

THE DUKE
OF EDINBURGH'S
AWARD

Annual Review

Scotland 2017/18



The Duke of Edinburgh's Award is a Registered Charity No: 1072490 and in Scotland No: SC038254, and a Royal Charter Corporation RC000806. Registered Office: Gulliver House, Madeira Walk, WINDSOR, Berkshire SL4 1EU

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Proud to be THE DUKE OF EDINBURGH'S INTERNATIONAL AWARD In the UK

The DofE in the UK is proud to be part of The Duke of Edinburgh's International Award, which oversees DofE programmes in over 140 countries worldwide.

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Our mission

To inspire, guide and support young people in their self-development and recognise their achievements.

Our vision

To reach more young people from diverse backgrounds and equip them as individuals to succeed in life.

Our guiding principles

At the DofE we strive to achieve our mission through personal development programmes and the assessment and presentation of Awards.

All our programmes are driven by the following ten guiding principles, which are at the heart of everything we do:

- Non-competitive
- Achievable by all
- Voluntary
- Personal development
- Personalised
- Balanced
- Progressive
- Achievement focused
- Demand commitment
- Enjoyable

Welcome to the 2017/18 Annual Review



Barry Fisher presenting Moore House Care and Education staff wtih their DofE Licence in 2018.

Welcome to our review of activities for the 12 months to April 2018.

It is extremely encouraging to be able to celebrate continuing growth and the setting of new records in the UK. We knew that it was going to be difficult to build on the success of our exceptional Diamond Anniversary year when we asked so much of our staff and volunteers.

They have not slowed down delivering an extraordinary year for the young people of the UK. It's been an amazing year of growth, and we hope you will enjoy reading about what's been going on with the DofE here – **helping young people develop their skills for work and life.**

The year in Scotland

What a year it's been at DofE Scotland. More young people than ever are starting and achieving a DofE Award in Scotland.

We are reaching more young people facing barriers to participation. Closing the achievement gap is an important part of our work. We are working with our partners and funders to ensure the number of our participants facing barriers reaches 20% by 2020/21. See pages 9 and 19 to 21 for more on our work with partners to make DofE Awards achievable by all.

This year we've started to work with our partners in exciting new ways, see pages 17 for the experience in Clackmannanshire and page 13 for how we are giving direct support to schools. These new models are helping us reach new groups of young people – giving them the opportunity to start their DofE journey.

Our delivery partners and supporters continue to inspire us with their dedication and commitment to achieving positive outcomes for young people. We look forward to take the momentum gained in the Year of Young People forward into the coming year, helping young people in every community in Scotland access life-changing DofE programmes.

Barry Fisher
Director – DofE Scotland

> "To the growing number of teachers, youth workers and volunteers giving their time to lead DofE activity, I thank you. I want to thank everyone that works with The Duke of Edinburgh's Award. It's an extraordinary thing that people across the UK give up their time, their energy and their expertise to help young people develop themselves through the DofE."
>
> PETER WESTGARTH, CEO, THE DUKE OF EDINBURGH'S AWARD



The DofE in Scotland

20,999
DofE programmes started

95%
of learning communities in Scotland deliver DofE

Almost 1 in 5
15 and 16 year olds in Scotland are doing their DofE programme

10,919
Awards achieved

Who we are and what we do



Many young people find achieving a DofE Award life-changing. A fun adventure and major challenge, three progressive Award levels (Bronze, Silver and Gold) and a wide range of activities offer endless possibilities to anyone aged 14-24. Millions of young people in the UK have already taken part in the world's leading youth achievement award – pushing personal boundaries, gaining new skills and enhancing their CVs and university applications.

For the past seven decades, our Charity has inspired and transformed the lives of millions of young people from all walks of life. From volunteering to physical activities, life skills to expeditions, achieving a DofE Award is a passport to a brighter future, valued by employers and universities.

The DofE in the UK is proud to be part of The Duke of Edinburgh's International Award Foundation, which drives and supports global growth.

Find out about our Trustees at **DofE.org/trustees**.

Our delivery partners

A Licensed Organisation (LO) is one which holds the licence to manage the delivery of DofE programmes and verify Awards.

Operating Authority licences are often held by local authorities which offer the DofE through their youth services and which support a range of DofE centres in their area.

Due to cuts in many Local Authority areas some authorities no longer deliver the DofE and the only way for young people to access the DofE in that area is through Directly Licensed Centres. Some large organisations (colleges and universities) may hold an OA licence to deliver the Award across several faculties.

A Directly Licensed Centre (DLC) is a type of LO which holds a licence to deliver DofE programmes to young people on its own premises. Directly Licensed Centres can include, for example, schools, academies, colleges, youth clubs and young offender institutions, which do not run their DofE provision under a licence provided by an Operating Authority.



> "The Duke of Edinburgh's Award has helped countless young people on their sometimes difficult path to adulthood."
>
> HRH THE DUKE OF EDINBURGH KG KT

Strategic objectives

In 2011/12 we set ourselves challenging targets to be achieved by 2016/17. At that time we could not have foreseen the dramatic impact of cuts in local authority budgets and the resulting closure of youth work activities across the country.

At the DofE we felt the impact of these changes in 2014/15 when we were able just to maintain activity levels but we lost a year in our growth plan. Reassuringly, however, we demonstrated that we could increase the proportion of young people completing and achieving their Award.

This will require a committed investment in both people and facilities to recruit, train and support the thousands of volunteers that will be required, and to help those young people less able to fund their own DofE involvement. We have a clear strategy and plan for this over the next five years.

Our Anniversary year in 2016 reinforced the strength of our position as a well-run, cost-effective charity, achieving excellent results for young people and engaging our communities in the noble aim of developing the next generation.

We are undoubtedly well placed and have a wonderful opportunity to make the most of this position for the benefit of young people and society as a whole.

- In 2017/18 more young people in the UK than ever improved their life and work prospects by achieving a DofE Award. Growing up in a highly sophisticated media and technological environment, Generation Z faces challenges never navigated before. These include social media pressures and the rise of automation in the workplace demanding flexibility and new skills.
- The 142,961 young people who achieved an Award (up 7.2% from 2016/17) can use DofE outputs such as greater confidence, self-esteem, resilience and enterprise to face those challenges head-on and get that job, build lasting friendships and make a success of their lives.
- And there's more to come. The 275,988 who started their DofE in 2017/18, up 1.7% from 2016/17, will reap the benefits in future years. The commitment of DofE centres across the UK has created these opportunities. Through a difficult period that has seen budgets cut, 10,014 centres, such as schools and youth clubs, invested in young people and offered the DofE.
- The introduction of a new way of capturing the information of disadvantaged young people[1] has given the DofE greater visibility of its societal scope. In 2017/18, 62,998 disadvantaged young people started their DofE, 23% of all new participants. For these young people, the benefits will be even greater; levelling the playing field and opening doors that may have been closed.
- Whilst the outlook is rosy, the charity will not rest on its laurels. Its passionate belief, that every young person in the UK should get a chance to do their DofE, will drive the next sprint of growth, to equip today's and tomorrow's generations with the core attributes that make a difference.

Our new targets to 2020/21 are:

- **Awards started** increasing annually to reach 350,000 per annum by 2020/21.
- **Disadvantaged participants** rising to 70,000 per annum, representing 20% of Awards started annually.
- **Awards achieved** rising to 210,000 per annum by 2020/21 representing around 60% of Awards started.



[1] *For the first year, we've been able to include data young people have submitted in eDofE that records their personal circumstances e.g. being in care or receiving free school meals. Using this data anonymously, alongside postcode and DofE centre information, we now have a clearer picture of how many disadvantaged young people do their DofE.*



"Doing my DofE programme has been a life-changing experience. I would do it again if I could. I have gained so much confidence.

It's transferrable skills. Having confidence has helped me find my feet in a new city. Now, I'm comfortable with meeting new people and trying new things. I wouldn't have been able to do that before doing my DofE. Now, I take every opportunity that comes my way."

Adel-Rehman, Bronze, Silver and Gold Award holder from The Sub Youth Club at Falkirk Council

To achieve this we will need to:

- Optimise the reach of each DofE centre increasing the average number of participants. In order to reach this target we will invest in the training and support of DofE Managers and their teams.
- Improve the proportion of participants progressing through the Award levels.
- Optimise staff team performance, delivering maximum value for the fees and donations that fund all staff posts.
- Implement a range of key development initiatives including:
  - Improved management information for volunteers and staff.
  - Continuous improvement of IT systems and mobile access
  - Campaigns highlighting the positive benefits of a DofE Award for employability and wellbeing.
  - Build on our positive brand position, refreshing and updating all materials.
  - Focused support and resources to engage with at risk and marginalized young people.

Scotland's strategic objectives

As part of our strategy to grow the DofE in Scotland, we are working to ensure that everyone who wants to do their DofE has the opportunity to take part. To reach that objective, we aim to have 29,100 young people in Scotland starting a DofE programme by 2020/21.

Currently, 18% of DofE participants in Scotland face barriers to participation. We hope to achieve the ambition of 20% of participants from disadvantaged backgrounds by 2020/21.

We also want to ensure that young people are taking part in a varied programme of activities that develop their skills for life and work. To achieve this objective, we will maintain a completion rate of at least 50% – demonstrating that young people are interested and engaged in their DofE programme.

We are also working to ensure that the DofE is accessible across the whole of Scotland. The DofE is currently available in 95% of learning communities. By 2020/21, we aim to have a DofE group operating in every community.

Finally, we seek to grow the DofE in Scotland in a sustainable way. This means supporting growth in DofE centres to enable more Leaders to guide young people through their DofE programme. By 2020/21, we aim to have a Leader to participant ratio of 1:10.

A group of young Leaders spent a motivating few days at the 2017 International Gold Event (IGE), in the Czech Republic in October 2017. The tri-annual event provides leadership training to 90 potential emerging Leaders within The Duke of Edinburgh's International Award community. It also offers attendees an opportunity to discuss the issues and challenges facing young people today and how the Award – which currently runs in over 140 countries and territories around the world, with over 1.3 million participants – may be able to help. The UK delegates are pictured here with Lord Kirkham (Chairman of Trustees for the DofE in the UK) and new Trustee, John Amaechi.



Extending our reach

We've continued to extend our reach, working towards our strategic objectives of getting more participants to start and complete their DofE programmes and reaching more young people from disadvantaged backgrounds.

Disadvantaged

Our research tells us that the DofE has a disproportionately positive impact on young people from a disadvantaged background. Our online systems allow us to measure and record this activity more accurately than ever before. Our aim has been to ensure that at least 20% of those starting their DofE are from a defined disadvantaged group.

Our year-on-year progress adjusted now that we have more accurate information, shows that a total of 62,998 disadvantaged young people were supported, accounting for 22.8% of our activity last year.

This is hugely rewarding and we will be reviewing our targets in this area as we begin to invest our Diamond fund (see below), enabling even more disadvantaged young people to access the benefits of taking part in the DofE.

This demonstrates a wonderful improvement in the quality of support provided by our nationwide, diverse and highly committed network of around 40,000 volunteers, professionals and DofE staff.

Diamond fund

We were very pleased to be able to announce in September 2017 a new £3 million investment to support more young people accessing and doing their DofE. Currently almost 50,000 disadvantaged young people start their DofE each year, our ambition is to increase this to 70,000 each year by 2021.

We have already received some great ideas for helping more disadvantaged young people. This includes a SEN school that is looking to open a 'Diamond' café where their students can volunteer to serve customers and help in the running of the day to day activities and a school. The students who have complex physical and emotional needs, would like to repair their allotment and create a sensory garden.

Myles' experience

A Bronze, Silver and Gold Award holder, Myles needed additional support with his programme because he doesn't always recognise hazards to his personal safety. This made doing his DofE activities – like an independent expedition – more challenging.

Myles enjoyed his DofE programme, delivered by Argyll and Bute Council, and sees the opportunity as beneficial to his future. He said: "Taking part in the expedition gave me experience of what it's like to try cooking and planning activities on my own. I feel more independent."



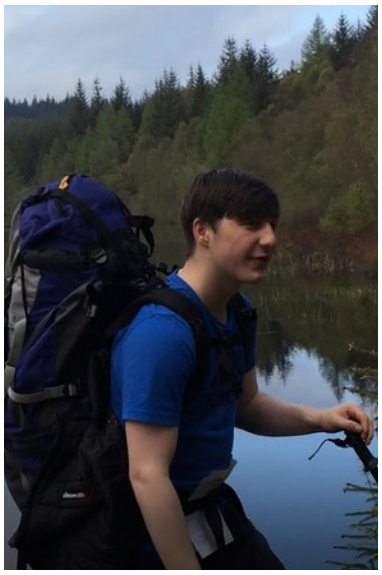
Myles received his Gold Award at The Palace of Holyroodhouse in July 2018.



Photo: Paul Glendell

Aberdeen Open Award Centre has been granted DofE Diamond funding to help participants access eDofE in their centre. Until now, DofE participants at the centre had no way to access eDofE during sessions. There were no computers or tablets, so participants were missing out on important eDofE training. The centre put in a successful application to the DofE's Diamond fund for help to purchase tablets – giving participants access to eDofE. The centre is hoping the new tablets will enable more of their participants to achieve their Award.

Incentivising achievement



North Lanarkshire's Skills Academy aims for young people to complete a vocational programme and leave work-ready to enter careers suited to their interests, needs and aspirations. The DofE fits very well with this programme and in 2017, with the help of a DofE Scotland Centre Support Officer, they launched their DofE delivery. Since then, nearly ten have achieved their Bronze DofE Award.

One Bronze participant said: *"Whoever's going to take you on in a job, they'll know what you went through to get your Award. They'll know that you're decent for the job."*

Employability benefits are a big incentive for participants to see their programmes through to the end. Throughout 2017/18 we raised awareness of the skills and attributes a young person gains through their DofE and how these translate to the workplace.

We have identified a positive opportunity to support older students and apprentices to develop their work and life skills through the DofE by improving our reach into further education and apprenticeships.

There is a significant element of our age range that we believe we can serve better. We have some excellent examples of colleges and apprenticeship programmes using the DofE to great effect and we plan to expand on this in the coming year.

There will be further education pilot programmes in each UK Country and Region that will help us to explore the barriers and opportunities to greater involvement in that sector. We will work with our corporate partners to expand the use of DofE within apprenticeships.

We saw a huge increase in the engagement of people to our social media posts, in which we promoted all aspects of the DofE, but focussing at times on the value of a DofE Award to a young person's employability.

Our employability evidence base was especially popular, with over 100 UK employers endorsing the DofE as a great way for young people to gain the skills they want in their business. Visit **DofEskills.org** to see the endorsements.

Achievement in Glasgow

Over the past three years, Glasgow City Council has worked hard to grow their DofE delivery and their efforts are paying off.

In the past three years they have:

- Doubled the number of Awards started.
- Doubled their work with disadvantaged young people.
- Increased the number of Awards achieved by 200.

Speaking about her DofE experience, Rachel said: "I'm thrilled to have achieved my Gold Award. Aside from it being a fantastically well recognised award to employers, it has provided me with evidence of skills I know I already hold. This award proves that you can think on your feet, go out of your comfort zone and work hard in a team and independently to reach a goal."



Dollar Academy students celebrate getting to the top on their practice expedition. Over 80 Silver and Gold participants from the school completed their practice expedition that week.

Delivering quality DofE programmes

As ever, a great deal of our time and resources over the last year have been spent in supporting the delivery of DofE programmes.

This year, we have continued to develop eDofE, added to our excellent portfolio of training modules, undertaken programme pilots to help us move the DofE forward, embraced GDPR… and so much more.

Bronze Expedition Pilots

During 2018 we have been conducting a broad trial of some alternative options to how the Bronze Award expedition can be run. We hope that these options will help participants to see and experience their Bronze expedition as an introduction to expeditioning, leaving them keen to develop their skills at Silver and Gold.

The five areas that we have been trialling:

- Having the aim pre-set by a Leader for a team.
- Removing the need for a presentation after the expedition but still incorporating a thorough debrief with the Assessor.
- Enabling either an Assessor or Supervisor to take on a dual role.
- Removing the need for a practice expedition but having a robust training programme.
- Encouraging greater use of the existing provision allowing indoor accommodation.

eDofE

The DofE's online record keeping and management system, eDofE, has seen constant development throughout the year. Enhancements are rolled out on a regular basis, ensuring that young people are able to upload their plans and goals for their programmes. It also enables Leaders and Managers to keep track of progress by young people in the centres and provide encouragement to those who need a boost to complete their programme and achieve their Award.

Staff

The number of Licensed Organisations with whom we work has continued to grow rapidly. In order to continue offering those organisations a high level of service, we've continued to expand our staff team. We have an extremely effective team in the UK of trained Operation Officers and Operation Managers, each of whom deals with a number of Licensed Organisations.

In order to support the dramatic and sustained growth in the number of Directly Licensed Centres, we have increased the number of Operations Officers and Managers in our Regional and Country Offices.

Our Operations Officers are often based within the areas they cover and are able to provide hands-on support to new and existing Licensed Organisations, DLCs and the wider DofE network.



The DofE has been awarded the 2017 Royal Geographical Society Geographical Award for inspiring generations of young people through challenging expeditions.

Peter Westgarth, Chief Executive of the DofE, said: *"We are delighted and honoured to receive such a prestigious award. This is wonderful recognition for the thousands of DofE volunteers who dedicate so much of their lives to inspiring record numbers of young people to get outside, enjoy and value the countryside and wild places".*





Volunteer roles

Adult volunteers continue to play an essential role in the delivery of DofE programmes across the country. Around **40,000 adult volunteers** offer their time, skills and dedication to allow increasing numbers of young people to take part in their DofE.

With Assessors, Supervisors, Leaders, Managers and other roles being undertaken (by both volunteers and by paid staff), we see positive success stories every day. For example, Gold participants are becoming young Leaders at their former groups. A focus is being put on the DofE Manager role, similar to that put on the Award Verifier role, with training to follow in 2018/19.

The DofE continues to thrive, largely because volunteers continue to provide us and our Licensed Organisations with their support. Thank you!

Volunteer management

We have continued to support Licensed Organisations with their use of adult volunteers. LOs continue to request advice on how to make best use of volunteers in the running of DofE programmes.

The *Volunteer Management Toolkit* resource is intended to provide LOs with support in this area. The toolkit combines both guidance on volunteer recruitment, management and support, with 23 document templates (e.g. a volunteer role description) which can be adapted for LO use.

Training

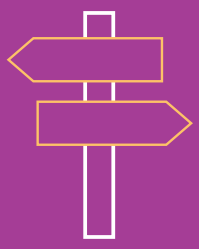
We continue to maintain and develop a broad range of training opportunities for our adult volunteers. We periodically refresh existing courses which this year has included our Introduction to the DofE course, which is our core day of learning for all new volunteers.

In addition, we have been working on a suite of modules and courses to support the volunteer DofE Manager. This will help them understand their main responsibilities and also develop their own skills in communications, leadership and management.

We have also begun developing some tools and processes to moderate the quality of courses that are delivered by our own staff and our delivery partners.

DofE Direct

DofE Direct allows participants aged 18-23 to enrol on their Gold programme without being associated with a traditional Licensed Organisation. Participants



Over half

of DofE volunteers said that by offering the DofE, staff are given the opportunity to reach those who are disengaged with the formal school setting

Almost 3/4

of DofE volunteers said that offering the DofE contributes positively to Ofsted inspections



92%

of DofE volunteers said that by offering the DofE they improve their relationship with young people

DofE Impact Research 2018

are supported remotely by staff at DofE's Head Office and their progress is monitored via eDofE. We are this year helping 135 young adults complete their Gold programmes, through DofE Direct.

Find out more at **DofEDirect.org**.

New look

Following a period of research and development, we created an enhanced look and feel for the DofE, including a different tone of voice for us, to help us reach our modern audiences more succinctly. This has led to a gradual updating of our promotional materials and will, in turn, lead to a new look website and welcome materials for participants.

Approved Activity Providers (AAPs)

The DofE has increased the number of Approved Activity Providers, enabling Leaders and participants to find opportunities for each section of a DofE programme.

The DofE's drive to develop the number of AAPs in the Volunteering, Physical and Skills sections is proving a success, with a noticeable growth in the number of organisations and companies getting a licence to offer sectional activities.

GDPR

The General Data Protection Regulation (GDPR) was launched in May 2018, reinforcing legislation from the Data Protection Act 1998 and introducing new privacy rules to protect people's data. As we already held the Data Security Standard ISO 27001, the main implication for the DofE was to ensure we used people's contact details only for the purpose for which they had been supplied to us.

Therefore, before GDPR, we updated our privacy policies and procedures, asked our audiences to opt-in to receiving marketing (non-programme) content via email and clarified to staff our approach to data protection.



Scottish Schools' Pack and Expedition Training Pack

As part of our ambition to grow the DofE across Scotland, we are supporting schools in new ways. The DofE Schools' Pack and Bronze Expedition Training Pack were designed to help busy teachers deliver quality DofE programmes effectively. Launched last year, the Packs are already helping DofE Co-ordinators and Leaders make the most of their planning and delivery time.

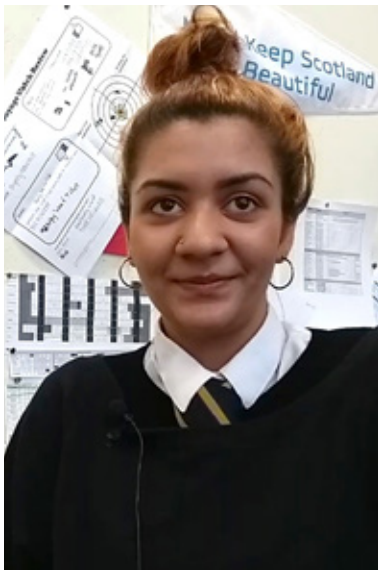
Scottish Leaders' Conference

Training new DofE Leaders is an important part of supporting our partners to grow participation in DofE programmes. January 2018 saw our largest ever Leaders' Conference. Over 200 DofE Leaders came to Stirling to build their DofE skills, network and learn more about how to support more young people to take part in life-changing DofE programmes.

> "Being involved with the DofE has improved my relationships with pupils, parents, colleagues and the leadership team within the school. By running the DofE, they get to see you in a different light. Pupils see you as a person instead of just a teacher.
>
> For me, the DofE's been the most rewarding part of my teaching career. Teaching can be a challenging career and I've found that volunteering for the DofE, while at times equally challenging, has been so enjoyable that it has kept me in the profession whenever I have considered leaving it."

KAREN FOTHERINGHAM,
DofE CO-ORDINATOR AT QUEEN ANNE HIGH SCHOOL IN FIFE

Fuelling growth



Shawlands Academy is one Glasgow school using the DofE to engage all pupils in the community. They run a DofE group dedicated to English as an Additional Language participants. Taking part in a DofE programme leads to positive outcomes for the pupils, including increased self-confidence and enhanced capability in English.

Valerie, who came to Glasgow from the Czech Republic, recently achieved her Silver Award and said: *"I'm so proud of myself. It's like the best feeling ever... I'm going to miss doing these things until I do my Gold."*

The DofE network continues to expand

The primary aim of our charity is to support as many young people as possible to achieve the benefits of a Duke of Edinburgh's Award. This year **142,961 achieved their Bronze, Silver or Gold Award**, an increase of 7.2% over the previous year. This is not only a record number for the DofE in the UK, and also within our family of international DofE organisations, we really are the world's leading achievement award for young people.

The number of DofE Award new starters also hit a new high, with **275,988 starting either a Bronze, Silver or a Gold Award – an increase of 1.7 % on last year.**

Our online systems now let us see just how many participants are actively pursuing their Award at any time. At our year-end there were **438,329 actively engaged in doing their DofE.**

We have continued to grow our structure of Licensed Organisations over the year and now have **3,019, an increase of 16% year-on-year.**

This network of mainly directly licensed schools borne out of the necessity, to fill the gap left by local authorities no longer able to support DofE delivery, has proved to be a remarkable success. Whilst we have capped our licence fees for this year and next, we have uplifted our investment in these schools and other youth organisations through training and funding support.

This financial investment has been principally through the efforts of our incredible supporters who took part in the Diamond Challenge Fundraiser. This was boosted further with a £1m funding match from the #iWill fund in England and our own development funds in Scotland, Northern Ireland and Wales (see page 9). We started to receive applications in the reported year and expect to see the impact of this funding in the current one.

Business intelligence

The level of information we are now able to obtain through our online systems is helping us to identify the best Award delivery more clearly, and is highlighting the key role played by volunteer DofE Managers.

Our biggest challenge is to meet demand from young people by ensuring that we have the capacity to deliver in every school and group. The most effective DofE Managers are actively 'managing' the DofE in their school or group, rather than simply 'running' it.

They have involved around them teams of volunteers – usually teaching colleagues, parents and past pupils – to deliver Award programmes, while they 'manage' the DofE by orchestrating the activities and marshalling the resources to make it all possible.

This is a great skill set deserving of recognition and, in the coming year, we'll be working on a high level DofE Management programme. This will be linked to the professional development of teachers and other youth work professionals. We aim for this to set the standard, and to reward exceptional skills and delivery.



Through the DofE...

Almost 3/4 of young people said the DofE has had a **POSITIVE** impact on their life

71% of young people said that volunteering has **IMPROVED** their **CONFIDENCE**

OVER HALF of young people said that doing regular volunteering as part of their DofE programme **IMPROVED** their **SELF-ESTEEM**

68% of young people said that they are **FITTER THAN BEFORE** they started their programme

Over half of young people said that since starting their DofE they **FEEL BETTER ABOUT THEMSELVES**

Between 20/10/2017 and 02/01/2018 we surveyed the views of over 600 DofE Managers and Leaders who volunteer for the DofE, delivering Bronze, Silver and Gold DofE programmes and over 15,000 Bronze, Silver and Gold Award holders.

Funding the DofE



Staff and students at Blanacraig School in Perth celebrated becoming a Directly Licensed Centre in 2018. Balnacraig is a residential school that supports young people facing barriers to achieve through programmes like the DofE.

The charity was able to increase the amount of charitable spending this year whilst still strengthening the reserves position. These reserves include Diamond funds targeted to be spent on disadvantaged groups over the next three years and will be match funded by the £1m grant from #iwill.

Savings of £1.3m were made in the year-on-year cost of fundraising allowing a further £1m to be channelled into charitable spending. This was used primarily to fund additional operational staffing to support the increasing local requirements due to the growth of the Award and the increasing proportion of Directly Licensed Centres.

Licence fees

The overall position this year has been an increase in funds of £1.2m, giving the charity a firm foundation for the investment in growth and support initiatives.

Some funding comes from Licence fees paid by those who offer the DofE. The pace of change for our charity shows in the growth in the number of Licensed Organisations (LOs) that make up our network.

Other funding comes from donations and, of course, payments from young people for their DofE *Welcome Pack*/Participation Places.



Future funding

We take this opportunity to thank all of our supporters who have helped the DofE positively change the lives of young people and in particular those whose exceptional commitment has given us the confidence to invest in our employed team and the growth of our network.

Thank you to our Strategic Partners - **Heathrow**, **Amey**, **British Gas** and **St James's Place Wealth Management** and our major supporters **Pears Foundation, Gosling** and **RSM**.

Our primary commercial income comes from our expedition licence partnerships. As part of our ongoing quest to deliver value to the DofE network and the charity, in April 2018 we moved the DofE licence for the Recommended Retailer of Expedition Kit to the **JD Outdoor** group of companies.

The first six months have gone well, with more of the DofE network saving more money than ever before, which means that the DofE also benefits through royalty income. This bodes well for the start of the new expedition season in 2019.

With the introduction of personalised DofE Cards sent directly to the homes of 36,000 Leaders/volunteers in April and personalised cards being sent directly to homes of participants from October, this should create a much higher level of usage benefiting parents and the DofE.

In addition to the expedition licence income, we have a number of wider partner agreements, including a new official DofE clothing supplier, providing Leaders, participants and parents with the opportunity to save money. All of these provide an income to the DofE with each purchase made.

New ways of working

At DofE Scotland, we're working with our partners in new ways to ensure all young people in Scotland have the chance to do their DofE programme. 2017/18 saw our first Local Authority transition to a Directly Licensed Centre model.

Each secondary school in Clackmannanshire has taken on a licence to deliver DofE programmes to its students, giving the school a direct relationship with the DofE charity. The Council has also kept its licence to deliver DofE programmes across the authority and will continue to run DofE centres as part of their youth work delivery.

The change has already seen a 300% increase in participants.

Being directly engaged with centres has enabled us to deliver new and bespoke training courses to staff and volunteers in schools. This approach creates a support network for Leaders, helping them to deliver quality DofE programmes for their students.

Clackmannanshire is one of the first authorities to make use to the DofE Expedition Skills module to upskill staff, building their confidence to train participants and capacity to deliver the Expedition section.

Alva Academy student and Silver DofE participant Summer shared the impact that doing her DofE programme had: "Doing my DofE has brought me a lot of positives. It's widened the range of activities I am doing because it's extra-curricular and I've been introduced to new hobbies, like cooking, which I'm doing for my Skills section. I also help out with the younger dancers for my volunteering and it's got me motivated to go to the gym."

Councillor Graham Lindsay said: "It is great to see Alva Academy and Clackmannanshire taking the lead in this new partnership arrangement with The Duke of Edinburgh's Award in Scotland. Great things can be achieved when there is a common purpose and vision. Everyone involved has shown their shared commitment to doing things differently, so that our young people get the best possible experiences and opportunities to help them whatever path they choose in work and life. Enabling our students to do their DofE will help our young people achieve great things."





DofE participants, volunteers and staff at Alva Academy celebrate becoming a Directly Licensed Centre.

> "I wish to thank all of our partners, volunteers, Licensed Organisations and Directly Licensed Centres, and all of those who work with us in Scotland, for their support, helping us to reach more and more young people."
>
> BARRY FISHER, DIRECTOR OF DOFE SCOTLAND

Celebrating success



Improving family wellbeing

Parents see the value of a Duke of Edinburgh's Award to their children. This is particularly true of the positive impacts doing a DofE programme has on mental wellbeing. Elaine, from Moray, said that because her daughter Cora, pictured left, took part in the DofE, she felt confident she would succeed after leaving the family home to go to university. Elaine said: "Doing her DofE programme helped Cora develop in her own self. She became more capable of navigating difficult situations."

Cora said: "My mum saw how much I grew from my Bronze to Silver and then to Gold. As I went through each level, she knew I was more prepared and that she could trust me more… It gave me a bit more freedom and helped her see what I was capable of."

Elaine credits Cora's DofE journey with improving her own wellbeing. She explained: "On a personal level, Cora doing her DofE made me want to better myself. To help her achieve her Award I had to push myself beyond what I thought I was able to do as a volunteer. It has been a very positive experience for us both."

South Ayrshire Council's record celebration

The number of young people starting a DofE programme and achieving an Award continues to grow, as South Ayrshire Council's 2018 Presentation night shows.

Over 500 young people were presented with a DofE Award, an incredible achievement for the local authority. South Ayrshire has the highest rate of DofE participation of Scotland's local authorities with 50% of South Ayrshire 15 and 16 year olds taking part.

One parent, whose son is Autistic, explained the positive impact the DofE team at South Ayrshire has had on his family: "This team have guided and mentored my son through his Silver and Gold DofE programmes over the past two years, encouraging him to take part and succeed in activities which he would not otherwise have been exposed to. Initially, as parents we were concerned, no, terrified at the thought of our autistic son camping, hillwalking, sea kayaking, going away for a week at a time in the company of strangers. How wrong they proved us, they have in short, succeeded where other organisations have failed."



Closing the achievement gap

ASN work in East Ayrshire

We are working hard to close the achievement gap for young people with additional support needs. The DofE programme at Park School is committed to enabling all young people to take part in S3.

DofE Co-ordinator Claire Matthews said: “The majority of children in the school have very limited life experiences. Having The Duke of Edinburgh’s Award in the school has opened up a lot of opportunities, widened their horizons and boosted their confidence.

“Skills like teamwork and collaboration, all these elements that develop the whole child, are what the DofE is excellent at doing. It’s not about attainment. It’s achieving. It’s an open playing field for all pupils.”

Participant Jordan said: “The DofE is something that you don’t do every day. It’s a life-changing experience. I was never really confident or talked to people. I was a very shy person. After doing my DofE programme, I’ve just changed. I like talking to people now.”

Training Craigie High School’s Leaders

An important part of our work continues to be enabling young people facing barriers to take part. Craigie High School is using their Pupil Equity Funding (PEF) to support DofE Leader training and to build up a kit store. Using PEF to support DofE delivery is just one of the ways the DofE Scotland team has encouraged schools to make the most of their resources to support the development of young people.

Deputy Head Teacher Jim said: “The DofE is about how we engage with young people to help them get more experience and do things that they never though they could do before. We have a huge number of young people who potentially have real barriers to experiencing different things, so if we can provide that for them, it’s incredible.”

Euan agreed that the DofE is making a difference to his wellbeing. He said: “Doing a DofE programme helps you to learn new skills. It’s been a confidence booster for me.”



“The DofE is open to everyone in the school as an extra-curricular activity, which is why we needed the funding so that there are no barriers to a pupil taking part. This year we have had a lot of pupils borrowing equipment – it is not something they own – so we need to build that resource in the school.”

Morna, DofE Co-ordinator, Craigie High School in Dundee



Closing the achievement gap



Closing the achievement gap with the Rotary

Nearly 30 young people facing barriers to participation were supported by Rotary District 1020 to do their Bronze DofE. The project, which began in 2017, has seen many of the young people involved go on to achieve sectional certificates, and some full Awards. The positive impact of the DofE on the young people shines though, with many re-engaging with services and school as a result.

Midlothian's youth work approach

The number of young people facing barriers starting their DofE in Midlothian has increased nearly 400% in the past three years. Additionally, the number of DofE programmes started overall has nearly doubled over the same period.

They have tried to make it as easy as possible for young people facing barriers to take part, as DofE Manager Gael explained: "Cost was a barrier for many young people, so we cover the cost of participation places. We also deliver expeditions on weekdays, from the school gates, which makes it easier for staff and young people to attend and keeps costs down. We borrow kit, use funding to pay for food and use expedition variations when we need to. All these things make it possible for the young people to take part.

It is important to celebrate the achievements of these young people. It helps to show their peers, parents and the wider community that they are achieving something important. In the second year of our programme, we had young people asking to be part of the group because they had seen their peers doing it in the first year."



Closing the achievement gap

Care-experienced young people in Falkirk

The Rotary funding enabled Falkirk Council to successfully pilot DofE programmes for care experienced young people and evidence the positive impact it's had.

- Seven care-experienced young people attended a residential, their first time away from care placements or home.
- Three achieved a full Bronze DofE Award.
- Four completed at least three sections of their DofE.

Liz, DofE Manager with the Council, said: "Most of the group have continued with their volunteering and there had been an increase in their participation with services.

"The young people said that they had increased their skills, confidence and motivation to take part in other activities and to become more involved in other projects."

Craigroyston High School

The Edinburgh school has seen their students engage enthusiastically with their DofE programmes.

- Two young women are now in full-time employment.
- One returned to school after becoming a young mum.
- Five achieved sectional certificates.
- One has achieved her full Bronze Award.

Katy, DofE Leader at the school, said: "The impact has been seen in being able to take responsibility in their local community through volunteering. They feel better about themselves. They're all hoping to become peer mentors to the future cohort of DofE participants."



Katy, DofE Leader at Craigroyston High School accompanied participants on a cycle excursion as part of their Physical section activity.



Taking the lead



Paul O'Shea completed his Silver DofE Award alongside his Boys' Brigade Queen's Badge.

Leadership at The Edinburgh Academy

Pupils at The Edinburgh Academy are taking a leadership role in their DofE centre, showing younger participants the ropes and gaining important skills as part of their own DofE journeys.

Participants going from their Silver to Gold DofE can take on a leadership role in the DofE centre. The SCQF rated programme can also be used as their Gold DofE volunteering activity. Seven Gold Award participants have taken up the opportunity in the past year. They support the Bronze-level participants at lunchtime expedition training sessions, covering topics like First Aid, nutrition and mountain awareness.

The young leaders also go on Bronze expeditions and support the Expedition Supervisors and Assessors. They check in with the participants and help lead the expedition de-brief. They swap ideas with the younger participants, sharing how and what to cook and what kit they could bring next time. The Bronze participants appreciate having help from their peers and getting ideas from participants who have done it before.

As peer mentors, the Gold participants connect well with the Bronze groups, helping them to learn expedition skills and acting as role models. Because they're only a year or two older, they are an example for the Bronze-level participants – it inspires them to start their Gold programme too.

The leadership programme run by the school helps to sustain the DofE centre by training up new DofE Leaders and inspiring the next intake of participants. It's been a boost for the school, helping to grow DofE participation in their centre.



Combining awards with The Boys' Brigade in Scotland

The DofE in Scotland is part of the Awards Network, which aims to promote and recognise the achievements of young people gained through youth work awards. One of the best reflections of our commitment to the Network is when young people take the lead in completing another award alongside their DofE.

Paul O'Shea completed his Silver DofE Award alongside his Boys' Brigade Queen's Badge. As part of his Silver DofE activities, Paul volunteered with his BB Company, 15th Coatbridge. He saw the benefits of achieving both awards at the same time, saying: "The Queen's Badge is closely aligned to the Silver DofE, making the award as accessible as possible to young people who are already busy with other commitments at a difficult stage in their life."

Inspired by his volunteering, Paul went on to achieve his Gold Award, again volunteering with his BB Company. He also completed his KGVI to become a full BB Leader.

Paul said: "The award structures complement each other so well, it makes sense to do both side-by-side."

The year ahead

The coming year presents many opportunities to grow in Scotland. We will continue to respond to the needs of our partners and network, using new delivery models to help them grow their programmes.

The DofE Diamond fund will continue to support our partners to work with more young people facing barriers to participation. Targeted work and centre action plans will play a key role in closing the achievement gap. If we can help you to reach more young people, please get in touch.

We are excited to support Falkirk, Dundee and Fife Councils into a new DofE model over the coming year. As with Clackmannanshire Council this year, which you can read about on page 17, they will be transitioning to a Directly Licensed Centre model for their schools. The Councils will continue to deliver DofE programmes as part of their youth work provision under their own Operating Authority licence.

We look forward to taking the achievements of the Year of Young People 2018 forward with you – our partners, supporters and broader network. It is your support that makes it possible for us to grow the DofE in Scotland year on year, enabling more young people than ever to access life-changing DofE programmes.

Thank you to our funders in 2017/18

- Balmoral Group
- Barrack Charitable Trust
- Brian Souter Stage Coach
- Corra Foundation – Scottish Government
- First Oil
- Maria Marina Fund
- Peter Cundill Foundation
- Purvis Marquee Hire Ltd





DofE participants from Banff Academy volunteered with Mountain Bothies Association to help with maintenance of the Corrour Bothy in the Cairngorms.

> “I’m thrilled to have achieved my Gold Duke of Edinburgh’s Award. Aside from it being a fantastically well recognised award to employers, it has provided me with evidence of skills I know I already hold.”
>
> RACHEL, BRONZE, SILVER AND GOLD AWARD HOLDER FROM GLASGOW



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