



**WEST SUSSEX
COUNTY SCOUTS**

Scouts
West Sussex

**ANNUAL REVIEW
2022 - 2023**

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COUNTY CHAIR



Once again, we are delighted to report that the number of young people in West Sussex Scouts has risen thanks to all our incredible volunteers.

The County Executive committee met regularly during the year, either in person or online, continuing to ensure that the requirements of the Charities Commission and the County constitution are complied with.

Mandatory training requirements for all volunteers, together with all aspects of Health and Safety, are priorities, with particular emphasis on risk assessments and safety of young people and Scout property.

A policy for organising large and joint events has been devised, which will also assist the planning of activities with Girlguiding Sussex West and Central.

The County continues to provide grants and funds to help leaders and young people. Start-Up Grants, County Hardship Grants, Early Help Grants, International Grants, Adventurous Training Grants and County Loans can be provided – subject to meeting the necessary criteria.

Our contract with West Sussex County Council, providing a grant towards supporting referred families through the Scouting programme, continues. This 'Early Help' scheme is administered by West Sussex Scouts at no cost to the County Council and is managed by County Secretary Steven Mitchison, another volunteer working tirelessly to support Scouting. Steve also assists in supporting the trustees on the County and District Executives.

Our finances are monitored by trustee David Hopper, whose pro bono work for West Sussex Scouts is much appreciated.

During the year, Ben Hardcastle resigned and Connor Homes, County Youth Commissioner completed his term of office. We welcomed Connor's successor to the role, Phoebe Woolard who continues to promote Youth Shaped Scouting across the County. We are delighted that Connor has rejoined the Executive Committee. Miles Price, Deputy County Youth Commissioner focussing on governance, has worked across the County promoting the forthcoming changes in the role of the Executive committees and Trustees. I am most appreciative for the help, guidance, and advice of all the Trustees. We are grateful to Gwyn Cheesmur, who leaves the Board at the AGM. During the last eight years his knowledge of Scouting and business expertise has been a great asset.

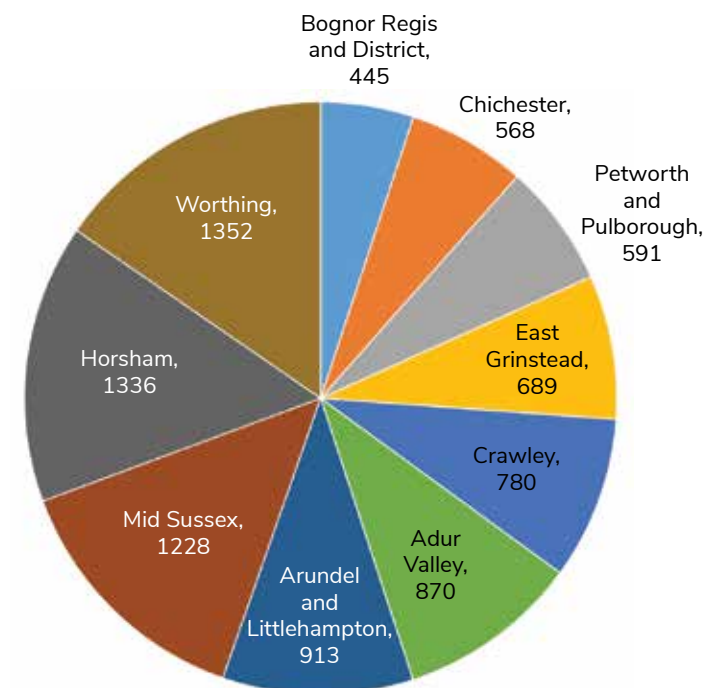
I would like to pay tribute to all our Leaders, Trustees, the County Management Team, and volunteers, who give their time and talents so generously. Their dedication to provide our young people with skills for life in a caring enjoyable environment remains extraordinary. Particular thanks go to our County Commissioner Robert Sawyer, whose dedication, leadership and practical help has motivated and supported everyone in West Sussex Scouts for the last seven years.

Going forward, the Scout Association is undergoing a period of Transformation which will assist in ensuring Scouting remains fit for purpose, relevant and available to all in the future.

Rachel Hammond

Chair of Board of Trustees

Youth Numbers 2023



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 altered from that shown in the Annual Report, by amalgamating the 'Donations and Legacies income (£9,156) with the two investment incomes (£2,172-£3,723=-£1,551) to create a combined total of £7,605.

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 deficit of £45,188 that is shown in the Annual Report. Readers are referred to the Annual report for comprehensive financial detail and explanation.

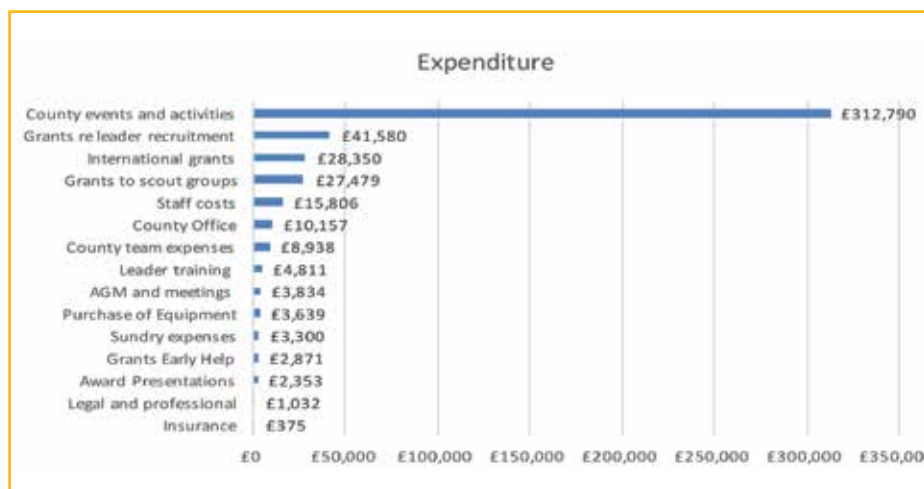
David Hopper, County Treasurer

Income

Donations and legacies	£7,605
Membership subscriptions	£102,001
County events & activities	£312,521
Total Income	£422,127

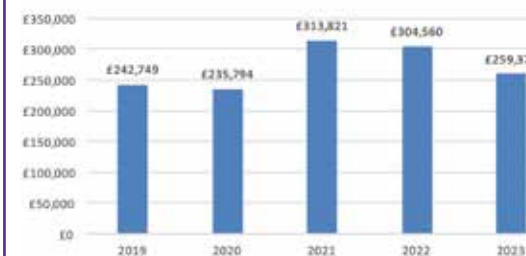
Expenditure

Insurance	£375
Legal and professional	£1,032
Award Presentations	£2,353
Grants Early Help	£2,871
Sundry expenses	£3,300
Purchase of equipment	£3,639
AGM and meetings	£3,834
Leader training	£4,811
County team expenses	£8,938
County Office	£10,157
Staff costs	£15,806
Grants to scout groups	£27,479
International grants	£28,350
Grants re leader recruitment	£41,580
County events & activities	£312,790
Total expenses	£467,315
Deficit / surplus	-£45,188



Assets

Year	Assets
2019	£242,749
2020	£235,794
2021	£313,821
2022	£304,560
2023	£259,372



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



COUNTY COMMISSIONER



The last 12 months have been amazing. There have been great Scouting activities taking place across West Sussex. I have been very lucky to be able to attend some of the events and to see first-hand the activities. From the youngest Scout Members to the oldest Members. It is great to see that they are all having fun and gaining Skills for Life.

Scouting in West Sussex continues to grow from new members, new sections and new groups. I continue to be impressed to see the adult members continuing to run great programmes across the County for the Young Members.

At County level we have been able to present Young Members across the County with their top wards from Chief Scouts Gold Award to the Queen's Scout Award including the new King's Scout Award.

The County continues to have new Squirrels sections opening up which are for Young Members aged 4 to 6 years. I have also been able to see the New Squirrels Members receive their top Award in their section.

This year's census shows an increase in our membership numbers across all ages including adult members. This is another great sign that Scouting continues to support the Young People in West Sussex.

As we look to the next year of Scouting and the new changes that we continue to bring into Scouting, I remain very proud of the Adults in West Sussex Scouts for giving support and the focus on our young people who are 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

Our Values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs..

Our Mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our Vision

By 2025 we will have prepared more young people with Skills for Life, supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

COUNTY YOUTH COMMISSIONER



I was delighted to be selected to succeed Connor Holmes who completed his three year appointment as County Youth Commissioner in December 2022.

The County have been very welcoming and supportive and I am helped by Miles Price, Deputy County Youth Commissioner for Events and Governance.

It has been another highly successful year for Youth Shaped Scouting as the YouShape award goes from strength to strength. Across West Sussex increasing numbers of young people have achieved this award by actively engaging in the planning and running of their programmes. This is supported by the imaginative facilitation of their Leaders.

In June, young people in all districts celebrated the Queen’s Jubilee in a variety of innovative ways. In September, some of our Network members supported the Queen’s Lying in State along with their peers from all four nations of the United Kingdom. They received national acclaim for their service and their embodiment of our Scouting values.

We are now seeking to recruit new District and Deputy District Youth Commissioners, so if you would like to contribute to helping to provide Youth Shaped Scouting in the County please talk to your District Commissioner, or email me at:
cyc@westsussexscouts.org.uk.

Phoebe Woolard
 County Youth Commissioner



Year	2021	2022	2023
Squirrel Scouts		12	135
Beavers Scouts	1,799	2,194	2,206
Cubs Scouts	2,597	2,750	2,784
Scouts	2,492	2,595	2,565
Explorer Scouts	870	949	1,082
Scout Network	335	359	254
Total YP	8,093	8,859	9,026
Adults	2,857	2,791	3,154
Total	10,950	11,650	11,926

4-5 > **Squirrels**

6-8 > **BEAVERS**

8-10½ > **cubs**

10½-14 > **SCOUTS**

14-18 > **EXPLORERS**

18-25 > **network**

SECTION REPORTS

The valued volunteers are providing our young people with the adventure and outdoor skills that scouting is all about. Development of the skills for life through our weekly meetings is part of a quality programme that our young people are benefiting from and can be seen in the number of top awards that have been achieved in the last year.

Groups are continuing to go on adventures on the water, paddle boarding, canoeing, kayaking and even sailing, going out into the community and taking part in fundraising events and projects and more importantly camping in groups and also across districts at bigger district wide events.

Squirrels are going from strength to strength providing a scouting programme to our youngest members in the county; with the number of expressions of interest growing all the time and squirrel dreys have opened in the districts to help the growth of the section.

This year we saw the passing of Queen Elizabeth II and Network Members from the county were selected to assist with the lying in state and the funeral. This was a great honour and they represented the county extremely well while joining other members from around the UK. They are a credit to Scouting in the UK.



With this passing we saw the last of our youth members achieving the Queen's Scout Award and the first member in the county achieve the new King's Scout Award. The Highest award a youth member can achieve and shows a huge level of commitment. We have also had a Group of Network members for Horsham District complete their explorer belt expedition travelling across Switzerland over 10 days. This award is the culmination of months of planning, budgeting and working together to achieve the number do tasks set out by their mentor while traveling across another country. Well done to the Horsham Network members.

I would like to thank all the leaders and volunteers in the groups and districts who continued to scout providing the young people of West Sussex with the scouting experience they love and enjoy. I would also like to thank the members of the West Sussex Programme Team who have been there to support districts and leaders throughout the County.

Matt Pike

Deputy County Commissioner (Programme)



COUNTY ACTIVITIES

My sincere thanks to all our Activity Assessors, District Nights Away Advisors, Active Support Managers, their respective teams and supporters, for all their efforts during the year in supporting the 'return to normal' following the Pandemic years.

I mentioned in this report for the year 2018/19 that the Scout Association is privileged to be able to run its own Adventurous Activity Permit Scheme. Following a recommendation from a qualified Assessor, the scheme allows leaders and young people to be granted a permit to run Adventurous Activities. A similar scheme (Nights Away Permit Scheme) allows leaders to be granted a permit to run overnight residential experiences for our young people.

I thought it was worth comparing the statistics from 2018/19 with those for 2022/23. The good news is that we now have 494 Adventurous Activity permit holders (407 in 2019). Unfortunately, the number of leaders holding Nights Away Permits has fallen from 546 down to 492. Our challenge is to get those Nights Away Permit holders back up to, and beyond, their pre-pandemic levels!

I would like to thank all Adventurous Activity and Nights Away Permit Holders across the County for their support in ensuring that our Young People can develop their organisational, practical, managerial, and team building skills for life going forward.

My thanks go to Graham West for his valued support in his role of MAPS (Manager of the Activity Permit Scheme) and also Manager of



our Activity SASU teams. Graham has had to step back from these two roles

The next year is going to be an interesting one, with the Scout Association moving forward with its 'Transforming our Volunteer Experience' programme. It also intends to introduce a new database system in early 2024 and will review the Nights Away Permit Scheme in July 2023. Watch this space!

Paul Arkle

Assistant County Commissioner (Activities)



Our 12 County Scout Active Support Units (SASUs):

- Archery
- Caving
- Climbing
- Clive Packham Memorial Trust
- Downsman
- Hill Walking
- Media and Communications
- Radio
- Sea School
- SEAT
- Shooting
- Supreme Box Carts



DUKE OF EDINBURGH'S AWARD SCHEME

The year so far has been incredibly successful for the awards. We have witnessed remarkable accomplishments in various categories. Specifically, we have awarded 71 Gold Chief Scouts Awards, 12 Platinum Chief Scouts Awards, 5 Diamond Chief Scouts Awards, and 7 Young Leader Belt Buckles. These achievements are truly phenomenal for our deserving recipients. Looking ahead, the outlook for the coming year is extremely promising, and we anticipate a continued increase in the number of awards.

In the Duke of Edinburgh Scheme, our County has once again experienced an unbelievable uptake, thanks to the dedication of our D of E Leaders. The awards achieved this year have been nothing short of incredible. Our Young People have earned 108 Bronze Awards, 37 Silver Awards, and 17 Gold Awards. Once again, the numbers are looking positive for the current year, and we are already fully booked for the next two Award Ceremonies.

While the temporary changes to the awards, implemented due to Covid, will end by the close of this year. D of E Headquarters has decided to make some of these measures permanent. This decision will allow for further participation and inclusivity, enabling more Young People to take part in the awards. All the Districts have been informed of these changes, and the leaders can continue to offer a fantastic program that ensures inclusive access to the awards for everyone.

The Awards are in excellent shape, and with a few adjustments to the recording system on the leaders' side, we aim to achieve even higher numbers in the year ahead. I would like to extend my heartfelt congratulations to everyone for their remarkable achievements. I also want to express my gratitude to all the leaders and parents for their unwavering support in providing Young People with the opportunity to participate in these award.

Gregers Young

Duke of Edinburgh's Award Advisor



INTERNATIONAL

West Sussex Scouts international horizons has been widening the past twelve months. Troop, Unit, Group, District and County teams have been planning new, and resurrecting delayed plans to travel beyond the UK, to places such as, Switzerland, Iceland and Bruges and preparing for future trips to Croatia, Kandersteg, Korea and Norway to name a few.

The County International team has been growing and broadening its own wealth of knowledge and experience. I am happy to say we have the continued support of Linda Barker and Suzi Prior, as well as new support from Mike Priest, all as International Advisors.

The 'West Sussex Wasps' and 'West Sussex Warriors', our two World Scout Jamboree Units have been using the year to fundraise, get to

know each other, understand their own strengths and weaknesses, and grow as Units. Their preparation camps have been action packed, with gorge walking in Wales, learning to Morris Dance and Korean culture, their own Monopoly Runs in London, as well as more low-key tasks, but important all the same, like what to do in Seoul when they arrive? I look forward to seeing their journey ahead before the adventure in Korea.

I also look forward in anticipation to many more Visits Abroad forms coming my way over the next 12 months and starting County preparation for Roverway 2024.

Peter Few

Assistant County Commissioner (International)



DIVERSITY AND INCLUSION

Scouting continues to adapt to the changes in the world around us and it has been fantastic to see this happening in West Sussex Scouts and see the welcome so many sections have given young people seeking refuge in the county. Scouting is a worldwide organisation and I have been working closely with the Jamboree units to enable the young people to access the World Scout Jamboree where they will learn more about the cultures and faiths of a wealth of countries.

I am delighted to welcome Jack Sharp to the team as County LGBTQ+ advisor, he has been organising support at Crawley Pride in recent

years and I look forward to seeing him replicate this across the county. One of his first challenges is to get an LGBT advisor in every district and please contact him direct with any queries or questions.

The DANAs (district additional needs advisors) have provided me with great support across the districts and as we enter the transformation these roles will continue to be invaluable to ensure Scouting is for all.

Leader training in the Promoting Positive behaviour workshop and the Module 7 Scouting for all workshop continue to be really popular with many leaders and assistants reporting they have been given new tools and ideas to support their young people. These workshops are open to all as part of training or ongoing learning. The module 7 allows participants to explore more in depth the protected characteristics alongside gaining a greater understanding of LGBTQ+.

The Scouting website has continued to develop and is now a wealth of information for a wide variety of additional needs and is a useful source visual stories for promises and scouting ceremonies and events. I encourage all to take the time to check it out.

All districts and groups should have in place behaviour policies which are shared with parents alongside 'code of conducts'. These alongside the parent/carer framework provide the scaffolding to ensure we are supporting as many young people as possible to access Scouting.

West Sussex is a diverse county and we must now focus to build Scouting within all demographics of the county. It is important we continue to ask how we can adapt and be inclusive and always keep the door open to every young person and volunteer in a safe and inclusive way. Please continue to ask for support before saying no to anything, no one on their own is an expert but together we are an amazing team.

Thank you for all your amazing work within the County this year and I look forward to meeting more of you in the coming year.

Suzanne Few

DCC Diversity and Inclusion



ADULT TRAINING

The transition date edges ever nearer and training as we know it will see significant changes but for now it is business as usual. We are currently planning the usual training weekend at Lodge Hill in November which will be held on the weekend of 25th/26th and details will be announced shortly once the programme has been finalised.

First Aid courses are still being run on a frequent basis across all corners of the county so there is no excuse for adults not being able to renew their training. We have a very capable team of first aid trainers who oversee this.

Compliance training (safety and safeguarding) is always going to be a challenge but I feel it is a battle we are winning as adults get plenty of reminders. However, the difference this year is that the Scout Association

is quick to suspend members who do not comply with this training. One suspension in the county is one too many so I urge everybody to encourage adults to complete this training at the earliest opportunity.

I have been in this role now for five months and in that time, I have seen 75 Wood Badges awarded which is very encouraging but let's not forget those people in non-wood badge roles who are equally important. In the same period, I have seen 150 people complete the required training for their role which is a credit to our local training managers and training advisors.

Geoff Spooner
County Training Manager



CLIVE PACKHAM MEMORIAL FUND

The first meeting of the Clive Packham Memorial Fund was held in 1988 and was to honour the memory of Clive Packham, an adventurous West Sussex Venture Scout. The Fund exists to assist Scouts to participate in adventurous activities and is in the form of a monetary grant made to an individual. Activities that would be supported include Explorer Belt expeditions and activities such as climbing, caving, sailing, scientific investigation, backpacking, high level walking and underwater exploration.

No grants were paid in 2022/23 as the Memorial Fund was in the process of being set up as a new SASU within West Sussex County Scouts but we are now ready to receive new and exciting applications. The trustees will decide the amount of grant an individual will be given but all applicants are expected to have fundraised the majority of their costs. Applications cannot be considered retrospectively so you must apply in the planning stage.

Applications should be made in writing, by individual Scouts, and addressed to Mrs Pat Rawcliffe, Clive Packham Memorial Fund, SASU Co-ordinator, at pat.rawcliffe@westsussexscouts.org.uk. Please tell us about your expected trip and explain how you are raising the money to meet your costs. In return, we would like to meet you before your trip to discuss your application and then again after your return to hear about your adventure. We look forward to supporting you.

Daren Packham, Richard Sullivan, Pat Rawcliffe



GROWTH & DEVELOPMENT

This year we have continued to support those sections and Groups needing help to recover from the impact of the pandemic, with the majority now back up and running. Thirteen new Group Scout Leaders have been recruited and supported through their induction and we started the process of refocusing on our longer-term growth plans with workshops being delivered in two of the ten Districts.

Working with Chichester District Team, we hosted an open event in September at Tangmere Village Hall with the aim of opening a new Scout Group to serve the local community and help ease the pressure on the three groups in Chichester City. Following a very successful open night, 100+ registrations of interest, and inducting new volunteers. Tangmere Scout Group officially launched in February 2023 with Beavers, Cubs and Scouts, with plans for a Squirrel Drey to open in the summer of 2023.

Our congratulations also go to 2nd Ifield Scout Group in Crawley who opened their second Scout Troop, 2nd Horsham who opened their second Beaver Colony and the nine Scout Groups opening a Squirrel Drey, taking the number to 12 Squirrel Dreys across the County by January 2023 with more planned to open throughout the year.

In September we welcomed three new volunteers to the Project Working Group; Glyn Pullen (Chair), Joe Hellyer and Sophia Wilks, alongside Chris Howe from The Scouts who together coordinate and support the work of our development officer.

In January we said goodbye to Mark Guy, our Growth and

Development Officer who moved on to a new job with The Scouts Growth and Communities team. Mark joined the County Team back in January 2009 as our County Recruitment and Development Officer, initially employed for three years to help deliver our growth plans. Over the last 13 years Mark has played a key role in supporting volunteers across the County open many new sections and Group enabling hundreds of young people to join and develop skills for life. Mark has supported the induction of 210 new Group Scout Leaders and delivered too many to count workshops, online support sessions and meeting to support our volunteers to recruit more volunteers, young people and implement development plans. We wish Mark all the very best in his new job and thank him for everything he has done to support West Sussex Scouts.

As we look ahead to 2023/24, we are pleased to confirm that Joe Firth will be joining the team in the updated role of Local Growth Officer – West Sussex. Joe will start work in April and help us to continue to support and deliver on our ambitious growth plans to 2025.

Glyn Pullen

Chair, Project Working Group

Chris Howe

Local Growth Operations Manager - South

IN WEST SUSSEX THERE ARE:

	2022	2023
Squirrel Dreys	3	12
Beavers Scouts	135	134
Cub Scouts	140	139
Scout Troops	131	131
Explorer Units	59	58



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 2022/23 year. Congratulations go to all the recipients.

Tony Hall, Awards Advisory Group Chair

Matt Pike, DCC Programme

Gregers Young, D of E Advisor

ADULT AWARDS

SILVER WOLF

Jill Gladman

BAR TO SILVER ACORN

Steve Dawson

Eddy Hills

Robert Sawyer

SILVER ACORN

Chris Davis

Sally Holmes

Geoff Ridgway

Clive Light

Mike Larcombe

Gloria Gardner

Tim Rapley

BAR TO AWARD FOR MERIT

Suzanne Few

Steven Mitchison

AWARD FOR MERIT

Paul Abbott

Sonia Baker

Mark Bridger

John Burrell

Jon Elliot

Sean Edwards

Alison Evans

Carol Holly

David King

Anthony Longland

Mags Marshall

Roy McNeil

CHIEF SCOUT'S COMMENDATION FOR GOOD SERVICE

Ruth Bradley

Jodie Forrest

David Hopper

Charlotte Polhill

Marie Riordan

Sophia Wilks

Les Wood

YOUNG PEOPLE'S AWARDS

THE QUEEN'S SCOUT AWARD

Abi Braim

Georgia Burrell

Zoe Grimshaw

Freya Harris

Jack Mitchell

Miles Price

Becca Price

Oliver Tullett

Nora Westerdijk

Phoebe Woolard

THE CHIEF SCOUT'S AWARD

Gold 71

Platinum 12

Diamond 5

Young Leader Belt Buckle 7

THE KING'S SCOUT AWARD

Laura Parker



Editor: Steven Mitchison, County Secretary



We prepare young people with skills for life

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