

**WEST SUSSEX
COUNTY SCOUTS**

**ANNUAL REVIEW
2020 - 2021**

OUR STRATEGIC OBJECTIVES

Due to the impact of the Covid pandemic The Scout Association has extended its Skills for Life strategy to 2025 with these same objectives remaining in place:

GROWTH

We believe Scouting changes lives so we want to give every young person in the UK the opportunity to join.

INCLUSIVITY

Everyone, regardless of their background, should be able to participate in Scouting.

YOUTH SHAPED

Every young person should be shaping their experience and developing their leadership potential.

COMMUNITY IMPACT

Through community impact projects, Scouting makes a difference not just to the individual but to whole communities.

SKILLS FOR LIFE STRATEGY

The programmes of work that will help us to achieve our strategy have been revised and now include two new objectives of 'Digital' and 'Early Years':

PROGRAMME

A fun, enjoyable, high quality programme consistently delivered and supported by simple (digital) tools

PEOPLE

More, well trained, better supported and motivated adult volunteers, and more young people from diverse backgrounds.

PERCEPTION

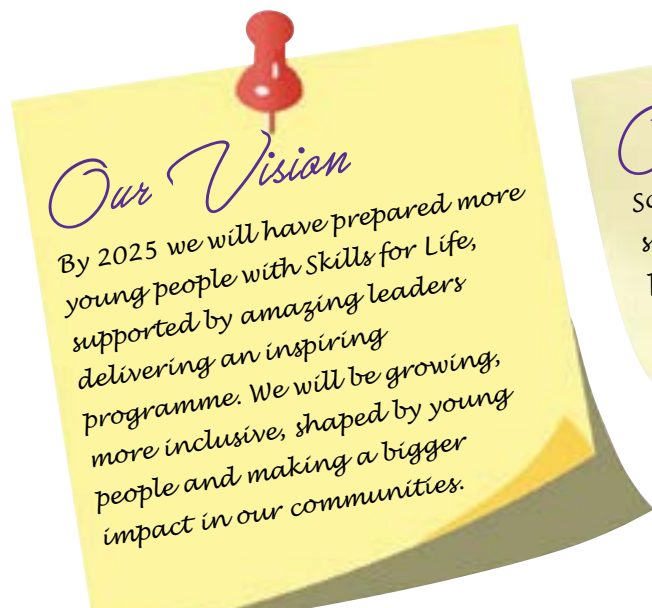
Scouting is understood, more visible, trusted, respected and widely seen as playing a key role in society today.

DIGITAL

Embedding our digital principles and transforming the Scouting experience with better digital tools

EARLY YEARS

Provide more young people with Skills for Life through a new section for four and five year olds



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COUNTY CHAIRMAN

This past year was unprecedented with the Covid pandemic making dramatic changes to all our lives. Many have helped children with home schooling and worked from home and some may have been furloughed or made redundant. My heartfelt thoughts are with those who may have been seriously ill or have lost their loved ones.

During the year to March 2021, the County Executive Committee increased the frequency of its meetings holding eleven scheduled or extraordinary meetings. All these, and the District Senior Officers' meeting, were held online using Microsoft Teams. My thanks go to all colleagues for adapting to this new way of working. Looking forward, we intend to continue to hold some of our meetings online, saving on travel expenses and volunteer time and reducing our carbon footprint.

At the AGM Roger Mourton and Zoe Chartres resigned, and I thank them both for their combined total of 18 years' service and their contributions to the Executive Committee. I am very pleased to report that we recruited three new members to the committee this year; Ben Hardcastle, a Scout Leader and Group Treasurer, Tony Hall, Deputy County Commissioner and Chair of our project working group and Andrew Swayne who also holds the post of County Health and Safety Advisor. The committee is now at full strength, always quorate and reflecting a balance of opinions, ages and experience. I know my colleagues are looking forward to the time when we can resume face to face meetings.

Following Government guidelines, the County Office was closed at the height of the pandemic. Our two administrators, Tracy and Carol, were furloughed but have since returned to part time work. They have been supplied with laptops to work from home or at the office at Lodge Hill. County continues to benefit from central government financial support. The Executive has decided to keep the office at Lodge Hill open for the time being. This will be reviewed when more normal conditions return.

The Awards and Appointment Advisory Committees have both continued to function but have adapted to new ways of working. Covid restrictions meant we were unable to hold our usual youth and adult award celebrations but I hope these events will resume when

government guidelines permit. Health and Safety remains a priority with a continued focus on governance, risk assessments, safety and safeguarding training and compliance.

I would like to thank my Executive Committee, and indeed every single person who contributes to the provision of Scout opportunities for all in West Sussex. Our volunteers have embraced new technologies and worked tirelessly in these challenging times to continue to give young people Skills for Life in a safe and stimulating environment. In particular, I wish to pay tribute to County Commissioner Robert Sawyer, whose dedication, leadership and practical help continues to support and inspire our leaders.

Rachel Hammond
County Chairman



COUNTY TREASURER

The graphs on this page show County income, expenditure and assets. The figures are taken from the County Annual Report but have been modified in order to simplify the illustrations.

County income has been increased, from that shown in the Annual Report, by incorporating

the investment returns and transferring a small negative activity income to expenditure. In expenditure, the duplicated cost centres for County Administrators and Office have both been merged into new single entities. These modified income and expenditure figures still

realise the same net surplus of £78,060 that is shown in the Annual Report. Readers are referred to the Annual report for comprehensive financial detail and explanation.

David Hopper, County Treasurer



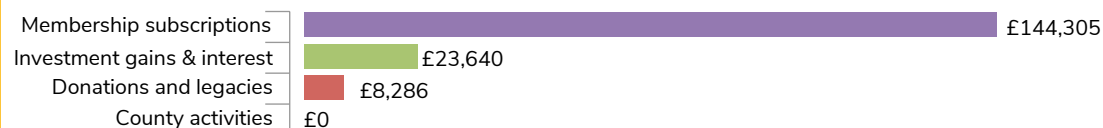
Income

County Activities	£0
Donations and legacies	£8,286
Investment gains & interest	£23,640
Membership subscriptions	£144,305
Total Income	£176,231

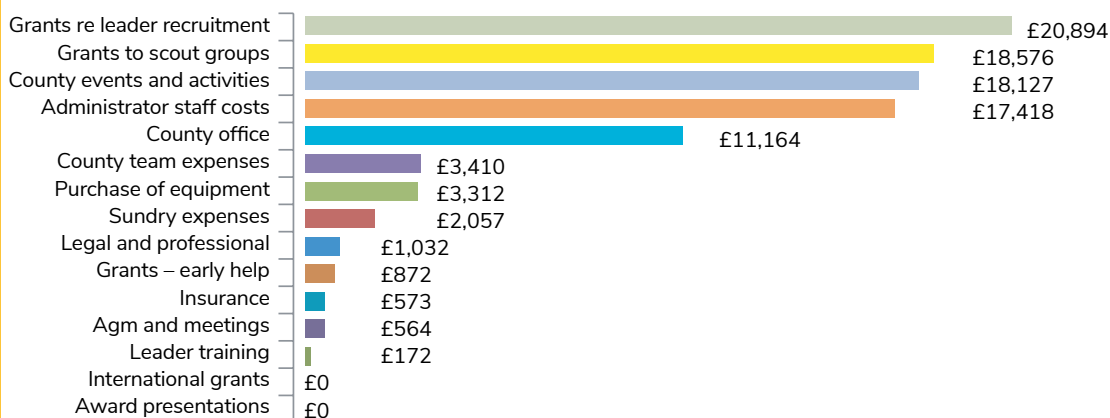
Expenditure

Award Presentations	£0
International grants	£0
Leader training	£172
AGM and meetings	£564
Insurance	£573
Grants – Early Help	£872
Legal and professional	£1,032
Sundry expenses	£2,057
Purchase of Equipment	£3,312
County team expenses	£3,410
County Office	£11,164
Administrator Staff costs	£17,418
County events & activities	£18,127
Grants to scout groups	£18,576
Grants re leader recruitment	£20,894
Total expenses	£98,171
Deficit / surplus	£78,060

Where our money comes from



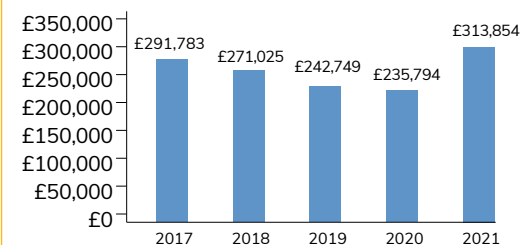
How we spend our money



Assets

Year	Assets
2017	£291,783
2018	£271,025
2019	£242,749
2020	£235,794
2021	£313,854

Assets



COUNTY COMMISSIONER

Undeniably, this last year has been challenging for us all due to the impact of the pandemic, but West Sussex Scouts still had a busy year. I have been impressed to see our adult members step up to new challenges and run online meetings, even managing to hold virtual camping events. Even though we have not been able to meet face to face, sections have still been able to continue scouting and youth members achieve badges and awards. The same great leaders have updated their own training with a hundred Wood Badges awarded.

Sadly, no matter how innovative we were or hard we tried, some regular scout activities were impossible to do. Our Scout Active Support Units have not been able to run their usual activities apart from the Downsman Unit who managed to run a slightly different event. With the government imposing a strict travel ban, all international Scout activities had to be cancelled. This included the Poland Eurojam 2020 event which was initially rescheduled for 2021 but then finally cancelled as the organisers realised they could not host a safe event. On a more positive note, we are looking forward to 2022 when we will run the West Sussex camp, with Scouts and Guides, at the Ardingly Show



Ground. We are also planning to support 72 young members to attend the next World Scout Jamboree 2023 in South Korea.

The census does show a drop in our membership numbers. This is disappointing but understandable as some groups struggled to host online meetings and online Scouting was not suitable for all. In March 2021, County reduced its membership fee which helped to offset the increase levied by the Scout Association. However, with projected lower membership numbers our income for the next year may be reduced?

We are now preparing for the next year but I remain very proud of my leaders for giving support and a focus to our young people who were still able to experience fun and high quality programmes which in turn gives them valuable Skills for Life.

Finally, I would like to say huge thank you to all our adult volunteers in West Sussex who give up so much of their time so that the young members have the opportunity to take part in great Scouting activities. What you do is great for them and for the community of West Sussex as a whole.

Robert Sawyer
County Commissioner



COUNTY YOUTH COMMISSIONER

I think we can all agree that it has been a strange year for Scouting, not without its challenges and for the Youth Commissioners, it has been no different. While, as a County, we had hoped to be able to run some exciting events for both adults and young people, the ever changing guidance has made it nigh on impossible for us to meet face to face this year.

However, that doesn't mean we've been doing nothing! Over the past year, I and my team have been fortunate enough to have witnessed some of the amazing work being done virtually across the County! From our #ShowYourPride event in June, to Pancake Day events in February and most recently organising the online County St George's Day celebration, Youth Commissioners have been working hard to support our adult volunteers in providing the best Scouting experience for our young people and it's made me proud to call myself a Youth Commissioner.

There have been some changes in the Youth Commissioner team across the County, and I'd like to thank Hannah Cordrey for her work as Deputy County Youth Commissioner, and Joe Hellyer as District

Youth Commissioner in Chichester, for their service in these roles. They have both moved on to their next adventures, taking on different ACC roles in West Sussex! We have also recruited many new District Youth Commissioners and have re-launched our new County Youth Commissioner team with Phoebe taking on the role of Deputy County Youth Commissioner (Leadership), Harry as Deputy County Youth Commissioner (Programme) and our new recruit, Miles becoming our Deputy County Youth Commissioner (Events & Governance).

We are currently looking for District Youth Commissioners in Chichester, East Grinstead and Mid-Sussex so if you, or someone you know, is interested, please get in touch! As ever, my team and I are always happy to help with any queries so please don't hesitate to contact us with anything that we can help with – just email cyc@westsussexscouts.org.uk.

Connor Holmes
County Youth Commissioner







PROGRAMME REPORT

Over the last year, Scouting in West Sussex has had to adapt to the challenges of delivering a quality programme to its youth members while in the throes of a pandemic. Providing a quality programme to our youth members had to adapt with the times from meeting face to face weekly to online Scouting via Zoom. With the Support of the Scout Association with new resources to support online Scouting, our young people continued to complete badge and challenges while Scouting from home. Groups continued to provide activities with badges sheets, badges at home programmes, online camps, challenges and competitions including the 'At Home Challenges' produced by West Sussex Scouts for the Beavers, Cubs and Scout sections.

West Sussex Scouts programme support team helped during this time by providing support to our leaders with a newsletter containing programme plans, activities and ideas for online Scouting. West Sussex also provided online support sessions for leaders where they could share their ideas and activities for online scouting.

As the pandemic continued our groups and units were allowed to restart face to face Scouting in a Covid safe environment with social distancing whilst providing the scouting activities that our young people enjoy. The leaders of all groups adapted activities and programme ideas to enable our young people to complete their challenges and top awards while keeping to the guidelines laid out by the Scout Association.

I would like to thank all the leaders and volunteers in the groups and districts who continued to Scout during this time and adapt to the ever-changing guidelines while providing the young people of West Sussex with the Scouting experience they love and enjoy.

Matt Pike DCC Programme



COUNTY ACTIVITIES

This was a year when activities and residential experiences for our young people were severely curtailed. Instead, it was 'camping in your back garden or front room' 'sharing the experience with others on Zoom', 'climbing that virtual wall' or sharing on social media.

My sincere thanks to all our Activity Assessors, District Nights Away Advisors, Assistant District Commissioners (Activities), our Active Support Managers and their teams for all their efforts during the year in supporting a very different life changing adventure as part of the 'Skills for Life' development of our young people.

My special thanks go to Farid Bahooshy who stood down as our Manager of the Activities Permit Scheme and as the overall Manager

of our Activity Active Support Units, with a huge welcome to Graham West for taking over both roles. Also, sincere thanks to Tony Felgate, who has steered the Shooting SASU team for many years, but decided to stand down from his role, but again much appreciation to Steve Stocker, who has filled Tony shoes.

Skills refresh will become important for all permit holders, as we emerge from lockdown during this coming Scouting year. I look forward to 2021/2022 with much hope, following this past Covid hit year and my own personal losses incurred in early 2021.

Paul Arkle

Assistant County Commissioner (Activities)



Our 12 County Scout Active Support Units (SASUs):

- Archery
- Caving
- Climbing
- Downsman
- Hill Walking
- Media and Communications
- Radio
- Sea School
- SEAT
- Shooting
- Supreme Box Carts
- Sustainability



DUKE OF EDINBURGH'S AWARD

The last 12 months have presented many challenges to those young people looking to complete their D of E journey with West Sussex Scouts. Many have simply not been able to complete their Expedition Section but some have using temporary Expedition flexibilities adopted by D of E such as returning home at night to sleep. Many had to modify their program of activities to enable their Volunteering, Skills and Physical sections to be completed. I can report the achievement of 55 D of E Awards in the last year. That's 18 Bronze, 30 Silver and 8 Gold.

In recognition of the challenges faced by young people D of E have introduced the Certificate of Achievement. The Certificate is available to all participants completing their Volunteering, Skills and Physical

sections at bronze, silver and gold level, but who haven't been able to do their expedition and/or residential due to the pandemic. 42 of our young people have received Certificates of Achievement. That's 14 Bronze, 25 Silver and 3 Gold. Individuals going on to complete their expedition and/or residential at a later date will of course receive their D of E Award.

Please join me in recognising the fantastic achievements of our young people and do spare a thought for our D of E Unit Leaders who helped to make them happen.

Graham Reeves
Duke of Edinburgh's
Award Advisor



ADULT TRAINING

While the pandemic had a major impact on the delivery of face to face training, the positive side has been ability to move to delivering training online. This transition, whilst enforced, has opened a whole new channel of delivery that as well as the obvious financial saving and environmental benefits, for many, makes training more accessible. We look forward to continuing to provide online sessions during current restrictions, and beyond that developing a mixture of online and face to face training.

With the planned target for achieving training compliance planned for September 2021 we have seen a marked improvement in some areas of uptake. However, completion of adult leader (Wood Badge) training has suffered during lockdown with 100 awarded (down from 150 in 2019-20 period).

Tim Taylor
County Training Manager

	Safeguarding	Safety	Module 1
2020-21	784	828	1016
2019-20	509	586	594
Change	54.03%	41.30%	71.04%



GROWTH & DEVELOPMENT

Over the past year, Scouting has faced many new challenges that we never expected. Although things were a lot quieter than usual due to having to furlough our Growth and Development Officer, Mark Guy, for five months, there were still 12 new GSL inductions completed. We also opened a new section, the Minerva Lancing College ESU.

We have formed a Project Working Group in West Sussex which coordinates the projects and support that is offered by Mark Guy. This aims to cover volunteer and youth member recruitment, helping secure the sustainability of existing Scouting provisions and supporting communities to open new Scouting provisions.

Over the next year, we will continue to work with DC's on growth and development within their Districts and provide support where it is needed. Thank you to everyone in West Sussex for your continued support during unprecedented times, and for continuing to provide Skills for Life to the young people in West Sussex while figuring out how to run sessions both online and socially distanced.

Becca Hardcastle

Assistant County Commissioner – Growth



Year	2017	2018	2019	2020	2021
Beavers Scouts	2,589	2,563	2,590	2,467	1,799
Cubs Scouts	3,166	3,125	3,154	3,121	2,597
Scouts	2,607	2,762	2,710	2,672	2,492
Explorer Scouts	964	978	994	1,050	870
Scout Network	179	337	333	507	335
Total YP	9,505	9,765	9,781	9,817	8,093
Adults	3,190	2,702	2,703	3,022	2,857
Total	12,695	12,467	12,484	12,839	10,950

In West Sussex there are:

- 137 Beaver Colonies
- 140 Cub Scout Packs
- 130 Scout Troops
- 57 Explorer Units



AWARDS

Giving an award is an important way to thank our volunteer members for their incredible service and to recognise our youth members for their amazing achievements. The following awards were all presented in the 2020/21 year. Congratulations go to all the recipients.

Irene Orford

Awards Advisory Group Chair

Matt Pike

DCC Programme

Graham Reeves

D of E Advisor



Bar to Silver Acorn



Silver Acorn



Award for Merit



Chief Scout's
Commendation for
Good Service

ADULT AWARDS

BAR TO SILVER ACORN

Stella Ribbens

SILVER ACORN

Graham Clayton

Martin Dold

David Hatton

Rodney Jackson

Michael Merritt

Josephine Phillips

Robert Phillips

AWARD FOR MERIT

Peter Burt

Nicholas Glover

Graham Tarrant

CHIEF SCOUT'S COMMENDATION FOR GOOD SERVICE

Scott James

Elinor Newson

Nigel Powling

Susan Stempt

Paul Thwaites

YOUNG PEOPLE'S AWARDS

THE QUEEN'S SCOUT AWARD

Molly Berry

Harry Mason

Jack Penfold

Tom Weaver

THE CHIEF SCOUT'S AWARD

Gold 52

Platinum 32

Diamond 23

Young Leader Belt Buckle 2

THE DUKE OF EDINBURGH'S AWARD

Gold 8

Silver 30

Bronze 18



We prepare young people with skills for life

West Sussex Scouts, County Office, Lodge Hill Centre, London Road, Watersfield, Pulborough, West Sussex RH20 1LZ

T: 01798 831110

E: countyoffice@westsussexscouts.org.uk

W: www.westsussexscouts.org.uk