

# County Review 2022/2023



**Scouts**  
Hertfordshire

# Contents

County Commissioner	2
Member Statistics	3-4
Activity Centre Statistics	5
History & Heritage	6
The Queen's Scout Award	7-8
County Youth Commissioner Review	9
District Reviews	10-13
International Matters	14
Expedition Reviews	15-19
Unit 22	20
Unit 23	21-22
Unit 24	23-24
Section Reviews	25-28
Programme & Activity Team Update	29
Lochearnhead Update	30
County Chairman	31

Hertfordshire County Scout Council

County Office  
Well End Activity Centre  
Well End Road  
Borehamwood  
Hertfordshire  
WD6 5PR

Telephone: 0208 236 0040

Email: [info@hertfordshirescouts.org.uk](mailto:info@hertfordshirescouts.org.uk)

Registered Charity in England and Wales: 302606, Scotland 039650

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

County Review 2022/23:

Thank you to all those who contributed content and photographs  
to this Year's Annual Review

Designed, edited and produced by Hertfordshire Scouts Communications Team

# COUNTY COMMISSIONER LIZ WALKER

It's fantastic to see Scouting in action around the County again this year. Our teams have really made a difference to ensure that young people continue to have the opportunity for challenge and adventure whether at our meeting places, at our Activity Centres or out and about in the community. Scouting is back and we are growing!

It is so true that, now more than ever, there is a real need for society to support the wellbeing and development of young people and I'm proud to say that at Hertfordshire Scouts we continue to offer young people an opportunity for challenge and adventure enabling them to develop vital skills for life and empowering them to make a positive contribution to society.

A real joy for me is to see young people having fun, learning new skills and enjoying all that Scouting has to offer from our

youngest Squirrels to our oldest Explorers, there has been a lot happening and hearing about it directly from them is inspiring. You will see a small indication in our Review of the Year just some of the amazing things our young people enjoyed and I'm sure that you will agree, Scouting really does make a difference.

We're making progress with our ambitions and our plan is to continue to grow, to be shaped by young people and to make a bigger impact in our communities. It is a priority to reflect the diversity of the communities across Hertfordshire and I'm proud of the progress we are making, although there is more to do.

I want to say a massive thank you to all those that volunteer with Hertfordshire Scouts. Thank you for what you do and how you do it. There is an amazing amount of talent around the County and you are making a difference to young people every single day. Over the next couple of years there are some amazing changes in the pipeline for the Scout Movement. These range from offering more in terms of flexible volunteering, making Adult Training easier for people, improving the processes that we use with new and existing volunteers and many other things to support keeping our Movement relevant to today's society.

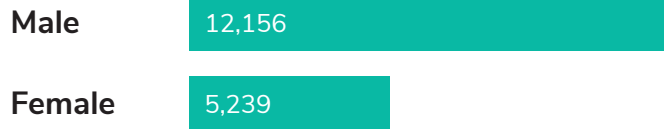
To those who haven't yet discovered volunteering with Scouts, it is not just about giving back, it improves wellbeing, gives skills for the future and can help you make new friends and memories. It's a brilliant way to develop a new skill or hone an existing one. We have over 4,000 young people waiting to join us so we'd love to encourage more volunteers to help us open new groups and sections to enable those young people to also enjoy what Scouting has to offer.

If you'd like to hear more, we'd love to hear from you whether you can help weekly or just whenever you can. You really don't have to be Bear Grylls to volunteer! We need a wide variety of people from all walks of life to come and share what they do with young people. They need us more than ever.



# MEMBER STATISTICS

**17,581**  
Members



\*1.06% of Members self identify/prefer not to say

## Young People

	2022	2023	Growth	Boys	Girls	Not Stated
Squirrels	17	158	+829.4%	116	41	1
Beavers	3402	3465	+1.9%	2625	793	47
Cubs	4351	4428	+1.8%	3395	984	49
Scouts	3893	3888	-0.1%	2795	1062	31
Explorers	1350	1370	+1.5%	870	467	33
Network	348	231	-33.6%	144	83	4
<b>Total</b>	<b>13,361</b>	<b>13,540</b>	<b>+1.3%</b>	<b>9945</b>	<b>3430</b>	<b>165</b>

## Adults

Young people are amazing. It's our role to help them realise this.



4,041 inspiring adults teaching #SkillsForLife

■ 1,809 - Female ■ 2,211 - Male ■ 21 - Prefer not to say

# YOUTH AWARDS

	Chief Scout's Award Bronze	572
	Chief Scout's Award Silver	498
	Chief Scout's Award Gold	313
	Chief Scout's Award Platinum	37
	Chief Scout's Award Diamond	1
	Queen's Scout Award	7
	Young Leaders' Belt Buckle	14
	Duke of Edinburgh's Award Bronze	59
	Duke of Edinburgh's Award Silver	7
	Duke of Edinburgh's Award Gold	6
	Scout of the World Award	1

# ADULT AWARDS

	Bar to Silver Acorn	7
	Silver Acorn	8
	Bar to Award for Merit	14
	Award for Merit	36
	Chief Scout's Commendation for Good Service	99
	Chief Scout's Commendation for Meritorious Conduct	7

# ACTIVITY CENTRE STATS

Total Centres Footfall in 2022 145396  
 Total Activity Sessions in 2022 7916

Split as follows:

	FOOTFALL NUMBER	VISITOR NUMBERS	ACTIVITY SESSIONS
Harmergreen	571	571	0
Lochearnhead	1378	728	0
Phasels Wood	75636	50424	5265
Tolmers	47603	31735	2321
Well End	20208	13472	330

Usage based on visitor type:

	SCOUTS	GUIDES	YOUTH GROUP/ OTHERS	SCHOOLS
Harmergreen	100%	0%	0%	0%
Lochearnhead	90%	0%	10%	0%
Phasels Wood	25%	6%	25%	44%
Tolmers	34%	3%	33%	30%
Well End	17%	1%	22%	60%

# HISTORY AND HERITAGE

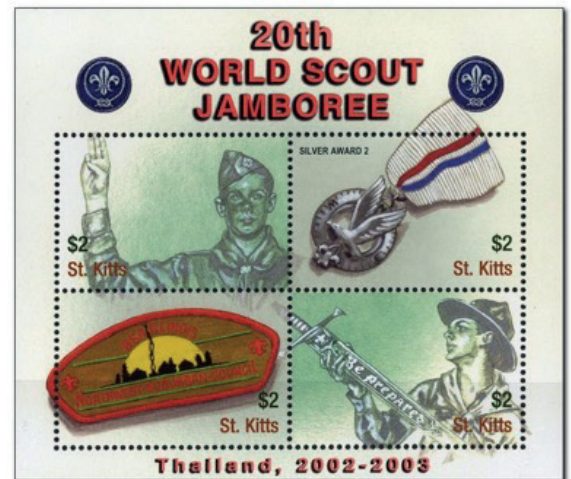
The County Heritage Team have been busy this year making and activating plans to improve visitor's access to view artefacts in the County Scout Museum. During the year we have received considerable donations of books and artefacts from the estates of Leaders who have "Gone Home." Nearly every week we have been able to select replacements from our considerable library located in the County Heritage Centre at Well End. Several items of furniture have been disposed of and new display cabinets obtained using money donated specifically for upgrading the Museum. Plans to replace the roof and windows are in hand. As this is Jamboree Year I am detailing the history of some former World Scout Jamborees.

## 2002

The 20th WSJ at Sattahip, Thailand. Over 100 Hertfordshire Scouts joined 30,000 others for a 10 day life changing experience. The Leaders were Chris Searle (Heartland Unit) and John Larkin (Heartbeat Unit).

## 2007

As it was the centenary year of Scouting, the 21st WSJ was held in the UK at Hylands Park, Chelmsford. Our contingent numbered 108 + 13 Leaders. The 3 Units were Blue, led by Greg Brennan. Green, by Richard Haynes and Red by Peter Makewell. The Units departed from Hatfield House amid considerable publicity.



## 2011

The 22nd WSJ took place at Rinkaby, Kristianstad, Scania in Southern Sweden. Hertfordshire attended with 2 Units. Comet Unit was led by Tony Hankin and Spitfire Unit led by Liz Walker and a Patrol of 9 Explorer Scouts with a Leader, Jen Coates who joined patrols from other Counties.



## 2015

The 2015 WSJ hosted 36,628 scouts from 155 countries. Hertfordshire sent around 100 Scouts including some Girl Guides. They were split into 4 units – Sika, Stags, Mad Hatters and CHoSeN.

## 2019

West Virginia, USA was the venue for the 24th WSJ. 117 Scouts and Explorer Scouts were sent from Hertfordshire and were joined by units from Buckinghamshire, Cambridgeshire & Essex & Anglia Girl Guides.

## 2023

SaeManGeum, Korea are hosting the 25th WSJ. Hertfordshire will be sending 3 units and an IST of 33 Adults, Leaders & Network.

Frank Brittain  
County Scout Historian



# THE QUEEN'S SCOUT AWARD



Scouting is slowly getting back to normal after the Covid pandemic and it was pleasing to see 10 Explorer Scouts and Network members give their Queen's Scout or King's Scout Award presentation during 2022-2023. This is an increase from the seven in the previous year, and quite appropriately there has been catch-up allowed, with time extensions given because of Covid, seeing some 26 year olds gaining the award. Those who have achieved the award should be commended for their stamina and staying power because the need for them to adapt and be flexible in what they have done during the Covid restrictions placed on them, has been remarkable.

Many have completed their Gold Duke of Edinburgh's Award and built upon this with their Scouting nights away and International, Community and Volunteering activities, whilst others have done all the award including the challenges covered by Gold DofE within the Scouting framework.

Speaking with Explorers and Network members it has often been the expedition for the Award that has been the most challenging to organise and plan. This is because there needs to be 4 to 7 team expedition members plus a supervisor and separate assessor; Covid has caused pauses in the times when expeditions could be done and many Scout Leaders have not been available or left Scouting so unable to provide the support they need. Units, Districts and County are rebuilding these opportunities post Covid and hope that the level of opportunities matches the demand and need going forward.

Queen's Scout Award holders are normally invited to the St George's Day Parade at Windsor. This annual event was not held during 2020 and 2021, but resumed in 2022. Several Hertfordshire newly gained QSA holders attended, but there has been a backlog of those to be invited because there is limit to the numbers that the Chapel at Windsor can hold. In the past Hertfordshire has held a QSA dinner to celebrate locally the QSA achievement and it is hoped that this can be re-instated going forward.

Seeing what these young people have undertaken and achieved during their time working for their QSA is quite incredible. The last part of the Award is for them to give a presentation, normally to an audience including younger members of the movement, to help inspire them to follow and similarly achieve. In the last year the wide range of activity challenges completed and skills gained have included Scuba diving (to help conquer a fear of water), making fidget blankets for people with dementia, corset making, undertaking the Explorer Belt in Morocco and Croatia, attending the World Jamboree in the USA, helping to develop others by being a Young Leader or adult Leader in Scouting, supporting a Scout with



# THE QUEEN'S SCOUT AWARD

Down's Syndrome undertake a residential placement for their QSA, teaching the ukelele, and working for Save the Rhino Trust in Namibia. A repeating theme in the advice given to the young audiences was to be prepared to persevere. Some of the activities the QSA holders had completed had not been easy. Whether this was undertaking their theory and driving tests 3 and 4 times respectively or the physical effort they had needed to put in for their expedition, they were really pleased and proud to have succeeded.

It was with sadness that we learnt of the Queen's death in September 2022 and this gives a moment to reflect on the origins of the QSA.

In 1909, barely two years after the camp that started it all and only one year after the Scout Association was founded, King Edward VII and Lord Baden-Powell agreed that Scouts who passed special tests for efficiency should be ranked as King's Scouts. The award has changed over time in both who can earn it and of course its name. The award has been re-confirmed by each new monarch and resulting in its name change to the Queens Scout Badge in 1952 with accession of Queen Elizabeth II.

With the sad passing of the Scouts' patron Queen Elizabeth II, the award has become the King's Scout Award with a new design based on the colours of the first badges introduced in Edward VII's reign and the new crown worn by King Charles III.

It may have changed its name and look down the years, but the award has remained the pinnacle of achievement for many Scouts. It represents mastering a full range of skills for life and getting fully involved in all the Scout programme gives young people and goes from strength to strength.

# THE KING'S SCOUT AWARD



# COUNTY YOUTH COMMISSIONER REVIEW

As a youth commissioner the idea of drawing your dream is the best form of scouting! My role has been to get this idea of young people designing their own scouting journey themselves out to as many people as possible in Hertfordshire.

This has been done in a variety of ways since April 2022. Getting the opportunity to attend the scout associations conference Basecamp 2022. Where attended a variety of workshops from squirrels, 14-25 and you shape getting to learn more and help shape the transformation of these spaces.

I have also created and trailed workshops on the You Shape award for young people and adult volunteers. These took place some districts transformation days, at group/unit evenings and camps. To continue in the promotion of the award within the county I have co created a web page which will outline the award how it links with other badges and links to where you can find out more. Which is due to be launched next month!

Another aspect of the role has been getting out there to young people in the county by attending events like the county cooking competition and monopoly run, where I gained impartial feedback as from young people during and after the event. This feedback will be used to shape the events going forward for the future.

During the platinum jubilee supported I supported young people to get involved in local and national opportunities. We were given the opportunity to have two young people be part of the colour party which was made up of young from different youth organisations around the county.

Harrison Law a member of Mid Herts Hive and Jonathon Keevash from Cereberus Network who both also volunteer with 3rd Hatfield Air Scouts. Who were amazing, being extremely professional doing their section, group, and county extremely proud! Even managing to get a photo with our president, Lord Left Lieutenant of Hertfordshire.

14 cubs and 2 network members from across the county represented Hertfordshire are the Colonel Review 2022 in London!

They had an amazing time watching the soldiers and horses on parade, while patiently waited they played scouts top trumps while making friends with cubs they have never met before!

There was great excitement when they spotted Prince William on the way out, coming away with memories of being part of the celebrations, photos to remember, and a program to learn more about trooping of the colours!

Kayleigh Malone  
County Youth Commissioner

# A SELECTION OF DISTRICT ACTIVITIES

## Elstree and District Scouts

As we reflect on the year gone by, it's clear that we've been busy here at Elstree and District Scouts. We're proud to have launched two new Squirrel Dreys, providing a safe and welcoming space for our youngest members to develop their skills and discover their passions. We truly believe that by nurturing their talents and encouraging their creativity, we're helping to draw their dreams and shape their futures.

But our efforts haven't stopped there. We've also been focused on assisting our adult volunteers in obtaining adventurous activity permits, empowering them to lead exciting and challenging activities for our Scouts. By enabling them to achieve their own goals and dreams, we're building a community of leaders who can inspire the next generation to reach for the stars. It's all part of our commitment to drawing our collective dream of a world where young people can thrive and succeed.

James Pugh  
District Commissioner

---

## Harpenden District Scouts

Beavers have been very active and learning lots of new skills including map reading, healthy eating and fitness. They have also enjoyed visits to the fire station and the hedgehog sanctuary.

Beavers have taken part in their first camps alongside Cubs and Beavers from their Groups. These camps were often the first in a number of years, so a huge thanks to the organisers.

Cubs have participated in lots of new exciting activities including raft building, self-defence and fire-lighting. They've also been hiking and on Summer camps with Beavers and Scouts in the District.

A special mention for 1st Harpenden Cubs who are the proud winners of the District Rothamsted Challenge.

Scouts took part in camps, alongside Cubs and Beavers. Some Scouts from 12th Harpenden completed a 2 day expedition challenge over Cannock Chase.

Scouts have honed their Axe and knife skills, explored the Chilterns on expedition and helped build the Platinum Jubilee Beacon at Hammonds End Farm.

Explorers have enjoyed a year of exciting activities including expeditions away. They have also supported events across the District including the St Georges Day Parade tea tent. Congratulations to the Shackleton - KES joint team that won Peak Assault, the 6th time in a row Shackleton has won the trophy! HESU performed in their Annual Olde Time Music Hall to roaring applause.

# A SELECTION OF DISTRICT ACTIVITIES

## Rickmansworth District Scouts

In the summer of 2022 Rickmansworth and Chorleywood District formed the Paddlesports Active Support Unit (ASU) to deliver fun water activities for our young people and adult volunteers. By working with local Paddlesports groups based at the BLYM sailing base at Rickmansworth Aquadrome, 86 paddlesport sessions were run by members of the Active Support Unit from Rickmansworth and Chorleywood District, with an estimated attendance of over 1300 young people trying out everything from kayaks to sit-on tops, canoes to stand up paddleboards. The facilities in Rickmansworth are a great place to train our leaders and help them gain the experience and qualifications to safely take our young members out on the water, learn new skills and have fun. Many of the adult volunteers have started working towards their water permits and it is anticipated that even more young people and adults will get the opportunity to try out the range of paddlesport activities we are now able to offer.



## Royston District Scouts

In Royston we were lucky enough to secure 5 young persons places on the Jamboree, along with IST, Unit Leaders and CMT members we have 12 people attending the 25 World Scout Jamboree this summer. This meant that we had a large target to fundraise. We kicked off our events with some local events, cake baking, tea making, and sausage sizzling, but it became clear that we would need to embrace the bold and brave message. From here we ran a Big Easter Raffle, that supported both Jamboree and local scouting, to quiz nights with over 200 people, all the way a 500 person outdoor cinema experience on the local heath that we enjoyed watching Back to the Future from the seat of a DeLorean.

The support of the community in this difficult time has been heart warming. Local businesses have supported us with printing, sponsorship, direct donations, and just words of support while buying a cake. It has been a great journey so far and I know that these small events lead to the main event in July this year that will change 12 peoples lives for the better. These young people are the next generation of Scout leaders, and some of the IST are already proving what a change an event like this can make to your life. Royston Scouts truly have drawn their own dreams, and look to inspire others to follow in their footsteps.



# A SELECTION OF DISTRICT ACTIVITIES

## Watford North District Scouts

It's been a busy year with much happening. The Young people of Watford North continue to return to Scouting, our overall numbers are up although Adult leaders numbers are down and we are desperately looking for leaders at all levels. As a District we supported locally run Adult recruitment events and will continue to do so over the coming year.

In 2022 we saw the astounding generosity that exists between Groups in the name of SCOUTING and keeping the adventure alive for many young people. As we came out of Lockdown one Group lost its meeting place and was immediately offered accommodation by two other Groups. Another lost its leader team and over 50 young people were soon found places around the District. We reopened an Explorer branch and a Squirrel Drey is in its early embryonic stage.

At A District level Beavers had their annual Construction Challenge event, cubs their athletes and Millennium trophy events and Scouts the ever popular WATOPOLY and Night Owls competitions. Our sections supported the County events such as BiTs, Green Beret and HPA. The District Queens Jubilee Camp was a huge success. Many young people, and some adults, camping for the first time. As final preparations are being made for the WSJ we wish our six young people taking part, the two IST members and Assistant Unit Leader every success, an awesome time and a safe return with great stories to tell.



## Bishop's Stortford & District

Scouting bounced back from the zoom meetings; it was a relief when people could meet again without wondering when the next 'interruption' would occur! Our 2023 census figures for our Young People are good, with 899 young people recorded. This represents a 95.2% progress towards return to 2020 figures. Very pleasingly, the total number of adult volunteers at the time of this year's census was 250 – up 23 on last year. The big news since last year, is that a Squirrels Drey opened and is off to great start. We also opened the ESYL Pioneer Unit for YL and DoE volunteers.

As we emerged, so we started to wonder how Scouting would be different, what about the new skills and opportunities that came from using zoom to communicate, with benefits to the environment and our wellbeing too. In our wish to see everyone, we felt it was important to effectively use all forms of communications and so leverage skills of people who have relocated to other parts of the country – an example being Young Leader training which continues with module A via zoom, supplemented with opportunities for online learning and f2f sessions for modules B-K.

Exciting adventures have taken place throughout the year to challenge and develop young people of all ages. Beavers and Cubs spent evenings at the East Herts miniature railway, learning about the layout and how the train works, changing the points and, the highlight of the evenings, being that every young person and leader had the opportunity to drive the train (wearing the driver's hat, of course) round the track while others enjoyed the ride. A boat building challenge for Scouts added an upscale twist to the traditional junk modelling activity. A winter canoeing session on the river, held in the dark, pushed other Scouts to step outside their comfort zones, showcasing their resilience. In a surprising twist, a Cub Pack had a fencing taster session where they were entrusted with real sabres—an unexpected experience that greatly boosted their morale. Of course, we couldn't forget the numerous bushcraft events, activity days, sleepovers, 'Splash Nite' and camps, many of

which were first-time experiences for the young participants.

Community interaction remains a vital part of Scouting, and we have actively engaged with local care homes, playing games and conversing with the residents. We also organized visits from, and fundraised for Guide Dogs, Air Ambulance, the local Food Bank, FASS School in the Gambia, and many other charities. Additionally, our commitment to environmental stewardship was evident through activities like litter-picking.

Looking ahead, we have exciting preparations underway for the District Expedition to Lochearnhead this summer. We extend our congratulations to our Jamboree contingent, who have worked tirelessly for the past eighteen months to fundraise for their participation in the 23rd World Scout Jamboree in South Korea in 2023. We eagerly await hearing about their experiences and the stories they will bring back with them.



## Hertfordshire Scouts International Section Annual Review 2022 & 2023

Hertfordshire Scouts made a very strong return to international activity in 2022 with 120 participants and Leaders travelling abroad for the first time since the pandemic. I am grateful to those Leaders who took the initiative and found a way to bring travel abroad back into Hertfordshire scouting, by organising these events. We still have a long way to go to get back to our pre- pandemic levels (328 Scouts and Leaders travelled abroad in 2019), but thanks to these trailblazing Leaders we now know that international experiences can be achieved in a Covid safe way and can continue to plan more events.

### Scout of the World Award

I am pleased to report that in December 2022 Jethro Blackband achieved his Scout of The World Award which was the second in Hertfordshire and Alexander Hawkins and Michael Worthy are both mentoring other Hertfordshire Scouts as they work towards achieving the Award. This is excellent progress as this is one of the most difficult awards to obtain, often taking many years to complete.

### Jamboree 2023 in South Korea

Since my last report the 3 Hertfordshire Units have been training and meeting on a regular basis and are building very strong teams in preparation for the Jamboree this Summer. Recently the flight details have been issued and most importantly the kit has arrived, which means that for everyone involved, it has suddenly become very real. The Leaders have done a superb job of pulling the Units together against a backdrop of Covid protocols and the young people are a credit to Hertfordshire Scouting. They showcased their preparations recently at a Jamboree Launch event, which was well support by local Mayors and dignitaries despite the mud. Now as the excitement builds towards departure, the final preparations will be made by them all to make sure they can get the most from this life changing event.

### Visits Abroad



### **Hertfordshire Scouts Visits Abroad 2022**

Group	Destination	Beaver Scouts	Cub Scouts	Scouts	Explorer Scouts	Scout Network/ SASU& Others (Incl Guides)	Leaders & Helpers	Total
1 <sup>st</sup> Hitchin Explorers	Netherlands	0	0	1	6	1	4	12
Harpenden ESU	Switzerland	0	0	0	32	15	7	54
Bograts Sea Scout Explorer Unit	Switzerland	0	0	0	17	4	3	24
1 <sup>st</sup> London Colney, St Albans	Switzerland	0	0	15	6	0	9	30
<b>Totals</b>		<b>0</b>	<b>0</b>	<b>16</b>	<b>61</b>	<b>20</b>	<b>23</b>	<b>120</b>

# KANDSERSTEG EXPEDITIONS

1st London Colney Scouts, 1st Colney Heath Scouts & Wolverine Explorer Scout Unit made it 3rd lucky – Postponed in 2020, gain in 2021, we finally made it over to the Kandersteg International Scout Centre in August 2022, our first visit since 2015, so none of our Young People had been before, even our oldest Explores had only been Cubs back then. The Young People hadn't realised how long the journey was, but they handled it well – and didn't moan 'too much'. We finally arrived at the campsite at about 10.30am on the Saturday . . . In perfect alpine sunshine. The tents and dining area were set up, we dumped gear, and spent the rest of the day exploring the site and town . . . and teaching the Scouts how to play Ultimate Frisbee.

Sunday was spent making the most of the Welcome Activities that the KISC staff lay on; International Flag Break, Sports Afternoon the International evening gave us a great opportunity to meet and make friends with the others we would be sharing the site with. We had a varied and fun programme - a mix of site-based activities, a number of more significant hikes and trips with a focus on giving everyone the opportunity to appreciate exactly the beauty of the location. We used a Facebook Group to post updates for those back in the UK. Monday –hike to the clear water lake at Blausee. It was HOT, and even though we had intended to hike back, the local bus was a much more attractive option.

Tuesday - Cable car . up to the Rodelbahn Summer Toboggan run and Lake Oeschinensee. We swam and invested two new leaders in the lake, before hiking through the forest back to the campsite.

Wednesday – The Explorers took a guided, high-level hike to the summit of Bunderspitz, while the Scouts did a lower-level one up to the head of the valley.

Thursday – The highlight of the week – atrain ride through the mountains and valleys to Thun, where we embarked on an Inflatable Raft Trip down the River Aare to Kiesen. The water was crystal clear, and warm enough to swim in. We paddled, floated, slid and laughed the whole 8km over about 2 hours. The Leaders had anticipated that they would be too tired to cook, so we had booked a Kandersteg Pizzeria for the evening.

Friday – The weather cooled down and rain was forecast. The morning was Bushcraft activities on site, then heading in to town to brave the elements in the outdoor pool. Strangely, we were the only people there – Swimming and playing water polo in the pouring rain. We finished off the day with International Campfire, an amazing (and emotional) finale to the week and a chance to reflect on what Scouting really means.



Saturday –we spent the day packing, tidying and playing on the KISC Zip line. The journey home wasn't as bad as we had anticipated. The Young People were still buzzing with the memories that they had just created; the Leaders were so tired, they slept. On the ferry we held our Awards Ceremony, with every person getting recognised for something that had made them stand out during the week. They all received a small memento, and their croissant for breakfast.

When asked if they had enjoyed it . . . .“What an amazing experience” Aidan, Explorer  
“I had the most amazing time . . . once in a lifetime experience” Jay, Explorer  
“Such a brilliant adventure . . . it went too fast” Benoit, Explorer  
“Fantastic” Mason, Scout  
“Best trip ever” Leo, Explorer

Gary Langridge Scout Leader 1st London Colney Scout Group



Bograts really enjoyed our 2022 Expedition to Kandersteg International Scout Camp, a site purchased by Baden Powell in 1922, with the idea it would become an all year-round World Scout Jamboree.

It was expensive but given the quality of the activities, worth it. The travel & camp site were booked through Venture Abroad, most of the activities direct with KISC.

The trip was ten days, with a day spent on the coach (shared with another group) both out, and back. The journey time was 21 hours (including ferry crossing). We had water, there was a loo & importantly a USB charger for each seat.

Given the intensity of the activities and the high cost of buying food in Switzerland, we opted for

fully catered, an allocated a time to turn up for breakfast, you make your packed lunch for the day, return for your evening meal.

Sunday is International day at KISC, the scouts live Baden Powell's dream of the all year round Jamboree. International Flag Break is at 09:30, with scouts lined up round the edge of the football field in uniform in their groups. KISC is run by Pinkies (volunteers wearing Pink T shirts).

The Pinkies ran a couple of games, by the end of the games the Young People were no longer in their groups but mixing & chatting with people from other countries. Doing this at the beginning of the week is genius, the kids make international friends they can meet up with all week. Sunday afternoon is International Sports Afternoon, with mixed up teams playing football, volleyball, Frisbee, tug of war.

This trip was all about getting everyone out of their comfort zone, then getting them to over-



come their fear & be proud of their achievements.

Our accommodation was Icelandic Patrol tents. There are shelters with an open fireplace, so the Explorers could sit round a fire in the evening, meaning our camp site was empty every single night, the Explorers went out to do evening activities and meet other scouts from around the world.

KISC is situated at about 1200m, Monday we used our own T2 qualified Instructors to lead hiking groups up to Blümlisalp Hütte at 2850m. This was a challenge at about 17km along, and 1.6Km up. The path was good, there was no problem navigating. Hiking poles were a real help on the steeper parts & the uneven ground. The Swiss scenery is so amazing you can hardly believe it is real. There are cows with bells on to provide an Alpine soundtrack and we hiked past the picturesque Oeschinen Lake. This was for many the best day. As you arrived at the Hütte, the entry hall is lined with shelves full of different sized crocs, select your size and put your boots on the shelf instead.

In the evening there was an amazing sunset, we were above all the clouds, with just a few peaks poking through, an amazing panoramic view. The Hütte is next to a Glacier which is used

to make a fruit tea. Supplies are delivered by helicopter!

The Hütte sleeps up to 124, in eight dormitories on massive bunks about eight people wide.

The hike down on Tuesday was much faster, one of our party turned his ankle on the uneven ground, he was helped down with one person each side of him. Given the faster pace we had time to swim in Oeschinen Lake (very welcome given the lack of showers!).



Following the extreme exercise on Monday, we thought we'd do the same again on Wednesday with the Allmenalp Via Ferrata which has a K4 rating. We had guides for this activity – the guys who spent their childhood free climbing the cliffs, and 18 years putting the ropes up and pegs in.

Stepping from a steel peg to steel peg, each only big enough for one foot, with hundreds of metres drop below you. Steel rope bridges & zip lines to cross ravines. If for any reason you cannot continue, there is one way off, but the rescue helicopter is quite expensive.

Many were terrified at the beginning, but became more comfortable with the heights & were thoroughly enjoying themselves by the end.

This picture shows a small fraction of what we had to climb.

There is a nice public Swimming Pool in the town of Kandersteg, about 15-20 minutes' walk from KISC, or 5 minutes bus ride. The buses are free to those wearing a scout neckerchief, but only run once an hour.

Thursday was a high adrenalin activity at Grimsel Advanced Canyoning. This involved catching the bus then two trains to get to Interlaken, a walk and then a Minibus ride. The canyoning was great. We had to abseil from the road into the canyon (again there was just the one expensive way out if you got injured). Grimsel offers some big jumps, and a zip line to clear some rocks before you dropped off at just the right point into a deep pool. Friday did not provide any let up, as we hired Mountain Bikes, and went up the valley via the old pass. There is not much traffic anymore as cars tend to use the train that takes them through the mountain.

The pass is one way at a time - up between O'clock and quarter past, and down between half past and quarter to.

Some of the road has sheer cliff face where the road has been hacked into the cliff face to become a tunnel with one open face. Some of the way required 1st gear and standing on the pedals. We found a nice spot at our furthest point to sit & eat, before freewheeling most of the way down.

We all thoroughly enjoyed the trip, with many saying that had been the best scouting expedition they had ever had. If only we could afford an international trip every year!

Quentin Webb – Sea Explorer Scout Leader



# SUMMER HOLLAND EXPEDITION

First Hitchin Explorers have visited Holland regularly over the years; our visit in 2022 was the first since both the Covid pandemic and Brexit and there were considerable changes to our earlier trips. Gone are the days of travelling by minibus, regulations and requirements are far too complex now. We travelled in two large cars with a luggage trailer, crossing from Harwich to the Hook of Holland.

Crossing the border was not as simple - each Explorer Scout was checked against their passport and one Explorer was questioned 'are you ok?' each time! We had to show evidence that we had parent / guardian authority to take each Explorer Scout out of the UK. Our signed permission to camp forms were just acceptable on this occasion, but we were asked for copies of parents' passports too to show the validity of the parents' signature.

We camped at the International Scout Centre Naaldenweld, a Dutch Scout campsite, near Haarlem. A tranquil area, we saw deer grazing just a few yards from our campsite.

There were Scouts from across Europe there; the campsite reception team were scouting volunteers and were very friendly and helpful. Because of the hot dry weather, open fires were not allowed, so cooking was by gas ring. The menu included Dutch pancakes and the traditional Dutch apple pie with cream.

The campsite had a range of traditional scouting activities and facilities available, but as our time in Holland was limited we concentrated on seeing and experiencing Holland. We hired traditional Dutch bikes, which were sturdy but heavy, and had hand operated breaks instead of pedalling backwards to brake as we have had in previous years. On our first day we cycled by the sea, through sand dunes visiting Zandvoort, past its internationally renowned car racing circuit and onto Nordwijk. These seaside towns have immense sandy beaches with cafes, sun loungers, seafood kiosks and aquatic sports. The return journey was through bulb fields which sadly lacked the colour they had earlier in the year.

The second day of cycling we visited Haarlem, criss-crossing the labyrinth of canals made picturesque with a range of new and old different sized boats and then explored the town on foot. Haarlem has many historic buildings, churches and bell towers, plus a range of traditional and modern shops; the market had a food and wine fayre, with flower, fresh fruit and vegetable stalls giving an amazing display of colour.

On Sunday, we took a double decker train to Amsterdam's central station. The city was celebrating their Gay Pride week and there were colourful banners, placards and displays. A park by the Rijksmuseum had an avenue of flags of countries where gay and lesbian relationships are illegal, this highlighting the horror of many countries having penal or death penalties for what they considered to be major offences. Time was limited and we didn't visit any of Amsterdam's splendid museums but spent time exploring the streets and canals in the bright sunshine. A canal cruise allowed us to see the city from a different and unique perspective. As we glided along the historic canals, it gave us the opportunity to admire the stunning architecture of the city and learn some more of Amsterdam's interesting history.

We rose early on Monday, our last day, and with the dry warm weather we managed to quickly pack up camp which gave us time to visit Madurodam, a miniature park with a range of 1:25 scale model replicas of famous Dutch landmarks, historical cities and large developments. The long ferry crossing home allowed sleep and recovery time from a full and exhausting few days.; Members had a brilliant time and are able to 'tick off' an international activity for their Chief Scout or Kings Scout Award.

mjcranfield – April 2023



# HESU EXPO 2022

Summer 2022 saw Harpenden Explorer scouts take a weeklong trip to La Fouly, Switzerland, high up in the Mont Blanc massif mountains not far from the borders of both France and Italy. The scenery was stunning and the warm sunny weather made it even more impressive.

Seven leaders went with 47 explorer scouts from the district, travelling by coach and minibus and staying in a self-catered chalet where everyone took turns cooking and cleaning to keep everyone going. The week started with a couple of days of hiking, taking in everything the mountains have to offer and giving everyone a chance to chat and get to know each other. The views were incredible, the mountains steep and snow-capped, and the conversation is easy to come by in those surroundings. Camping for one night in the mountains gave everyone the chance to check out the sunrise as it lit up the valley.

The rest of the week included white water rafting, canyoning, swimming in a natural rock pool and lake and a final day trip to the local water park on the shores of lake Geneva. These opportunities are quite unique when doing them in the rugged landscape the Swiss mountains and lakes offer and are what the trip is all about, they make for amazing memories.

HESU has an old tradition of a two team scavenger hunt for a plastic lobster through the local town. A competition that was fiercely contested, with points available throughout the week, and the spirit of lobby continued. The evenings were spent with themed evenings planned by a selection of the explorers, including fancy dress and an ever-talented talent show. The last evening was spent celebrating with everyone in full uniform, eating a seven course meal served up by the leaders. A fantastic ending to a fantastic trip.

# UNIT 22

We've had a brilliant 12 months continuing our Jamboree journey together; this is what Unit 22 have been up to since last year's county review!

**May** – We built our tarp shelters for the night, had a BBQ dinner and enjoyed some downtime to catch up with each other. On Sunday we got a bit of a soaking during water activities, either from the rain or an accidental dip in the canal!



**June** – We were outside all day playing games as well as writing our individual mental health first aid kits. We got a scout duck each, our Unit badges and Unit scarves!



**July** – We co-hosted the Herts Unit's Bonanza, a summer fete style event at Tolmers. On Saturday we set up our stalls and had a water fight and slip and slide to keep ourselves cool! Sunday was the big event - the Quackers ran 5 stalls and raised around £600!

**August** – In the heatwave, we hosted a Duck race at Stanborough Lakes. We'd been busy selling tickets and had 1043 ducks in the race meaning we raised over £3000! We were also selling cold drinks and ice pops which proved successful on such a hot day!

**September** – This meet was Korea themed! We learned about Scouting in Korea, the 1991 Korean Jamboree and had a talk from Sarah who visited Korea with Girguiding. We tried Korean cooking for lunch – Kimchi stew, Korean BBQ, Gyeran Mari and Gimbap. In the afternoon Taekwando instructor Andy taught us some language and customs and then we watched a fantastic demo from some of his students.



**October** - We did a Monopoly run competition! Our tasks were to take a photo at a specific place, or with given objects or people. We went to Korean restaurant Bibimbap for dinner then headed back to St Albans for the night. On Sunday we discussed our Green Beret bases and what we might name our Patrols.



**November** – We ran challenge bases at Green Beret. On Saturday we got our new Unit hoodies then ran our bases from 8am-11pm, keeping ourselves well fuelled up with hot drinks and hot meals.

**December** – The Herts Unit Christmas Party! After decorating the hall we did Taskmaster, Korea research, games and a quiz. In the evening we dressed up and enjoyed a 3 course Christmas dinner followed by a disco! On Sunday we heard presentations from each Unit, as well as CST member Larry and UK Contingent Leader Liz telling us about what they've done so far, and what is coming up for the Contingent!

**January** – Our 1st birthday! We heard more on our activities in Seoul and voted on Patrol names – all eggs! We planned the gateway entrance to our site in Korea and what we'll host for culture day onsite. We then set up for a fundraising Quiz night with Quackers' family and friends invited! We had a quiz, a chilli dinner, and some birthday cake!

**February** – Each Quacker received one of our limited-edition gold badges! After that we got to a trial run of our gateway, including a swing, flagpole, and platform. After lunch we made duck shaped pancakes, designing our Unit t-shirts and planning our youth lead June meeting.





## 17<sup>th</sup> September: Wafer Fun



A weekend packed full of designing and water activities. The unit spent the day kayaking and raft building. Playing games and testing their balance on the kayaks lead to some capsizeing.

The rafts were a "success" maybe we need to work on our knots. The end of the weekend saw a sneak peak into our necker design. How ambitious can we go?



## 3<sup>rd</sup> October: London Scavenger Hunt



As a unit, we headed into London for a Scavenger hunt around the city, taking photos and visiting different locations. Little did the YP know that all UK units had been invited.

A planned lunch meet up brought all the units together at Hyde Park. All the YP got to meet the other units and start their jamboree journey in meeting new people.



## 14<sup>th</sup> October: Peak Assault



A small group of Rocketmen braved deepest, darkest Dartmoor for Hertfordshire's premier Orienteering event, Peak Assault.

The Challenges were very real but Unit 23 met them with their usual enthusiasm and big smiles all round.



## 18<sup>th</sup> November: Green Beret



The unit was invited to the scout challenge event to run bases throughout the day and night. In the spirit of the unit identity we ran a Karaoke base, lots of practice took place.

Elton John would be proud!! Additional bases where alpha-spaghetti word searches, frosting and music quiz. A lot of mess and music completed the weekend.





### 2nd December Ice Skating



Unit 23 spent an evening of fun ice skating in Letchworth. During the evening the Rocketmen were treated to their first look at the unit's prototype badge.

Despite what some would consider some very dodgy attempts at skating, and several wet bottoms at the end of the evening everyone had a great time.

### 17th December: Unit Christmas



Taking over a school in Watford all Herts units came together to celebrate Christmas with Christmas dinner, Santa and a disco. A chance to dress up and spend a relaxed day together.

The night saw everyone relax and get there boogie on with a disco and glow sticks.



### 13th January: Harpenden Gong Show



### 20th January: 1st Birthday



A year on we are well on the way to completing our jamboree journey as the Rocketmen Family. We completed some important mental first aid training and got an idea what was left to do.

And finally got our snacker design set we are looking forward to the final product. Finishing the weekend with a parents update, very nostalgic to see how far we have come.



### 11th February: St Albans Gong Show



### 25th February: Spa Day



Imagine the looks on the Explorers faces when they arrived at their location ready for a relaxing day at the spa, only to find instructions saying that they were in the wrong place. The Rocketmen

were then tasked with crossing Hertfordshire via public transport completing challenges on the way. Thankfully they were met with a lovely Korean meal at the end of their journey.



# WSJ UNIT 24 JOURNEY TO KOREA



WSJ 25 | JULY/AUGUST | 2023

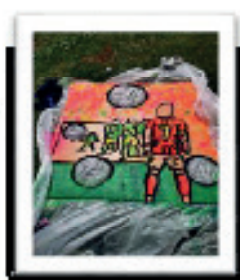
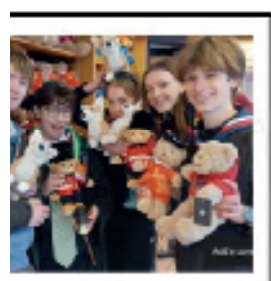
## Who we are –

A bunch of 36 scouts and 4 (not so young but young at heart) leaders heading to Korea to the 25th World Scout Jamboree. We started in January 2022 as stangers a bit unsure of what was to come, we have grown into a team ready for our big adventure!



## What have we done along the way?

We have camped, fundraised, made, sold, bowled, washed up, kayaked, hiked, designed, pioneered, inspired, trampolined, sung, made fires, cooked (even some korean dishes), booked, thought, danced, maypoled, posted. Learned and grown and had lots of fun!



## Our name

The theme for the WSJ is 'draw your dream' to fit with this theme Our name is Altair a star constellation and we also used a Red kite on our logo as we have seen them so many times on our camps.



## When are we going? What will we be doing?

26<sup>th</sup> July 2023 – We fly to Seoul and have 4 days in the city before heading to the main Jamboree site. We have visits planned to the DMZ, the street food markets, Seoul's amazing temples and even a theme park we return to Seoul for 2 days at the end where we will be sharing a Korean barbecue as our final meal together.

At the Jamboree site we're particularly looking forward to the opening ceremony and meeting scouts from all around the globe! We will be experiencing the amazing range of activities on offer cramming in as many as we can within the 10 days.

A highlight will be culture day where we will be able to visit unit camps from around the world learning about their food and traditions we will be transforming our camp into a village green with a post office (where we can write a message on our very own designed postcards) and even have a go at maypole dancing!



감사합니다  
[kamsahamnida]

## A big Thank you

We would like to thank the generosity of Hertfordshire Scouts for allowing us to use the county sites free of charge, also Caroline and the team at Lye End Farm Sandon for the use of their campsite, Peter and the rest of the Hertfordshire international team, to all the WSJ UK contingent Management team for making it happen, and our parents and families for the support you have given to us all the way!

# SQUIRRELS

Think Squirrels Scouts are not for your group? Worried that these young people are too young to do Scouting activities? Struggling to find volunteers for your existing sections, so why would you consider a Squirrel Scout Drey? All valid concerns. So why would you take the plunge and agree to give it go? Across the UK we know that the earlier a young person engages with scouting the bigger the positive impact Scouts can have on not only that child but also their whole family and there is no shortage of young people wanting to become Squirrel Scouts!

St Albans district now has 4 Squirrel Scout Dreys and would like to share our experiences of setting them up and running them. Of the 3 models used to run a drey (traditional leader led, parent led (children come with their parents who agree to help run the drey) and early years setting (drey is attached to a school/preschool or similar)), we have experience of the first two.

Do Squirrels do Scouting type activities?

Yes they do! Hikes, simple first aid, campfires, sleepovers, adventurous activities, games, cooking, crafts and #Skills for Life are all on the programme with badges and a Chief Scout Acorn Award top award. Each meeting is themed around a story read by an adult. Scout Values are introduced as the Squirrel makes their promise and begins their Scouting journey.

We don't want to be the first! Is support available?

We now have a pool of experienced Squirrel Scout leaders who can advise on what works and what doesn't in their Drey. There is also a lot of resources here <https://www.scouts.org.uk/volunteers/running-your-section/running-a-squirrel-drey/> and a thriving support network of squirrel leaders across the UK sharing ideas, hints and tips.

Want to start a Squirrel Drey but don't have enough volunteers?

Go for the parent led model! Start with small numbers of Squirrels who have parents who are willing to help and be DBS checked (collect this information when they add their child to the waiting list). At this age a lot of parents are only too willing to accompany their child to an activity, the key is to get them involved; The first few weeks the Drey is open, the programme is organised by someone experienced while the parents, in rotation, every week, either sit somewhere quiet at the meeting place and plan future meetings and activities supported by a lead volunteer, train or assist with that week's meeting. This

can act as a support and social network for families too! Then keeping to this rotation you can gradually increase the number of squirrels in the Drey with parents taking it in turns to organise/led meeting and activities when you are ready, gradually removing the reliance on a lead volunteer. Parents can also be trained up to take care of admin tasks as their contribution if they prefer this to organising meetings, whilst their child is at Squirrels. The experienced volunteer in our first parent led Drey has now all but stepped away and is just present to oversee things now, providing a trained eye and first aid cover only. In our experience this gentle introduction to volunteering ensures a good number of parents end up as sectional assistants or leaders. This can be likened to an extended version of the four-week challenge initiative for volunteer recruitment.



What benefits do Squirrel Scouts bring to a group? Squirrels and their parents are already up to speed on how we do things in Scouts when they move up to Beavers. When integrated into the group the Squirrels link up with the other sections ensuring smooth transfer between sections. Additionally a group's volunteer pool grows. We all need more volunteers, right? Here's the best bit though- if you have gone with a parent led model these parent volunteers can be encouraged to continue volunteering after their child moves to Beavers. They are familiar with how things run in Scouting, they may well have done some training, met other volunteers in the group and above all they are confident that they can undertake a similar volunteer role in another section. The key to keeping these



parent volunteers is to make sure they are assigned tasks at meetings or events whilst helping at Squirrel meetings. Also, being flexible and making sure experienced volunteers step back to let them take lead whenever possible. This ensures the parent volunteers feel valued, needed and involved in the section team and at the point when their child moves on they are willing to continue volunteering in a new team.

Interested and want to find out more? Happy to answer queries on [annette.payne@scouts.org.uk](mailto:annette.payne@scouts.org.uk) and or put you in touch with Squirrel Teams.

---

## BEAVERS

Across the county we saw a small increase in beaver numbers at the census – good news, but more adult volunteers would allow the increase to be larger.

Colonies continued with their programmes and have taken part in group and district events. June and July saw the return of “Beavers in Tents”. There were 3 events, two at Well End Campsite and the other at Wymondley Wood Campsite. Numbers were good on all dates and it was good to see Beavers mixing with those from other colonies/districts.

# CUBS

This has been an exciting year for the Cub Scout section with a number of events and activities around the County. Our focus this year has been:

- To create more opportunities for young people
- To re-establish events that were popular before the pandemic

Our new event was the County Cub Activity Day at Tolmers in September. The event was a great success. It will be back and even bigger next year.

The Bushcraft Event at Lees Wood proved very popular once again and was fully booked within a few days. We used this event to develop teamwork and team leadership as well as helping young people develop their Scouting skills. Cubs enjoyed shelter building, fire-lighting, cooking on open fires, nature challenges and rope making

Richard Haynes  
DCC Programme



SCOUTS

# The Return of



GREEN BERET  
CHALLENGE 2022  
TOLMERS ACTIVITY CENTRE



## County Review 2023 – Programme Team

2022/23 has been a year for re-establishing Programme Team events and providing young people with exciting opportunities outdoors. Squirrels have begun to grow across Hertfordshire with 21 Dreys now established across the County and more expected in the year ahead. The Cub Scout section returned with its very popular Bushcraft event and a new event - an Activity Day at Tolmers Scout Campsite . The Scout section returned with the Cooking Competition and Triathlon and roared back into action with its Green Beret Competition with the biggest ever number of Teams entering. The Explorer section had a great time in London with their electronic Monopoly Challenge.

---

## County Review 2023 – Activites Team

2023 was another good year for Activities, and it looks like we are well on the way to getting back to a 'Pre COVID' state.

The year started with Lochearnhead at Easter, a reduced version of what used to be IMC only taking leaders to dust off the walking boots, maps & refresh their mountain skills. This was closely followed by the first for a long-time leaders walking & climbing training weekend in the Peak District where 17 walkers & 5 climbers were supported by a wonderful team of assessors & trainers (not forgetting the cook too).

ITTH was back in May for the 2nd time post COVID with what was possible if not almost the 40th one, taking 72 young members from Hertfordshire Scouts & Guides. Delivering a wonderful experience of Climbing, Walking, Caving & Cycling.

Scout Gliding was relaunched in June after a break of nearly 3 and a ½ years. the team had a very successful 1st weekend flying 15 young members over the Cambridgeshire countryside. We were amazed that post opening the limited available slots were fully booked within 3 hours, please make sure you visit the website for 2024 dates as Hertfordshire Scouts have priority booking & special pricing.

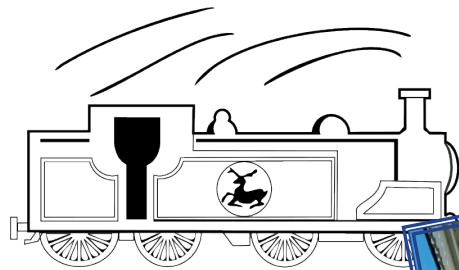
The Sailing team had another successful week at Mersea delivering another wonderful experience as always.

It's wonderful to see so many fantastic activities for our young members and up skilling our leaders to deliver more. Keep your eyes on the website, Headlines Express & Social Media for all future activities or if you need any help or advice regarding activities, please contact us.

Colin Skuse & Peter Johnson

ACC Activities

# LOCHEARNHEAD REFURBISHMENT



LOCHEARNHEAD SCOUT STA



2022 has been a year of transformation and regeneration for Lochearnhead Scout Station, with the Station being a base for 60 years, it was time to set the stage for future magical experiences to be created.

The generous bequest of Maurice Baker enabled a comprehensive programme of renovation, refurbishment and renewal. This was carried out to provide modern facilities, whilst being sensitive to the heritage of the station, both rail and Scouting.

The next steps of the programme of works are to provide new twin accommodation, in an accessible format, meeting the desire for improved leader facilities expressed in the user survey conducted before the works commenced. These are due to be completed for Summer 2023 expeditions.

We have plans to improve the Station further- so are kicking off further fundraising - building upon over £50,000 that has been generated by our County Lottery towards the next phase. Please help us by supporting these efforts.

Mark Jefferson  
Activity Centres Management Committee Chair

# COUNTY CHAIRMAN MIKE SHURETY

## Growth (Great oaks from little acorns grow)

The good news is that we are growing and, in terms of youth membership, we have almost achieved our pre-pandemic level, which has been one of our targets during the past year. This has been helped by the introduction, in 2022, of a new Scouting Section called Squirrels which is aimed at 4- to 6 year-olds. The aim is to give them an early introduction to the Scout movement by participation in a wide range of fun activities and it is proving popular. Almost too popular in fact as there are now 19 Squirrel dreys open across the County, with hopefully more in the pipeline, but with a waiting list of 1,441 hoping to join. The success is to be celebrated but it is not without its challenges.

Overall, our youth membership grew by 296, but when you consider that 141 were squirrels this leaves only 155 spread over our other four youth

sections. Furthermore, we have almost 3,000 young people of beaver age and above waiting for places across the County. I have to admit that when our census figures were published, I was more than a little disappointed.

Of greater concern is our struggle to achieve pre-pandemic adult leadership numbers and we now have 589 fewer adults than in 2020. Some of this can be put down to Groups and Districts pruning their records of occasional helpers who are no longer involved with Scouting, but this does not account for such a large discrepancy. If we are to guarantee the progression of our fledgling scouts, through all sections from Squirrels to Network, the recruitment of more adult leaders is essential and must be one of our highest priorities. Delivering adult growth should be a core focus for us all. So, how are we going to achieve this?

First, we should continue to encourage our Explorers to become Young Leaders and then retain them as they become adults. They represent a 'home grown' pool of talent and enthusiasm with recent first-hand knowledge of our programme and we should nurture this potential. We must also take a flexible approach when encouraging parents to offer their time; a fixed time every week does not suit all. The new Squirrel dreys have had some success in seeking parental support and hopefully as the squirrels move up so will their parents. Scouting has always been firmly embedded in our communities and we need to develop partnerships with local civic and business organisations and encourage them to participate more. In addition, the current Transformation Programme is seeking to streamline the recruitment process to make it quicker and less bureaucratic for all involved. Hopefully, a combination of these will help grow our adult numbers.

We need to ensure that our newest and youngest members are given the opportunity to progress through all of our youth sections and benefit from the full Scouting experience. There is a saying that goes 'Great oaks from little acorns grow'. Let us hope that, so far as Hertfordshire Scouts is concerned, that will translate as 'Great Scouts from little squirrels grow'.







# Scouts

## Hertfordshire

**#SkillsForLife**

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

County Review 2022/23:  
Thank you to all those who contributed content and photographs  
to this Year's Annual Review

Designed, edited and produced by Hertfordshire Scouts Communications Team