OUR DIAMOND ANNIVERSARY – IT’S TIME TO GIVE IT YOUR ALL!

Skills for work
Practical volunteering can help secure that perfect job.

Open to all
How open expeditions can help your participants complete their DofE programmes.

PLUS...
A refreshed eDofE and a brand new website... ...helping the DofE make the most of the digital age.
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Welcome

We all look forward to birthdays and celebrations – and here at the DofE we are no exception! This edition starts the build-up to an exciting 2016 when we celebrate our Diamond Anniversary – read all about what’s planned on pages 19-22.

Many of you will be starting to think of next year’s expeditions, so we provide a timely reminder of the existence and value of open expeditions (page 6). We also remind you of the importance of reporting all DofE-related incidents (page 31).

The new, refreshed version of eDofE went live in the summer – read about the new features on page 8 and discover what else is in the pipeline. We also talk about the new DofE website and where all your old favourite downloads have moved to (page 33).

TV ‘Dragon’ and businesswoman Deborah Meaden speaks about the positive impact she believes having a DofE Award makes on a young person’s employability (page 23). Also, Laura McIntosh looks at the recent report from the Chartered Institute of Personnel and Development (CIPD) which reveals that HR professionals really value volunteering experience when recruiting (page 24).

And finally... my twin sons listened eagerly to their recent school assembly about the DofE and were among over 50% of the year group that expressed an interest... It was great to hear them explaining to me in detail what the DofE was all about(!), and how long they needed to do their activities for. Their teachers obviously inspired and motivated them – never forget the power you as Leaders have when it comes to influencing young people’s choices!

Dave Wood - Editor
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33 A welcome site Yes, the DofE’s main website has changed... We explain what’s happened and where we’ve put your old favourites.

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International Award Association:
Award House, 7-11 St Matthew Street LONDON SW1P 2JT T: 020 7222 4242  F: 020 7222 4141  E: sect@intaward.org
Open expeditions are DofE expeditions which are available to all DofE participants to join as individuals, and are run at all levels and cover all modes of travel. Esther Finch examines their value...

Nearly all participants do their DofE expedition with the school or centre they attend. This works very well most of the time, but occasionally the Licensed Organisation just can't meet the needs of the participant.

There are lots of reasons for this: maybe the dates of the organised expedition aren't suitable; maybe they miss all or part of the expedition due to illness or injury; maybe there aren't enough people in their group to form a viable expedition team or maybe they've left their original DoE centre and so can't join in with the group's planned expedition programme.

Although this last reason is most common at Gold, people can miss out at any level of Award. So rather than giving up on their DoE programme, an open expedition is the answer!

Who can run an open expedition?
Licensed Organisations sometimes run open expeditions to pick up participants doing their DoE programme in their area who missed out on their school or group's expedition. These are great if they are available, as they will often be organised locally and often offer the chance for small groups of friends to do their expedition together, while meeting people too.

The DoE runs some open expeditions through the wild country Assessor Networks. They are usually at Gold level and give participants a brilliant opportunity to do an expedition in some of the less well known but stunning areas of the country with people who are real experts in their 'patch'.

The Forest of Dean Network runs open expeditions for participants with additional needs, who sometimes find it difficult to fit into a mainstream expedition in their home area.

Other open expeditions are offered by our growing band of AAPs (Approved Activity Providers). These may be at any level and take place in amazing parts of the UK. Participants can join these expeditions alone or with friends and they make for a great experience.
What are the considerations?
What are the participant's needs? Do they only have their qualifying expedition to complete? Or a practice expedition? Do they need the full package with training as well? Perhaps they want to try a different mode of transport which will need additional training.

Participants need to make sure that the package they book will fulfill all of their needs. Sometimes a package combining training and the practice expedition will be offered and this is a really good chance to tick off these two parts of their Expedition section in one go. Remember, though, that there must be an interval of several weeks between the practice and qualifying expeditions.

If one of your participants signs up to an open qualifying expedition they will probably ask you (their Leader) to verify that their training and practice expedition(s) have been completed. You can do this by downloading a report from eDofE, signing the appropriate card from the participant’s Welcome Pack or by sending an email to the expedition provider.

There should be a clear arrangement in place by the provider as to what will happen if the package doesn’t attract enough members to meet minimum numbers. This is often a worry and the question of closing dates and return of deposits should be raised early on with the provider.

Find out when the planning will take place. Planning for the qualifying expedition, including routes and aim, may happen at a planning meeting if the expedition is being organised locally. Alternatively it could be done via email, through eDofE or even via a password protected forum on an AAP’s website or a private Facebook group, for example. It shouldn’t need to be left until the team meet up immediately before the expedition.

The acclimatisation day is more important than ever with an open Gold qualifying expedition and should be a full day. As well as having the chance to make sure that navigation and mode of transport skills are up to scratch, this is the only time the group will have to get to know each other, bond as a team, sort out kit and food and make the final adjustments to their route.

The presentation is a crucial part of the Expedition section and, early on, the team should discuss how this will be managed. It can be really hard to get everyone together once the expedition is over, so maybe an oral presentation at the end of the last day would work. Perhaps the team members could each contribute to a presentation which is assessed by a sympathetic Leader. Either way, make sure it happens or all of that hard work will have been in vain!

The challenge
An open expedition may not always be as physically challenging as one organised with a group of people who know each other. This is because the organiser will need to find out the capabilities of the group and won’t want to push them beyond their ability.

The challenge lies in meeting a completely new group of people, forming a team and working together to achieve a common purpose – all in the space of a few days!

What next?
There are hundreds of open expeditions run by DofE wild country Assessor Networks and Approved Activity Providers which are advertised on the Opportunities Finder on the DofE website: www.DofE.org/finder.

Do make sure that any external provider is a licensed Approved Activity Provider, and don’t be afraid to ask lots of questions to make sure that it is the right opportunity for your participants.

The lack of an expedition opportunity is no longer an excuse for not completing a DofE programme – find out about all the open opportunities available and get your participants signed up.
The new refreshed version of eDofE went live in the summer. We worked with our IT suppliers to identify, fix and test the technical issues we discovered behind the aborted launch in December 2014. Richard White provides a progress report...

Refreshing times

The new refreshed version of eDofE went live in the summer. We worked with our IT suppliers to identify, fix and test the technical issues we discovered behind the aborted launch in December 2014. Richard White provides a progress report...

We had a few days’ downtime when eDofE was being updated in August but we managed to provide plenty of warning so the disruption to you was, hopefully, minimal. This was done at a time planned to cause the smallest amount of disruption as it took place over a weekend and in eDofE’s least busy time of the year.

All current data was backed up in a safe and secure environment and was migrated to the new system, which is also safe and secure. All participant programme data was migrated onto the new system so it is now fully available.

Interestingly the new eDofE has made the number of Assessors reports from the website which have not been dealt with more visible. Leaders and Managers have been able to see how many of these there are and this has already resulted in over 15,000 being either approved or deleted. Once we’ve cleared any backlog of reports, please do keep approving the reports regularly to ensure that the number doesn’t build up and that your participants can get their Awards verified promptly. We will look to see if there are any other aspects of eDofE we can make more visible in future, for example sections that can be directly approved by a Leader, to help Leaders better support participants in achieving their Awards.

What’s next?

Once the new eDofE is fully bedded in we will be able to launch the new participant mobile-friendly site as described in the January issue of the DofE Magazine.

eDofE usage continues to grow and the updated version will put us on a firm footing to start developing new functionality and make improvements and upgrades over the coming months and years.

The planned minor upgrades might include:

- Links in eDofE to the relevant online sectional information pages for participants, which are available via the DofE website.

- Enabling Award Verifiers to rotate evidence so they can easily see Assessors’ reports that have been uploaded the wrong way around.

- Regular emails to Leaders to include the number of outstanding Assessors’ reports from the website which are awaiting approval.

- Automatic emails to participants to remind them when they have reached the minimum timescale for a section, with advice on what they need to do to complete the section and get it approved.
• A customer relationship management (CRM) system: To improve the Charity’s communications with both those involved in the operational delivery and donors. This will help ensure that people only get communications once and only those messages relevant to their role.

• Expedition Assessors in eDofE: With all of the above in place we can provide Accredited Expedition Assessors with their own role in eDofE rather than have a separate database in which to manage them.

• Expedition notification in eDofE: This will eventually lead to us being able to develop functionality to enable Expedition Assessors to access expedition teams’ plans through eDofE, communicate with Leaders and team members and complete their Assessors’ reports directly through the system.

We hope that you find the changes in the new version of eDofE useful, and would welcome your feedback and any further ideas you have for improvements. These will help us to continue to make the site as user friendly as possible. Contact info@DofE.org.
Not all expeditions are the same...

BOSS Sailing offer Bronze, Silver and Gold sailing expeditions for teams and individuals who are looking for something a little bit different.

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www.boss-sail.co.uk/dofe/index.htm
A wonderful record-breaking **111,853 young people** achieved their ambition of a Bronze, Silver or Gold Award over the past year. Isn’t that fantastic! And, as a DofE Manager, Leader, volunteer, staff member, Trustee or donor, doesn’t it make you proud of their achievements and delighted to be part of our great Charity?

As Chief Executive, I am particularly proud of our impact this year as I know it has been achieved against the backdrop of a profoundly challenging and difficult environment for everyone involved in youth work and education. Funding cuts and the resulting reorganisation across almost all local authorities have been an all-consuming diversion from engaging with young people. Despite this, we have maintained (almost) the high levels of young people starting their DofE (239,269) and our developing structure of new relationships and longstanding partners have been able to improve the quality of their support for their participants so that more of them achieve their Award.

**Seeing things differently**

Young people are also great at giving you a new perspective on things. I was struck by a wonderful tweet that formed part of a collection in a recent DofE newsletter. A picture of an array of OS maps was accompanied by the comment: **“Ah, so it’s like Google Maps but on PAPER!”** How the world turns. I’ll never look at a map the same way again!

**Ten of the best**

This edition of our magazine also marks my tenth anniversary at the helm of our great Charity.

Our 60-year heritage still makes me feel like the new boy but I guess I have to take responsibility now. There is still a great deal to be done to make the most of new (perhaps we shouldn’t describe it as ‘new’ any more?) technology to improve our communications and linking young people to opportunities.

I recently stumbled across the presentation I made at the 50th Anniversary General Council in 2006, sharing my vision for our online **Record Book, eDofE**. It’s been a rocky path of development but the benefits it now brings are immense. The latest upgrade and update, that went live this summer, provides us with a more robust foundation from which to develop the next phase of mobile use and expanded functionality.

The vision captured by DofE staff member, Jimmy Chung’s cartoons (a talent none of us knew he had!), couldn’t foresee the scale of the change eDofE would support us through or how essential it would be to enabling us to manage a new diverse and trebled Licensed Organisation base. Not to mention the extraordinary growth in youth participation.

I can’t be sure what the next ten years will bring our way but I am certain that the DofE, celebrating its Diamond Anniversary next year, will be inspiring a whole new generation to **give it their all** for themselves and for their community, and surprising us all with their insightful view of the world.
TAKING ON THE GREAT OUTDOORS...

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www.outlookadventures.co.uk
Volunteering

Q Can supporting a charity by managing their website or Twitter/Facebook account be used for the Volunteering section of a programme?

A Yes, as long as it meets the time and duration requirements. The participant should set out a clear programme of activity and ensure that they have the appropriate permissions from the charity they are supporting. As a Leader, try to ensure the participant still has face to face contact with the charity to ensure they fully understand the cause they are supporting, and so they can gain the full benefits of the Volunteering section.

Skills

Q Could canoeing skills count towards the Skills section?

A No. Developing canoeing skills would usually be an aim of doing canoeing for the Physical section.

Q Are dog agility classes Skills or Physical section activities?

A Dog handling and training is listed as a Skills activity. The hours of dog walking should not be counted as this is not developing the skill of dog training, but time spent training would count. This should be done through a group or club to maximise learning, although it is possible for a participant to have completed the learning on their own. Participants could consider entering into something like the Kennel Club dog training scheme awards, and teaching more complex behaviours as well as producing written reports or a presentation for evidence.

Residential

Q Can a university taster week be used for a DofE Residential section?

A Yes, it should count. Participants should chat to their DofE Leader or Licensed Organisation and use the Residential section checklist to agree in advance if the specific opportunity will count. However, Fresher’s Week cannot count as a Residential section activity.

Physical

Q Is carpet bowling a Physical section activity?

A Like petanque and bowling, carpet bowling would be a Physical section activity.
INSPIRING ADVENTURES
Comprehensive DofE expedition programmes for schools, groups and individuals

SUPPORT FOR LEADERS THROUGHOUT AND FREE USE OF ALL GROUP KIT

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Welcome Patricia Tehan
We are delighted to announce that Patricia Tehan has joined the DofE’s Board of Trustees. Patricia is a founding partner of Lygon Group, the board search firm, advising listed and privately-owned businesses on board and senior executive appointments. She has been a supporter of the DofE since 2009 and is also Vice Chairman of the Women in Business Group and a member of the Corporate Development Group. She is also a trustee of Working for Youth.

Jeremy Prescott
The DofE was sad to record the death of Jeremy Prescott earlier this year, following a lightning strike in the Brecon Beacons. Through his youth work at Telford & Wrekin Council Jeremy Prescott devoted much time to supporting young people on their DofE journeys. For this we are truly grateful; the dedication of individuals like Jeremy has a profound effect on the lives of hundreds of thousands of young people across the UK doing their DofE, helping them to realise their potential.

DofE Reward Card
Remember to use your DofE Reward Card, which gives you an impressive 20% discount at Cotswold Outdoor (participants and their families all get a 15% discount). Also, check out the huge savings you could make on minibus hire, insurance etc. a www.DofEShopping.org.

Annual Review
The DofE’s latest Annual Review is available to download from www.DofE.org/go/annualreview.

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Ocean Rock Adventure provide innovative outdoor adventures in the mountains, rivers and on the sea. We are a team of highly qualified professional BCU Kayak Guides, Teachers and Mountaineering Instructors (MIA). Our DofE programme is backed up by over 18 years experience of successfully delivering the Expedition section at all levels.

We work with schools, education charities and individuals to help realise their expedition aspirations and we understand the need for cost-effective programmes. However, we don’t compromise on quality. Our fundamental belief is that a DofE expedition should be the start of a journey in the great outdoors.

Contact:
info@oceanrockadventure.co.uk
www.oceanrockadventure.co.uk
NEWS OF DofE ACTIVITIES AROUND THE UK

The DofE in

Olivia Gibbons (pictured back row, right) campaigned for the charity, Oxfam, for her Gold DofE at The Lady Eleanor Holles School. “For my Volunteering section, I joined Oxfam as I thought I could give them a greater significance in the school. We have raised awareness of the charity by doing assemblies and setting up noticeboards to show the importance and necessity of the support Oxfam is providing globally. I hope to do more work with them in the future.”

SPREAD THE WORD

Ten students, each with learning difficulties, from Regency High School completed their first Bronze DofE expedition in the peaceful Malvern Hills in March. This was the first time many had slept away from home and was a truly memorable experience.

REGENCY PEACE

Over 60 Bronze participants from Cockermouth School enjoyed their recent expeditions. This group was completely oblivious to the remote supervision!

REMOTE CONTROL

Gold DofE participant Erinn Prentice entered a picture into a recent OS competition to get your photo on the front of the new maps – and won! It was taken on her practice expedition in Glen Tilt with AAP, Gold Expeditions.

COVER STAR

Gold participants from across the UK spent their residential building a butterfly habitat area at Tittesworth Reservoir. This was part of a project run by the Peak Park Conservation Volunteers in the Peak District National Park.

HOME SWEET HOME

Local DofE volunteers had a great, if not messy, time recently helping improve a frog and newt habitat in Bourton Park, Buckingham.

THREE CHAIRS!

In over 20 years of supporting the DofE, DFS has helped over three million young people unlock their potential and build a brighter future. With this in mind, last year DFS decided to introduce DofE Business as part of its new ‘Service Managers Apprenticeship’ and offer trainees the opportunity to achieve their Gold Award. DFS was declared winners of the ‘Youth Employment’ category of the inaugural UK Employee Experience Awards recently. This recognises the hard work, leadership and focus that are essential to create a great customer experience.
LEADING BY EXAMPLE

Ieuan Sparey wanted to do his Bronze expedition but some routes were too much for his wheelchair, so his Leader sourced this chair from Pedalabikeaway in the Forest of Dean. The group has since decided that they will look at raising the £4,500 to buy one for the Royal National College for the Blind in Hereford so others can get out and about.

DofE volunteers transformed YHA Hawkshead games room earlier this year, with this Lake District mural.

I’VE STARTED SO I’LL FINISH

A group of Calderdale College DofE participants has been helping to create a forest school in the woodland area at Midgley School. Bronze participant Emily Greenhalgh, who is studying Public Services Level 3, said: “I want to see the project through to the end, so I can see how far we’ve come. I’d like to continue my DofE all the way through to Gold.”

RACE FOR LIFE SAVERS

Air Cadets from 1015 (Horsham) Squadron volunteered behind the scenes to make Race for Life at Horsham Park a success for the third year running.

The cadets formed a line to channel the runners into their respective categories – runners, joggers and walkers – and helped start the race. The cadets then handed water, snacks and a well-earned medal to runners as they crossed the finish line.

FLY THE FLAG

In April a team of soldiers from the Royal Dragoon Guards reached the Geographical North Pole. The DofE flag, held here by DofE Trustee and Bronze, Silver and Gold DofE Award holder, David Hempleman-Adams, also flew on Everest’s summit, and will be going to the South Geographical Pole in November. This will make the team the first British soldiers, and wounded soldiers, to reach the North and South Geographical Poles.

LAB TEST

A group of air cadets on a Bronze DofE expedition on the Mendip Hills had their search and rescue skills put to the test helping a family whose young labrador had run off. The group, including Cadet Corporal Farr of 649 (Dursley) Squadron, located the missing dog.

The owner said “We were delighted to see the dog again and were impressed at Corporal Farr’s actions. I congratulate the organisers of the DofE as well as everyone involved from the cadets’ side. This is a fantastic charity which encourages young people to behave in such an excellent way.”
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RIDE IT
BIKE IT
WALK IT
We all know the benefits of the DofE, that’s why you so generously give your time to support young people on their DofE journeys. Boosted by our Diamond Anniversary, together we are aiming to inspire, empower and enable over two million more young people to benefit from DofE programmes and develop lifelong networks, friendships and skills by 2020.

A Diamond Challenge for a diamond year
2016 is a once in a lifetime opportunity for you, your friends and family to get out of your comfort zone and leave your excuses at the door. The skydive you’ve always wanted to do. The time you said you’d learn Mandarin. The fear of heights you’re determined to face.

There’s never been a better time than right now.

Seize the day
2016 is our Diamond Anniversary year – marking 60 years of helping over five million young people across the nation to give it their all.

We’re inviting everyone to take up the DofE Diamond Challenge in 2016 – a challenge of your choice, to help us raise vital funds and transform the lives of even more young people.

Choose a challenge. Change a life.

ADVENTURE – Push yourself to the limit
Challenge yourself to:
• Flag a Munro – reach the peak of one of Scotland’s highest mountains.
• Trek Hadrian’s Wall – hike along a piece of British history.
• Do a skydive – feel the fear and do it anyway.

PERSONAL – Get out of your comfort zone
Challenge yourself to:
• Overcome a fear of heights – time to abseil the tallest building in your town.
• Kick out the cake – see if you can ban all sweet treats for a month.
• Do the triple – leave the sofa behind and take on a triathlon.

SKILL – Practice makes perfect
Challenge yourself to:
• Lead a band – learn to sing or play an instrument with colleagues and put on a performance.
• Mamma mia! – learn Italian and hold a conversation with a native speaker.
• Build it – learn Gold-standard DIY and build a garden shed.

See page 22 for more details...
Don't let fear
There's a Challenger in all of us – including you. We've been challenging young people for 60 years. Now it's your turn to shine.

Sign up at [DofEDiamondChallenge.org](http://DofEDiamondChallenge.org)
Diamond

Transform young lives

To take part in the DofE Diamond Challenge, all we ask is that you raise a minimum of £60 (it is our 60th birthday, after all). Then give it your all, complete your challenge and you’ll not only be rewarded with a limited edition DofE Diamond Challenge pin, certificate and a huge sense of achievement – you will have also helped to transform the lives of even more young people.

Take the Challenge now

If deciding on a challenge is a challenge in itself, don’t worry. Sign up now and your £20 joining fee (£15 for under 18s) gets you an exclusive Challenger Kit, including:

• Your Challenge Companion – a beautifully designed keepsake journal, packed with ideas to help you decide, plan, take part and remember your challenge forever.

• DofE Diamond Challenge t-shirt – to wear with pride as you take on your challenge.

• 15% discount card – to spend at Cotswold Outdoor, so would be adventurers can get geared up for whatever challenge you choose.

Spread the word

Tell your friends you’re going to sparkle by taking on the DofE Diamond Challenge. Ask them to sponsor you, share, retweet – see if they’ll join you.

“The DofE Diamond Challenge is a fantastic idea to get people challenging themselves and pushing their personal boundaries whilst raising money for a phenomenal cause. I urge everyone to get involved – you’ll grow as a person, gain an amazing experience and come out the other side with the confidence to take on the world!”

Ray Mears, Adventurer

“As a DofE Leader for a youth organisation, I think that the DofE Diamond Challenge is a really exciting way of introducing cadets to the DofE. Being able to work and support the younger cadets in doing their challenge will hopefully plant the enthusiasm in them to then go on to do their Bronze, Silver or Gold DofE programmes.”

Rebecca Lumsden, Civilian Instructor, 1924 (Shirley Squadron) ATC

“We are doing a Scotland Team coast to coast challenge across some of the most beautiful and demanding landscapes in Scotland. Our challenge is ambitious, but each stage is a different adventure, with different physical challenges, so that everyone has the chance to get involved.”

Barry Fisher, Director, DofE Scotland

Join the conversation on Twitter @DofE using #DofEChallenge

Sign up now at www.DofEDiamondChallenge.org
Deborah Meaden is a successful entrepreneur who launched her first business straight out of college and went on to become Managing Director of Westar Holidays. In 2006, Deborah joined BBCTV’s *Dragons Den* and has since invested more than £2 million in businesses. Deborah is an Ambassador for the WWF, Lendwithcare.org, Hoof, The Roundhouse, The Brooke, is a Fellow with the RSA and Patron of Tusk Trust.

What inspired you to set up your first business?
I knew from an early age that I wanted my own business. I’m pretty independent, self-reliant and I wanted to do what I wanted to do, so I don’t really know a time when I didn’t want to start my own business. When I came out of college, I found that the best way to get motivated is to put yourself out there – so I went to Italy. I didn’t have much money and I didn’t speak Italian but I had to make something happen. I found some wonderful products that I’d never seen in the UK, and that’s how it started.

What advice do you have for young people wanting to set up their own business?
I’ve found that just getting out and about and keeping your eyes open is best. You don’t always have to look for something that’s never been done before; in fact, that rarely happens. What you should be looking for is something that you could do better, something you could modernise, make cheaper or perhaps more expensive but more luxurious.

How do you approach and overcome challenges?
I think the most important thing is to not shy away from the challenge and to deal with it as quickly as you can, which I am known for. I deal with a problem openly, immediately and completely; I don’t let it drag on and fester by only dealing with a little bit of it at a time.

What advice do you have for standing out from the crowd in the world of work?
There has to be authenticity for standing out in the crowd. The people that really stand out for me are the ones who I believe deeply understand or deeply care about the topic they are talking about – and that always comes across.

How valuable do you feel having a DofE Award on an application is, and is it an achievement you notice or look for yourself?
Absolutely, it’s tough out there. There are a lot of young people who are highly educated and, if you just look at people’s academic achievements, then you could line up a load of CVs and any one of those could do the job. So what I’m always looking for is something that tells me about that person; not just what they’ve learnt but what they’re about, how they approach life and how committed they are.

How important do you feel it is to volunteer and support charities?
I think that most people get the biggest pleasures in life from feeling like they’ve made a difference. It would be terrible to go through life not caring about anything and feeling like you haven’t made a blind bit of difference. If you’re in a position to change things in the world, however small, then you should. We all have different skills and charity is that wonderful place where so many people with a range of skills and experiences come together to do something for other people and that’s rare and incredibly valuable and breeds good; it’s where downward spirals stop and upward spirals start.
Skills for work

In our last issue we reported on figures from the CIPD’s 2015 Learning to Work survey which revealed that HR professionals value volunteering experience when recruiting as they believe it equips candidates with work-ready skills. Laura McIntosh looks behind the figures...

The best news for DofE participants and Award holders is that the DofE was named as the top, most recognised volunteering programme young people can put on their CVs to show they have this experience.

We’re delighted that the tangible benefits of achieving a DofE Award are appreciated by CIPD members. Its survey, however, won’t have covered all UK employers that we want to reach and inform about the unique qualities a DofE Award holder has to offer their business or organisation.

Soft is good

In the last few years the debate around young people not having the so-called ‘soft’ skills, such as resilience, confidence and determination, to be ready for work after education has heightened.

Both the Confederation of British Industry and British Chambers of Commerce have reported on employers’ worries that young people lacking these skills will not only affect the individual’s future prospects but also on the success of whole businesses, organisations and even industries.

Step forward DofE Skills for Work, a new campaign we’ve launched to tell the world that young people with a DofE Award do have these skills. The campaign will involve us gathering lots of positive endorsements from employers across the UK extolling the skills and attributes gained whilst doing a DofE programme that give Award holders the edge when applying for jobs.

High achievers

Achieving a DofE Award demonstrates special ingredients that make up a truly exemplary employee and we want more employers to recognise this.

Young people have shown the commitment to see a task through to the end, they’ve worked as a team and led their peers, they’ve kept a positive attitude throughout a rollercoaster of personal and physical challenges, they’re just the type of young recruits any employer would be lucky to have.

By asking employers for endorsements we’re also educating them about what a DofE Award holder has to offer, as well as empowering participants and alumni with the confidence that their Award will open doors.

We asked DofE Award holders about their experience, here’s what they said:

- 91% Developed better teamworking skills
- 75% Communicated better
- 60% Developed better problem solving skills
- 83% of DofE participants think that doing their DofE will help them get a job

The Volunteering section came out top in helping participants prepare for the working world.

#BackingSoftSkills
British Gas is our headline partner for DoE Skills for Work and, with its support, the campaign is sure to gather momentum.

British Gas was the first company to introduce the DoE into its apprentice engineer training programme in 2006. In this time, over 2,200 British Gas apprentices have been supported to embark on their Gold Award. Also, thanks to British Gas’ generous support, a further 1.5 million young people have been inspired to do their DoE, develop career-ready skills and get involved in volunteering.

Andy Houghton, HR Director, British Gas said: “British Gas and the DoE will have been working together for ten years in 2016 and it’s a partnership we continue to value immensely. The DoE develops the skills we look for in our employees like initiative and a determination to learn and progress. It also helps our new recruits to relate to our customers and their lives through the time they spend volunteering in the community – vitally important in a customer focused business like ours.

“At British Gas we’re committed to supporting the skills development of all young people across Britain, not just our employees. That’s why we’re delighted to be DoE’s Skills for Work Headline Partner 2016 and why I’m urging all employers to recognise the essential skills and attributes of DoE Award holders, when planning their recruitment and training programmes.”

We’ve been working with the DoE for over 13 years because we believe a DoE Award makes a real difference to the prospects of young people across the country by providing skills and experience that many employers look for. Our unique strategic partnership with the DoE will help over 165,000 young people from disadvantaged backgrounds take part in the DoE across the UK. At Amey, we believe so wholeheartedly in this programme that, in addition to supporting the DoE’s work with young people across the UK, we guarantee an interview to anyone with a Gold Award on their CV, who meets 70% of the skills needed for the role.

The essence of The Duke of Edinburgh’s Award is about giving people independence, confidence and skills they wouldn’t normally have acquired, and to make people ready for the world. Having something like this speaks a lot more about what you are like as an individual. It shows commitment over a period of time, the willingness to become independent and demonstrate a lot of the skills we are looking for as a business.

We believe The Duke of Edinburgh’s Award is something in which everyone should have the opportunity to get involved. Royal Mail is excited to include the DoE in our apprenticeship programme for engineers. We’re confident that this will enhance the experience which they get during their training with us, as we seek to nurture and develop our future leaders.
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1 DofE CASUALS PROVE A HIT!

Our new range of top quality cotton casuals – ideal for DofE groups, expedition teams, Leaders and adult volunteers – are flying out of the door!

The range is great value for money and all items come with the DofE logo as standard. You can personalise them on the front and back, and you also have the option to add your name, role and centre.

See the range, plus our other items, at www.DofEshopping.org/DofE-clothing.

2 TICK HERE

Now’s the time to start educating young people, as part of their expedition training, about the dangers of ticks. Ticks live in places with damp vegetation – moors, woodland etc. – and hook onto passing people and animals which brush past the foliage they are hiding in. They attach themselves to flesh, feed on blood and can pass on Lyme disease. All Supervisors, Assessors and participants should ideally carry a tick remover in their first aid kit.

Find guidance, including a range of free downloadable leaflets and posters, on how to deal with this growing problem at www.lymediseaseaction.org.uk.

LifeSystems produces a pump spray repellent which repels ticks, plus a tick remover, available from Cotswold Outdoor (remember to use your DofE Reward Card to get your 20% discount).

3 WEATHER RECORDING

The ClimeMET CM2030 Handheld Wind Meter could be an asset for DofE expeditioners. It is lightweight and provides wind speed, wind chill and temperature data, which can be useful when setting up camp or if meteorology is part of the expedition aim. DofE Magazine readers can get a 15% discount using code CLIMEMETDOFE at the checkout. See http://to.ly/T8zH.

4 GET CONVERTED

Do you ever get sent files that you cannot open, or simply have a file that you wish to convert to a different format? It’s a problem no more thanks to the free Cometdocs service.

Simply upload the troublesome file and it will convert it to Word, PDF, PowerPoint or whatever! www.cometdocs.com

5 WRITE IDEA

Holly Parrott is a Commissioner for Girlguiding and was aware that, when someone with dyslexia makes a writing mistake, they can get frustrated and rip out pages from notebooks. She worked with Magic Whiteboard to create Reusable Notebooks, which allow you to wipe pages clean if you make a mistake. They made a version for people with dyslexia that uses an off-white paper to make it easier for them to use.

These great eight-page Magic Reusable Notebooks can be found at http://to.ly/T323, for around £2.50, with 40-page ones costing £8.

6 COFFEE TO GO

Are you ever desperate for a decent cup of coffee while on the hillside, waiting for that group to appear?

The brilliant, lightweight AeroPress Coffee Maker produces delicious coffee in 30 seconds, using water you boil on a stove or keep in a flask. It costs around £25 and makes coffee which tastes as good as a top-of-the-range home machine.

The AeroPress comes with a year’s supply of micro filters, coffee scoop, coffee stirrer and micro filter holder and works with standard-sized mugs. For more information and to buy online, see www.aeropress.co.uk.
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There are hundreds of opportunities for expeditions, residential and activities suitable for DofE participants and Leaders. Our website www.DofE.org/finder is packed with them and is updated daily. Here, we put three under the spotlight for you to share with your groups...

**Volunteering**

**Cats Protection**
Cats Protection, a DoE Approved Activity Provider, welcomes volunteers, whether they are young or old, male or female, there’s a place for with them. In 2014 the charity helped over 205,000 cats and kittens. The majority of these success stories are thanks to the dedication and hard work of 9,700 volunteers across the UK.

Roles include: fundraiser, administrators, charity shop worker, helpline operator, publicity officer, social networking volunteer, cat care volunteer, cat fosterer, home visitor, lost and found cats volunteer. They also run education groups, made up of volunteers who present educational talks to schools and community groups.

Young people can volunteer across the UK – see the website for full details of roles and locations.

W: www.cats.org.uk

**Sustrans**
Approved Activity Provider Sustrans is a UK charity which enables people to travel by foot, bike or public transport for more of the journeys they make every day.

The 40,000 Sustrans volunteers are key to its success and they’d like DoE participants aged over 18 to join them. From sprucing up the National Cycle Network, enhancing biodiversity along the routes, leading walks and rides, to supporting communities to improve their air quality, their volunteers carry out a range of activities. The time the volunteers dedicate to Sustrans makes a huge difference, encouraging more people to travel actively.

This year Sustrans volunteers are organising lots of rides and walks up and down the country, to celebrate the 20th anniversary of the National Cycle Network.

W: www.sustrans.org.uk/volunteer

**UK Film School**
The UK Film School, a DoE Approved Activity Provider, gives young people an insight into the world of film and TV. On the residential, they will learn how to perform in front of the camera and write, produce, direct and shoot a film using professional digital cameras. Teamwork is the key and participants are encouraged to communicate, co-operate and share responsibilities.

Courses guide and mentor students in filmmaking and promote self esteem, creativity, motivation, leadership and team skills. All workshop leaders are industry professionals who have experience working with young people and have undergone DBS checks.

W: www.ukfilmschool.org.uk
T: 01604 407 771
E: info@ukfilmschool.org.uk

**Residential**

**UK Film School**
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W: www.cats.org.uk
It’s never too late!

As the expedition season comes to a close the DofE will begin to conduct a review of the events of the summer, including any incidents and 'near misses' that occurred. Lizzie Usher explains what’s planned...

In order for a review of this kind to happen, the DofE must receive notification of any such incidents. So, if you haven’t yet submitted a report for an incident that occurred this summer, what do you need to report on and how do you do it?

Reporting incidents and ‘near misses’ is necessary for a number of reasons and, in signing the licence to deliver DofE programmes, each Licensed Organisation and Approved Activity Provider commits to reporting such matters to the Charity.

Having a full and accurate log of incidents for the year will help prevent similar future occurrences and, if an incident results in a compensation claim or requires further investigation, a record of the event will certainly be required.

Each year the DofE reviews all of the incidents reported to look for any patterns, and what messages and guidance can be given out nationally the following year to prevent them happening again.

It is highly likely that you already have an incident or accident reporting process in place as part of your DofE delivery – the key is to make sure that we are kept informed as well!

**What do I need to report?**

In the event of an incident you must follow your Licensed Organisation’s or Approved Activity Provider’s emergency procedures, including informing the relevant emergency services if required.

Once an incident has been appropriately handled you must then inform the DofE of any of the following:
- Any events that resulted in an injury – minor injuries are equally as important as major ones.
- Any incidents that resulted in calling out the emergency services, including Mountain Rescue.
- Any events which attracted media attention.
- ‘Near misses’ – an unplanned event that did not result in an injury, illness or damage, but had the potential to do so. Only a fortunate break in events prevented an injury, damage or fatality.
- Incidents which resulted in bringing the DofE’s name into disrepute (this may include arguments with landowners or the public, damage to property etc.).

Although almost all incidents reported are regarding the Expedition section, if an incident occurred during the delivery of a different section or in a DofE group setting, then you must report this as well. If you are unsure whether to report an event, contact your Region or Country DofE Office who will be able to help.

**How do I report it?**

In the first instance, you must follow your Licensed Organisation’s or Approved Activity Provider’s reporting procedures to ensure they are aware. To report the incident or a ‘near miss’ to the DofE you need to fill out an Incident Report Form which can be found in the eDofE Resource Zone and on www.DofE.org/go/emergencies. A copy of the form then needs to be emailed to info@DofE.org and your Region or Country DofE Office.

Although incidents and ‘near misses’ should be reported straight away, the most important thing is that notification is received at some point – so please notify the DofE of any events that meet the criteria above as soon as possible, it’s not too late!
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A welcome site

On the cusp of our Diamond Anniversary, we’re at an exciting juncture in the DofE story – the launch of our new public-facing website. So, whilst the main aim of the new website has changed, we’ve not taken anything away, it’s just been relocated...

Whilst celebrating our past and everything that young people have achieved through their DofE programmes with your support, we also have an opportunity to look to the next chapter and make ambitious plans to enable even more young people to take part and transform their lives.

This summer saw the launch of our new website, www.DofE.org – a fantastic mobile-friendly platform to help us realise the Charity’s ambitions. It will help us tell the world about the great benefits of the DofE for young people and their communities, from employability skills to enduring friendships. It will also motivate more supporters, partners that can run the DofE, volunteers and participants to come on board and be part of our future.

One for the public...

On the new website, aimed clearly at ‘strangers to the DofE’ we’ve stripped back all the essential programme resources that you, as our network of Leaders, Managers and volunteers, need to run the DofE – but don’t worry, you can still access it all!

We’ve kept these resources available through eDofE via the Resource Zone and through a Leaders’ resource area. This will feel very familiar as it is effectively the Leaders’ area of the old website. You can access this area from one of the panels at the bottom of the new website’s home page and from eDofE.

The new website has been created to engage a wider audience that knows very little about the DofE. With planned developments to eDofE, it is fitting that the eDofE portal is for those already involved in the DofE and information for new audiences about DofE programmes and the Charity is hosted on our new website.

In addition to this, the DofE’s programme resources are a valuable and important asset to the DofE Charity and to those that deliver DofE programmes to young people. Therefore, over time, we plan to make these resources only available to those in the DofE network via eDofE. To help with this transition, for now, we’ve ensured that there is a link from the new site to the programme resources via the home page.

...and one for you!

As before, you can access the following resources through the Leaders’ area. Follow the link on the right-hand side of your eDofE screen, or the bottom panel on www.DofE.org – you can bookmark the Leaders’ home page for future easy access.

- Downloads and resources
- Expedition area information
- Approved Activity Provider listings
- Training
- Opportunity Finder
- Magazine/email newsletter back issues
- Sectional information
- Volunteer roles
- Local contacts
- Additional needs advice
- Child protection advice
- Insurance and risk assessments

Any questions?

If you cannot find something you used to access previously, please email website@DofE.org. (Tip: if you do come across a broken link in a page you may have bookmarked on the old site, simply replace DofE.org with DofE.info at the start of the address.) We hope you enjoy our new, vibrant and engaging window to the world!

As before, DofE Assessors do not need an eDofE account to fill in Assessor reports. The link to the report template is still available at the bottom of the home page of www.DofE.org and directly at www.DofE.org/assessor.
Free Expedition Training Resources

Course Notes - Lesson Plans
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492x14 DofE Magazine
391x14 Issue 22: AUTUMN 2015

DofE Magazine
Issue 22: AUTUMN 2015
Whether or not you are doing the DofE Diamond Challenge, here are some Diamond ideas to help you raise funds for your own DofE group...

Tell people – in appeal letters or requests for funds. Mention how long your DofE group has been operating and use cumulative relevant statistics – “The Duke of Edinburgh’s Award has been changing young people’s lives for 60 years. Anytown Youth Group has been running the programme for ten of those years, and we’ve helped over 200 young people achieve their Bronze Silver and Gold Awards.”

Or – “The Duke of Edinburgh’s Award has been changing young people’s lives for 60 years. Anytown Community School has only just started offering DofE programmes but we already have 60 young people keen to start their Bronze DofE.”

Diamonds are forever

Tie the Diamond/60th Anniversary theme directly into your request, for example:

• Can you give £6 to cover the cost of food for one Bronze participant’s expedition?
• Can you give £60 to cover the cost of buying a pair of walking boots?
• It will cost our centre £3,000 to enable our Gold group to complete its expedition – could you be one of five local businesses willing to give £600 towards this?

Include Diamond/60th Anniversary elements in any event you are organising during the year – and remember to involve interested members of your group in this.

Do you have pictures of your team as children? Whilst this won’t be 60 years ago, you could use one picture that is from 60 years ago and add other pictures of your team as children around this. Hold a competition for people to try and identify everyone at, say, 60p per guess.

If you are organising any sponsored fundraising, do that in Diamond-related units – anything from 60 minutes sponsored silence, to six-person relays running 10k each, or swimming 60 lengths of the local pool... or cycling 60 miles. There are many possibilities.
Ten-steps to success
Here are ten steps which should help you plan a fundraising event for the Diamond Anniversary. Please remember to send pictures and stories of your activities to magazine@DofE.org.

1. Set your goal
- How much money do you want to raise? How much do you think you can raise?
- Challenge yourself in the spirit of the DofE.
- How much time will you need to raise the money?
- Do you have any non-financial goals?

2. Choose one or more activities
- What do you want to do that will get you to your goal?
- Does anyone on your team have a unique hobby or activity that they do regularly that can inspire you?
- What can get attention in the community or get your school or group excited about taking part?
- Do you need to use a specific location and, if so, who do you need to ask for permission (business owner, council, headteacher...)?

3. Create a team, assign roles and responsibilities
- Recruit a small team who can help you fundraise and make sure each person on the team has a specific job or responsibility.
- Who will handle the money?
- Who will get permission from all the right people?
- Who will put up the posters and do promotions?
- How will decisions be made?

4. Create a plan including a timeline and budget
- Set a date for your activity far in advance. Work back from that date to see when things need to get done.
- Create a budget of how much you can spend (both time and money) preparing for the event.
- Review your plan regularly to make sure you are on track and stick to it!

5. Gather the resources, equipment and people
- What supplies do you need to buy to make your activity a success?
- Make sure you get permission from the right people if you want to use a specific location (e.g. a football pitch) or need specific equipment (e.g. a piano).
- Who do you need to help you with your fundraising?

6. Getting word out
- How will you generate interest in your fundraising activity?
- Who do you need to tell in the community to spread the news as far and fast as possible? Can you get the media involved?
- Tell as many people as possible – family, friends, everyone at school, teachers, local businesses and other members of the community. They can give money and can also help promote your event.

7. The big day
- Make sure your team knows where they should be and when.
- Make sure someone is in overall control and able to make decisions if problems arise.
- How many people will you need to help you clean up afterwards?
- Have fun and enjoy the activity!

8. Health and safety
- Make sure no one is fundraising and/or doing an activity in a dangerous place.
- Make sure you have no less than two people watching over the money at all times, and a safe place to keep it if it can’t be banked immediately.
- If food is involved, make sure that it is prepared, kept, and sold in a clean environment.
- Do a full risk assessment.
- Make sure everyone knows what to do in an emergency (e.g. where the fire exits are). If applicable, make sure you have the necessary insurance.
- Be sure to have first aid cover if appropriate.

9. Wrapping up after the event
- Record how much money you raised so you can thank the team and the donors. Make sure you have at least two people counting the cash, and travelling together to bank it.
- Get the thank you letters and cards done as quickly as possible after the event.
- Get feedback from those involved so that you can make improvements if you do this again in the future.

10. Celebrate your success!
- Have a small party with the team to wind up the event.
- Tell family and friends about what you were able to achieve together.
- Send your story and pictures to us so we can celebrate your success and encourage others.
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