the Earl of Wessex Award, with five receiving certificates from HRH Prince Edward, Earl of Wessex at ceremonies held in the Trades House of Glasgow. We are keen to see increased participation with the local initiative and further information is available from the Battalion office

## Duke of Edinburgh Awards

A number of Companies within the Battalion run the DoFE Awards as registered centres. The Battalion is also a registered centre and is able to offer the award to members of Companies who may not have the numbers or experience/resources to do this locally. From 5 Companies we have 10 young people who have gained Bronze and Silver Awards and currently have 12 working towards Bronze, Silver & Gold.

The award fits into the Boys' Brigade Advanced Award system at President's & Queen's Badge level. Information is available through the Battalion office for Companies who would like to add this to their programme offering.

## Leader Registrations

Notifications are being sent electronically by Brigade UK to Leaders advising them of upcoming and in some cases expired re-registration requirements. In most cases this will involve the return of the LREG2 form, signed by the Leader, Company Captain & a Church Authorising Person. If Leaders had the status of 'Pending' in their registration with Brigade it is likely that they will have been removed as an active Leader and a new LREG1 form will need to be used.

## Safeguarding

The Brigade UK Statement of Insurance Cover document, downloadable from OBM, advises Companies to provide a copy to their Minister or appropriate church official (in Church of Scotland (CofS) based Companies this may be the Safeguarding Coordinator) For CofS based Companies this should match those listed on the congregational safeguarding register. The church register should list the date of completion of mandatory CofS Safeguarding training for each Leader and should have taken place after 2014. There are a number of Leaders who require attendance at this mandatory CofS course and this can be booked through local presbyteries or the Glasgow Battalion Training Team.

Brigade regulations show that no one should be working in a Company without proper registration and safeguarding training.

## Development Support

The Battalion provides a number of support services to Companies including Training, Activities & Events, Advanced Awards and Online Brigade Manager (OBM) advice. Support can also be offered through a visit from our Development Officer/Battalion Secretary. This may be useful for Companies utilising the Brigade Scotland Company Healthcheck scheme and can be arranged through the office. Plans are also in place for a series of drop-in events at HQ/local venues to allow Companies/Leaders who want to find out more about the latest opportunities for programme development or specific support for local initiatives. More details will follow once dates are arranged.

## Big Sport Roadshow: 4th May Glennifer High, Paisley

Training and skill development opportunity for BB leaders and seniors (16+) organised by the BB Year of Young People group. This youth-led events is free and open to ALL leaders as well as members aged 16+ and will focus on developing skills and new programme ideas in sport, play and recreation. The roadshow will allow you to introduce new ideas – whether these be for your weekly programme, for competitions, or even outdoors. Regardless of age or experience, the roadshow is a perfect chance to meet other BB leaders, share ideas – and, yes, have fun too! Other dates are available - please see Brigade Scotland E-Update

# Chaplains Conferences

Following the event held last June it was agreed to proceed with additional opportunities to engage with Company Chaplains. This forms part of a wider Brigade Scotland initiative to ensure that all Companies are operating with a registered Chaplain and that churches have a better understanding of their responsibility as a fundamental part of the Boys' Brigade structure and method.

It was highlighted at the last event that a number of Chaplains are not registered with Brigade UK. (34 Companies in the Battalion do not have a registered Chaplain) and will not receive a copy of the Gazette or be included in communications from Brigade or Battalion. Forms are available on the Brigade website and Companies are encouraged to make sure they have an appointed Chaplain. There is no fee for Chaplains and it is a role that can be delegated to a member of the Kirk Session/Management Board of the church should a minister not be available.

## Board of Trustees

The last Board meeting was held on 6th February 2019, with a summary of key points posted on the website as follows:-

The Board noted that core costs are on budget and under control. Income is up £13k against the same period in 2017/2018 mainly as a result of the £9k legacy received earlier in the financial year. The training credit for Companies has started well with £1475 allocated with a potential sum of £2275 for the year to March 2019. It was unanimously agreed to realise £25k of assets via our investment broker. It was agreed that additional time would be spent at the next meeting looking at our future budgets.

It was agreed to renew our office lease with Ibrox Parish Church to February 2022.

The Board noted that 43 of 57 Companies have completed the Brigade UK Annual return using Online Brigade Manager (OBM). A reduction in numbers of 69 (4%) has been recorded, this is in line with Brigade Scotland statistics.

The Board received reports on recent & upcoming events including:-

- Chaplains Event , · Juniors Section Sports, · Company Section Table-Tennis, · Company Section Cross Country
- Anchor Section Collage Days, · The Kilbryde Hike, · An Anchor Section Workshop in East Kilbride that took place in November. Feedback was positive and a further event is planned for 13th February. Additional dates would be arranged for later in the session/early next session.
- An opportunity to discuss BB work at Castlemilk Parish, · Discussions to look at Under 11's work with 2 schools in the Ruchill area.
- Offers of a Development Officer visit to be made to Companies, · District engagement work to promote Brigade UK Raise the Bar and Growth, Quality & Voice initiatives are planned.

## Brigade UK Executive : Summary Points

The Brigade Executive, the Trustees responsible for the running of Boys' Brigade UK, met at Felden Lodge on 23rd February. Following a report from the Staffing Review Group and after taking the current financial situation into account it was confirmed that the Brigade Secretary should proceed to implement a new staffing structure from 1st April. It was recognised that regrettably this would lead to a number of redundancies.

It was also noted that the Brigade Secretary would not be seeking to extend his contract at the end of 2019.

It was agreed to start legal proceedings against the producers of the Lara Croft film for unauthorised use of the Brigade logo.

It was noted that the Brigade has signed a Service Level Agreement with the Church of Scotland for the provision of safeguarding services. As part of the Safeguarding Review, David Aubrey (a Brigade UK Vice-President), had updated the Brigade Safeguarding Procedures and it was agreed these would be reviewed by the Safeguarding Panel.

The Treasurer reported that the current financial situation was still very difficult. The latest management accounts showed a deficit of £110,932 for the year to date. This was primarily the result of the continued decline in capitation fee / supplies income and increased pension costs. On the recommendation of the Finance Committee a revised budget for 19/20 was agreed. This shows a reduction in staff costs of £100k.

The meeting discussed possible options to facilitate the introduction of two-tier capitation fees.

The Brigade Secretary reported that he had recently met with senior staff in the Church of England and Church of Scotland. Many CoE parishes only work with a small number of children and it appears there is a good opportunity to develop closer links with this denomination.

Brigade Regulations - It was agreed to table an Executive motion to reduce the size of the Brigade Executive. London District had also proposed a motion on the same subject. Proposals for other changes to Brigade Regulations were also agreed.

Development / Strategic Plan- A revised version of the 2018/2020 Strategic Plan was agreed. Members also received a report on the planned consultation process for the next plan which would run from 2020. The Brigade Secretary reported that the Raise the Bar campaign appeared to be gaining traction and that positive feedback had already been received from several Companies / Battalions.

Brigade Conference - Due to budget constraints it had been decided that it was no longer financially feasible to host conference at the University of Swansea. A new venue had been identified and conference would now take place at the Marriott Hotel, Swansea. The process of identifying a venue for 2020 was still ongoing.

David Aubrey reported that further discussions had been held with the President of Northern Ireland District in relation to the District's motion to Council in 2017 and that he believed matters would soon be resolved.

Following questions from young people at the recent Queen's Badge Residential Course and from Leaders in Companies who have recently been able to promote the Queen's Badge we have detailed the following responses.

## **What support should a young person get?**

**(This is an extract from a resource on the Brigade Uk Website)**

There are 3 people who play a key role in a young person working towards their Queen's Badge:

### **Queen's Badge Advisor**

A Queen's Badge advisor is the person from the Battalion or District who will help the young person plan what they are doing and review & support their work. Queen's Badge advisors have helped many young people to complete the award. They have vast knowledge and ideas that could help a young person complete their award.

Their role is not that of an assessor. They are there to use their experience alongside the mentor to help the young person set their own targets and get the best out of the experience. It's key that the young person has ownership of their award and the advisor is key in ensuring this is the case. Their involvement will be greater in Companies that don't have much experience of the Queen's Badge, but it is advised that they meet with the young person at least twice during the time they are undertaking the award. In groups with more experience the role might be to advocate on behalf of the young person and support them to be able to do what they want and not just what has happened previously in that Company. The Advisor is asked to sign the Action Plan and the Authorisation page.

### **Company Mentor**

A Company Mentor is a leader from the young person's own Company who is there to support and encourage them on a week-by-week basis. This is often the Captain, but could be another leader.

### **Queen's Badge Assessor**

This is the person who trains, supervises or assesses each part of the programme. The assessor in each area of activity will be directly responsible for supervising the young person's progress, reporting on their contributions and achievements. They should be an expert in that field and should have the necessary experience or qualifications to complete this task. This means that a young person will often have different assessors for each section.

For some activities the assessor may be the same person as the Mentor or Advisor.

## **Who is responsible for arranging the Candidates meeting with the Queen's Badge Advisor/Company mentor?**

The Queen's Badge book shows this to be the Young Person although in practical terms it tends to be the Company Mentor who makes the arrangements. It should be noted that it is not the responsibility of the Queen's Badge advisor to initiate the meeting. In some parts of the Battalion Candidates meetings are arranged for multiple Companies to attend. Please remember that QB Advisors will have other commitments and can be as busy as Company Leaders.

Prior to the Candidates meeting with the advisor young people should have had access to their record book to understand the process of undertaking the award and have given some thought to what activities they want to do.

## **What can a young person choose as a Skill or Physical Activity?**

These are closely aligned to the Duke of Edinburgh Award and further information is available online via the DofE website or you can contact the Battalion office for a full printed guide.

Skills can include:- Ceremonial drill, Circus skills, Speech & drama, App design, Playing a musical instrument, Playing in a band

Physical can include:- Athletics (any field or track event), Biathlon/Triathlon, Bowls, Cross country running, Canoeing, Table tennis, Gym work and many more.

## **What should I do as part of my work within the Company?**

You are expected to assume an appropriate degree of responsibility for an aspect of BB or Church activity. At least 30 hours activity is required across the planned period of involvement, and could include two or more different experiences in two or more sessions. Activities can be at any level within the Brigade or Church, although you may benefit from undertaking part of this activity outside your own Company or Church. The key words are responsibility and within, you shouldn't just turn up and watch from the sidelines but get involved in the planning, delivery and review of the activity that you do. Think of it as a project. This is a chance to give something back, but also your chance to develop something new or different.

## **How much time should be spent volunteering outside the Brigade?**

As part of the award we want you to volunteer or provide support to others in the Community. At least 30 hours activity is required across the planned period of involvement, and could include two or more different experiences in two or more BB sessions.

Volunteering is simple. Go and make a difference in your community or to an individual's life, without getting paid! Volunteering provides you with a chance to engage with your community, take responsibility within it, and gain a sense of belonging. The Boys' Brigade has been bringing hope to communities and young people for over 135 years. The difference that you can make to your community is immeasurable; therefore as you begin to think about this part of the award recognise that you have enormous potential to do something amazing. Negative images of young people, although prevalent elsewhere in society, are not found in the BB.

## **What do I put in my Queen's Badge Book?**

You should maintain a log of activity using the Record Book. The Record Book will be your record of all activities and work completed. The assessor in each area of activity will be directly responsible for supervising your progress, reporting on your contributions and achievements. You may have a different assessor for each activity and the book should show examples of the activities that you have taken part in. Some of the best examples show photographs of many of the activities and where time has been spent volunteering with charitable organisations, a demonstration of why that role is needed and how the contribution has impacted positively on the charity. The book will detail your view on each of the sections worked on towards the award.

# Battalion Council 12th June 2019

The Training Trustee post on the Battalion Board falls vacant by rotation this session. Alan Murray has held the post since the re-organisation in 2012. As per regulations nominations including the names of the proposer and seconder should be intimated (other than by the Board), to the Secretary, in writing, by 30th April 2019. Details of such nominations (accompanied by a statement by the nominee in no more than 250 words, if the nominee so desires) will be reproduced on the Nominations section of the Battalion website as soon as practical after 30th April 2019. The Board shall be entitled to make additional nominations and all nominations, accompanied by any supporting statements, shall also form part of the Notice calling the Annual Meeting.

# Cumbrae Camp 24-27 May 2019

The National Camp for Company/Senior Sections still has a few places available. Running from Friday to Monday the event gives Companies who find it difficult to arrange residential experiences an opportunity to join with over 80 young people from around Scotland for a full programme of activities over the course of the weekend. Information is available from Brigade Scotland at Carronvale.

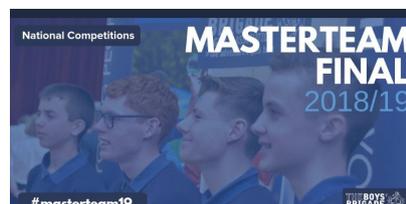
# National Competitions

Glasgow Battalion Companies have reached finals of two of this sessions competitions.



At the Table Tennis event held in Northern Ireland the 44th Glasgow were crowned National UK champions. Blair, Sam and Andrew won every game, finishing with a 6-3 victory v Kempston in the final. Considering these boys are 15, 14 and 13, this is a huge achievement and after last years close loss in the final, they thoroughly deserve it! Congratulations

At the Masterteam Finals held in Lanark, Scottish Champions 128th Glasgow finished in fourth place in a high scoring event. The Boys led after early rounds but a great performance from Northern Ireland's 4th Newtonabbey saw them take the title.



# Upcoming Events

April		June	
20	BIG Footprint, Cathedral Square 10:30am	6	Queen's Badge Certificate Presentation
27	Training Team Meeting	8 to 9	Kilbryde Hike
May		12	Battalion Council
4	Big Sports Roadshow—Paisley	22	Board Meeting
10 to 12	Expedition & Outdoor Leader Training		
23	Board Meeting		
24 to 27	National Camp, Cumbrae		

# Contact us

Call for more information about our activities or to provide information about past or upcoming Company and District activities.

Glasgow Battalion, The Boys' Brigade: (0141) 427 4051 : [info@bbglasgow.org.uk](mailto:info@bbglasgow.org.uk)  
 Visit us on the web at [www.bbglasgow.org.uk](http://www.bbglasgow.org.uk) Find us on Facebook Follow us on Twitter: @TheBBGlasgow

 The Church of Scotland

**Glasgow Hub event**  
**20th April: 10:30am**

**THE BIG FOOTPRINT**



**All Generations Walking Together!**



## What's THE BIG FOOTPRINT all about?

**Week in week out, the Church, the Guild, BB and GB undertake incredible work with individuals, groups and the wider community. But so often, we are not seen and we are not heard.**

The BIG Footprint is a chance for the Church of Scotland Guild, The Boys' Brigade (BB) Girls' Brigade Scotland (GB) and wider church to come to together to show how much we are at the heart of local communities.

The BIG Footprint follows in the footsteps of the Moderator of the General Assembly of the Church of Scotland Rt Rev Susan Brown, whose moderatorial theme has focused on Walking Together. During her year in the role, Susan is highlighting the many different benefits of getting out and walking more.

Our ambition is that BIG Footprint events will be taking place across Scotland, and that each event will culminate in bringing people together for food and a blether. It can be a short wander or even something more adventurous – it's up to you!

We hope that The BIG Footprint will help to make a BIG impression by bringing churches and communities together to show the footprint of faith that exists in Scotland today.

The event will be like no other – and what's more – it will be a wonderful example of intergenerational working, with members from BB, GB and the Guild walking, talking and sharing together. But, if you don't have a Guild, GB or BB, don't worry – you can still take part in The BIG Footprint!

## Glasgow Hub event

Starting at the Cathedral, going down the High Street before crossing the river over and back on each of the four bridges to the west of the High Court. This brings us back to Jamaica Street from where we walk to St Enoch Square then Buchanan Street, St Vincent Street to St Columba Church of Scotland near Charing Cross where refreshments will be served. The walk is 4.3km / 2.6 miles.