

## Chairman's Report – 2021-2024

Good evening to my beloved Award colleagues, associates and Participants.

First let me apologize on behalf of the Award Council and Trustees that we did not have our 2022 and 2023 AGMs as scheduled. Unfortunately, several factors came into play that forced the cancellation of those events. This report therefore reflects on the activity from November 2021 to October 2024.

### 2021 - 2022

The 2021-2022 year saw a gradual recovery of the Award's public perception following the COVID-19 pandemic. At the grassroots level, increasing interest in the Award as a tool for youth and community development was seen, with an accompanying increase in the number of registrations. However, the numbers of active participants were still nowhere near where they have been pre-COVID. This would have been impacted by attrition of both Participants and some longstanding Volunteers.



We were able to start this period with much celebration. Ms. Carla Alleyne, former Operations Manager and Award Volunteer, and yours truly, were presented with Royal Commendations from the International Award Foundation. We were among 100 Volunteers from around the world recognized for their outstanding support and exceptional service to the Award both locally and globally.

The Award also held its first Bronze and Silver Award ceremony since 2019 in March 2022, featuring 29 Bronze and 7 Silver Award Recipients (Appendix E). Congratulations once again to the recipients. In attendance was The Honourable Charles Griffith, who shared a few inspiring words. Additionally, those present were able to hear from the Chair of the International Trustees, HRH The Earl of Wessex and Forfar, who also had his own advice for the Awardees. We extend thanks to the team at Olympus Cinemas for hosting us and helping to make the experience as smooth and enjoyable as possible.



Participants continued to be engaged in their communities. Whether by volunteering with painting the region's largest mural, the Barbados Trailway Project, the Barbados Adventure Race or the International Coastal Cleanup, the Award continues to exhibit its impact on the community.



interviews and assessments on the operations of the Award in Barbados, in preparation for the renewal of its license to deliver the Award locally. I am pleased to report that we were successful in renewing our full License for a period of two (2) years, expiring September 2024.

I especially want to say a heart-felt **Thank You** to the Barbados Executive Council Members who so competently and unswervingly brought the Award program through these very challenging times, and for the very strong support I received as Chairman.

The Award office started a digitization programme, with the assistance of volunteers from the Give Back Programme. Several documents related to the Award framework are now available on the Award website, with more to be added soon. Award registration forms are also being converted to soft copy for archival. Eventually, this would lead to the phasing out of paper registration in favour of digital forms.

The Award also continued Project Around the Corner, a project funded by The Maria Holder Memorial Trust for at-risk youth, in partnership with The Deaf Heart Project, The Barbados Probation Service and The Barbados YouthADVANCE Corps. The year 2022 saw the completion of the Award programme with Cohort 1 from the Barbados Probation Service. Work on Cohort 2 was to begin in September 2022, however an increasing workload on the part of the Probation staff forced a halt to these plans for the time being. Over 20 officers from the BYAC were engaged in virtual training to deliver the Award. However, changes in BYAC's management structure led to the release of many of these officers before training was concluded. We have continued to engage management regarding reestablishing a relationship, with limited response. Fortunately, The Maria Holder Memorial Trust approved additional funding for the continuation of the project with the other partners, proving the Trust to be a valuable partner.



Following the assent of the President of Barbados, we also made two major strides on the Culloden Farm project: first with the installation of Award signage on the site in April 2022, and cleaning of the major buildings in June 2022. Thanks are extended to the teams at the National Conservation Commission and INFRA Rentals who provided some of the equipment used. Following a break to ensure full compliance, cleanup work on the Farm resumed in July 2023, with additional assistance from the Barbados National Trust and other partners.

In August 2022, the Award continued its partnership with the Barbados Trailway to host another Gold Residential Project. Alongside clearing several bridges and planting numerous trees, Participants learned more about the history of rail in Barbados. and even were able to dig up a few treasures and artifacts along the way.

In October 2022, we saw the staging of the International Council Meeting and International Award Forum in Romania. These events facilitated the exchange of best practices and the development of the global Award strategy for the years ahead. Details of these discussions are available at the office upon request.

## 2022 - 2023

As for the 2022-2023 Award year, there were a few other interesting moments:



You may recall that in November 2022 there was news of a fire at the Brighton Warehouse Complex in the industrial district on the recently renamed Mighty Grynner



Highway. This fire had a significant impact on the Award as one of our main storage facilities was housed on the compound. As a result, we suffered an almost total loss of historical materials, documents, and most unfortunately, several new articles of adventurous journey equipment acquired as part of the Around the Corner Project. A cleanup day identified some salvageable items, and these have been stored in a secure area of the Culloden Farm complex which has been horded up to keep out intruders.

In 2023 the Award celebrated 60 years of service to Barbados, and with that an increased opportunity to engage the public about our programme. A number of public interviews were held using television, radio and social media to increase awareness of the Award.

Work also continued on our quarterly newsletter and updates to the website have been increased.

In March 2023 the first Gold Award Ceremony since the pandemic was held at State House. This event featured 17 recipients. This would also have been the first time a President would have presented the Awards, and we extend thanks to Her Excellency Dame Sandra for continuing to facilitate and support the Award.

Award presentations were also held during the Boy Scouts Founder's Day Service, and a National Presentation was held on September 1, totaling 7 Bronze and Silver recipients.

The number of registering and completing participants have also continued to increase. Our efforts during the past year led to a marked increase in new participants at some of the school-based units. We were also able to start a unit at the Irving Wilson School, and Etananova – The Marching Band, came on board as an Award Centre. We were also able to have conversations with the Barbados Association of Principles of Public Secondary Schools, Providence School, and The Barbados Red Cross.

Adventurous Journeys also resumed in full in 2023, with 8 teams completing journeys during the year. To date, this has increased to 14 teams in 2024,



From August 14-18, 2023, the Governor General's Youth Award Bahamas hosted the IAF Americas Regional Conference. This event brought together Operators (NAOs) from across the region to exchange best practices and to provide updates on options for NAOs that the Foundation has implemented. Several workshops were held, including the use of the Award's Digital Tools, the Award's Research, Funding and Income Streams, Alumni, and Licensing. The delegates also visited a juvenile detention facility for girls to

see how the Award was being delivered in that environment.

The event concluded with the CASC Annual General Meeting, during which a commitment was made to hosting the next CASC AJ in Summer 2026. I also demitted the post of CASC Chair during this meeting, but was elected to the role of Treasurer for the year 2023-2024.

In September 2023, the Award Office was relocated to a 920 sq ft space in the Chattel House Annex at Sheraton Mall. While the additional physical space was indeed appreciated, as it meant additional visibility for the Award, the location came with some additional expense both financially and socially.

The Expedition Panel also hosted another Bring A Fren Fundraising Hike in October. From all accounts it was well attended.

Internationally, there have been several revisions to the Award requirements which we are adapting. Additional opportunities for Volunteers are also available, including the Global Train the Trainer Programme and the Executive MBA with Heriot-Watt University. HRH Prince Edward has been elevated to the title of Duke of Edinburgh following the unfortunate passing of HM Queen Elizabeth II and the ascent of HM King Charles III. We also bid farewell to Mr John May, who stepped down from the role of Secretary-General shortly after the Forum. We extend thanks for Mr. May for 11 years of service to the Foundation, and the Award as whole.

## **2023 - 2024**

During the past year, much of the National Award Office's focus has been on preparing for our License Renewal and Compliance Check. This required several updates to our policies and protocols, to ensure we were in compliance with the 16 Standards. In the middle of the review, there was also a major shift, as the International Trustees, like most international organizations placed a greater emphasis on safeguarding requirements. The Safeguarding Standard have now become a non-negotiable, and all NAOs are required to have met its requirements by November 30 of this year before licenses can be

reissued. For reference, Barbados' licence expired in September but was extended to November to facilitate this requirement. A memo detailing the expectations of Award members and volunteers has been shared, and we hope that all would comply as it is now a requirement for any Award role.

That is not to say that the Award has not otherwise been busy. This year we also began work with The Deaf Heart Project in full to initialize the Award Unit at The Irving Wilson School, which works with students ages 14 to 21 with hearing and visual challenges, or are on the autism spectrum. Eight students would have been registered through this work and they will be shortly completing their Bronze Awards. Two Gold Award presentations were also held in March and September respectively, with eight persons receiving their Awards.



The Award also took part in Clean Up Barbados 2024, working on one of the lower areas of the Belle Gully. While there was a significant Award presence on site, it was noted that many Participants and Volunteers were representing other organizations. One of those organizations was Kiwanis Barbados, which is responsible for Key Clubs in schools and Circle K at tertiary institutions. Some engagement has begun on having them as a delivery Partner and seeing how we can advance the Award's image.

Two Award Alumni, Bem Wells and Ayesha Trotman, took part in Project Shared Island Stories, a partnership between the Barbados Museum and Historical Society, and the University of St. Andrews in Scotland. The two travelled to the Isles of Harris and Lewis to investigate relationships between the Caribbean and the Scottish archipelagos. They also took this opportunity to officially receive their Gold Awards in Edinburgh, the "home of the Award's Founder".

In October 2024 the Americas Regional Conference was held in Kingston. During the conference, we were also introduced to the new Secretary-General of the International Award Foundation, Mr Martin Houghton-Brown. Martin is tasked with filling the shoes of Mr John May. He shared HRH's vision and strategy for 2023-2030 based on the theme "[Reaching for the Sky](#)", where he outlined the current stagnant nature of the Award globally, and aligned the principles of flight (drag, weight, thrust and lift) to the necessary principles for Award Growth (profile and perception, staffing and expenditure, strategy and effectiveness and operational activity)



The CASC AGM was also held following the conference. Following the country reports, it was hinted that Guyana would seek to submit the bid to host CASC Adventurous Journey in 2026. I also formally resigned from the role of Treasurer of CASC, in preparation for my pending departure from the position

of Chair of The Award in Barbados. Coming out of decisions taken at the 2024 CASC AGM, there were other factors which also influenced the decision to resign Barbados' role as CASC Treasurer, since the role is tied to the position of National Chair. It is not prudent or convenient for Barbados to hold the role of CASC Treasurer at this time since CASC is seeking to register the organization in the Bahamas and will likely set up the new CASC bank account there as well. In my opinion, this would provide for an inefficient way of managing the financial role, including audits, if the role of CASC Treasurer falls to any member country other than Bahamas where the account is domiciled.

Culloden Farm continues to be a challenge. We have taken steps to increase security around the property, such as installing lighting and an onsite security presence. This has helped to reduce, though not eliminate, loitering, and incidences of intrusion into the buildings have ceased. We have also restored water and toilet and bathroom access to the property. This means that the Award may have training activities on site as needed. However, we do not have a general worker on hand to conduct ground maintenance on a regular basis, and this is very problematic during the rainy season. We thank the National Conservation Commission for stepping in at times to assist. However, a more coordinated effort on a regular basis will be necessary to ensure adequate maintenance for the benefit of all. To that end, donations of maintenance equipment are being sought.

Our Trustees have appointed yours truly as Project Lead for The Culloden Farm Restoration and Development Project and we are working to secure funding for the building restorations. However, it may take some time to see the full amount required to make the property into a proper home for the Award. A comprehensive plan is being developed with the Architects, and the restoration will be done in stages.

I should take a moment to acknowledge those who would have gone home over the time period:

- Ms. Ashanté Bowen, Bronze Award Participant from the Deighton Griffith School
- Dr. Sophia King, Supporter of the Award and mother of Silver Award Participants Daniel and Emily Thomas,
- Mr Stephen Sobers, Scout Leader and Award Leader with the Bay Scout Group,
- Mr Richard Goddard, former Chair and Trustee of the Award in Barbados.

In addition to these, several of us lost relatives and close friends during the period. Once again, the Award offers its sincerest condolences to those who lost a loved one.

### **Acknowledgements**

It would be remiss of me not to mention some persons who played a critical role in the development of the Award in Barbados. I would like to express special thanks to the following:

- First and foremost, I would like to thank the Lord in heaven for giving me the strength, health and patience to carry out my duties.
- Our Patron H.E. The Most Honourable Dame Sandra Mason for her support of the Award.
- Our Trustees who provide financial support and guidance to the Award.
- The National Award Council that has steadfastly supported me over this time.

- Mr. Fabian Norville for so competently managing the office and delivering the program
- The Award Leaders and Volunteers who help us execute the Award Programme. Great job!
- Mr. Andrews who watches over Culloden Farm for us
- The Government of Barbados for their continued support.
- The Maria Holder Memorial Trust, Cave Shepherd & Co Ltd and PriceWaterhouseCoopers for their continued support.
- Our several Award Partners that have facilitated sectional activities over the years.
- The individuals and institutions that supported the various projects during the year.
- The Parents/Guardians who extend their trust in us to help in their children's development and ensuring they are ready for the changing world.
- The Participants who make our efforts worthwhile.

Thank you all.

### **Closing Remarks**

In closing, I recognize that this will be my final report as Chair of the Award. I have sat in the hot seat for over 9 years (2015-2024), presiding over Constitutional Reviews, spearheading the implementation of major changes to the running of the Award locally, and helping to craft global policy as a member of the International Council.

The Award both locally and globally is emerging from what is probably the most difficult and challenging time in its history, and I am proud to have been at the helm of Barbados to help see us through.

As I step down from this role, I hope that going forward I will see the Award continuing to grow. I will place myself at your disposal for the further benefit of the Award, in whatever capacity I may be needed.

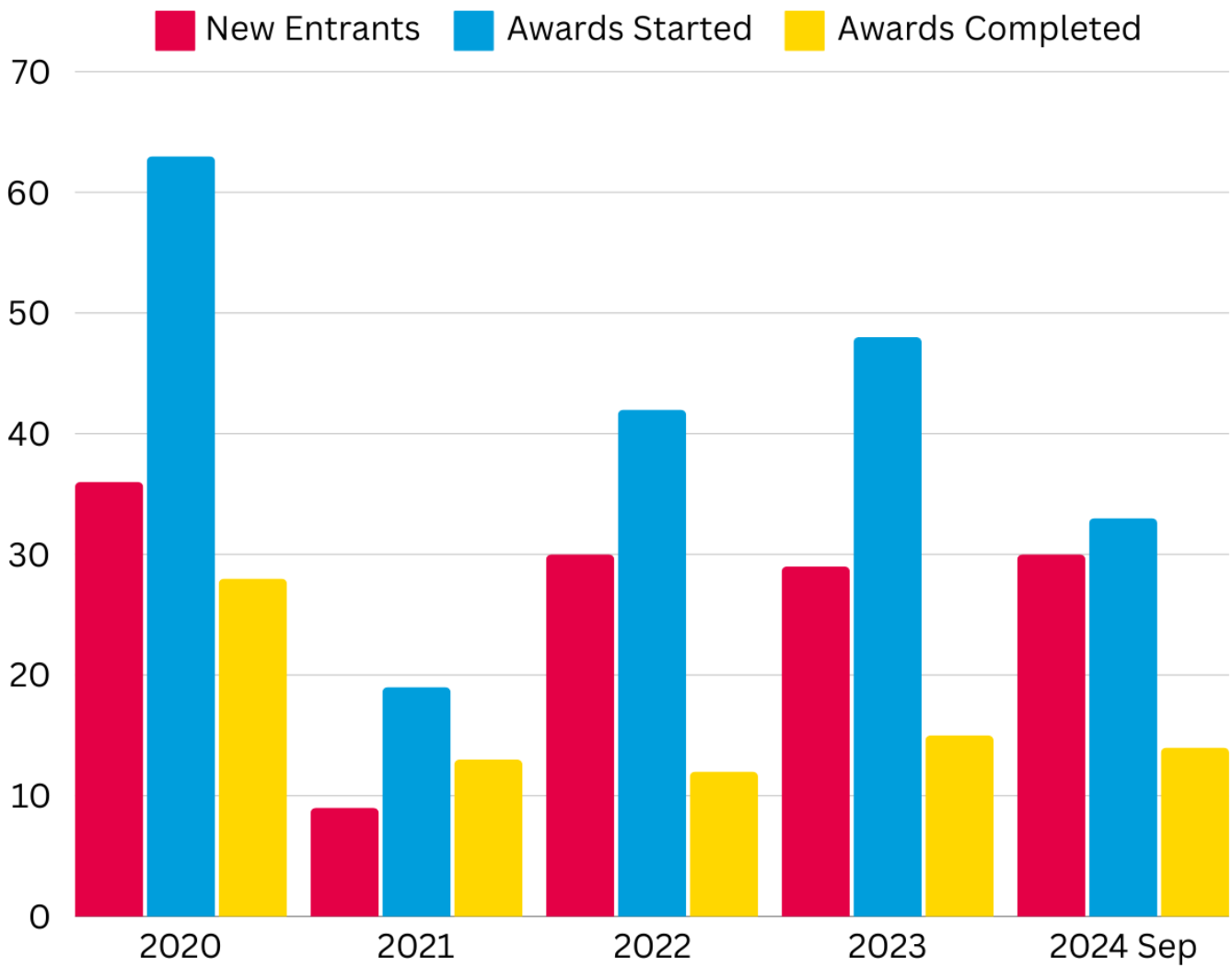
Again, a big THANK YOU to the several members of the Barbados Executive Councils over the years.

Thank You

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Stephen Smith  
Chairman – National Award Council  
The Duke of Edinburgh's International Award Barbados  
November 2, 2024





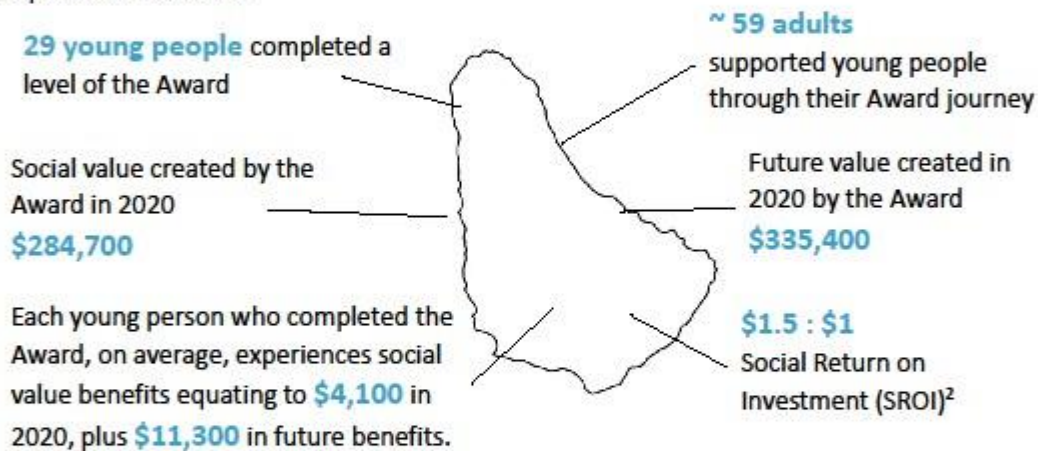
## The Social Value of The Duke of Edinburgh's International Award Barbados in 2020<sup>1</sup>



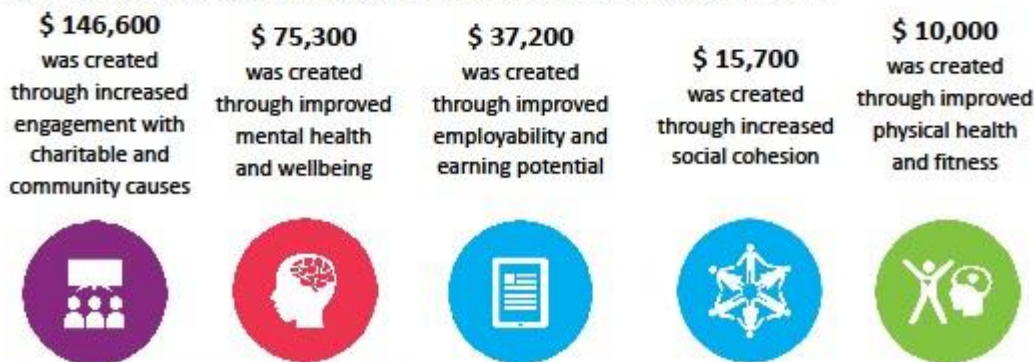
The Duke of Edinburgh's International Award Barbados (the Award) is a youth charity striving to give more young people each year, access to a high quality, non-formal education and learning experience. To demonstrate the value of the impact of the Award, we have conducted a Social Value analysis. Social Value is the value of changes that stakeholders of the Award experience due to their involvement with the Award.

Our stakeholders are: the *young people* who take part in the Award, the *adults* who volunteer to support them through their Award experience, and the *wider community* that benefits from the Award-related activities undertaken by young people and adults in the Award, in terms of contributions to the economy and through volunteering.

Through our Social Value research, we estimate that \$284,700 in social value was generated in 2020 through the delivery of the Award framework in Barbados. A further \$335,400 is estimated in future value, due to the 2020 cohort of Award Holders' continuation of their personal development activities over their lifetime, following completion of their Award.



Of the \$335,400 estimated Barbadian Dollars created by the Award in 2020...



<sup>1</sup> All results are presented Barbadian Dollars, using \$

<sup>2</sup> Based on the social value analysis of The Duke of Edinburgh's International Award Barbados in 2020, we estimate that for every \$1 that was invested in the Award, \$1.5 in social value was generated. For the purposes of the SROI calculation and to align the value created with the annual cost of Award delivery, the value of one year only has been included. The average time to complete the Bronze, Silver and Gold Award level is 18, 17, and 17 months respectively.



Challenged and inspired by the Award



Feel a part of their local community thanks to the Award



Made new friends through participating in the Award



More likely to exercise or take part in sports activities in the future



More likely to take part in volunteering activities in the future



Recommend the Award to others



Plan to continue to the next Award level



The Award Leader supports and encourages them



Enjoyed the Award presentations/ceremonies



Tried something new thanks to the Award

Source: Participant Satisfaction Survey Report 2021

<b>Awards Presented in 2022, 2023 and 2024</b>		
Bronze	Silver	Gold
Ade Collins – Ninasafiri	Alyssa Ashby – GGAB	Che Alleyne – Graydon Sealy
Adrienne Gracielle-Frederick – QC	Amelie Beattie – Codrington	Jonielle Alleyne - CCFS
Aisha Waterman – HC	Christopher Brathwaite – BBSA	Leandra Bellamy – SSCOG
Amanda Marshall – GGAB	Nicholas Brathwaite – BBSA	Avalon Birkett – HC
Ayo Collins – GGAB	Lael Charles – BBSA	Nayo Bronton – SSCOG
Dabrianna Hinkson – QC	Danielle Dottin – GGAB	Isaiah Clarke – Graydon Sealy
Elann Lewis – DGSS	Micah Grosvenor – BBSA	Jonthan Corbin – UWI
Julawn Ifill – Ninasafiri	Andrea Jordan - SMSS	Saamiyah Cumberbatch – HC
Kyle Seales – HC	Dayshaun Proverbs – BCC	Solomon Dixon - CCFS
Kyle Yearwood – HC	Annika Singh - Codrington	Ayesha Evelyn - CCFS
Laila Chin-Clarke – HC	Liyee Su – QC	Shonee Howell - HC
Lashawna Franklin – GGAB	Nailah Walton-Taylor –QC	Jennifer Jiang - QC
Lawren Fontanelle – HC	Aleah Yarde – GGAB	Destinee Lorde – Graydon Sealy
Leigh-Ann Layne – Ninasafiri		Makaila Lucas – CCFS
Maia-Lyn Robinson-Griffith – GGAB		Akilah Jordan-Watson – SSCOG
Natalya Brathwaite – GGAB		Anthony Miller – The Lodge School
Nikki Green-Walcott – Ninasafiri		Justin Nurse – SSCOG Step Up
Pritika Kandamaran – HC		Christa Padmore - UWI
Ramon Jackman – HC		Jaaziel Parris - HC
Sachia Reid-Thomas – GGAB		Sena Price – BCC
Segan Sandiford – QC		Joakima Rochester – Lodge
Sheverne Campbell – UWI Cave Hill		Sergio Smith – HC
Shanna Earle – GGAB		Makena Sue – Cadet Corps
Shinaye Scantlebury – GGAB		Shaquille Thomas – Harrison College
Taiye Estwick – HC		Alyssa Trotman – Cadet Corps
Toni-Q Harris – Ninasafiri		Kya Waithe – Queen’s College
Tyrell Bannister- Inniss - Ninasafiri		Shani Waithe – Queen’s College
Zachary Hoyte – BBSA		Tramaine Weekes – Graydon Sealy
Zahné Farrell – GGAB		Bem Wells – Queen’s College
Deverron Bynoe – BBSA		Kamal Wright – Graydon Sealy
Melvin Terence –BBSA		
Jaleel Cobham – BBSA		
Morgan McGaw – Harrison College		
Daniel Persaud – BBSA		
Tahlia Scantlebury – Harrison College		
Alisha Corbin – Harrison college		
Naomi Jordan – Harrison college		
Melissa Carter – Transitions Unit		
Rebecca Williams – Transitions Unit		
Ronen Singh - Codrington		
Lily Beattie - Codrington		