



**WEST SUSSEX  
COUNTY SCOUTS**

**Scouts**  
West Sussex

**ANNUAL REVIEW  
2023 - 2024**

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The Scout Association is currently undergoing a period of transformation to ensure that volunteering is made easier, more enjoyable and rewarding, while actively engaging and supporting young people in their personal development, and empowering them to make a positive contribution to society.

During the year Executive Committees adopted the name 'Trustee Boards' to better reflect their governance role. The County Board of Trustees have continued to ensure effective governance of West Sussex Scouts through planning financial and practical resources, ensuring the safety of buildings and people, complying with Scout policies and legislation pertaining to charities. Safety and safeguarding compliance continue to be a priority.

During the year, we welcomed Tim Wright as a trustee, and Phoebe Woolard, County Youth Commissioner to the Board. Robert Sawyer resigned as County Commissioner in December, after a very active seven-year appointment. We thank him for his tireless and outstanding contribution to West Sussex Scouts.

Tom Dalton has succeeded Robert as County Lead Volunteer and joined the Board in January. I was pleased to appoint Miles Price, Deputy Youth Commissioner as Deputy County Chairman. Miles is on the County Transformation Team and is an expert in Governance, supporting the County and District trustees.

In this my final report as County Chairman, I would like to pay particular tribute to Steven Mitchison, County Secretary, David Hopper, County Treasurer, our office administrators and indeed all the trustees, leaders and helpers.

Over the nearly twenty years I have been privileged to be a part of West Sussex Scouts, I have been immensely impressed by the dedication and commitment of all the Leaders and helpers who continue to volunteer their time to ensure that the provision of safe and enjoyable Scouting is available to the young people of West Sussex.

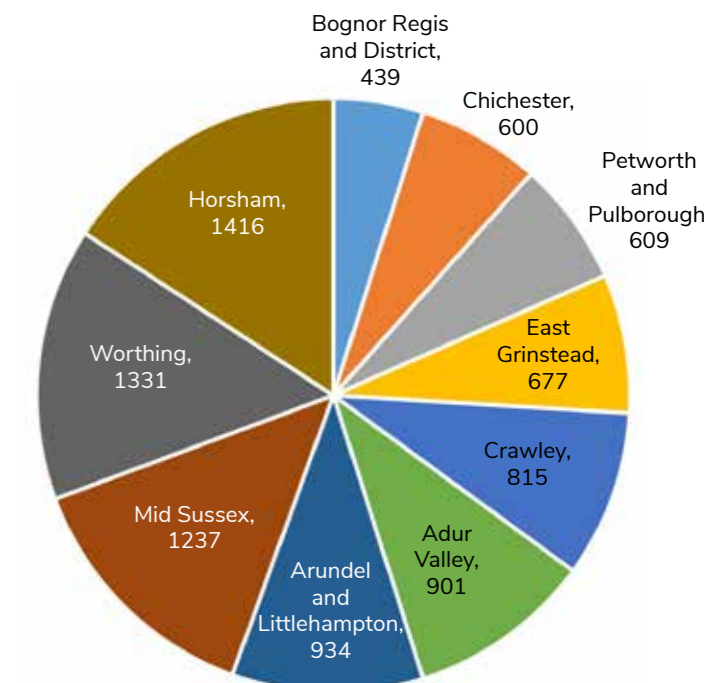
I am delighted that Tim Wright has agreed to take over as Chairman of the County Trustee Board and know that with such a strong County Team with him, West Sussex Scouts will continue to thrive and grow in the future.

Thank you all most sincerely,

**Rachel Hammond**  
County Chair



**Youth Numbers 2024**  
Total: 8959

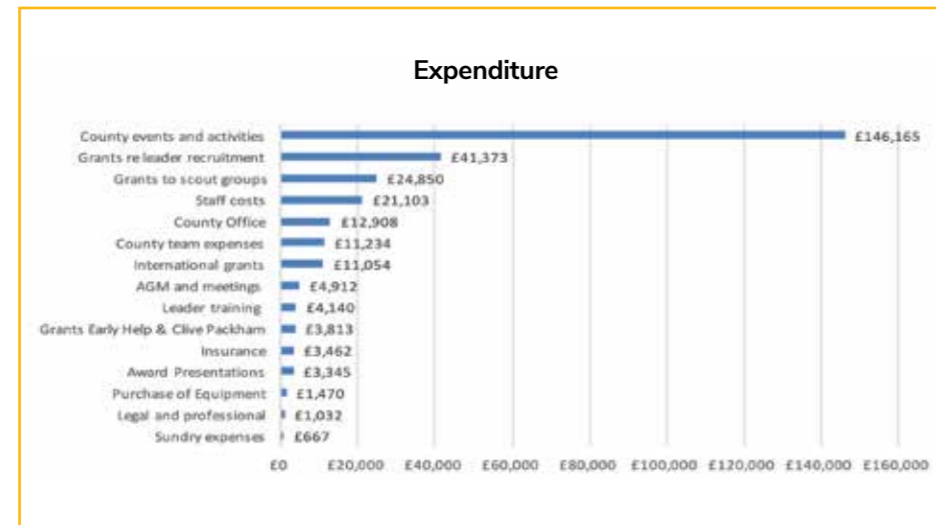
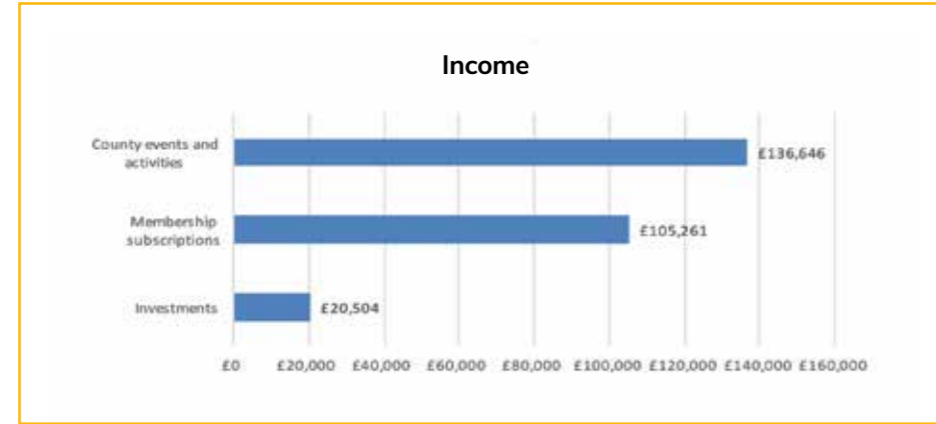


## COUNTY TREASURER

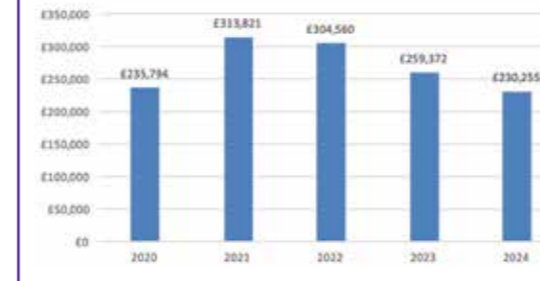
The graphs and tables on this page show County income, expenditure and assets for 2023/2024. The figures are taken from the County Annual Report but have been slightly modified to simplify the illustrations. Readers are referred to the Annual report for comprehensive financial detail and explanation.

David Hopper  
County Treasurer

Income	
Investments	£20,504
Membership subscriptions	£105,261
County events & activities	£136,646
<b>Total Income</b>	<b>£262,411</b>
Expenditure	
Sundry expenses	£667
Legal and professional	£1,032
Purchase of equipment	£1,470
Award Presentations	£3,345
Insurance	£3,462
Grants Early Help & Clive Packham	£3,813
Leader training	£4,140
AGM and meetings	£4,912
International grants	£11,054
County team expenses	£11,234
County Office	£12,908
Staff costs	£27,479
International grants	£21,103
Grants to scout groups	£24,850
Grants re leader recruitment	£41,373
County events & activities	£146,165
<b>Total expenses</b>	<b>£291,528</b>
<b>Deficit / surplus</b>	<b>-£29,117</b>



Assets	
Year	Assets
2020	£235,794
2021	£313,821
2022	£304,560
2023	£259,372
2024	£230,255



## 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.

### 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.

## 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 LEAD VOLUNTEERS

During 2023/24 there were changes to the County Commissioner role. Robert Sawyer, who led the County from April 2017, resigned in December 2023 and Tom Dalton was appointed in January 2024.

In addition, to align with the new scout transformation guidance, the job title of County Commissioner changed to County Lead Volunteer. For the sake of clarity both Robert and Tom are shown holding the title of County Lead Volunteer for the duration of their respective terms in office.

In 2024, the County achieved a growth target of almost 5%. This is a massive leap in members from last year. With the introduction of squirrels and a grant from the uniformed youth fund, more sections have been able to open. With these new young people, come new adults and we're so pleased to welcome them all to West Sussex Scouts.

It's worth mentioning that in all the successes, there has also been challenges. With both the South Korean World Scout Jamboree and more recently, the safety and safeguarding concerns, there has been a lot on the mind. However, we have faced all of these challenges with determination as well as care and compassion for those involved. It's important that as a county, we learn from these for the future.

As we began 2024, I started my tenure as your Lead Volunteer in the County. Immediately, I started seeing the amazing work that everyone has been doing. With Transformation looming, it's great to see everyone start to embrace the new changes and see the positive impact that we can leverage from them.

I was delighted to travel across the county and witness new Squirrel sections open in many groups. Not only are these 4-5 year olds now a part of our community, more adults are being brought into the movement with them and I've loved meeting them all.

As we go forward in 2024 and into 2025, we are going to witness lots of change across our organisation. I encourage everyone to look forward and embrace these changes. At the end of every day though, no matter what happens or when, our core aim remains to provide #SkillsForLife.

I thank everyone for the immense effort they have put in this past year and look forward to meeting as many of you as possible as we head into this next phase of West Sussex Scouting.

**Tom Dalton**  
County Lead Volunteer



It has been another amazing year of Scouting in West Sussex. As I have reported before across West Sussex you will find great Scouting activities taking place all times of the year with all ages. I have been very lucky to see some of the events first hand. It is always great to see all the members within Scouting in West Sussex having fun and gaining Skills for Life no matter what age.

In the time that I have been County Commissioner in West Sussex I have seen Scouting continue to grow with new members, new sections, and new groups. I am always impressed to see adult members run great programmes across the County for the Young Members.

At County level we have been able to present Young Members with their top awards from Chief Scouts Gold Award to the Queen Scouts Award and the new King Scout Awards.

After seven years as the County Commissioner, I have now stepped down and 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. Finally, I would like to wish you all the best going forwards and growing Scouting in West Sussex.

**Robert Sawyer**  
County Lead Volunteer



## COUNTY YOUTH LEAD



We have had a very busy Youth Shaped year! The District Youth Leads (previously District Youth Commissioners) have been roaming around their districts helping to provide Youth Shaped support, through attending section meetings, district/county events like 'Go Beavers' and behind the scenes at Trustee Board meetings.

Throughout the year, the Youth Shaped Award has continued to be a driving force across the county. It's great to see young people actively engaging in the planning and running of their programme, and the support provided by leaders in imaginative and fun ways. We also had young people across the districts helping to celebrate the King's Coronation and the Big Help Out, joining 6 million Scouts nationally to help their local communities.

We are looking forward to continuing to push the importance of Youth Shaped scouting across the County, with plans for an Explorer Challenge/Youth Shape event planned for September 2024, and a new Youth Shaped Award for Squirrels!

If you would like some information or advice about Youth Shaped Scouting, please get in touch with your District Youth Lead, or email me at [phoebe.woolard@westsussexscouts.org.uk](mailto:phoebe.woolard@westsussexscouts.org.uk).

**Phoebe Woolard**  
County Youth Lead



- 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 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 in the county are going from strength to strength providing a scouting programme to our youngest members in the county; with the numbers of expressions of interest within the county growing all the time and squirrel dreys have opening in the districts to help the growth of the section now with 24 Squirrel dreys in the county.



This year we saw seven young people achieve their 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 Crawley District complete their explorer belt expedition travelling across Croatia 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 Crawley Network members. One member of Crawley Network achieved the Scouts of the World Award. Scouts of the World Award (SOWA) is a Scout Network only award that gives Scout Network members the chance to undertake a project of their choice within the themes of Peace, Environment and Sustainability and take action on their chosen issue. This award is very rarely achieved and I would like to congratulate Courtney Palmer- Jones for achieving this award.

After two years of planning, camps, events and fundraising; August saw the 25th World Scout Jamboree in South Korea where 72 young people and 8 Volunteers in two units from our County attend as well as many international service team members. This would be an experience of a life time which they would never forget. Due to a number of issues the event didn't go to plan and with the help of UK contingent and our volunteers in South Korea and at home our young people still experienced an international event with Scouts from all over the world. I would like to thank our Jamboree support team and all volunteers involved with keeping our young people safe while on the World Scout Jamboree. This really showed the strength and Spirit of Scouting and the ways we have to adapt to help provide support and help when the time is needed.

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**  
DCC Programme

## COUNTY ACTIVITIES

My sincere thanks to all our Activity Assessors, District Nights Away Advisors, our Active Support Managers, their respective teams and supporters, for all their efforts during the year in supporting the provision of camping and adventurous activities. Equally, I would like to convey my appreciation to our Adventurous Activity and Nights Away Permit Holders for their support in ensuring that our Young People can develop their organisational, managerial, practical and team building skills enhancing their lives both now and in their futures.

Special mention to Chris Searle and the Downsman team for a great event this year and sterling work over the past 6 years (see the separate Downsman report, included in this annual review). We have a new team in place, which I believe will continue to deliver a great hiking experience to all!

Supreme held its 16th Box Cart Championship at Goodwood Raceway in September. Forty teams entered including teams from all the home nations. My thanks go to Stephen and Amanda Bell and the Supreme SASU for again organising another fun and active event.

In February, along with my counterparts across our region, we held our first Zoom call since the pandemic, to re-invigorate our commitment

towards regional integration and support for activities. I see this as important as we transition to the new digital Adult Membership System and Learning Management Systems during 2024/25

It is worth re-emphasising that the Scout Association is privileged to be able to run its' own Adventurous Activity Permit Scheme. This Scheme allows Leaders and young people to be granted a permit to run Adventurous Activities, following a recommendation from a qualified Assessor. A similar Scheme (Nights Away Permit Scheme) allows Leaders to be granted a permit to run overnight residential experiences. Both schemes are National and rely on a common-sense approach from our assessors to ensure compliance with and adherence to the issued Scheme guidelines. Occasionally, things can go wrong, with both Schemes now under great scrutiny because of the coroner's findings emanating from the Inquest into the Great Orme tragedy of 2018. I expect to see significant changes tightening both schemes during 2024/25 and possibly beyond.

**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 SCHEME

The year so far has been incredibly successful for the awards. We have witnessed remarkable accomplishments in various categories. These achievements are truly phenomenal for our deserving recipients. There has been a lot of hard work put into these awards by all participants. 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 96 Bronze Awards, 50 Silver Awards, and nine 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.

The Awards are in excellent shape, and with a few adjustments to the recording system on the leaders' side with new online forms coming shortly, 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 awards.

**Gregers Young**  
Duke of Edinburgh's Award Advisor



## INTERNATIONAL

2023 through 2024 was always going to be a big year for West Sussex International Scouting. With global, District trips happening, the world of scouting again became a smaller place for our Young People.

April 2023 saw plans for the IST International Service Team flourish for Roverway 2024. With it came the opportunity for sixteen young people to be part of the two West Sussex patrols. The long awaited World Scout Jamboree taking place in Korea started with the departure of the two West Sussex Units and the Surrey/West Sussex IST Crew 'Marlions' in July. They had all finished their preparation camps, completed their fundraising and were off to experience global Scouting at its best... Or so I thought!

The Young People were let loose on Seoul to put all their previous planning into effect and take a dive into the culture and delights of Korea. After a slightly extended time in Seoul, the UK Contingent finally made their way to site. The 'West Sussex Wasps' and 'West Sussex Warriors' arrived to join thousands of Scouts from around the world, only to find things weren't as they had hoped. The hard work of the Units preparation camps were put to the test with heat, sanitation, and hydration issues to contend with. The leader teams, young people and IST pulled together and were a true testament to the resilience of Scouting in West Sussex.

After only three days on site a very hard decision was made by the UK Management team and other countries to leave the Jamboree site. The Units had to adapt to their new surroundings back in Seoul. Where a completely new programme of events was put together in record time by the UK scouting and diplomatic teams to ensure the Young People all had the best global scouting experience possible under extremely difficult circumstances. Every Leader, and IST member had to find new strength and tenacity to make the best of the ever changing situation.

I am proud of each and every one of them for what they did to keep the experience going for our young people. A huge 'thank you', has to go to the UK CMST who all worked tirelessly to give members a Jamboree they will never forget and for keeping the Jamboree spirit alive to spark again at the 26th World Scout Jamboree, Poland in 2027!

After licking its International wounds, Scouting had the opportunity to redeem itself with preparations for Roverway 2024 ramping up. Alas, the next large international event was hit by something it could never have imagined. In December 2023 the designated Roverway site near Stavanger, Norway had its capacity quickly cut in size due to the discovery of Viking archaeology!

I am pleased to say West Sussex was largely unaffected by this downsize. After changes to the structures of our two patrols, they are progressing with their preparations to go 'North of the Ordinary' in July 2024.

**Peter Few**  
Assistant County Commissioner (International)



## DIVERSITY AND INCLUSION

It has been another busy year for the Diversity and Inclusion. The Promoting Positive Behaviour and Additional Needs workshop, along with Scouting for all and LGBTQ+ workshop both 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. Understanding who our young people are and ensuring expectations are clear with code of conducts and the West Sussex behaviour policy are key focuses for the team. It is important as a county we are always looking to make reasonable adjustments for all our young people and adult volunteers.



I have been supporting all those attending the World Scout Jamboree to ensure we make adjustments and have led training for the leader teams on mental health and behaviour alongside meeting with the units and exploring keeping safe and relationships with them.

It has been great to see Explorers and young people take part in Pride events this year. We have invested in West Sussex Pride banner and feather flags which can be borrowed for any event to promote inclusivity.

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 as we grow the team and focus on more Pride events, broader cultural diversity and strive to make inclusion roles key parts of districts under the transformation.

**Suzanne Few**  
DCC Diversity and Inclusion



## ADULT TRAINING

This time last year I started by saying the transition date edges ever nearer and training as we know it will see significant changes but for now it is business as usual and that is still the case. We did run the usual training weekend at Lodge Hill in November which was very well supported. We are planning to do the same again this year and it will be held on the weekend of 26th/27th October. This is slightly earlier than normal in the hope that Compass hasn't been frozen by then. Details will be announced shortly on Eventbrite 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. So far this year we have run 17 first aid courses across the county and a further 7 are planned. We have a very capable team of first aid trainers who oversee this. We have also added three new trainers to the team to help ease the pressure. Those trainers have had to be equipped to do this role and we have also introduced some training defibrillators.

## DOWNSMAN

On Saturday 7th October 2023 at 05:15hrs, Bignor checkpoint opened, marking the start of the 2023 Downsman Hike. 83 teams started the hike. Of these, 42 teams competed in various classes and 41 teams in the non-competitive Open Class. The Downsman is a point-to-point hike that tests both mental and physical endurance and morale and determination of the hikers. A challenge they conquered with smiles and high spirits. Well done!

The majority of teams were supported by their service crews, providing much needed refreshments and running repairs. Teams were enthusiastically applauded by their supporters as they crossed the finish line. A truly jovial atmosphere. On Sunday 8th October at 01:30hrs, Eastbourne checkpoint closed, marking the end of a long but utterly amazing day.

The hike is supported by a huge number of volunteers. It is a massive undertaking to ensure the safety of all hikers at all times while spanning

Compliance training (safety and safeguarding) has always been a challenge but I know it is a battle we are winning as adults get plenty of reminders. It helps enormously when leaders complete the renewal of this training in a timely manner rather than leaving it until the last minute. The scout association is quick to suspend leaders who have this training outstanding and one suspension in the county is one too many so I urge everybody to encourage adults to complete this training at the earliest opportunity especially if it is due to expire when compass is frozen.

So far this year I have overseen 95 "Wood Badges" being gained 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 228 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

55 miles of the South Downs Way. Thank you to everyone involved: checkpoint staff, road and rail crossing marshals, EDSFAT, radio operators, check-in staff, 4x4 and 'On-foot' rescue teams, logistics team, landlords, service crews, scout leaders for preparing and entering their teams. It was also fantastic to see Explorers and Scouts help in a variety of these roles. Thank you to the hikers that were foolhardy enough to enter the hike, the fact that so many came made it all worthwhile.

For myself and the majority of the Downsman Committee, 2023 was our final year of organising the hike. It has been an honour to lead such a dedicated team who all worked tirelessly in their roles, thank you! Finally, good luck to the new organising Committee and thank you for coming forward to secure the future of this legendary hike!

For more information about the hike see [www.downsman.com](http://www.downsman.com)

**Chris Searle**  
Downsman SASU Manager



## GROWTH & DEVELOPMENT

This year we have supported many Groups across the County, supporting existing groups and building new sections and enjoying seeing the membership numbers rise over the year.

Over the last year, I have been working on forty new projects across all ten Districts. At the beginning of 2024 we were successful in appointing new District Lead Volunteers to the remaining vacant positions. In addition, nineteen Group Lead Volunteers have been supported through their induction for this important role.

We held our first roadshow in Chichester District where we showcased our Scout offering with opportunities in roles working with youth members to governance positions on trustee boards. We had a strong turnout from parents and other interested volunteers and were pleased when many signed up as new volunteers. I hope to repeat a similar event in other districts in the future.

In Crawley District, we opened a new group in Handcross which has been very successful with over thirty young people joining the younger sections and the intention to open a Scout section soon. In addition, we managed to find fifteen new adult volunteers to run this new group which is incredible.

The plan for 2024/25 is to continue to look for opportunities for growth be it in new sections or even new groups, especially in some of the new build housing estates. This will give even more young people and adults the chance to join the adventure with West Sussex Scouts.

**Jo Firth**  
Local Growth Officer West Sussex



Year	2022	2023	2024
Squirrel Scouts	12	135	188
Beavers Scouts	2,194	2,206	2,230
Cubs Scouts	2,750	2,784	2,848
Scouts	2,595	2,565	2,685
Explorer Scouts	949	1,082	1,102
Scout Network	359	254	226
Total YP	8,859	9,026	9,279
Adults	2,791	3,154	2,968
<b>Total</b>	<b>11,650</b>	<b>11,926</b>	<b>12,247</b>

## 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 2023/24 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

Brian Eastman  
Jennifer Ririe  
Jill Gladman

#### BAR TO SILVER ACORN

David Matthews

#### SILVER ACORN

David Allen  
Paul Arkle  
Roger Day  
Gloria Gardner  
Glyn Pullen  
Susan Smith  
Carol Stevenson

#### BAR TO AWARD FOR MERIT

Andrew Chennell  
Debbie Clothier  
Suzanne Few  
Stephen Stocker

#### AWARD FOR MERIT

Amanda Bell  
Stephen Bell  
Mark Bridger

Sally Dartnell

Jane Davis

Mark Eastman

Sally Feasby

Michael Hill

Stephen Hudson

Andrew Knight

Alan Pope

Richard Potter

Damien Scott

#### CHIEF SCOUT'S COMMENDATION FOR MERTORIOUS CONDUCT

Adam Jasko



### YOUNG PEOPLE'S AWARDS

#### THE KING'S SCOUT AWARD

Tom Crook  
Samuel Mitchell  
Katie Schollar  
Andrew Shakespeare  
Maya Siddall  
Charlotte Tennant  
Ethan Tunnell  
Holly Woodruff

#### THE CHIEF SCOUT'S AWARD

Gold 59  
Platinum 39  
Diamond 6  
Young Leader Belt Buckle 23

#### THE DUKE OF EDINBURGH'S AWARD

Gold 17  
Silver 40  
Bronze 95





We prepare young people with skills for life

Editor: Steven Mitchison, County Secretary

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