



#YOUSHAPE



I SURVIVED... WS24

24hr Youthshape Challenge Camp



WEST SUSSEX  
COUNTY SCOUTS

**Scouts**  
West Sussex

ANNUAL REVIEW  
2024 - 2025

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## COUNTY CHAIR



The past year has seen West Sussex Scouts adapt to the Transformation changes implemented by the Scout Association and also the policy updates resulting from the Prevention of Future Deaths Report. Both have presented a few frustrations but I am pleased to say that collectively we have risen to the challenge.

As a charitable organisation the Board of Trustees, in its role as a provider of good governance, has been busy reviewing and updating many of our policies and procedures, particularly those relating to Risk. Phase One is now largely complete with updated and new policies on our website. I am indebted to all Trustees, but in particular Andrew Swayne and Miles Price, for their time and input to complete this important task.

The Trustees, undertook a review of the “required skills” needed to provide a balanced and representative membership of the new Board. At the September 2024 AGM, we welcomed John Firth, an expert on Data Governance, and Lily Graham and Hannah Shorrocks who bring with them a more youthful approach to matters! At the same AGM Connor Holmes, Eddie Hills and Fran Trimming stood down as Trustees and I thank them for the very valuable contribution they

made during their time in office. Steve Mitchison, whilst no longer a trustee and County Secretary, continues in a similar role providing administrative support to the board alongside David Hopper who continues to keep our accounts in good order as County Treasurer.

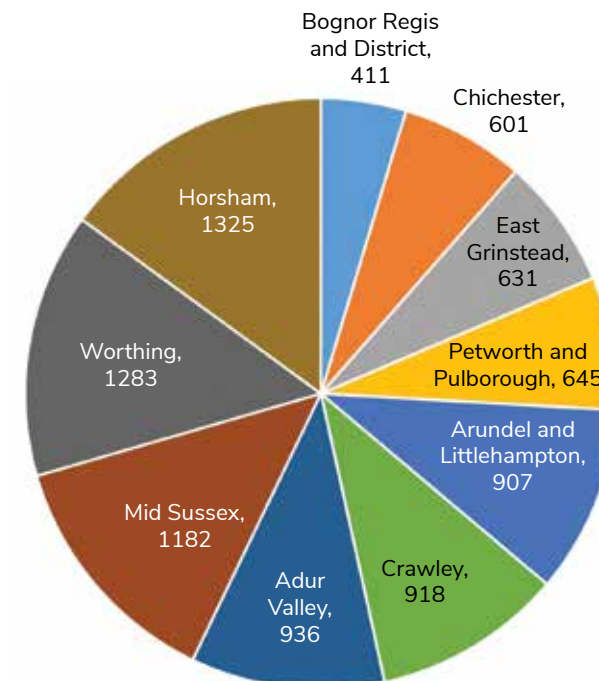
Tracy Pengelly resigned from her position of County Administrator in May 2024. We were then joined by Aby Kenward and Megan Goodwin as new part time administrators working alongside Sue Barden.

The Scout Association is a very unique and very special organisation. My admiration and respect for those in West Sussex Scouts, our Leaders, the County Management Team, the volunteers and Trustees, continues to grow and I want to thank them all for the time and valuable contributions that they make to ensure that our young people are provided with the skills for life that they will take with them into adulthood.

**Tim Wright**  
County Chair



**Youth Numbers 2025**  
Total: 8839



# COUNTY TREASURER

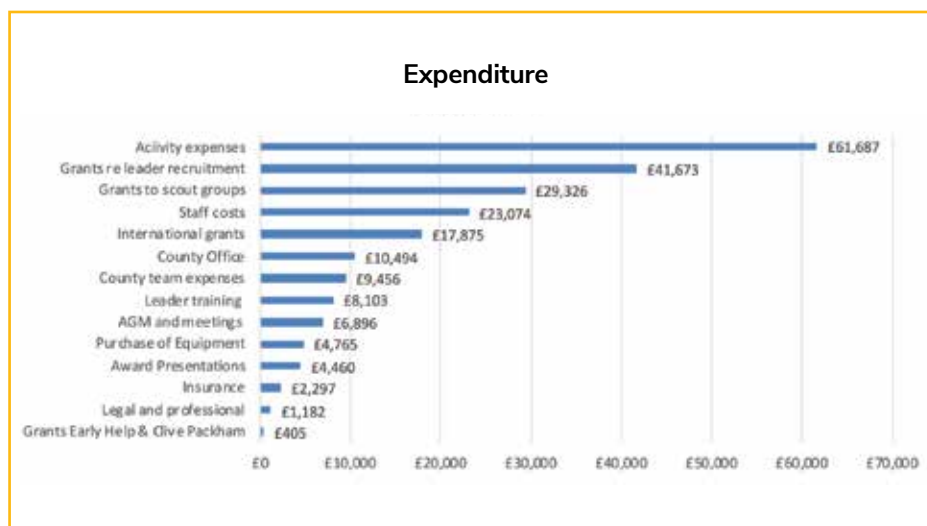
The graphs on this page show County income, expenditure and assets for 2024/25. The figures are taken from the County Annual Report but have been slightly modified to simplify the illustrations. Readers are referred to the Annual report for comprehensive financial detail and explanation.

**David Hopper**  
County Treasurer

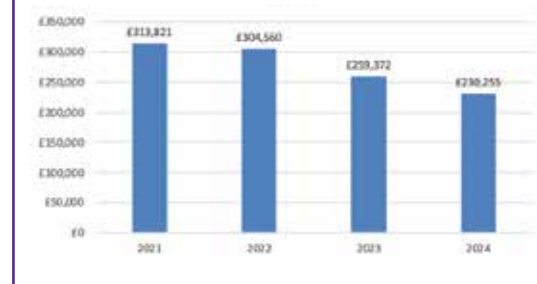
Income	
Membership subscriptions	£107,558
County events and activities	£48,710
Grants and Investments	£35,539
<b>Total Income</b>	<b>£191,807</b>



Expenditure	
Grants Early Help & Clive Packham	£405
Legal and professional	£1,182
Insurance	£2,297
Award presentations	£4,460
Purchase of equipment	£4,765
AGM and meetings	£6,896
Leader training	£8,103
County team expenses	£9,456
County Office	£10,494
International grants	£17,875
Staff costs	£23,074
Grants to scout groups	£29,326
Grants re leader recruitment	£41,673
Activity expenses	£61,687
<b>Total expenses</b>	<b>£221,693</b>
<b>Deficit / surplus</b>	<b>-£29,886</b>



Assets	
Year	Assets
2021	£313,821
2022	£304,560
2023	£259,372
2024	£230,255
2025	£200,369



## OUR STRATEGIC OBJECTIVES

The Scout Association Skills for life strategy ends at the end of 2025. New plans, for the future of scouting and development of the next strategy for Scouts, are being formulated and will be advised prior to implementation in 2026.

### 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 called Squirrels.

## Our Vision

By 2026 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.

## 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.

## COUNTY YOUTH LEAD



This last year has been a great year for Youth Shaped Scouting in West Sussex. We have a great team of District Youth Leads across the county who have been helping lead Youth Shaped Scouting. We also had Youth Leads across the County attending the Day of Celebration and Achievement at Windsor Castle, celebrating Queen and King Scout Awards and receiving recognition medals for the hard work that was put into supporting the King's coronation.

The main highlight in the Youth Led calendar this year was WS24, a 24-hour camp run by the Youth Leads for Explorers across the county. The explorers who attended took part in lots of different activities, as well as a youth forum, all while trying to gain as many challenge points as possible. It was a very well-received camp and the feedback was very positive.

The Deputy County Youth Commissioner for Governance and Events, Miles Price, finished his term. His hard work during his role was very much appreciated, and we are sure that he will continue to support the county in his new role.

Following transformation, we recruited two new members to the County Youth Team. Lily Graham and Lily Wingrove have joined the County team to support all things Youth Shaped. The County Youth Team will be working together closely, as we continue to promote how important young people are at the heart of decision-making. You'll be hearing more from us all soon!

In the meantime, if you would like some information or advice about Youth Shape scouting, please do 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



## SECTION REPORTS

Our valued volunteers continue to provide 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 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 around the county.

This year we saw seven young people achieve their King's Scout Award. This is the pinnacle of young people's achievements in Scouts. It shows

that they have the courage, the kindness and commitment to tackle anything in life, helping others and serving their communities. They should be proud they have achieved the King's Scout Award and help promote the award to the explorer and network sections around our county. Congratulations to all who achieved this Top Award!

In July and August, two patrols of eight young people and three International Service Team (IST) members from the County took the journey to Norway for Roverway. Roverway is a youth-led adventure event for Scouts and Guides aged 16-22, which takes place every 3-6 years. The event was divided into three parts, Semi-independent exploration around Norway with patrols from other countries, the main jamboree near Stavanger with all 5,500 Scouts and Guides from 38 countries joined for the main camp and thirdly a post-event in Denmark including two days to explore the capital Copenhagen before travelling home.

It was such an experience of a lifetime which I was so lucky to be one of the three members of IST attending from the County, I met so many new friends and had an experience like no other.

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.

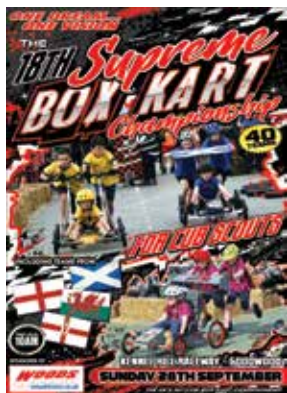
**Matt Pike**  
County Programme Lead



## COUNTY ACTIVITIES

### Our 12 County Activity, Adventure, Events, Skills and Sports Teams:

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



Firstly, 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.

Secondly, a new approach to volunteering was launched in November 2024 by the Scout Association, including moving to a new Adult Membership System and a new Learning Management System. With these changes, the role of Assistant County Commissioner (Activities) became defunct, along with the Activity Scout Active Support Units. The County Programme Team now includes a 'Target Sports' Sub-team (Archery and Shooting), an 'Adventure' Sub-team (Caving, Climbing, Hill Walking, Water Activities, Supreme Box Karts) and a 'County Events' Sub-team (Downsman).

The Adventurous Activity Permit Scheme and a similar Nights Away Permit Scheme are run by the Scout Association, allowing volunteers to be granted a permit to run Adventurous Activities or overnight residential experiences, as recommended by a qualified Assessor. The Great Orme tragedy of 2018 has resulted in an independently led ongoing review of the Activity Permit Scheme, with Adventure RMS (the inspectorate for the Adventurous Activities Licencing Authority (AALA)). Their report is due later in 2025 alongside a separate report into the Nights Away Permit Scheme. Changes will happen!

This report thus marks the end of my time as your ACC Activities, having been privileged to hold the role from 2003 to 2007 and again from 2013 until the end of 2024. It has been a pleasure working with you all.

**Paul Arkle**

**Adventure Team Leader**

### A selection of updates from the Activity SASU's follows:

**Climbing** - Several permit renewals have been completed, along with the running of activity sessions for groups on demand. Our training course programme will re-commence by the end of the year.

**Shooting** – Two well attended County Competitions were held during the year, Scouts Air Rifle at 2nd Worthing in February and the Explorer Scout multi-discipline Competition in October at 4th Worth. We will be adding Sport Crossbow to the list because of the increasing interest in this discipline. Over 50 Adult Leaders took part in four Basic Rifle Courses and a Sport Crossbow Course, there was also an Airgun higher level course, taking the number of Adult Leaders able to supervise safe Air Rifle, Air Pistol and Sport Crossbow activities up to 190, across 53 Scout Groups plus six Explorer Units.



**Supreme Box Karts** - The Supreme is now in its eighteenth year and continues to attract packs from all over the UK. It is open to any Cub pack in the world. It does not discriminate and is fantastic fun for young people. It combines a physical activity and promotes healthy competition between different Cub packs. To date over 3,000 Cubs have raced from 60 different Cub packs. They have come from 18 different Counties including County Down, Northern Ireland, Ceredigion, Wales and Stirlingshire, Scotland. The 12th Bangor are now in their 10th Year of racing, flying over every year and 16th Laurieston are now in their 5th Year of racing. In 2024 we saw, for the first time a pack from Wiltshire, the 1st Amesbury as well as packs from Cheshire and Aberaeron in Wales.

The 2024 Supreme Final became that old battle of England against Scotland and a very hard-fought race it was in which the Surrey pack 1st Woodmansterne with their kart "Woody 2" came out on top.

## COUNTY ACTIVITIES

### Go Beavers

GO Beavers 2024 was a huge success. This is the 4th time the event has been held and 705 Beavers from across the county, along with over 300 adults, came together to enjoy and support an action-packed day at Blacklands Farm, East Grinstead.

Beavers had the opportunity to rotate around four zones- Adventure, Fun, Explore and Create n' do. There was a huge variety of activities with nightline, low ropes, tunnels, cavebus and fire lighting in the Adventure zone. Explore zone saw Beavers enjoy a planetarium, circus skills, archery, aeroball and bouldering. Create'n'do was a mixture of craft and STEM activities alongside a massive favourite of bubble fun. Fun zone is always a hit with huge inflatables, grass sledging, Frisbee golf and mop hockey!

We were really lucky to have West Sussex Fire Service and Sussex Police attend with vehicles to explore and learn about. EDSFAT provided First Aid service along with an array of vehicles for Beavers

to look at. Badges the Beaver made lots of appearances and we were entertained all day by our stage manager with a fantastic closing ceremony. Quotes from Beavers were "it was the best day ever" and "it was awesome".

All of this is possible due to the amazing support and dedication of all those volunteers on the day. Volunteers say they have a great time and enjoy the tea and cake. We are looking forward to the next GO Beavers and sign up to enjoy the fun!

**Suzanne Few, Hannah Shorrocks & Peter Few**

**GO Beavers Crew**



## DUKE OF EDINBURGH'S AWARD SCHEME

This year has been exceptionally successful for the awards. We have observed outstanding accomplishments across various categories, showcasing the exceptional talent of our deserving recipients. Significant effort has been invested by all participants in these awards. Looking forward, we are optimistic about the prospects for the coming year and expect a continued growth in the number of awards presented.



Our County has seen remarkable participation

in the Duke of Edinburgh Scheme due to the dedication of our DofE Leaders. The awards achieved this year have been exceptional, with young participants earning 87 Bronze Awards, 35 Silver Awards, and 19 Gold Awards. The outlook for the current year remains positive.

The Awards are in good condition, and with a few modifications to the recording system for the leaders, including new online forms that will be available soon, higher numbers are expected next year. Congratulations to everyone on their achievements. Thank you to all the leaders and parents for their support in enabling Young People to participate in these awards.

**Gregers Young**  
**Top Awards Team**



## INTERNATIONAL

The year of West Sussex International Scouting has again exceeded expectations. Our Groups, Troops, Units and Districts made trips abroad travelling to Switzerland, Sweden, Poland, Spain and Belgium. As well as two International Service Team members from Crawley attending Intercamp, Poland we also had two patrols of young people and International Service Team (IST) volunteers from West Sussex start their adventure to Roverway, Norway.

Roverway patrol leader, Chris Styles, tells their story:

In July, fourteen young people, aged 16 - 22, had the incredible opportunity to attend Roverway 2024 in Norway as part of the West Sussex Scouts contingent. Roverway is a European Scout and Guide event that brings together young people from across the Europe (and beyond) for an adventure filled with challenge, culture, and connection.

After many months of planning and preparation, our two patrols set off to Oslo to embark on an incredible two-week adventure. After arriving in Norway, we quickly made our way to our entry points where we were welcomed into a truly international Scouting atmosphere. The first phase of Roverway involved exploring Norway on a 'Path' – a unique

few days where we could meet with other likeminded Scouts, forge new friendships and gain an understanding of Scouting in Norway. Our path took us to the mouth of the fjords and saw us engaging in activities such as hiking, kayaking, cultural exchanges and many, many Norwegian games! It was an amazing way to bond with fellow Scouts from different nations, learn new skills, and immerse ourselves in the breath-taking Norwegian landscapes.

Following the Path's, we all gathered in Stavanger for the main camp. This was a highlight for me because of the many friendships I made, and the moments I was able to spend reflecting on the Path, as well as my experiences as a Scout. There was a real sense of unity at the camp, with everyone sharing stories, swapping badges, and experiencing different cultural traditions. One of the biggest takeaways from Roverway was that despite our geographical distances, we we're all united by one set of values.

The International Team are already looking forward to Intercamp 2025 in Baumholder, Germany with three volunteers already signed up as IST and then Moot 2025 in Portugal. Preparations will start for the 2027 World Scout Jamboree in Poland, where County and Districts will be looking to select young people and adult volunteers to attend.

**Peter Few**  
International Team Lead



## EQUITY, DIVERSITY AND INCLUSION

Following transformation, the new team is called Equity, Diversity and Inclusion. Changes to training mean Inclusion training is core for all but as a county we will continue to run the Promoting Positive Behaviour and LGBT+ Workshops to allow for face-to-face opportunities to learn. Whether it is a camp meeting or a section night it is important that, as a county, we are always looking to make reasonable adjustments for all our young people and adult volunteers.

It has been great to see Explorers and young people take part in Pride events this year in Chichester, Worthing and Crawley. 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**  
County EDI Team Lead



## ADULT TRAINING

A year on and transition has finally happened and with it the switch from training to learning which in turn means significant changes. We didn't run the usual training weekend at Lodge Hill this spring as the demand was not there. This was in part due to leaders getting their heads round the new system and how it works. We are planning to run the normal autumn training weekend as the demand for certain modules is starting to grow. These modules will appear on Eventbrite nearer the time.

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 11 first aid courses across the county and a further 10 planned to date. We have a very capable team of first aid trainers who oversee this. We have also added several new trainers to the team to help ease the pressure.

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 learning suspension in the county is one too many, so I urge everybody to encourage adults to complete this training at the earliest opportunity. By now all adults should be aware that they will have to complete the new version of compliance training before the deadline date of 19th July. At the time of writing, we are 36% compliant so a lot to do in the coming few months.

**Geoff Spooner**  
County Volunteer Development Team Leader



## DOWNSMAN

This year marked a significant milestone for the Downsman Hike, as we entered our first year of organising the event as a new team. We are incredibly proud of what we've achieved and would like to take this opportunity to extend our thanks once more to the outgoing team for their years of hard work and dedication. Special thanks must go to Scott James and Mike Gurr, who stayed on to guide and support us throughout this inaugural year, ensuring a smooth transition and helping us navigate the complexities of organising such a fantastic event.

We were thrilled to see a record number of entries, with the largest ever group of Scouts from old and new areas of the UK participating. Last year, we also witnessed a significant increase in the number of attendees at the awards ceremony, which we feel was a direct result of a change in the rules that restricted crew's access to tracking information on the day. The positive response to this shift was overwhelming, and it led to more participants joining us for the awards, creating a great atmosphere.

The weather on the weekend was nothing short of perfect – the sunshine and clear skies added an extra layer of positivity to the event. But it wasn't just the weather that made this year's Downsman Hike so special. The faces of the participants, the camaraderie, and the sense of achievement were what truly made this occasion memorable. I personally would like to thank all the teams, staff and volunteers who helped to make the 2024 event such a special event for our first.

Looking forward, we are excited to continue building on the success of this first year, and we are eager to further enhance the experience for all those who take part in the years to come.

**Chris Searle**  
Events Team



## HEALTH & SAFETY

We have been developing our safety advisory function and safety governance in line with the TSA frameworks which continue to evolve.

We are working towards having a county wide network of District Safety Leads to support each other and provide a local presence.

During the year, support has been provided to larger events, and we also work closely with our East Sussex colleagues where expertise is shared.

We have had no major or critical injuries at county events in the past year, but need to improve our near miss reporting, which is at a lower than expected level across the whole county.

**Andrew Swayne**  
County Health & Safety Lead

## GROWTH & DEVELOPMENT

This year has been an exciting and busy one across the county, with more young people joining all sections of Scouting. It has been fantastic to meet so many new members and support the expansion of groups through various projects.

Over the past year, it's been encouraging to see districts actively requesting new sections, seeking growth opportunities, and reaching out for support in recruiting new leaders. This enthusiasm has played a key role in bringing more young people into Scouting.



I've had the privilege of supporting several new sections opening across the county, including the launch of the 12th Chichester Squirrels, the reopening of the 6th Crawley Cubs, and rebuilding numbers in Beavers. Additionally, I've assisted with Group Lead Inductions and supported growth in Adur Valley, Mid Sussex, Crawley Explorers, and many more.

Looking ahead to 2025-2026, the plan is to continue building on this momentum. We're already seeing strong growth this year, with new Squirrel Drays, Beavers, Cubs, Scouts, and Explorers forming. At the same time, we remain committed to supporting groups with lower numbers and ensuring they receive the help they need.

It's exciting to see more districts reaching out for guidance and new opportunities, and I look forward to another year of growth and development across West Sussex Scouting.

**Joe Firth**

Local Growth and Development Officer

## CLIVE PACKHAM MEMORIAL FUND

It was a quiet year for the fund, although we did receive three applications which are all ongoing. We intend to work more closely with Max Dench to improve the marketing of the fund and be able to offer more scouts the opportunity to apply.

We are pleased to confirm that we will be donating to Osprey ESU to enable all scouts to take part in their Duke of Edinburgh Expedition.

Our details are on the West Sussex Scouts website, however, individual Scouts seeking a contribution towards funding for an expedition of an adventurous nature, can also apply to the fund directly via my email, pat.rawcliffe@westsussexscouts.org.uk. Applicants should state the nature of their trip, details of plans so far, fundraising events they are holding, how much they need to raise and the purpose of their adventure.

We hope to receive more applications in 2025/26 and the support of leaders to ensure the young people are aware of the Clive Packham Memorial Fund. Applications to: countyoffice@westsussexscouts.org.uk

**Pat Rawcliffe**

Clive Packham Memorial Fund Team Leader

Year	2023	2024	2025
Squirrel Scouts	135	188	348
Beavers Scouts	2,206	2,230	2,162
Cubs Scouts	2,784	2,848	2,694
Scouts	2,565	2,685	2,529
Explorer Scouts	1,082	1,102	1,104
Scout Network	254	226	227
Total YP	9,026	9,279	9,064
Adults	3,154	2,968	2,711
<b>Total</b>	<b>11,926</b>	<b>12,247</b>	<b>11,775</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 2024/25 year. Congratulations go to all the recipients.

Tony Hall, **Adult Awards Team**

Matt Pike, **County Programme Lead**

Gregers Young, **Top Awards Team**



## ADULT AWARDS

### BAR TO SILVER ACORN

Anthony Smith

### SILVER ACORN

Alan Baker  
Lucy Garrett  
Kenneth George  
Julia Keywood  
Margaret Larcombe  
Ann Pike

### AWARD FOR MERIT

Laura Braun  
Stuart Burchett  
Stuart Coggan  
Ian Conway  
Helen Cosham  
Graham Denyer  
Linda Francis  
Pat Homer  
Paul Johnson  
David Palmer  
Matthew Pavitt  
Jane Pelham  
Marie Robson  
Alison Styles  
David Tyler

### CHIEF SCOUT'S COMMENDATION FOR GOOD SERVICE

David Brooks  
Julie Gumbrell  
Coren Moore  
John Patrick  
Clair Pushman  
Mark Williams



## YOUNG PEOPLE'S AWARDS

### THE KING'S SCOUT AWARD

Josh Chartres  
Arden Flint  
Sam Mears  
Rowan Saunders  
Erin Whitmore  
Logan Wilks  
Phoebe Woolard

### THE CHIEF SCOUT'S AWARD

Gold 33  
Platinum 24  
Diamond 7  
**YOUNG LEADER**  
Belt Buckle 4

### THE DUKE OF EDINBURGH'S AWARD

Gold 7  
Silver 12  
Bronze 29





We prepare young people with skills for life

Editor: Steven Mitchison, County Administrator

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