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**We have continued to expand our support for adventurous activities**

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# Introduction

## Berkshire Scouts – what a year!

As you glance through this Annual Review, I hope you will see what a vast range of activities, new initiatives, and support for Scouting there has been in the county over the past year. It has been yet another busy, exciting and rewarding year.

As ever it is difficult for me to pick out the highlights of the year, as there is so much amazing activity to choose from, but I have picked out just a few, that I believe have made, or indeed will make a very real difference to Scouting across our county.

- We continue to grow across the county. Many will have heard me say that this is not about numbers but about giving young people who want to join Scouting in Berkshire the opportunity to do so, and gain those fantastic skills for life that we offer.

With about 1,600 young people still on our waiting lists in the county, we have plenty of challenges ahead of us, but with 14 new sections opened this past year, we've continued to grow rapidly.

Just over 3% increase in young people, and just over 4% overall, with increases in all sections, and in adults, this was a very real achievement and one of the highest growth figures in the UK.

- Preparations for our international programme continue apace – the World Scout Jamboree and our Uganda project in 2019, and WINGS and the European Jamboree in 2020. Our exciting Join-in programme opens up some brilliant programme opportunities, particularly for our younger sections, with hopefully an opportunity for everyone to gain our Berkshire Join-in badge.
- We have had a series of three very successful conferences over the past 18 months with about 100 participants at each – a District and County Teams conference, a conference for Group Scout Leaders, and one for the wider County Team.
- Our commitment to youth shaped Scouting continues, now with nine of eleven Districts with a District Youth Commissioner, supported by our County Youth Commissioners.

Our 'behind the scenes' back up from our County Executive Committee (Trustees), our fantastic staff team, our IT team and our training team, support all of this exciting activity and we could not operate without them.

So, yet another very exciting year for Scouting in Berkshire!

## Thank you

I am extremely grateful for the enthusiastic hard work and enormous amount of time put in by the County Team, the District Commissioners and their Deputies, the County Executive Committee and its sub-committees, our staff team, and all of our support teams. It makes a huge difference to Scouting across Berkshire.

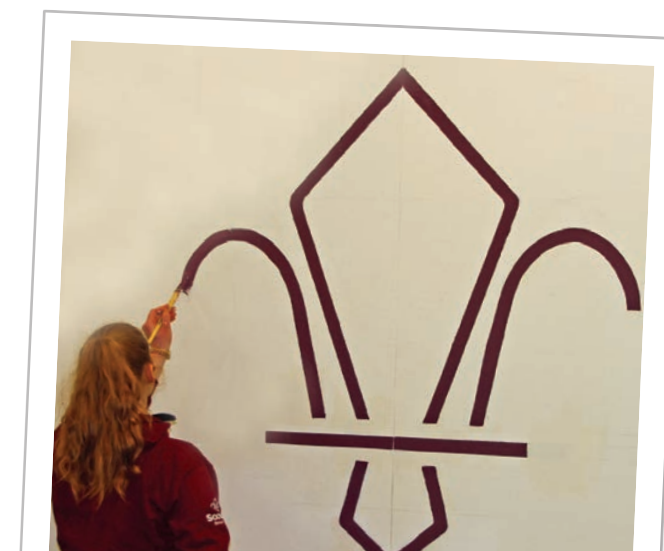
And finally ... I am so grateful and proud of our dedicated leaders, managers and supporters in Berkshire, who give so much of their valuable time in ensuring we give the very best Scouting experience to all the young people across our county.

A very sincere 'thank you'.

■ **Nigel Bevan** County Commissioner



 Sarah Humphreys, 1st Wooshill Beavers



# Youth Shaped

## County Youth Commissioners

**Another exciting year for Youth Shaped Scouting and we are seeing a growing and continuing impact across the county!**

It's been fantastic to see so many leaders around the county engaging with the Youth Shaped message throughout the year and helping their young people have a real say in decisions which have an impact on their Scouting. Turning our minds to the year ahead this will be a pivotal year for Youth Shaped Scouting across the country with the end of the YouShape campaign and development of new strategies to truly embed Youth Shaped Scouting into the programme. This is something we hope to see Berkshire at the forefront of ... so keep a look out for new developments!

## Youth Shaped workshops

January saw the launch of our county Youth Shaped workshop. At the end of last year we received some feedback from across the county that several volunteers were still unsure what was meant by Youth Shaped Scouting.

In response to this we have developed the county Youth Shaped workshop which helps run through the core principles of Youth Shaped Scouting and enhance the understanding of all volunteers from those who are new to the concept, right the way through to those that are already implementing some of the core values of Youth Shaped Scouting. This is being run exclusively by Youth Commissioners and many Districts have already had at least one session delivered for them. In the coming months it will be delivered across the county to ensure that all adult volunteers have the opportunity to attend at least one of these sessions.

**"We have developed the county Youth Shaped workshop which helps run through the core principles of Youth Shaped Scouting."**

So far, this has been hugely successful with some great feedback and engagement from across the different Districts and we have seen a growth in Youth Shaped Scouting in those areas where adults have attended the session.



## YouShape 2019

Once again, last February we saw the national YouShape campaign known as YouShape month. The Berkshire Scouts Youth Shaped Activity Pack was updated for the event and we saw a great response across Berkshire. It was fantastic to hear of so many Groups really embracing the Youshape message and giving their young people a real say in their Scouting. This was the fourth and final year of the campaign so we would like to say a big thank you to everyone that got involved in the campaign! Looking ahead Youth Shaped programmes are not over! Instead, Youth Shaped Scouting will be embedded into the Scout programme getting more young people involved all year round rather than just in February. The Berkshire Scouts Youth Shaped Activity Pack is also available to help adult volunteers understand Youth Shaped Scouting and implement it into Scout programmes.

## District Youth Commissioners

There are District Youth Commissioners in nine of our 11 Districts helping to spread the Youth Shaped message at a more local level and making sure their Districts are Youth Shaped. They have been instrumental in ensuring the Youth Shaped message is delivered throughout the Districts and not just at a county level.

Much of our work this year has been to ensure the District Youth Commissioners are appointed in as many Districts as possible and that they are also effectively supported in their role. We are really pleased with the great work the District Youth Commissioners have carried out to date and are looking forward to progressing even further in the coming year.

Over the next year we will be looking to secure a District Youth Commissioner in every District throughout the county working successfully in partnership with their adults and young people to ensure the Youth Shaped vision can be fully recognised across the county.

■ **Rachel Stout & James Mulligan**  
County Youth Commissioners





## Programme and section support


We recognise and value the role our adult volunteers play in delivering high quality programmes.

We know that by delivering great programmes, our adult volunteers provide our youth members with fun, adventure and 'skills for life'. That's why we have continued to invest heavily in our programme and section support activity across the county.

We aim to create environments for Commissioners and leaders to share ideas and best practice. We do this by running a regular programme of events for Commissioners and leaders in each youth section to meet and discuss topics of relevance to their roles. We use those forums, along with input from our Youth Commissioners, to help inform how we can best support our Groups and Districts.

"The Programme Team exists to provide support in a wide range of areas."

The Programme Team exists to provide support in a wide range of areas including sectional programmes; international Scouting; activities and nights away; Duke of Edinburgh Award; top awards; inclusion and diversity; and community impact. The Programme Team also manage and support major expeditions and activities such as Project Africa and Uganda 2019; World and European Scout Jamborees; as well as county events such as the Dragon Boat Regatta, Adventure Challenge Days; Explode Camp; and much more!

 Sarah Humphreys,  
1st Woollahill Beavers



## Congratulations to this year's Queen's Scouts

Our focus on top awards has delivered a record number of Queen's Scouts in the last two years.

We have been delighted to support a further seven members to achieve the Queen's Scout Award. In the last two years, 20 young people from the county have now achieved this award, the highest award available to youth members. These are record numbers for us as a county and as we continue to invest in our support for 'top awards', we expect these numbers to increase further.

■ Simon Pickett Deputy County Commissioner

### Award recipients

#### Loddon District

Hannah Lee  
James Mulligan

#### Maidenhead District

Jake Humphries  
Emily Boothroyd

#### Pang Valley District

George Archer  
Danny Smith

#### Taceham Hundred District

Sean Dunnett



← Sean Dunnett;  
George Archer;  
Hannah Lee;  
Jake Humphries; and  
Emily Boothroyd





**Left:** 3-classroom block at Butagaya fully funded and partly built by Berkshire Scouts (Project Africa)  
**Right:** Berkshire Scouts will be refurbishing this primary school during the summer of 2019



## Dragon Boat Regatta

Another fantastic Regatta with record numbers of teams.

In July, our Dragon Boat Regatta attracted a record number of entries and spectators from across the county. The weather on the day was again perfect and the Cubs, Scouts, and Explorers, showed great teamwork and competitive spirit!

## Beaver Adventure Challenge Award Day

Feedback from our Beaver leaders told us that they found delivering this award challenging ... so we decided to help!

400 Beavers descended on Paccar Scout Campsite for a sunny and fun packed day in May. The Beavers were given the opportunity to try a number of adventurous activities such as climbing, abseiling, caving and assault courses. By taking part, each Beaver completed the requirements of the Adventure Challenge Award. Feedback from the day was so positive that plans are now underway for the next similar event!

## Support for adventurous activities

We have continued to expand our support for adventurous activities.

We have continued to provide grants for those leaders and young people wishing to gain adventurous activity permits. The total number of permits in place is over 400! We have also expanded our range of training and assessment opportunities, in particular in the areas of hillwalking, climbing, shooting, archery, and first aid, and there are plans in place to broaden this to include water-based activities too.



Caroline Broadbent,  
1st Maidenhead

## Programme and activities

The county remains very active in offering a wide range of opportunities for our young people.

### Berkshire Scouts represented the UK at Roverway 2018

We recruited and supported a team of Berkshire Scouts to attend this amazing event.

In July 2018, seven Berkshire Scouts joined the UK contingent travelling to the Netherlands where they joined with Scouts from all over Europe for ten days of adventure, travel, fun and making new friends. This was the first time our county had sent a whole patrol of Scouts and given the amazing feedback from the lucky seven, we hope to be sending more in the future!

### Community impact resource pack

We have launched a set of resources to help leaders deliver community impact projects.

Feedback from leaders told us that they would like more ideas on how to deliver tangible community impact projects. So, working with an intern from the University of Reading we partnered with a number of local community groups and delivered a set of resources and contacts for leaders and young people to use. We also re-launched our Michael Nightingale Fund which provides grants for Scout groups completing community-based projects.



Chris Hughes, West Pang Explorers



## International Scouting

### A packed agenda of international opportunities

In the last 12 months, Scouts from Berkshire have spent 2,000 nights away on expeditions and activities overseas, in Germany, Belgium, Ireland, Switzerland, Finland, Denmark, Netherlands, and Uganda.

At the same time, the county has been busy preparing 80 Scouts and leaders to travel to North America for the 24th World Scout Jamboree and 140 Scouts and leaders travel to Uganda to complete more international community-based projects this summer. Plans are also underway for the county to send a further 40 Scouts to the European Jamboree in Poland in 2020, as well as delivering our own international camp WINGS in the same year.

### Berkshire Scouts launch our Join-in Award

Building on the momentum created by our international expeditions and activities, we have launched a new award for all members and sections to become involved.

Our international Join-in Award challenges our members to complete activities linked to 4 upcoming international activities: the 24th World Scout Jamboree in North America and our expedition to Uganda (both summer 2019); the European Jamboree in Poland and our own international camp WINGS (in the summer of 2020). Sadly, not everyone can participate directly in the events and so the Join-in Award is designed to bridge that gap and, experience tells us, is likely to enthuse the participants of the future.

■ Simon Pickett Deputy County Commissioner







# Growth and volunteer support

Berkshire Scouts continues to grow young people and develop the support to adult volunteers.

## Growth

We are proud that Scouting across Berkshire continues to be strong and goes from strength to strength. This year we have grown 3.1% amongst our 6–18 year old membership, and 4.1% overall. All of our youth sections have grown with Beavers increasing 4.7%, Cubs by 1.3%, Scouts by 1.9%, and Explorers by 8.2%. Our total youth membership has now reached 10,002 supported by 3,501 adult volunteers.

Ten years ago in 2009, we had 6,750 youth members, and in 2001 we had 6,391. To have increased our youth membership by 57% over this time period is remarkable and is a testament to the quality of programme and leadership delivered in sections, as well as the determination of Group Scout Leaders, District Commissioners and others to offer Scouting to even more young people.



Kevin Tollet, 3rd Reading Scouts

Our Local Development Officer (LDO), Kim Williams, has made impressive strides forward in working with a wide range of Districts and different communities to open new sections. As well as supporting new sections with Kim’s enthusiasm and experience, we also provide a £1,000 start-up grant and in the last 12 months we are pleased to have given over £14,000 to support new provision for young people to join Scouting.

We have a number of exciting projects in the pipeline, including expanding how we work with communities in more deprived areas of Berkshire, and looking at an exciting range of opportunities to open new Explorer Units to meet the demand of 14–18 year olds wanting to join or stay in Scouting.

## Volunteer development

This has been our first full year of employing a Volunteering Development Officer (VDO) to focus specifically on aspects of the volunteer journey which need focused support. Becky Eytley has been enthusiastic and supportive working with a wide-range of volunteers on a range of different projects:

- **Adult inductions.** Becky has worked alongside all Districts to refresh their use of Induction Mentors to make sure a new adult’s first few months are welcoming, supportive and valuable.
- **Adult recruitment workshops.** Becky has run a number of evening workshops to support existing volunteers with finding ways to recruit more adults into their teams. These have been well-received, and Becky has developed a range of support resources available on our website to help people with this.
- **Inductions for Group Scout Leaders (GSLs).** This is another exciting area where Becky is working alongside District Commissioners to enhance the support on offer to new GSLs. As a key figure in local Scouting, we are determined to make sure GSLs have a range of contacts, sources of information, and coaching support to help them to be successful in their role.
- **Appointments process.** We have developed a strong community of practice with Appointments Chairs and Appointments Secretaries from all Districts. There has been a real appetite to share effective practice, learn from each other, and find ways to improve the appointments process for new adult volunteers.

We are excited about upcoming projects which will continue to focus on how we can add value to adult volunteers, and support Districts in what they are also doing.

■ **Pete Jeffreys** Deputy County Commissioner

# County Executive Committee (CEC)

It has been a busy, interesting and highly productive year for the CEC. A number of existing arrangements for supporting Districts and Groups have been reviewed and enhanced and some new ones developed.

Our County Youth Commissioners continue to play an important part in the trustee team and one of our Youth Commissioners, James Mulligan, has completed a second year in the role of Deputy Chair. James takes the lead in producing Trustee Snippets and has been developing the workshops through which we are reaching out to trustees in the Districts. The participation of younger members as trustees is something we encourage county wide as is the involvement of ‘non-member’ trustees who, like our young people, can bring new insights to the work of trustee teams.

In addition to Trustee Snippets the CEC has made available to Districts and Groups agenda templates and aide memoires to support them in managing their AGMs. Meetings with District Chairs and Treasurers are being developed and will take place on a regular basis going forward.

“non-member trustees who, like our young people, can bring new insights to the work of trustee teams”

Some of the detailed work of the CEC during the past year has been managed by the Finance & Risk sub-committee (FRSC). The team has reviewed and enhanced a number of elements of our financial operations including the maintenance of ‘reserve funds’. It has ensured that risk management, including the maintenance of a formal risk register, continues to fully inform decisions made.

The CEC also supported a number of events and activities that will be taking place in the future. Its focus as trustees being on the high-level finance, safety, and reputational risks. In particular the CEC has supported WINGS 2020 and Uganda 2019 both of which have CEC participation in their governance teams.

Some of the other business of the CEC has included reviewing the various insurance arrangements in place, ensuring our data protection arrangements are compliant with the GDPR requirements that entered force in May 2018 and enhancing the documentation and management of the various funds, such as the Growth Fund, that are available to support Scouting in Berkshire.



The Appointments Advisory Committee (AAC) continues to meet regularly, reflecting the number of new appointments made to the wider county team. Support has also been provided to Districts in the form of a workshop for their AAC Chairs and Appointment Secretaries.

The Safety Active Support Unit (ASU) continues to provide advice and support to Districts and also continues to monitor and review risks. The Safety ASU has been working to grow the number of safety coordinators and has appointed a new manager.

Karen Thurlow, our part-time County Administrator, continues to provide a wide range of support services from the county office based at Sindlesham Court including support to the County Treasurer. During January our staff became direct employees of Berkshire County Scout Council and to support this we engaged the services of a specialist organisation to provide ongoing advice on employment law, human resources, and health and safety matters. Employment services are no longer provided by Berkshire Scout Enterprises Ltd (BSEL) and I would like to take this opportunity to record our thanks for the support they have provided to us over many years.

Finally, I would like to express my thanks to James Mulligan, Deputy County Chair; Mark Taylor, County Treasurer; and to all CEC members for their work and support during the past year. I would also like to recognise and thank my fellow trustees across the county for the important part they play in supporting Scouting.

- **Ian Aitken** County Chair
- **James Mulligan** Deputy County Chair



# Adult support

We continue to offer a strong training provision to support our adult volunteers through our dedicated team in one-to-one advice, training courses, and workshops.

## What we are doing

Over 130 Training Advisers across the county engage with our volunteers to support them for their roles through validation and advise them where training may be needed. Around 100 places for Wood Badge and over 200 places for First Response training each year are provided by a dedicated team of trainers, facilitators and support staff. Numerous specific training events are organised across Berkshire to help volunteers with specific topics like Nights Away and activity ideas.



## What some volunteers said

Everything was very well organised.

Good learning and a bit of a laugh.

Eye opening on areas.

I enjoyed the weekend and learnt a lot.

Good start to my training, enjoyed the weekend, Thank you!

Thank you to all involved. I know it takes a huge team effort!

Thank you very much for everything.

Great taking away a lot of useful information.

A great weekend overall and lots to learn from.

Very informative – great start to my Wood Badge training. Thanks.

Informative. Well put together.

## What comes next?

**Listening.** Having come into this role recently, I'd like to hear what you need. We are preparing an online survey to ask our adult volunteers across the county what support and training you need so we can deliver the right programme and in the right format.

**Workshops.** Learning doesn't stop with a Wood Badge. Experienced leaders have asked us for workshop style events that help refresh and update on things like behaviour and special needs, and programme ideas. Coming soon!

**Volunteer journey.** The Scout Association have started a project to look at the Volunteer Journey as a whole, including Training and Adult Support, and how we can make it even better.

As Berkshire Scouts continues to grow and open new sections and Groups we welcome leaders and trainers who can help other volunteers complete and maintain their training.

■ Frank Cselik County Training Manager

## How you can help

### As an adult volunteer:

Please make sure you have completed the validation for your role as defined in partnership with your Training Adviser.

Become a Training Adviser in your Group or District to support other leaders through their training programme.

Join us as a Trainer or Facilitator to help deliver courses and workshops.

Contact Frank on [ctm@berkshirescouts.org.uk](mailto:ctm@berkshirescouts.org.uk)

# Looking forward...

Whilst the main purpose of the annual review is to report on great achievements ... it's also important to look forward to more exciting opportunities scheduled for the next year, or so!

This page contains just some of the major projects, events and activities, that are already well underway. For further information please use the website link at the end of each brief entry.

## Skills for life ... our plan to deliver better futures

By 2023 Scouting will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. Berkshire Scouts, along with other counties and areas, aim to grow; be more inclusive; be shaped by young people; and make a bigger impact in our local communities.

[www.scouts.org.uk/about-us/strategy/vision-for-2023](http://www.scouts.org.uk/about-us/strategy/vision-for-2023)



## Beaver Scouts Sleepover

In September 2019 we will be running our Sleepover 'challenge' for all Beavers in the county. We aim to get as many Beavers taking part in a nights away experience as we can, watch this space!

[www.berkshirescouts.org.uk/youth-programme/beavers](http://www.berkshirescouts.org.uk/youth-programme/beavers)



## 24th World Scout Jamboree 2019

The 72 young people and 8 adult leaders (2 units) attending the 24th World Scout Jamboree in North America (West Virginia) have been engaged in several training sessions as well as raising funds to meet the cost of the Jamboree. The units have also been busy visiting sections with their North America in a bag programme to share their experiences and excitement with sections across the county. There are also an additional 25 leaders from the county travelling to the Jamboree to support the HQ Team and International Service Team (IST).

[www.berkshirescouts.org.uk/world-scout-jamboree](http://www.berkshirescouts.org.uk/world-scout-jamboree)



## Uganda 2019

140 Scouts and leaders will be taking part in the third Berkshire Scouts visit to Uganda to continue delivering international community projects.

This summer there will be projects at three local primary schools (supported by Soft Power Education) as well as projects at the Buwenda Scout Campsite & Training Centre (Jinja Scout District).

[www.berkshirescouts.org.uk/uganda-2019](http://www.berkshirescouts.org.uk/uganda-2019)



## Explode 2019

Explode is a camp solely for Explorer Scouts and, following the success of the previous events, it's back by popular demand! It's an action-packed weekend and includes loads of drop-in activities; a great Saturday night party; and all with lots of fun and friends.

[www.berkshirescouts.org.uk/explode-2019](http://www.berkshirescouts.org.uk/explode-2019)



## European Jamboree 2020

This Scout & Guide adventure takes place in the summer of 2020 and Berkshire will be sending a unit of 36 young people and 4 leaders. The European Jamboree gathers young people from all over Europe to celebrate Scout & Guide values, strengthen international communities, and provide young people in Europe with the opportunity to meet and learn from each other. The Jamboree takes place in Gdańsk, Poland, from 27 July to 6 August 2020.

[www.berkshirescouts.org.uk/european-jamboree-2020](http://www.berkshirescouts.org.uk/european-jamboree-2020)

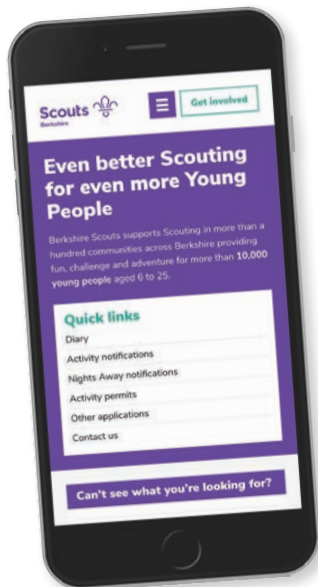


## WINGS 2020

With just over a year to go, WINGS 2020 is progressing well. From the action-packed programme that utilises the stunning Windsor Great Park and the surrounding area to its fullest, through to well-designed catering by our professionally-experienced food team. Mid-Week WINGS (through pre-registration) is proving extremely popular and the team have extended capacity to enable as many Beavers and Cubs to join as possible. There are still lots of exciting opportunities to get involved, whether attending or volunteering.

[www.wings2020.org.uk](http://www.wings2020.org.uk) or email [info@wings2020.org.uk](mailto:info@wings2020.org.uk)





## County website

It's been almost nine years since the first Berkshire Scouts website. A lot has changed, both in the world of technology and how Scouting uses technology to support what we do.

Since The Scout Association launched the re-brand last year we were keen that the Berkshire Scouts website should reflect the updated visual identity. We're proud that our new website does this well, and is also mobile-responsive, which makes it much easier to use on smart phones and tablets.

Most of the website is still accessible without login (our 'public pages') but login is required to access the many applications designed to help with the administration and various functions to support Scouting in Berkshire, eg: activity notifications; activity permits; event guidelines; online diary; nights away notifications; training bookings; visits abroad packs; etc.

The website also provides lots of information, support, links, and ideas, under the main headings of programme; activities; international; adult support; and development.

The main website, together with many local Scouting websites, are serviced and managed by a busy and enthusiastic IT Team.

[www.berkshirescouts.org.uk](http://www.berkshirescouts.org.uk)

County 'staff': (left to right) Becky Eytle (Volunteering Development Officer), Karen Thurlow (County Administrator), Kim Williams (Local Development Officer).



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Mole Road, Sindlesham, Wokingham RG41 5EA

0118 978 8292

[countyadmin@berkshirescouts.org.uk](mailto:countyadmin@berkshirescouts.org.uk)

## St George's Day Awards

Congratulations and many thanks to our following members who have been recognised for their specially distinguished service in the annual St George's Day Awards.

### Bar to Silver Acorn

**Carolyn Evans**  
(Taceham Hundred)

**Barrie Newby**  
(Reading Central)



### Silver Acorn

**Ken Camichel**  
(Loddon)

**Brenda Davies**  
(South Berks)

**Ian Duncan**  
(South Berks)

**Paul Fisher**  
(Kennet)

**Helen Price**  
(Loddon)

**Ian Robinson**  
(Kennet)

**Janice Turner**  
(Loddon)



**@BerkshireScouts**  
**/berkshirescouts**  
**berkshirescouts.org.uk**