



inspiring
young
people
to
achieve

Annual Review 2014-2015

Including the Annual Report and Financial Statements



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The Trustees present their report and the financial statements of the Royal Charter Corporation for the year ended 31 March 2015. In preparing this report the Trustees have complied with the Charities Act 2011, the Accounting and Reporting by Charities: Statement of Recommended Practice (revised 2005) ("SORP"), applicable accounting standards and the provisions of the Memorandum and Articles of Association for The Duke of Edinburgh's Award. This report has been prepared with regard to Charity Commission guidance on public benefit.

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 Foundation, which oversees DofE programmes in over 140 countries worldwide.



INVESTOR IN PEOPLE



Overview

Who we are

We are a Charity. We develop young people for life and work. Our goal is to enable young people of every background to do their DofE and succeed, regardless of any barriers they may face in their life.

What we do

We are the UK's leading youth achievement award. Through achieving their Bronze, Silver or Gold DofE Awards, 14-24 year olds have a unique opportunity to grow as young adults, gaining valuable life experience whilst developing essential work-ready skills and attributes such as resilience, confidence, commitment, team working and determination.

Young people's DofE programmes take them on a life-changing journey where they set their own challenges; learning practical skills, improving their fitness, volunteering in their community, planning and going on an adventurous expedition and also, for Gold, spending time away from home with people they've never met, completing a shared residential activity.

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

Our Vision

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

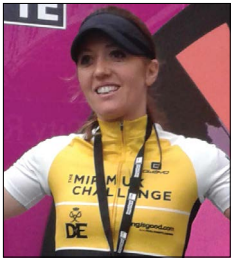
Our Mission

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



Students from **Treloar School and College** are pictured here by a fully accessible canal boat, used to complete their Bronze expedition. The participants, all with physical disabilities, are the first from Treloars to undertake an expedition. They worked well together to adapt to the unfamiliar surroundings.

Thank you, to all of our supporters... ...we couldn't do it without you.



A big thank you to Sam McClary, Deputy Editor of Estates Gazette, who successfully completed a 1,100-mile bike ride in 2014, starting in Edinburgh and finishing in London. Sam (above left) raised over £38,000 for the DofE Charity.

We are indebted to our supporters for their financial commitment and belief. None of the Charity's great work would be possible without them.

The DofE has a profound effect on young lives, opening up a world of possibilities and fueling aspirations with character and confidence-building experiences. Huge numbers of young people describe the experiences, friendships and skills they gain through the DofE as life-changing.

We can only have this impact on young people's lives thanks to donations from trusts, companies, business leaders and philanthropically-minded individuals committed to the development of young people.

All of our supporters are ambitious for young people. To help achieve our ambition to give the DofE experience to even more young people over the years ahead they:

- Back and invest in our vision, giving us the opportunity to turn it into a reality.
- Enable us to afford to undertake major development and transformation projects requiring investment and additional resources.
- Give their time, expertise and energy and open their personal and professional networks to us – to help provide the ongoing support that the Charity needs.

We recognise and appreciate the incredible dedication of our supporters.

We cannot do what we do without them, and with our Diamond Anniversary upon us and huge ambitions to fulfil we would like to express our sincere gratitude for the continued generosity of all of them, including those major supporters listed in this report.

Thank you.



Francis achieved his Bronze, Silver and Gold DofE Awards through a youth centre in Hammersmith that catered for his Downs Syndrome and other physical difficulties.

His progress and confidence throughout was so impressive that he was selected by his Leaders to join a group of young people to complete his Gold Residential section; a digital themed stay in Brighton. It was the first time Francis had stayed in a hotel and he was the only member of the group who had additional needs.

With his love of dance and infectious enthusiasm, Francis led a flash-mob routine on Brighton Pier, earning 'bonus points' for his group.

Toyin, Francis's mother, said "I'm so proud of him. The DofE has given Francis his first proper 'qualifications'."



The instability of growing up in foster care led Jay to rebel at school and get involved in criminal activity.

After being placed with a nurturing and welcoming foster family, **Jay** enrolled in a youth club which introduced him to the DofE. It was a moment Jay describes as a major turning point in his life that put him back on the right track.

Now a Gold Award holder, Jay champions the DofE and its impact on young people like him.

He is now leading his own group of young people through their DofE as part of his dream job at the Fostering Service.

"My DofE has given me the motivation to succeed, confidence, and a new sense of self-esteem. It's made me realise I can be whoever I want to be."

Our supporting partners are committed major donors and we are most grateful for their continued support:

Strategic Supporting Partners

Amey
The Gosling Foundation
Pears Foundation
The Queen's Trust

Gold Supporting Partners

The Badenoch Trust
The Bestway Foundation
Bernard Matthews Farms
British Gas
The Dallaglio Foundation
The David Pearlman Charitable Foundation
DFS
Garfield Weston Foundation
The Lord Kirkham, CVO
Next plc
Perenco
PMI Health Group Ltd
Ridgewall
The Stoller Charitable Trust
Mike and Kim Wilson

Silver Supporting Partners

ao.com
Baker Tilly
Brookfield Multiplex
City Bridge Trust
DAKS Simpson
Delancey

Martin and Roni Lovegrove
Ordnance Survey
MariaMarina Foundation
Gordon Pratt – Purvis Marquees
Space Airconditioning plc
The Stoppag Group
The Wentworth Club Limited

Supporting Partners

Abellio Group
Asda
Balfour Beatty
Mike Blackburn, CVO
CAPCO
FirstGroup plc
Halfords
Heathrow Airports Limited
The Kirby Laing Foundation
Lloyds Banking Group
Manheim
Martin's Properties
Mistral Bus & Coach plc
Stephen and Anne Pearson
The R. G. Griffiths Trust
Royal Bank of Canada
Royal Mail Group Ltd
Soho Estates
Specsavers
Stagecoach Group plc
TelecityGroup
Travis Perkins
VINCI Construction UK
The Yusef Foundation
The Zochonis Charitable Trust



Volunteer committees

The DofE's Development Group

Chair: HRH The Earl of Wessex
Ruth Anderson, Trustee
Peter Bill, London Evening Standard
Tim Boughton, Boughton Consulting
Mel Ewell, Amey
Martin Lovegrove
Ashok Rabheru, Genisys Group
David Semaya, Nikko Asset Mgmt.
John Spanswick
James Stewart, Menlo Partners
Patricia Tehan, Trustee

The DofE's Golf Committee

Chair: Simon Jones
James Devane
Daphne Fagan
John Spanswick
Alistair McKay Forbes

The DofE's Property Committee

Chair: Peter Bill, Evening Standard
Earle Arney, Woods Bagot
Sue Brown, FTI Consulting
James Cooksey, Crown Estate
Sam McClary, Estates Gazette
Susan Freeman, Mishcon de Reya
Susan Geddes, Santander
Clare Hartnell, FTI Consulting
Ross Ballinghall, Brookfield Multiplex
Ian Raeburn, Delancey
Stephen Hubbard, CBRE
Gary Yardley, Capital and Counties

The DofE's Clay Shoot Committee

Ruth Anderson, Trustee
William Asprey, William & Son
Julia Kirkham
Patricia Tehan, Trustee
Justin Tinne, By Word of Mouth
Julie Walsh

The Duke of Edinburgh's Award Women in Business Committee

Chair: HRH The Countess of Wessex
Vice-Chair: Patricia Tehan, Trustee
Ruth Anderson, Trustee
Shadi Haliwell, Harvey Nichols
Alison Horner, Tesco
Michelle Owen, Barclays
Maria Kempinska, Jongleurs
June Sebley, Victor
Jackie Stevenson, Brooklyn Brothers
Julie Walsh

Government support

Northern Ireland

The Youth Council for Northern Ireland

Scotland

The Scottish Government
Youthlink Scotland

Wales

The Welsh Government
Welsh Language Development Grant



At 16, **Davis** was continually in trouble at school which led to his involvement in gangs and a subsequent prison sentence. It was in prison that the staff felt he would be suited to the challenge of the DofE.

Davis regularly volunteered with young people with additional support needs who visited the prison to use the gym. Davis progressed so much that he was eventually granted a special licence to do his expedition in Dorset.

With his positive attitude change and voluntary experience Davis secured a placement with Arsenal's Community Programme. He now works coaching young people in football and speaking to young people at risk of exclusion and offending about his own experiences.

"For me it was like going abroad. I'd grown up in Hackney, I'd never seen the sea. I didn't know how beautiful the country could be. I swore I was not going to spend my life going in and out of prison the way I saw so many of the older gang members do."



Our Licensed Organisation partners

Changes in local authority funding and structure are leading the DofE to directly licence many schools and other organisations. This listing represents the range of organisations licenced directly by the DofE. Each local authority listed, however, will act as the conduit for many local schools and clubs to participate (59% of DofE participants are at state schools or academies; 19% are in a youth group/non school centre).

Note: These details are as at 16 July 2015

Scotland

Aberdeen City Council
Aberdeenshire Council
Action for Children
Albyn School
Angus Council
Argyll & Bute Council
Army Cadet Force Association
Scotland
Bachlaw Projects
Beaconhurst School
City of Edinburgh Council
Clackmannanshire Council
Craigholme School
Dollar Academy
Dumfries & Galloway Council
Dundee City Council
East Ayrshire Council
East Dunbartonshire Council
East Lothian Council
East Renfrewshire Council
Edinburgh Academy (The)
Edinburgh Napier University
Students Association
Erskine Stewart's Melville Schools
(The)
F.A.R.E.
Falkirk Council
Fettes College
Fife Council
George Heriot's School
George Watson's College
GirlGuiding Scotland
Girls' Brigade Scotland
Glasgow City Council
Glenalmond College
Good Shepherd Secure/Close
Support Unit
Gordonstoun School
Hamilton College
High School of Dundee
High School of Glasgow
Hutchesons' Grammar School
Inverclyde Council
Kelvinside Academy
Kibble Education and Care Centre
Lathallan School
Lomond School
Loretto School
Merchiston Castle School
Midlothian Council
Moray Council
Morrison's Academy
North Ayrshire Council
North Lanarkshire Council
Orkney Islands Council
Perth & Kinross Council
Renfrewshire Council
Robert Gordon's College
Scotland Virtual Centre
Scottish Borders Council
Shetland Islands Council
South Ayrshire Council
South Lanarkshire Council
St Aloysius' College
St Columba's School
St George's School for Girls
St Leonard's School
St Margaret's School for Girls
Stirling Council

Strathallan School
The Boy's Brigade in Scotland
The Glasgow Academy
The Highland Council
The Scottish Council The Scout
Association
Wellington School
West Dunbartonshire Council
West Lothian Council
Western Isles Council

Wales

Atlantic College
Beechwood College
Blaenau Gwent County Borough
Council
Boys' and Girls' Clubs of Wales
Bridgend County Borough Council
Caerphilly County Borough Council
Cardiff
Carmarthenshire County Council
Ceredigion County Council
Christ College
Coleg Eiddyr
Conwy
Denbighshire County Council
Dyfed Powys Police
Flintshire
Girlguiding Cymru
Gwynedd County Council
Haberdashers Monmouth School for Girls
Hillside Secure Centre
Howell's School
Isle of Anglesey County Council
Llandoverly College
Merthyr Tydfil
Monmouth School for Boys
Monmouthshire
Neath Port Talbot County Borough Council
Newport
Parc Prison
Pembrokeshire County Council
Powys County Council
Rhondda Cynon Taff County Borough
Council
Rougemont School
Rydal Penrhos
Scouts Wales
St David's College Llandudno
St Gerard's School Trust
St John Cymru Wales
St Michael's School, Llanelli
Swansea
The Cathedral School
Torfaen County Borough Council
Vale of Glamorgan
Wales YFC/CFI Cymru
Welsh Rugby Union
Wrexham

Northern Ireland

Army Cadet Force Association (NI)
Army Welfare Service (until 31 March
2015)
Belfast Education & Library Board
(until 31 March 2015)
Boys' Brigade Northern Ireland
Campbell College
Education Authority (Belfast,
Northern, South Eastern,

Southern and Western Regions)
Girls' Brigade Northern Ireland
Girls' Friendly Society (until 31 March
2015)
North Eastern Education & Library
Board (until 31 March 2015)
Northern Ireland Cancer Fund for
Children
Northern Ireland Fire and Rescue
Service
Northern Ireland Scout Council
Probation Board for Northern Ireland
Queen's University Officers' Training
Corps
Scout Foundation Northern Ireland
South Eastern Education & Library
Board (until 31 March 2015)
Southern Education and Library
Board (until 31 March 2015)
St John Ambulance Northern Ireland
Strangford College (from June 2015)
The Church Lads & Girls Brigade
(Ulster Regiment) (until 31 March
2015)
The Royal School, Armagh
Western Education & Library Board
(until 31 March 2015)
Young Farmers' Clubs of Ulster

Central England

(MK) St Paul's Catholic School
(Warks) King Edward VI School
Abbey Hill School and Performing
Arts College
Abbots Bromley
Abbotsholme School
ACE Academy
Aldersley High School
Al-Hijrah School
All Saints Academy Dunstable
Archbishop Isley School
Ark Kings Academy
Arthur Terry School
Aston Manor Academy
Aston University Engineering
Academy
Aylestone Business and Enterprise
College
Babington Community College
Barnfield Sixth Form
Barrs Court Special School and
College
Bartley Green School
Beaumont Leys School
Bedford Girls' School
Bedford Modern School
Bedford School
BEMAT (Samuel Whitbread
Academy)
Biddulph High School
Birches Head Academy
Birmingham Metropolitan College
Bishop Challoner Catholic School
Bishop of Hereford Bluecoat School
Bishop Vesey's Grammar School
Bishop Walsh Catholic School
Blackfriars Academy
Blessed Robert Sutton Catholic
Sports College
Blessed William Howard Catholic
High School
Blythe Bridge High School and
Sixth Form
Bordesley Green Girls' School and
Sixth Form
Bourville School and Sixth Form
Centre
Braidwood Trust School for the Deaf
Bredon School
Bristnall Hall Academy
Broadway Academy
Burton and South Derbyshire
College
Cadbury College
Cambridgeshire County Council
Cardinal Griffin Catholic College
Cardinal Newman Catholic School
Cardinal Wiseman Catholic
Technology College

Casterton Business and Enterprise
College
Catmose College
Chase Grammar School
Chase Terrace Technology College
Chellaston Academy
Chenderit School
City of Wolverhampton College
Codsall Community High School
Colmers School and Sixth Form
College
Coventry City Council
CTC Kingshurst Academy
da Vinci Community School
Denbigh High School
Denbigh School
Denstone College
Derby Grammar School
Derby High School
Derby Moor Community Sports
College
Derby Pride Academy
Derbyshire County Council
Dudley Metropolitan Borough
Council
Earl Mortimer College and Sixth
Form Centre
Edgbaston High School for Girls
Ellesmere College
Endon High School
English Martyrs Catholic School
Erasmus Darwin Academy
Fairfax School
Fairfield High School
Framlingham College
Gateway Sixth Form College
George Dixon Academy
George Salter Academy
Giles Academy
Golden Hillock School
Grace Academy Darlaston
Grange Academy
Great Barr School
Green Park School
Greenwood Academy
Gresham's School
Hall Green Secondary School
Hamstead Hall Academy
Handsworth Grammar School
Handsworth Woods Girls' Academy
Hartington Upper School
Hastingsbury Business and
Enterprise College
Haybridge High School and Sixth
Form
Heath Park
Hereford Cathedral School
Hereford Sixth Form College
High Grange School
Highclare School
Highfields School
HMP YO1 Peterborough
Holte School
Holy Trinity Catholic Media Arts
College
Holyhead School
Huntingdonshire Regional College
Icknield High School
Ipswich School
Ivel Valley School
John Kyrie High School
John Masefield High School
John Taylor High School
John Willmott School
Joseph Chamberlain Sixth Form
College
Judgemeadow Community College
Kettering Science Academy
Keyham Lodge School
Kimbolton School
King Edward VI Aston School
King Edward VI Camp Hill School
for Boys
King Edward VI Camp Hill School
for Girls
King Edward VI College
King Edward VI Five Ways School
King Edward VI Handsworth School
for Girls
King Edward VI High School for Girls

King Edward VI School, Lichfield
King Edward VI Sheldon Heath
Academy
King Edward's School
King Henry VIII School
Kings Norton Boys' School
Kings Norton Girls' School
Kingsbury School and Sports
College
Kinver High School
Lady Hawkins' School and Sixth
Form
Landau Forte Academy Amington
Landau Forte Academy Tamworth
Sixth Form
Landau Forte College
Lea Manor High School
Lealands High School
Lees Brook Community School
Leicester Grammar School
Leicester High School for Girls
Leicestershire County Council
Lichfield Cathedral School
Lincolnshire County Council
Littleover Community School
Lord Grey School
Loughborough Grammar School
Loughborough High School
Luton Sixth Form College
Malcolm Arnold Academy
Malvern College
Malvern St James
Manshead School
Mark Rutherford School
Millgate School
Milton Keynes Academy
Moseley School
Murray Park Community School
Nether Stowe School
New College Leicester
Newcastle-under-Lyme School
Noel Baker School
Norfolk County Council
North East Wolverhampton
Academy
Northamptonshire County Council
Norwich High School for Girls
Norwich School
Nottingham City Council
Nottinghamshire County Council
Oakgrove School
Oakham School
Old Swinford Hospital School
Oscott Manor School
Oundle School
Our Lady and St Chad Catholic
Sports College
Ousedale School
Paget High School
Painsley Catholic College
Park View School
Penn Fields School
Perry Beeches Academy Trust
Perryfields High School
Peterborough City Council
Phoenix Collegiate
Plantsbrook School
Pool Hayes Arts and Community
College
Portland College
Priority School Edgbaston
Putteridge High School
Q3 Academy
Queen Alexandra College
Queen Mary's High School
Queen's Croft High School
Queensbury Academy
Redborne Upper School
Repton School
Royal Grammar School
Royal Hospital School
RSA Academy
Rushey Mead School
Rushmoor School
S. Peter's Collegiate School
Sandwell Academy
Sandwell Metropolitan Borough
Council
Selly Oak Trust School
Sharnbrook Upper School

Shenley Academy
 Shenley Brook End School
 Shireland Collegiate Academy
 Shrewsbury School
 Shropshire County Council
 Sir Jonathan North Community College
 Slated Row School
 Small Heath School and Sixth Form Centre
 Smestow School
 Soar Valley College
 Solihull Metropolitan Borough Council
 Solihull School
 South Wolverhampton and Bliston Academy
 Spooner School
 St Alban's Academy
 St Benedicts Catholic Voluntary Academy
 St Dominic's Brewod
 St Dominic's Priory School, Stone
 St Edmund Campion Catholic School and Sixth Form Centre
 St Edmund's Catholic Academy
 St George's School Edgbaston
 St Joseph's College
 St Martin's School
 St Paul's Catholic School
 St Paul's School for Girls
 St Thomas Aquinas Catholic School
 St Thomas More Catholic College
 Stafford College
 Stafford Grammar School
 Staffordshire County Council
 Stockland Green School
 Stopsley High School
 Strathmore College
 Stratton Upper School
 Suffolk County Council
 Sutton Coldfield Grammar School for Girls
 Swanshurst School
 SWIS Foster Care
 Telford & Wrekin Council
 Tettenhall College
 The Bemrose School
 The Cedars Upper School
 The Cheadle Academy
 The City of Derby Academy
 The City of Leicester College
 The Co-operative Academy of Stoke-on-Trent
 The de Ferrers Academy
 The Excel Academy
 The Fountains High School
 The Friary School
 The Hazeley Academy
 The Hereford Academy
 The Hollies Pupil Referral Unit
 The International School
 The King's CE School
 The Lancaster School
 The Leys School
 The Meadows School
 The New Eccles Hall School
 The Parker E-Act Academy
 The Perse Upper School
 The Radcliffe School
 The Rawlett School - An AET Academy
 The Royal National College for the Blind
 The Shires
 The Stonehouse Gang
 The Streety Academy
 The University Technical College of Central Bedfordshire
 The Westminster School
 Thistley Hough High School
 Thomas Alleyne's High School
 Two Rivers High School
 University Academy Kidsgrove
 Uppingham Community College
 Uppingham School
 Vandyke Upper School
 Walsall MBC
 Walton High
 Warwickshire County Council
 Washwood Heath Academy
 Waverley School and Waverley Studio College
 Weatherfield Academy

Webber Independent School
 Wellingborough School
 West Park School
 Westcroft Sports and Applied Learning College
 Wheelers Lane Technology College
 White Spire School
 Whitecross Hereford High School
 Wilds Lodge School
 Windsor High School
 Wolgarston High School
 Wolverhampton Girls' High School
 Wolverhampton Grammar School
 Wooton Academy Trust (Wooton Upper School)
 Worcestershire County Council
 Wrekin College
 Wrenn School
 Wyggeston & Queen Elizabeth I College
 Young Options College

London

Achieving for Children
 Addey & Stanhope School
 Affinity Sutton
 Alexandra Park School
 All Saints Catholic School
 Allyn's School
 AmicusHorizon
 Archbishop Tenison's School
 Bacon's College
 Bancroft's School
 Barking Abbey Comprehensive School
 Barking and Dagenham Youth Service
 Barking Rugby Football Club
 Bentley Wood High School
 Bishop Thomas Grant School
 Blossom House School
 Bolingbroke Academy
 Bonus Pastor Catholic College
 Bower Park Academy
 Brampton College
 Brent Knoll School
 Bsix Sixth Form College
 Buxton School
 Cambridge Tutors College
 Canons High School
 Cardinal Pole Catholic School
 Central Foundation Boys' School
 Channing School
 Charlton Athletic Community Trust
 Chestnut Grove Academy
 Chingford Foundation School
 City and Islington College
 The Friary School
 City of London School for Boys
 City of London School for Girls
 City of Westminster Council
 Clapton Girl's Academy
 Colfe's School
 Community Links
 Connaught School for Girls
 Dagenham Park Church of England School
 DofE Virtual Centre
 Drapers' Academy
 Dunraven School
 Eastbury Comprehensive School
 Elizabeth Garrett Anderson School
 Eltham College
 Emanuel School
 Emerson Park Academy
 Epic CIC
 Ernest Bevin College
 Evelyn Grace Academy
 Family Mosaic
 Forest Hill School
 Forest School
 Fortismere School
 Frances Bardsley Academy for Girls
 Garratt Park School
 Gladesmore Community School
 Graveney School
 Greig City Academy
 Haberdashers' Aske's Knights Academy
 Haberdashers' Aske's Hatcham College
 Haggerston School
 Harris Academy Falconwood
 Harris Academy Merton
 Harris Academy South Norwood

Harrow School
 Hatch End High School
 Havering Sixth Form College
 Havering Youth Service
 Heartlands High School
 Highams Park School
 Highbury Grove School
 Highgate School
 Highgate Wood School
 HMP Brixton
 HMYOI Feltham
 Holloway School
 Hopewell Independent School
 Hornsey School for Girls
 Ibstock Place School
 Ilford County High School
 Insights School & Skills Academy
 James Allen's Girls' School
 Jo Richardson Community School
 Kew House School
 Kids Company
 King Edward's School, Witley
 La Retraite RC Girls School
 Lambeth Academy
 Lambeth College
 Latymer Upper School
 Leyton Sixth Form College
 Lillian Baylis Technology School
 London Boroughs:
 Barnet
 Bexley
 Brent
 Bromley
 Camden
 Croydon
 Ealing
 Enfield
 Hackney Council
 Hammersmith and Fulham
 Hillingdon
 Hounslow
 Lambeth
 Lewisham
 Merton
 Newham
 Redbridge
 Southwark Youth & Play Services
 Sutton
 Tower Hamlets
 Wandsworth
 London Oratory School
 Metropolitan Police Volunteer Police Cadets
 Mossbourne Community Academy
 Mount Carmel RC Technology College for Girls
 Newstead Wood School
 Norlington School for Boys
 Normanhurst School
 North Bridge House Senior School
 Canonbury
 North London Collegiate School
 Northumberland Park Community School
 Nower Hill High School
 Old Palace of John Whitgift School
 One Housing Group
 Our Lady's Convent High School
 Park High School
 Park View School
 Prendergast - Hilly Fields College
 Prendergast Ladywell Fields College
 Putney High School
 Redden Court School
 Riverside School
 Robert Clack School of Science
 Royal Borough of Greenwich
 Royal Liberty School (The)
 Rushcroft Foundation School
 Sacred Heart Catholic School
 Sacred Heart of Mary Girls' School
 Saint Cecilia's Church of England School
 Saracens FC
 Sedgell School
 Shaftesbury High School
 Skinner's Academy
 St Aloysius' College London
 St Dominic's Sixth Form College
 St Helen's School
 St Dunstan's College
 St Mary Magdalene Academy
 St Olave's Grammar School
 St Thomas More Catholic School

STEM Academy Tech City
 Stoke Newington School & Sixth Form
 Streatham and Clapham High School
 Surbiton High School
 Sydenham High School
 Sydenham School
 Sydney Russell School
 Tawhid Boys School
 The Albany School
 The Bridge Academy
 The Champion School
 The Chafford School
 The City Academy, Hackney
 The Coopers' Company and Coborn School
 The Elmgreen School
 The Godolphin & Latymer School
 The Holy Family Catholic School and Sixth Form
 The John Lyon School
 The Jubilee Academy
 The London Nautical School
 The March Foundation
 The Petchey Academy
 The Sacred Heart Language College
 Tottenham Hotspur Foundation
 Trinity School
 Trinity School (Dagenham)
 Trinity School (Redbridge)
 Tutorial Foundation (The)
 Twyford CofE High School
 University College School
 Waltham Forest Early Help 11-18
 Walthamstow School for Girls
 Whitmore High School
 Woodside High School

North of England (NE)

Astley Community High School
 Atkinson House School
 Barnard Castle School
 Bede Academy
 Bedlingtonshire Community High School
 Benfield School
 Berwick & District Youth Activity Group
 Bishop Auckland College
 Bishop Barrington School
 Bishopsgrange School
 Boldon School
 Cambian Dilston College
 Cardinal Hume Catholic School
 Carmel College
 Castle View Enterprise Academy
 Children & Young People Inpatient Services (CYPS)
 Consett Academy
 Cramlington Learning Village
 Cramlington Voluntary Youth Project
 Dame Allan's School
 Darlington Mowden Park R.F.C.
 Dene Community School
 Durham County Council
 Durham High School for Girls
 Durham Johnston Comprehensive School
 Durham School
 Durham Sixth Form College
 Elemore Hall School
 Emmanuel College
 Excelsior Academy Newcastle upon Tyne
 Gateshead Council
 Gentoo Group Limited (Living)
 Gosforth Academy
 Hartlepool Borough Council
 Heaton Manor School
 Hexham Youth Initiative
 Hummersknott Academy Trust
 Hurworth School
 Joseph Swan Academy
 Kenton Academy
 King James 1 Academy
 Kingsmeadow Community School
 Linhope PRU
 Longfield Academy Trust
 Longridge Towers School
 Macmillan Academy
 Middlesbrough Council
 NCG Newcastle College Group

Newcastle City Council
 Newcastle High School for Girls
 Newcastle School for Boys
 Newcastle Upon Tyne YMCA
 North Durham Academy
 North Shore Academy
 North Tyneside Council
 Northfield School and Sports College
 Northumberland CoE Academy
 Northumberland College
 Northumbria Police Volunteer Police Cadet Scheme
 Northumbria Student's Union
 Outwood Academy Acklam
 Patchwork Project
 Percy Hedley Foundation
 Polam Hall School
 Ponteland Community High School
 Prudhoe Community High School
 Queen Elizabeth High School
 Red House School
 Redcar & Cleveland Borough Council
 Royal Grammar School (RGS)
 Sacred Heart Catholic High School
 Scotswood Natural Community Gardens
 Sir Charles Parson School
 South Tyneside Council
 St Aidan's Church of England Academy
 St Cuthbert's Catholic High School
 St John's School & Sixth Form, A Catholic Academy
 St Leonards Catholic School
 St Mary's Catholic School Newcastle upon Tyne
 St Michael's Catholic Academy
 St Thomas More Catholic School
 St Bede's School & Byron Sixth Form
 Stockton-on-Tees Borough Council
 Studio West
 Sunderland City Council
 The Academy at Shotton Hall
 The Education Village
 The Hermitage Academy
 The King's Academy
 Thomas Bewick School
 Thomas Hepburn Community Academy
 Thorp Academy
 Unity City Academy
 University of Sunderland
 Villa Real School
 Walbottle Campus
 Walker Technology College
 Wellfield Community School
 Westfield School
 Whickham School and Sports College
 Wolsingham School & Community College
 Yarm School

North of England (NW)

Abbey Gate College
 Abbot's Lea School
 Abraham Moss High School
 Accrington Academy, Hyndburn
 Addaction
 ADHD Foundation
 Aigburth High School
 Alderley Edge School for Girls
 All Saints Catholic CFL
 Alsop High School
 Alternative School (The)
 Altrincham Grammar School for Girls
 Anson Cabin Project
 Archbishop Beck Catholic Sports College
 Archbishop Blanch School
 ArnoldKEQMS
 Atherton Community School
 Baines School
 Bank View High School
 Beamont Collegiate Academy
 Bellevue FCJ Catholic College
 Belvedere Academy
 Birchwood Community High School
 Bishop Rawstorne Church of England Academy

Blackburn with Darwen Borough Council	Liverpool Life Sciences UTC	St Gregory's Catholic High School	City of Bradford Metropolitan District Council	Bromfords School and Sixth Form College
Blackpool Council	Liverpool Mutual Homes	St Helens MBC Youth Service	City of York	Buckinghamshire County Council
Blessed John Henry Newman RC College	Liverpool St Helens Football Club	St Hilda's CE High School	Cockburn School	Buckwood School
Blue Coat School (The) (Oldham)	Lord Derby Academy	St John Bosco Arts College	Corpus Christi Catholic College	Cantell School
Bluebell Park	Loreto College	St John Plessington Catholic College	Craven College	Canterbury College
Bolton Council	Loreto High School	St John Rigby College	Creative International Adventures	Caterham School
Bolton Lads' & Girls' Club	Lostock Hall Academy	St John Vianney School	Dearne Valley College	Chamberlayne College for the Arts
Bolton School	Lymm High School	St Julie's High School	Doncaster Metropolitan Borough Council	Charterhouse
Bowland High School	Macintyre Learning Centre	St Margaret's Academy	East Riding of Yorkshire Council	Chigwell School
Brathay Trust	Mahishi School	St Mary's Catholic High School	Ermysted Grammar School	Christ's Hospital School
Bridgewater High School	Mahdlo Youth Zone	St Paul's High School	Fylinghall School	Churcher's College
Broadgreen International School	Manchester Academy	St Peter's Catholic High School	Ganton School	City College Southampton
Broughton Hall School	Manchester City Council	St Vincent's School	Garforth Academy	Claremont Senior School
Burnage Media Arts College	Manchester City FC	Standish Community High School	Gateways School	Cranbrook School
Burnley FC	Manchester Communication Academy	Stockport Grammar School	Giggleswick School	Cranleigh School
Bury Grammar School	Manchester Creative Media Academy	Stockport Metropolitan Borough Council	Grammar School at Leeds	East Sussex County Council
Bury Metropolitan Borough Council	Manchester Grammar School	Stonyhurst College	Havelock Academy	Eastbourne College
Byrchall High School	Manchester High School for Girls	Stretford Grammar School	Hull City Council	Elstree UTC
Calday Grange Grammar School	Manchester Islamic High School for Girls	Tameside Council	Hymers College	Epsom College
Calderstones School	Manchester Secondary PRU	The Academy of St Francis of Assisi	King Egbert School	Essex Boys and Girls Clubs
Cansfield High School	Manor High School	The Blue Coat School (Liverpool)	King Edward VII School	Essex County Council
Cardinal Heenan Catholic High School	Meadow View Learning Centre	The City of Liverpool College	Kingswood Academy	Felsted School
Castlefield Campus	Melland High School	The Co-operative Academy of Manchester	Kirklees Metropolitan Borough Council	Greenfields School
Cedar Mount Academy	Merchant Taylors School	The East Manchester Academy	Leeds City Council	Hampshire County Council
Chaigeley School	Merseyside Youth Challenge Trust	The Grange School (Cheshire)	Leeds Trinity University	Herschel Grammar School
Cheadle Hulme School	My Life CIC	The Grange School (Manchester)	Leeds University Union	Hertfordshire County Council
Cheshire East Borough Council	Nacro, the Crime Reduction Charity	The Hathershaw College	Leeds Youth Offending Service	High Wycombe Rugby Union
Cheshire Fire & Rescue Service	New Bridge School	The Manchester College	Newfield School	Football Club
Cheshire West and Chester	Newall Green High School	The Manchester Health Academy	North East Lincolnshire Council	HM YOJ Cookham Wood
Childwall Sports College	Newbridge Learning Community	The Mosslands School	North Lincolnshire Council	Inspire Academy Trust
Chorlton High School	North Chadderton School	The Oldham Academy North	North Yorkshire County Council	Isle of Wight Council
Christian Fellowship School	North Liverpool Academy	The Radclyffe School	Oakfield School	Itchen 6th Form College
Crompton House CoFE School	North Ridge High School	The Seashell Trust	Pocklington School	John Madejski Academy
Culcheth High School	Notre Dame Catholic College	Trafford College	Prince Henry's Grammar School	Kent County Council
Cumbria County Council	Oakfield High School and College	Trafford Council	Ralph Thoresby School	King Edward VI School
Cumbria Youth Alliance	Oasis Academy	Training 2000	Rotherham Metropolitan Borough Council	King's School, Germany
Dallam School	Oldham Hulme Grammar School	Trinity CoFE High School	Roundhay School	Knights Templar School
De La Salle Academy	Oldham Metropolitan Borough Council	Turton School	Scarborough College	Lancing College
De La Salle School (St Helens)	Oldham Sixth Form College	University Academy	Sheffield City Council	Langley Grammar School
Deafness Support Network	Oliver House School	University of Central Lancashire	Sirius Academy	Lord Old Grammar School
Deanery High School	Ormiston Bolingbroke Academy	Student's Union	Skipton Girls' High School Academy	Lord Wandsworth College
DoFE North West Office	Our Lady's High School	University of Manchester Students' Union	St Aidan's Church of England High School	LVS (Licensed Trade Charity Schools)
Embrace	Palmerston School	Urmston Grammar School	St Mary's Menston Catholic Academy	Medway Council
Enterprise South Liverpool Academy	Parrs Wood High School	Wade Deacon High School	St Mary's Menston Catholic Academy	Merchant Taylors' School
Everton Free School	Penketh High School	Warrington Collegiate Educational Trust	St Mary's Menston Catholic Academy	Moir House Girls School
Factory Youth Zone Manchester	Penwortham Priory Academy	Waterhead Academy	Stokesley School	Next Step Group
Falsworth School	Piper Hill Specialist Support School	Weaverham High School	Tapton Academy	Oxfordshire County Council
Fazakerley High School	Pontville School	Wellfield Business & Enterprise College	The Academy @ Ridgewood Trust	Paragon Community Housing Group
Fleetwood Nautical Campus	Poynton School	Wellington School (Trafford)	The Farnley Academy	Portsmouth City Council
Flixton Girls School	Priestley College	Wennington Hall School	The Sheffield College	Portsmouth High School
Formby High School	Pure Innovations	West Derby School	Titus Salt School	Prior's Field School
Fred Longworth High School	Range High School	West Hill School	Wakefield Metropolitan District Council	Prospect School
Fulwood Academy	Redbridge High School	Whalley Range High School	Westfield School, Sheffield	Radian
Gateacre School	Richard Rose Central Academy	Wigan Council	Wetherby High School	Radley College
Golborne High School	Richard Rose Morton Academy	Wigan Youth Zone	Woodkirk Academy	Reading College
Great Places	Ripley St Thomas Church of England Academy	William Hulme's Grammar School		Reading Girls School
Great Sankey High School	Riverside College	Wilmslow High School		Reading School
Greater Manchester Police Cadets	Rochdale Boroughwide Housing Limited	Windermere School		Redbridge Community School
Greater Manchester Youth Network	Rochdale MBC Youth Service	Winstanley School		Reigate Grammar School
Hawley Hall High School	Rose Bridge Academy	Wirral & West Cheshire Expedition Committee Open Award		Releasing Potential
Heath School (The)	Rossall School	Wirral Metropolitan Borough Council		Richard Taunton Sixth Form College
Henshaws Society for Blind People	Royton and Crompton School	Withington Girls' School		Rodborough School
HMP Altcourse	Runshaw College	Woolston 6th Form College		Royal Grammar School, Guildford
HMP Kennet	Saddleworth School	Woolton High School		Ryde School
HMP Risley	Salford City College	Wright Robinson College		Rydens Enterprise School
HMP Styal	Salford City Council	Xaverian College		Sevenoaks School
HMP Thorncross	Sandbach High School & Sixth Form College			Shiplake
Holly Lodge Girls College	Sandfield Park			Sir William Perkins's School
Hugh Baird College	Sedbergh School			Sir William Ramsay School
Irlam and Cadishead College	Sefton Council			Slough and Eton CoFE Business & Enterprise College
Isle of Man Government	Sir Thomas Boteler CoFE High School			Southampton Solent University
Kassim Darwish Grammar School for Boys	Skills For Health Academy Northwest			Southend-On-Sea Borough Council
King David High School	Smithills School			St Albans High School for Girls
King Williams College	South Wirral High School			St Anne's Catholic School & Sixth Form College
King's Leadership Academy	St Ambrose Barlow RC High School			St Bernard's Catholic Grammar School
King's School (The)	St Ambrose College			St Edmunds College
Kirkby High School	St Antony's Catholic College			St John's College
Kirkham Grammar School	St Bede's College			St John's School
Knowsley Housing Trust	St Chad's Catholic & Church of England Joint-Church High School & Sixth Form College			St Joseph's Catholic High School
Knowsley Youth Mutual	St Francis Xavier's College			St Lawrence College
Knuttsford Academy				St Leonards - Mayfield School
KS Education				St Margaret's School
Lancashire Constabulary Headquarters				St Mary's College
Lancashire County Council				St Mary's School Ascot
Lancasterian School				St Albans School
Levenshulme High School				St Edwards School
Liverpool City Council				States of Jersey

South East

Abbot's Hill School
 Abingdon School
 Arbour Vale School
 Ashford School
 Aylesbury High School
 Aylesbury HMYOI
 Bailiwick of Guernsey
 Battle Abbey School
 Bay House School and Sixth Form
 Baylis Court School
 Bede's Senior School
 Beechwood School
 Bennenden School
 Bennett Memorial Diocesan School
 Berkhamsted School
 Bethany School
 Bitterne Park School
 Blessed Hugh Faringdon Catholic School
 Bloxham School
 Blue Sky Fostering
 Bohunt School
 Box Hill School
 Bracknell Forest Council
 Bradfield College
 Brentwood School
 Brighton & Hove City Council
 British Forces Cyprus Youth Service

North of England (Y&H)

Abbey Grange Academy
 Adel Beck Secure Unit
 Allerton Grange School
 Ampleforth College
 Army Foundation College
 Barnsley Metropolitan Borough Council
 Benton Park School
 Bradford Grammar School
 Brigshaw High School
 Calderdale College
 Calderdale Metropolitan Borough Council
 Campsmead (A Co-operative Academy)
 Cardinal Heenan Catholic High School - Leeds

Steeple View DofE CIC
Surrey County Council
Sutton Valence School
The Abbey School
The Haberdashers' Aske's Boys' School
The Langley Academy
The Oratory School
The Portsmouth Grammar School
The Royal Borough of Windsor & Maidenhead
The Sholing Technology College
The Sixth Form College Farnborough
The Westgate School
Thorpe Hall School
Thurrock Council
Tonbridge School
Tudor Hall School
University of Surrey Students' Union
Upper Shirley High School
Upton Court Grammar School
West Berkshire Council
West Kent YMCA
West Sussex County Council
Westliff High School for Girls
Wexham School
Wokingham Borough Council
Worthing School
Youth Engagement Slough (Y.E.S.)

Egguckland Community College
Fairfield School
Farmer's School
Five Islands School - Isles of Scilly
Glenmoor and Winton Academies
Gloucester Academy
Gloucestershire College
Gloucestershire County Council
Hanham Woods Academy
Hartpury College
Hele's School
Henbury School
High School for Girls Gloucester
Highworth Warneford School
HMP Portland
Ilfracombe Academy
Isambard Community School
Kings Education Bournemouth
Kingsdown School
Kingsley School
Kingswood School
Linwood School
Lipson Co-operative Academy
Lydiard Park Academy
Mangotsfield School
Marine Academy Plymouth
Marling School
Marlwood School
Merchant's Academy
Millbrook Academy
Millfield School
Mounts Bay Academy
Newent Community School and Sixth Form Centre
Newquay Tretherras School
North Somerset Council
Notre Dame RC School
Nova Hreod Academy
Oasis Academy Brislington
Orchard School
Paignton Community and Sports Academy
Pate's Grammar School
Pittville School
Plymouth City Council
Plymouth College
Plymouth High School for Girls
Queen Elizabeth's Hospital
Redland Green School
Redland High School for Girls
Rednock School
Rendcomb College
Ribston Hall High School
Ridgeway School, Plymouth
SABIS International School UK
SGSC - Wise Campus
Sidcot School
Sir Bernard Lovell School
Sir John Hunt Community Sports College
Sir Thomas Rich's School
Sir William Romney's School
Somerset County Council
South Devon College
South Gloucestershire Council
St Bede's Catholic College
St Boniface Catholic College
St Brendan's College
St Cuthbert Mayne School
St Edward's School
St Joseph's Catholic College
St Luke's School
St Mary Redcliffe & Temple School
St Peter's R.C. High School and Sixth Form Centre
Stoke Damerel Community College
Stroud College
Stroud High School
Swindon Academy
Talbot Heath School
Teignmouth Community School
Tewkesbury School
The Bishop of Winchester Academy
The Bourne Academy
The Cheltenham Ladies' College
The Commonweal School
The Cotswold School
The Crypt School
The Dean Academy
The King's School
The Olympus Academy Trust
The Red Maids' School

The Ridgeway School and Sixth Form College
The Ridings' Federation
Winterbourne International Academy
Thomas Keble School
Threshold Housing Link
Tor Bridge High
Torpoint Community College
Torquay Academy
Torquay Boys' Grammar School
Torquay Girls' Grammar School
Treviglas Community College
Truro High School for Girls
Truro School
Uplands School
UTC Plymouth
West Buckland School
Westlands School
Westonbirt School
Wiltshire Council
Wincombe School
Wycliffe College

National Operating Authorities

4Children (Airplay)
Ambition UK
Barnardo's
Fire Service Youth Training Association
Girlguiding
Girls Venture Corps Air Cadets
International GAP
Jewish Lads' and Girls' Brigade
MoD Royal Air Force
Royal Life Saving Society UK
Royal Mencap Society
St John Ambulance
Surf Life Saving Great Britain
The Air Training Corps
The Army Cadet Force Association
The Baden Powell Scouts Association
The Boys' Brigade England & Wales
The Campaigners England and Wales

The Camping and Caravanning Club Youth
The Church Lads' & Church Girls' Brigade
The Girls' Brigade England and Wales
The Marine Society and Sea Cadets
The Navy Training Corps
The RYA
The Scout Association

DofE Business

Amey Group Services Ltd
AO Retail Limited
Balfour Beatty Group Ltd
British Gas
DFS Furniture Group
First Group plc
Abellio ScotRail Limited
Halfords Group Plc
Heathrow Airport Holdings Limited
Lloyds Banking Group
Royal Mail Group Ltd
Vinci Plc

South West

All Saints Church of England Academy
Archway School
Ashton Park School
Avonbourne International Business Enterprise Academy Trust
Badminton School
Balcarras School
Barnwood Park Arts College
Bath & North East Somerset Council
Bedminster Down School
Borough of Poole Council
Bournemouth Collegiate School
Bournemouth School
Bournemouth School for Girls
Braunton Academy
Bridge Learning Campus
Brimsham Green School
Bristol Cathedral Choir School
Bristol City Council
Bristol Free School
Bristol Grammar School
Bristol Metropolitan Academy
Bristol Rugby Community Foundation
Bristol Technology and Engineering Academy
Canford School
Castle School Education Trust
Cheltenham Bournside School
Cheltenham College
Chipping Campden School
Chipping Sodbury School
Chosen Hill School
Churchfields Academy
Churston Ferrers Grammar School
Cirencester College
Cirencester Deer Park School
Cirencester Kingshill School
City College Plymouth
City of Bristol College
Clayesmore School
Cleeve School
Clifton College
Clifton High School
Colston's Girls' School Academy
Colston's School
Coombe Dean School
Cornwall College
Cornwall Council
Cotham School
Dean Close School
Devon County Council
Devon Studio School
Devonport High School for Boys
Devonport High School for Girls
Dorcan Academy
Dorset County Council
EF International Academy - Torbay Campus

All Saints Church of England Academy
Archway School
Ashton Park School
Avonbourne International Business Enterprise Academy Trust
Badminton School
Balcarras School
Barnwood Park Arts College
Bath & North East Somerset Council
Bedminster Down School
Borough of Poole Council
Bournemouth Collegiate School
Bournemouth School
Bournemouth School for Girls
Braunton Academy
Bridge Learning Campus
Brimsham Green School
Bristol Cathedral Choir School
Bristol City Council
Bristol Free School
Bristol Grammar School
Bristol Metropolitan Academy
Bristol Rugby Community Foundation
Bristol Technology and Engineering Academy
Canford School
Castle School Education Trust
Cheltenham Bournside School
Cheltenham College
Chipping Campden School
Chipping Sodbury School
Chosen Hill School
Churchfields Academy
Churston Ferrers Grammar School
Cirencester College
Cirencester Deer Park School
Cirencester Kingshill School
City College Plymouth
City of Bristol College
Clayesmore School
Cleeve School
Clifton College
Clifton High School
Colston's Girls' School Academy
Colston's School
Coombe Dean School
Cornwall College
Cornwall Council
Cotham School
Dean Close School
Devon County Council
Devon Studio School
Devonport High School for Boys
Devonport High School for Girls
Dorcan Academy
Dorset County Council
EF International Academy - Torbay Campus

DofE Regional and Country Offices



Chairman's report



“ We have ambitious plans to continue our growth and life-enhancing impact on more and more young people. To do that, we need the support of volunteers and funders. I want to passionately encourage prospective supporters to join us in backing this proven great cause. ”

This has probably been the most challenging year in our recent history, and certainly during my four years as Chairman, yet it has also proved the most rewarding. Rewarding because this year our Charity enabled an all-time record number of **111,859 young people** to achieve their ambition of a Duke of Edinburgh's Award. **An increase of 3.3%** on last year's total of 108,288.

This record result is all the more remarkable because of the difficult environment in which it has been achieved. I have commented over the past four years on the difficulties posed by the closure or contraction of English local authority youth services. These local authorities have long been the backbone of our operational delivery structure, and their ability to sustain support for the DofE has unfortunately been eroded year by year. A similar pattern is now also emerging in Wales, Scotland and Northern Ireland. This year Wales in particular has seen high levels of uncertainty about the future funding of youth services, leading to stagnation or decline in DofE activity in some local authority areas.

While many local authorities across the UK have felt compelled to withdraw from general provision of DofE, we are delighted that in many cases they have retained the ability to deliver DofE programmes to some young people through targeted youth work programmes. This is a focus we share as we make excellent progress towards our own targets for helping the most disadvantaged young people.

Forward planning

Some enlightened authorities have planned ahead, working closely with us to organise and even provide funding to our Charity to support the move to a new way of working. This has enabled a seamless transition to a model where schools and groups are supported directly by the DofE team, without long-term local authority funding.

In other cases the withdrawal of funding has been more sudden and has required us to take urgent, decisive action: both to fund the personnel and other resources needed to maintain support for young people through their DofE activity, and also to establish a new structure for that area. Our robust management and strong financial position (thanks to our stalwart funding supporters) have given us the confidence to make the necessary investments in people to ensure that we do not lose momentum in these areas.

There are still many local authorities that have prioritised DofE and are providing funding to sustain their support. We are immensely grateful to them for their ongoing commitment and look

forward to continuing our work with them in the coming years.

The DofE executive team has had to adapt and expand its activities to respond to this constant backdrop of change. We have had to employ increased numbers of field-based operational staff to work at a local level to maintain and then grow activity. We have also had to invest heavily in the recruitment, induction, training and development of new volunteer Leaders, particularly in schools, to take on responsibility for the leadership and development of the DofE. This is beginning to pay dividends in the scale and breadth of activity we are delivering in those areas where the new model of working has settled in.

It delights me to report that despite the many challenges of the year we were able to maintain our active engagement of new entrants to DofE programmes, falling just short of last year's record levels, with **239,269 new starters** in the year. This is a fractional reduction on the 240,796 starters recorded in the prior year, and may be considered a sterling outcome in the environment I have described.

Our structure is changing at a pace. We now have **1,269 organisations** licensed directly by our Charity to run DofE programmes; this is a **41% year-on-year increase** from 902 in 2014. Whilst most of these organisations were not new to the DofE (having previously run the DofE under the wing of a local authority) it has been quite an achievement to retain and license all these additional organisations in just one year. We have a detailed and robust licensing process that involves the organisations paying a fee to the DofE Charity to contribute towards the costs of administering and supporting their involvement.

Further expansion

Nor have we simply retained and managed established groups. We are now running in **13,156 centres** (schools, clubs, young offender institutions etc.), a **3.3% increase** on last year. This expansion has broadened the availability of the DofE to more young people in more locations. It has also had a positive impact on our ability to reach out to the most disadvantaged young people and engage them in the DofE experience.

In 2011 we estimated that 10% of our participants were drawn from the most disadvantaged socio-economic areas, were disadvantaged by disability, or were young offenders or at risk of offending. Our sector-leading eDofE system now enables us accurately to verify our impact in these communities and I am delighted to report that 17% of our participants, a highly significant

Chairman's report

40,000 disadvantaged young people began a DofE programme in 2014/15.

Growing numbers of employers are recognising the skills and the positive attitude displayed by DofE Award holders. We are capturing the views, commitment and employment opportunities of DofE supporters in our new **LifeZone** website, designed exclusively for DofE participants and launched this year. The LifeZone aims to provide advice on the next stages of education, careers and life; showing young DofE participants the options and opportunities their DofE achievement opens up to them and how to make the most of them.

In summary, whilst new start levels have been maintained, we have consolidated and expanded our infrastructure, providing us with the capacity to grow still further in the future. We have also improved the quality of our activity, resulting in more young people achieving a Duke of Edinburgh's Award, gaining the life-changing experiences and status that will give them an advantage in their lives and careers.

With our **Diamond Anniversary** celebrations around the corner in 2016, the Charity has never been more relevant, positively influencing this generation and with the potential to impact many more young lives in the future.

eDofE and network development

I have reported each year on our investment in eDofE, the positive impact this online recording and management information system has had on our work, and the progress we have made in its further development. This year we had planned to release eDofE version three, but unfortunately had to delay its launch. Our established system however, has continued to provide good service and I expect version three to have been launched by the time this report is published. Once this version is established, further refinements to the system are planned to enable better mobile access and improved operation.

I have outlined how we have grown our staff team overall including our Regional operations teams that have developed across the year. We have also rationalised our administrative support in the North of England, closing three offices and drawing together the resources of the North East, Yorkshire and Humber and North West teams into a new North of England Regional Office. The new Region is led by a Regional Director and is administered from a donated office building in Liverpool.

Finance

Our financial position remains a major strength, giving us the confidence and resources to respond to challenges and opportunities.

Our income this year increased by 8% to £11.5 million enabling us to increase our expenditure on our charitable activities by £0.8m to £8.4 million.

As indicated in our last *Annual Report* we decided to withdraw from The Pensions Trust and made a provision of £2.4m against this liability in 2014. This withdrawal has been completed and the final cost was £0.1m lower than forecast. This £2.4 million provision was an exceptional cost in 2014. This year 2015 we have benefited from an exceptional credit of £0.8 million resulting from the revaluation of our Windsor office.

Overall in 2015 our net outgoings were matched by our incoming resources. We then benefited from the £0.8m Windsor property revaluation and, in addition, we enjoyed strong investment gains of £0.7m, so our total net movement in funds was positive by just over £1.5 million.

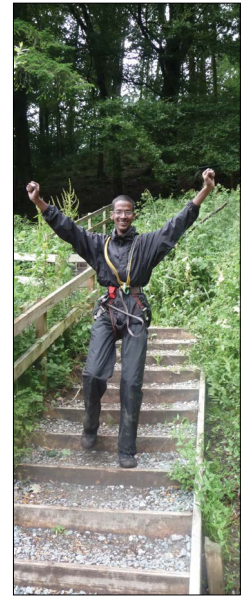
The future

We are presently already fully engaged in planning for our Diamond Anniversary celebrations in 2016. Whilst the year will be a wonderful opportunity to reflect on our heritage and past achievements, we are clearly focused on our aims and aspirations for the future and the ever greater part The Duke of Edinburgh's Award will play in the life of the nation and the individual participants in their programmes. We have ambitious plans to continue our growth and life-enhancing impact on more and more young people. To do that, we need the support of volunteers and funders. I want to passionately encourage prospective supporters to join us in backing this proven great cause. Please read on (and go to our website – www.DofE.org) to see the impact your support can have and be assured that our experienced and professionally operated organisation continues to deliver excellent programmes that work.

The DofE experience is not just for the young people participating in their programme. All of us associated with this great Charity share in the satisfaction, pleasure, fun and exhilaration too.

Finally, on behalf of our Patron, HRH Prince Philip and my fellow Trustees I would like to thank all of our supporters, volunteers and staff for making it possible for so many young people to experience and achieve their Duke of Edinburgh's Awards. Do be assured you are making a real and positive difference to so many young lives and our future.

The Lord Kirkham CVO
Chair of Trustees
The Duke of Edinburgh's Award



Our strategic objectives



“ I am delighted that we have enabled more young people than ever before to achieve their DofE ambition. I want to pay tribute to the Charity’s dedicated staff team who are working tirelessly to ensure that more young people can access the DofE opportunity despite the challenging financial environment. We are all inspired by the confidence and support of our funders and the Charity’s Trustees. ”

Peter Westgarth
Chief Executive

We set ourselves the following challenging targets to be achieved by 2016/17:

- Increase our number of new participants to 300,000 annually.
- Increase completion rates to 50%.
- Increase the proportion of young people from disadvantaged backgrounds from 10% to 20%.

Participant numbers

For the year to 31 March 2015, **239,269 young people started their DofE programme**, just below last year’s total. Next year we aim to engage 261,000 new participants.

Our key challenge in the year has been to maintain activity where local authority funding for youth services has been withdrawn or reduced. We have had to step in and maintain activity before being able to initiate growth plans to reach out and engage more young people. This has required additional manpower resources and during the year we have recruited additional Operations Officers and Operations Managers in most of our Regions and Countries.

The diverse range of Licensed Organisations we are now managing requires improved administration and management by the Regional/Country teams. However, it also delivers a higher level of participation in new Directly Licensed Centres, as the school’s senior management focuses renewed effort and resource on exploiting the potential of the DofE to build a positive culture and sense of achievement for their pupils.

Completion rates

Our objective is that at least 50% of those young people starting a DofE programme should achieve their Award.

In 2014/15 a record **111,853 young people achieved their ambition of a DofE Award** (46% completion). We are delighted with this progress towards our ambition.

The eDofE online recording system is enabling us to identify where DofE programmes are not delivering success for their participants and focusing our attention on helping those centres of DofE delivery to improve.

Disadvantaged young people

In 2011 we estimated that 10% of our participants were young people from a ‘disadvantaged’ background. We set ourselves a target to increase this to 20% of our activity by 2016/17.

The introduction of eDofE and, with it, the ability to identify individual young people, their location, school and a range of other attributes, means that we could establish a clear set of criteria for identifying ‘disadvantage’ and monitoring our delivery with that cohort of young people. Of those young people who started a programme in 14/15, 17% come from a disadvantaged background.

Our delivery network

More organisations, including schools, academies, colleges, local authorities, youth groups/clubs and Young Offender Institutions are licensed to run the DofE. **The number of DofE Licensed Organisations grew by 41% to 1,269** throughout the UK. Similarly, the number of **DofE centres operating under those licences grew to 13,156 (+3%)**. This expansion of our network provides the foundation for our further growth in delivery of the DofE to more young people.

Beyond the 2016/17 horizon

As the 2016/17 horizon of our current strategic plan approaches we have been considering our strategic objectives beyond that point, engaging our volunteer network staff and Trustees in exploring the opportunities to expand the DofE still further. We plan to launch new strategic objectives and a development plan towards the end of our Diamond Anniversary celebrations in 2016.



Supporting DofE delivery

eDofE

eDofE is firmly established as the key tool through which participants and the adults supporting them manage participation in DofE programmes. Work to develop and launch an updated version of eDofE has continued and we are looking forward to the roll out of the new system in the summer of 2015. Once the updated version of eDofE is live, we will be in a position to release new functionality which will make a real difference to users. One of these key developments will be the release of a mobile version of the site.

Approved Activity Providers

Our **Approved Activity Provider** (AAP) programme has continued to grow and AAPs provided activities for approximately 25,000 participants in the last year. As well as continuing to license expedition providers, we have focused on building partnerships with organisations that can provide residential and volunteering opportunities. The British Heart Foundation, Parkrun, PDSA

and Riding for the Disabled are a few of the organisations who are now volunteering AAPs, offering DofE participants opportunities to volunteer in their local communities.

Volunteers

Over 50,000 volunteers from all walks of life do an amazing job every year, helping to deliver the DofE around the UK. Over the last year, we've developed policies and resources to ensure that they get a valuable and positive volunteering experience. Our new **Volunteer Management Toolkit** is being used by DofE Licensed Organisations up and down the country.



Left: There was a surprise for Barry Hieger, 79, when HRH The Earl of Wessex presented him with a DofE Lifetime Achievement Award. As the Jewish Lads' and Girls' Brigade's (JLGB) longest-serving Officer, he has held almost every major voluntary position and is now an Honorary Vice President.

Extending the reach

Disadvantaged mapping

With the generous support of **Ordnance Survey**, we have been able to map the most disadvantaged places in the UK and identify areas where we could be doing more to make DofE programmes available to the young people who benefit the most from participation and achievement. This scientific approach has enabled us to secure donations from trusts and foundations to improve provision.

Free places

Each year Regions and Countries have an allowance of free Bronze, Silver and Gold places that they can offer to disadvantaged young people and groups in their area. In 2014/15 the DofE directly supported over 2,000 young people with free DofE participant places. This is in addition to other free places offered as part of alternative funding models and projects such as The Queen's Trust.

Development Fund

We continued to offer Regions and Countries the opportunity to put cases forward for funding from the DofE Development Fund to support

disadvantaged young people to start and complete their DofE programmes.

In 2014/15 the fund paid out over £32,000; helping a homeless charity in Swindon, Threshold Housing Link, to set up and start offering DofE programmes for young people living in their short, medium and long-term accommodation solutions, covering costs for young people in disadvantaged London areas to complete their Residential section and supporting groups with free and supplemented expedition kit.

Step Up to Serve

We have remained actively engaged with the Step up to Serve initiative to increase participation by young people in social action within their communities. Our Chief Executive is a member of the steering group; operational staff from our Charity's Head Office have contributed to working groups on mapping current opportunities and on increasing provision. Heads of schools offering the DofE have contributed to the debate about how to make social action a regular part of school life, and DofE participants have been appointed as Step up to Serve ambassadors.



Driving achievement



“The DofE is recognised by many employers, who understand the huge amount of work that individuals put in to achieving it. Employers tell us that there are certain skills they look for when recruiting, such as team working and resilience, both of which individuals demonstrate by achieving a DofE Award. It can help young candidates stand out to potential employers, particularly when applying for entry level positions.”

Peter Cheese
Chief Executive,
CIPD

LifeZone

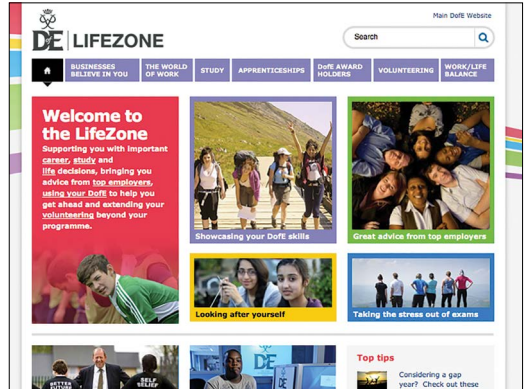
At the beginning of 2015 we launched the **LifeZone**, a careers inspiration and guidance website for DofE participants and alumni.

Helping our young people to make the transition from education to employment, the site provides information around industry sectors and job roles plus support in searching and applying for work. The CV tips reference how young people can articulate the transferable work-ready skills they gained as part of their DofE to their best advantage and the 'businesses that believe in you' section features many of our corporate supporters who actively welcome young people with DofE Awards as job applicants.

The LifeZone illustrates just how beneficial a DofE Award can be in helping young people secure employment and, by supporting them on this journey, is instrumental in incentivising achievement.

DofE Skills for Work

Celebrating the CIPD's Learning to Work survey results – which revealed the DofE as the most sought after volunteering programme a young person can reference on their CV – we launched the **DofE Skills for Work** campaign, supported by British Gas. The campaign's main aim is to gather hundreds of positive endorsements from employers across the UK, extolling the skills and attributes gained whilst doing a DofE programme such as communication, drive, resilience and team working that give Award holders the edge when applying for jobs.



In parallel with asking employers for these endorsements we're educating them about the unique qualities a DofE Award holder has to offer, as well as empowering participants and alumni with the confidence that their Award will give them the edge.

The endorsements from businesses and organisations are housed at www.DofESkills.org, providing further evidence of the employability benefits of the DofE and a tangible reason for young people to achieve.

Leader reports

In 2014/15 we started collating reports from our eDofE system that showed Leaders which of their participants had completed three out of four, or four out of five, sections of their DofE and were therefore near achieving. These reports have been warmly received and anecdotal feedback is that they help Leaders to identify and support those young people on their last stages of completing their programmes.

I've started so I'll finish

The Wales DofE team has been supporting its Licensed Organisations to increase achievement levels through its **I've started so I'll finish** (ISSIF) pilot project.

ISSIF involved the set-up and promotion of surgeries at selected schools and youth centres in low achievement areas, which enabled DofE Managers to interact with participants, helping them with their eDofE accounts, answering any queries and presenting solutions to any problems they had. One school in the pilot showed a 40% increase in completions and it is hoped that the model can be rolled out to more areas within Wales and across the UK.



Fuelling growth

Directly Licensed Centres

We have continued to implement our strategy of working more directly with schools, using the **Directly Licensed Centre (DLC)** concept. Over the last year, we have licensed nearly 400 new DLCs, many of which have never been involved with the DofE before. In most areas of the UK we continue to work with local authorities as well as with DLCs and we now have 1,269 different Licensed Organisations offering the DofE in a variety of contexts.

Our staff structure

To support the increased number of Licensed Organisations with which we now work, we have recruited more Operations Officers to work in the field. In turn, this has meant that we have invested in a new level of management in our staff structure and most DofE Regions and Countries now have Operations Managers. This increased level of operational management and support means that we can offer excellent support to all organisations with which we partner.

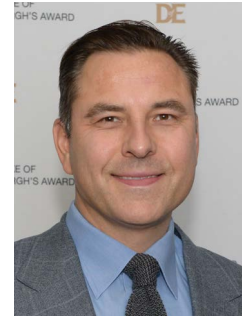
In 2014, we also took the opportunity to review our structure in the North of England. It became apparent that we could increase efficiency by combining the former North West, North East and Yorkshire and Humber Offices. The new **DofE North of England Region**, operating from one combined administrative hub in Knotty Ash, Liverpool with locally based operational staff has allowed us to increase the number of staff directly working with Licensed Organisations.

DofE.org

Throughout 2014/15 we worked towards building a new **DofE.org website** to help us realise our growth ambitions; to tell the world about the great benefits of the DofE for young people and their communities, from employability skills to enduring friendships, and motivate more supporters, delivery partners, volunteers and participants to come on board and be part of our future.

We simplified our messages for those that don't know much about our Charity through concise, impactful copy, fresh photography, compelling case studies and a dynamic interface. We structured the new site so that it's easy to navigate and different audiences can find the information they need as quickly as possible. We stripped back programme-related information, making it available more comprehensively through eDofE.

Our new vibrant and engaging window to the world will be launched in summer 2015, laying the groundwork for the announcement of our Diamond Anniversary celebrations.



“There's something very special about DofE Award holders – their capacity to help others. It's an amazing attribute that I hope they carry forward to the rest of their lives. Whilst the DofE is great to have on a CV to help get a job, I think the most important thing is how much they've grown as people. The hard work and dedication that they've put in counts for so much and sets them up for a successful future.”

David Walliams

Author, actor and comedian



Devonport High School for Boys

Devonport High School for Boys in Plymouth tripled the number of pupils starting their Bronze programme after becoming a Directly Licensed Centre in 2014.

When **Tay Huq** became the DofE Manager at the school he quickly realised that they could increase the number of opportunities for young people to do their DofE by implementing changes to how the

DofE was run there. Gaining the support of the Headteacher, he engaged a small team of Leaders and admin staff to support him, supplemented by employing an Approved Activity Provider to manage the Expedition section. To increase participation at Gold he introduced Silver programmes and, for Bronze, he asked the previous year's Bronze participants to give presentations

about their experience to the Year 9 students. To his surprise, at Bronze, 99 boys enrolled, in comparison to 32 in 2013.

With a committed and driven DofE Manager and support from senior leadership, the DofE has grown in popularity and is going from strength to strength within the school.

Financial performance



The DofE had a strong financial performance in 2014/15, with a £12,000 operating surplus increasing to an overall surplus of £1,556,000, after adding investment gains of £739,000 and a one-off property revaluation of £805,000.

This 2015 overall surplus of £1,556,000 compares to a 2014 deficit of £1,800,000, which included an exceptional pension provision of £2,367,000 being made that year.

Income

Voluntary income of £3.8 million was received from individual and corporate donors and from grant making organisations in 2015; this was equal to income received in 2014.

Activities for generating funds, comprising licensing activity, sales of literature and fundraising event income, grew by 14% to £7.3 million. Growth was recorded in licence fee income, which increased by 26% to £1.8 million, and in fundraising event income, which increased by 55% to £0.8 million. Sales of literature (*Welcome Packs* and programme support material) increased by 4% to £4.6 million. Activities for generating funds now account for 64% of total income, up from 60% in 2014, reflecting both the high level of interest in the DofE and strong support from the Charity's delivery partners.

The majority of our investment portfolio is held in total return funds which do not generate income. Investment income of £16,000 was received this year from our property unit trust and £7,000 was received from the sublet of part of our freehold Windsor property.

Expenditure

Total resources expended, excluding the exceptional pension provision made in 2014, increased by 13% or £1.3 million to £11.6 million. There are two key drivers of this increase. The first item is the cost of fundraising, which increased by 38% or £0.5 million, reflecting the cost of successful income generating events and additional fundraising staff. The second item is higher staff costs in other departments, which increased by 9% or £0.4 million, reflecting the higher level of resources required to deliver DofE programmes to the rapidly growing number of Licensed Organisations. Total full time equivalent staff numbers increased by 21 to 160.

In support of our operations we continue to invest in IT systems. In the past year a further £410,000 was expended in the development of eDofE. As in previous years, this has been treated as operating expenditure rather than capital expenditure.

Governance costs comprise audit and investment fees and the governance activities of management. Governance costs in 2015 were £305,000, an increase of 11% on 2014.

In 2014 we made a provision of £2.4 million to fund the pension fund liability on a past defined benefit pension programme, provided through a multi-employer pension provider, The Pensions Trust. The final net cost of withdrawal from The Pensions Trust was £129,000 less than the provision so this is shown as a benefit in 2015. A new pension provider, Scottish Widows, now provides a defined contribution pension programme for all employees.

Fixed assets and investments

As at 31 March 2015 the DofE held tangible assets totalling £4.6 million, an increase of £0.7 million in the year. The main reason for



HRH The Duke of Edinburgh pictured at one of the Gold Award Presentations held at the Palace of Holyroodhouse.

the increase was the revaluation of our Gulliver House, our Windsor Head Office, which increased in value by £0.8 million.

As at 31 March 2015 the value of our investment portfolio was £9.1 million, a net decrease in the year of £1.5 million. Investments were realised in the year to fund the £2.2 million payment to The Pensions Trust. This was partially offset by £0.7 million of investment gains as a result of strong performance across the investment funds during 2015.

Current assets

At the year-end the DofE had net current assets of £1.6 million. In 2014 this figure was a net liability of £0.7 million, due to the £2.4 million pension provision made in that year. Excluding this exceptional provision net current assets have remained at £1.6 million for the last three years.

Reserves

At 31 March 2015 the DofE held reserves of £15.3 million, of which £0.7 million related to funds given to the DofE with specific restrictions as to their use, and £14.6 million was held as unrestricted reserves.

Within the unrestricted reserves specific funds are designated to provide funding for particular purposes or projects. These funds are therefore not readily available for other purposes. As at 31 March 2015 the DofE held designated funds totalling £4.4 million, covering the value of our donated offices in Windsor, funds set aside to support the delivery of our strategic objectives and to provide direct support to individual participants or groups that otherwise would not be able to access the DofE.

Given the opportunities and challenges ahead, the Trustees believe that the Charity should maintain a level of reserves of between nine and 18 months' expenditure (£8.7 million to £17.5 million, based on 2015 expenditure). Excluding those funds given with specific restrictions and funds designated for particular purposes, total funds available to support the operations of the DofE were £10.2 million, the equivalent of 11 months' expenditure.



Subsidiary undertakings

The DofE's subsidiary company, The Award Scheme Limited (ASL) sells and distributes the DofE's publications and commercial products and its performance is reported in note 16 to the financial statements. During the financial year ASL made a profit of £5.4 million (2014: £4.8 million). In accordance with its objectives ASL donated its profits to the DofE.

Investment policy

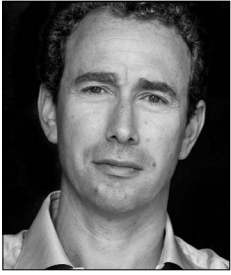
The DofE's constitution contains general powers for the Trustees to invest funds at their discretion. The Trustees' policy is to protect and, over the long term, increase the value of the investment portfolio in real terms whilst at the same time ensuring availability of funds for capital investment and funding development opportunities.

In 2011/12 the Trustees reviewed the Charity's investment strategy and determined that these objectives would be better served if the portfolio was moved into less volatile total return funds. Following this decision the investments were moved into three total return funds. Rather than generating income, the objective for these funds is to deliver average annual growth of inflation plus 5% over a rolling three year period. In the period following the investment the three funds produced growth of 22%, equating to an annualised growth rate of 7%.



“ The DofE appealed to me because I was eager to develop skills through independent learning. Taking part in my Bronze programme, I have grown in confidence and learnt to work as part of a team. It has been a fantastic experience that has allowed me to take part in new activities that I may not have had the chance to do otherwise. ”
Anupreet Singh
Bronze participant

Funding the DofE



“Having funded the Impact Research report, our foundation has continued to support the excellent work of the DofE and seen the reach and impact of the Charity expand and improve. As a funder it is very rewarding to see your contribution making a real difference to young people’s lives.”

Trevor Pears
Executive
Chairman of Pears
Foundation

Our fundraising activity delivers a crucial income stream for the Charity. Our fundraising income comes from a healthy mix of regular donations from important advocates of the work of the Charity, including individuals, philanthropists and family trusts, companies (large and small) and their associated foundations and fundraising events attended by many of the above.

Our ability to evidence the impact of our work and demonstrate tangible outcomes and ways to make an impact (local and UK wide) is particularly attractive to private and corporate trusts and, we hope, will enable us to attract more funding in the future.

The relevance of the DofE, and businesses’ ability to engage with it, remains an important focus and the belief, support and continued commitment of all of our supporters is greatly appreciated.

Commercial partnerships

Income from commercial activity continues to grow and provides young people taking part in DofE programmes and our adult network with added value from discounted products relevant for the Expedition section, through our **Reward Card** and other offers.

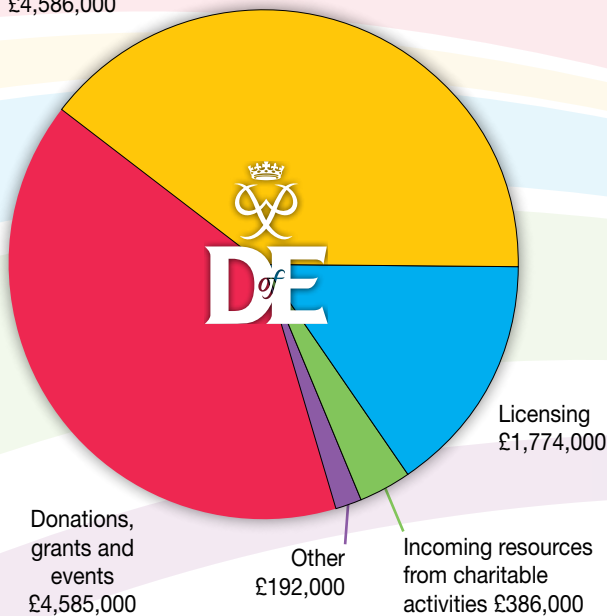


We are also growing the number of commercial partners with whom we work.

Improvement in our communications with young people and our adult network has, combined with the above, led to an increase in the charitable contribution from this activity.

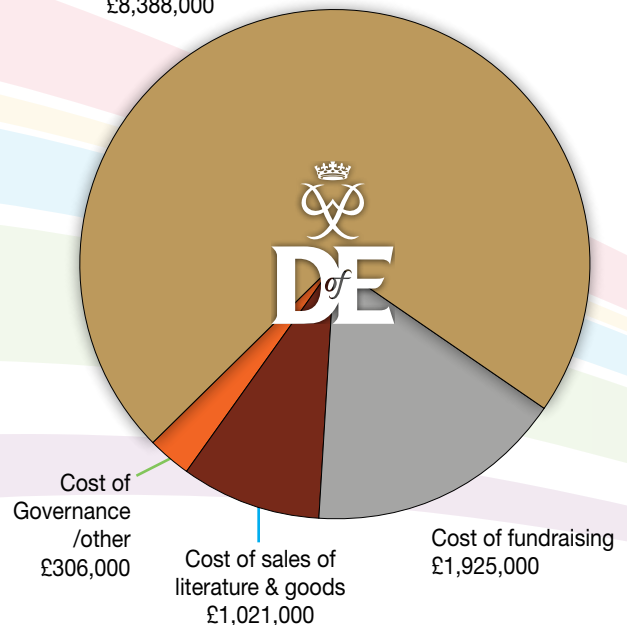
Where our money comes from

Sales of operational materials
£4,586,000



Where our money goes

Cost of supporting programmes
£8,388,000



Trustees' commitment

The Trustees confirm that these financial statements have been produced in accordance with relevant legislation and the Royal Charter. Each Trustee confirms that:

- a) Insofar as the Trustee is aware, there is no relevant audit information of which the Charity's auditors are unaware.
- b) The Trustee has taken all steps that he/she ought to have taken as a Trustee in order to make himself/herself aware of

any relevant audit information and to establish that the Charity's auditors are aware of that information.

- c) The Trustee acts in accordance with the Trustee Responsibilities set out on pages 44/45.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



Thank you...

We are grateful to the DofE's many benefactors: the local authorities, schools, other Licensed Organisations and the many thousands of volunteer helpers; our funding partners who support individually or through their businesses or trusts and foundation, DofE Development Group, DofE volunteer committees and other generous donors.

They have continued to be wonderfully generous in supporting our efforts to develop the DofE and help young people.

The Trustees would particularly like to thank all the staff for their continuing hard work, loyalty and support during the year.

Malcolm Offord

15 September 2015

Trustee

Registered Office:

Gulliver House, Madeira Walk,
WINDSOR, Berkshire SL4 1EU



Independent auditors' report to the Trustees of The Duke of Edinburgh's Award

Report on the financial statements

Our opinion

In our opinion the financial statements, defined below:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 March 2015 and of the group's incoming resources and application of resources and the group's cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and regulation 15 of The Charities (Accounts and Reports) Regulations 2008.

This opinion is to be read in the context of what we say in the remainder of this report.

What we have audited

The group financial statements and the parent financial statements ("the financial statements"), which are prepared by The Duke of Edinburgh's Award comprise:

- the group and parent charity balance sheet as at 31 March 2015;
- the group and parent charity statement of financial activities for the year then ended;
- the group and parent charity cash flow statement for the year then ended;
- the notes to the financial statements, which include a summary of significant accounting policies and other explanatory information.

The financial reporting framework that has been applied in their preparation

is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

What an audit of financial statements involves

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) ('ISAs (UK & Ireland)'). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the group's and the parent charity's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the trustees; and
- the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the *Annual Report* and the financial statements, contained within the *Annual Review* (the '*Annual Review*') to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Independent auditors' report to the members of The Duke of Edinburgh's Award

Other matters on which we are required to report by exception

Sufficiency of accounting records and information and explanations received

Under the Charities Accounts (Scotland) Regulations 2006 (as amended) and Charities Act 2011 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- sufficient accounting records have not been kept by the parent charity; or
- the parent charity financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.

Other information in the Annual Review

Under the Charities Accounts (Scotland) Regulations 2006 (as amended) and Charities Act 2011 we are required to report to you if, in our opinion the information given in the Trustees' Annual Review is inconsistent in any material respect with the financial statements. We have no exceptions to report arising from this responsibility.

Responsibilities for the financial statements and the audit

Our responsibilities and those of the trustees As explained more fully in the Trustees' Responsibilities Statement set out on page 44, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and ISAs (UK & Ireland). Those standards require

us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinions, has been prepared for and only for the charity's trustees as a body in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under section 144 of the Charities Act 2011 and regulations made under those Acts (regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and Regulation 30 of The Charities (Accounts and Reports) Regulations 2008) and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers LLP
Chartered Accountants and Statutory
Auditors
London
15 September 2015

PricewaterhouseCoopers LLP is eligible to act, and has been appointed, as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and section 144(2) of the Charities Act 2011.

- (a) The maintenance and integrity of The Duke of Edinburgh's Award website is the responsibility of the Trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.
- (b) Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statutory accounts

Consolidated statement of financial activities for the year ended 31 March 2015

	Note	Unrestricted Funds 2015 £000	Restricted Funds 2015 £000	Total Funds 2015 £000	Total Funds 2014 £000
Incoming resources from Generated Funds					
Voluntary income	2	3,110	673	3,783	3,796
Activities for generating funds	3	7,322	9	7,331	6,459
Investment income	4	23	-	23	9
Incoming resources from charitable activities	5	363	23	386	451
Total incoming resources		10,818	705	11,523	10,715
Resources expended					
Costs of generating funds		(2,947)	-	(2,947)	(2,438)
Charitable activities		(7,590)	(798)	(8,388)	(7,620)
Governance costs		(305)	-	(305)	(276)
Exceptional item: pension provision	7	129	-	129	(2,367)
Total resources expended	6	(10,713)	(798)	(11,511)	(12,701)
Net incoming/(outgoing) resources before other recognised gains and losses		105	(93)	12	(1,986)
Gains on revaluation of fixed assets for Charity's own use		805	-	805	-
Gains on investment	9	739	-	739	186
Net movement in funds		1,649	(93)	1,556	(1,800)
Fund balances at 1 April 2014		12,955	782	13,737	15,537
Fund balances at 31 March 2015		14,604	689	15,293	13,737

All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above; therefore, a separate statement of recognised gains and losses has not been prepared. There is no difference between the net incoming/(outgoing) resources for the years stated above and the historical cost equivalent. As permitted by the Charity SORP, a separate SOFA, dealing with the results of the parent Charity only, has not been presented. The unconsolidated Charity net surplus for the year was £1.6 million (2014: deficit of £1.8 million). Details of the subsidiary company's profit and loss accounts for the year are summarised in note 16.

In 2014, the pension provision exceptional item related to the debt on withdrawal from The Pension Trust Pension scheme.

Statutory accounts

Balance Sheets at 31 March 2015

	Note	Group 2015 £000	Group 2014 £000	Charity 2015 £000	Charity 2014 £000
Tangible assets	8	4,605	3,887	4,595	3,882
Investments	9	9,056	10,562	9,056	10,562
Total fixed assets		13,661	14,449	13,651	14,444
Current Assets					
Stock		149	131	-	-
Debtors	10	1,132	1,312	1,386	1,880
Cash at bank and in hand	17	1,844	1,449	1,224	697
Total current assets		3,125	2,892	2,610	2,577
Creditors – amounts falling due within one year	11a	(1,493)	(1,237)	(1,056)	(1,005)
Provisions for liabilities and charges					
Exceptional Item - Pension Provision	7/11b	-	(2,367)	-	(2,367)
Net Current Assets/(Liabilities)		1,632	(712)	1,554	(795)
Total Assets less Current Liabilities		15,293	13,737	15,205	13,649
The funds of the Charity:					
Unrestricted general fund		8,336	7,213	8,336	7,213
Revaluation reserve		1,789	873	1,789	873
Unrestricted designated fund		4,391	4,781	4,391	4,781
Non charitable trading funds		88	88	-	-
Total Unrestricted Income Funds		14,604	12,955	14,516	12,867
Restricted Income Funds		689	782	689	782
Total Funds	13	15,293	13,737	15,205	13,649

The financial statements set out on pages 22-40 were approved by the Trustees on 15 September 2015 and signed on their behalf by:

Malcolm Offord
Trustee
15 September 2015

Statutory accounts

Consolidated cash flow statement for the year ended 31 March 2015

	Note	Group 2015 £000	Group 2014 £000
Net Cash Flow from operating activities			
Net cash flow from operating activities	17	(1,637)	316
Returns on investments			
Investment income	4	23	9
Capital expenditure and financial investments:			
Purchase of tangible fixed assets	8	(236)	(1,979)
Purchase of investments	9	(300)	-
Proceeds on disposal of listed investments	9	2,545	1,500
Disposal proceeds – Capital Repayment	9	-	59
		2,009	(420)
Net Increase/(Decrease) in cash	17	395	(95)



Notes to the Financial Statements for the year ended 31 March 2015

1: Accounting Policies for the year ended 31 March 2015

a: Basis of preparation of financial statements

The annual report and financial statements have been prepared on a going concern basis, in compliance with the Charities Act 2011, the Accounting and Reporting by Charities: Statement of Recommended Practice (revised 2005) (SORP), with applicable accounting standards in the United Kingdom, the Charities Accounts (Scotland) Regulations 2006, Charities and Trustee Investment (Scotland) Act 2005 and other relevant legislation. Accounting policies have been applied consistently other than where new policies have been adopted.

The statement of financial activities (SOFA) and the balance sheet consolidate the financial statements of the Royal Charter Corporation and its subsidiary undertaking, The Award Scheme Limited (ASL). The results of the subsidiary are consolidated on a line-by-line basis. Uniform accounting policies are applied across the group and all relevant intra-group transactions have been eliminated. The financial statements have been prepared using the historical cost convention, as modified by the revaluation of investments.

b: Fund accounting

Funds held by the Charity are either:

- Unrestricted general funds – These are funds which can be used in accordance with the charitable objectives at the discretion of the Trustees.
- Unrestricted designated funds – These are funds set aside at the discretion of the Trustees for specific purposes.
- Restricted funds – These are funds that can only be used for particular restricted purposes within the objectives of the Charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted purpose.

c: Incoming resources

Income, including donations under deed of covenant or gift aid and income from investments, is recognised when the Charity is legally entitled to it. All other income is accounted for when received or when it is assured with reasonable certainty by the Balance Sheet date.

Voluntary income includes donations, gifts, legacies and grants receivable. The specific bases used for recognition of such income are as follows:

- Donation income, assets and legacies are recognised where there is entitlement, certainty of receipt and measurability.
- Donated facilities and services are included at the value to the Charity where there this can be quantified and a third party is bearing the cost. An equivalent expenditure amount is included in the financial statements at the same time as the income is recognised. No amounts are included in the financial statements for services donated by volunteers.
- Grants are recognised when the entitlement to the grant is established and confirmed by both parties.

Income generated through activities for generating funds includes licence fee income, sales of goods and literature, delegate fees and income from fundraising events. Trading and merchandising income is accounted for when earned. Fundraising income is shown gross of any associated expenditure. Income received in advance of an event is deferred to when entitlement to that income has arisen, at which time it is credited to the SOFA.

Investment income is accounted for on an as received basis.

Statutory accounts

d: Resources expended

Expenditure is recognised when it is incurred and is reported gross of related income on the following basis:

- Cost of generating funds comprises the costs associated with attracting voluntary income and the costs of other income generation, e.g. the costs associated with the investment portfolio.
- Charitable expenditure, including expenditure associated with long-term contracts, comprises direct expenditure including direct staff costs attributable to its activities. Where costs cannot be directly attributed, they have been allocated to activities on a basis consistent with the use of those resources, largely staff time spent. General management costs, excluding costs associated with governance, have been allocated in the same way.
- Governance costs include those incurred in the governance of the Charity's assets and are associated with constitutional and statutory requirements.

e: Tangible fixed assets and depreciation

Freehold and leasehold properties are capitalised at the lower of cost and market value. PCs, laptops and networks are capitalised on initial purchase. Replacement systems are capitalised; replacement parts are expensed. Other tangible fixed assets, including incidental expenses of acquisition are capitalised.

Consumable items are expensed in the year of purchase.

Donated assets are included in incoming resources and fixed assets at an estimate of their value to the Charity at the date of receipt.

Depreciation of those assets is charged in accordance with the policies shown below.

Other than freehold land which is not depreciated, depreciation of fixed assets is charged on a straight line basis on cost or valuation as follows:

- Freehold buildings: *2% per annum*
- Long and short leasehold property: *Straight-line basis over the remaining length of the lease*
- Fixtures and fittings: *10% per annum*
- Furniture and office equipment: *25% per annum*
- Computer hardware, software and equipment: *33% per annum/or economic life of asset whichever is shorter*
- Motor vehicle: *25% per annum*

Should the market value of freehold and leasehold buildings fall below the net book value then an assessment, based on appropriate professional advice, will be made as to whether a permanent diminution of value has taken place.

f: Listed investments

Except as stated, listed investments are held at market value at the balance sheet date and the SOFA includes the realised and unrealised investment gains/losses for the year. Realised gains and losses on investments, calculated as the difference between the sales proceeds and the market value at the start of the year, or subsequent cost, are credited or charged to the SOFA in the year of gain or loss. Unrealised gains and losses representing the movement in market values during the year are credited or charged to the SOFA in the year of gain or loss.

g: Investments in subsidiary companies

The DofE's shareholding in its subsidiary company, ASL, is held at the cost of the investment (£2).

h: Stocks

A stock of training information, publicity material and products for resale is held by ASL. This stock is maintained on the FIFO basis and is valued at the lower of cost and net realisable value.

i: Pension costs

From 1 April 2014 the Charity contributed to a defined contribution scheme administered by Scottish Widows.

Statutory accounts

j: Operating leases

Rental paid under operating leases is charged to the SOFA on a straight line basis over the life of the lease.

k: VAT

Income and expenditure is recorded net of VAT to the extent that it is recoverable.

2: Voluntary income

a: Voluntary Income	Note	Unrestricted	Restricted	Total	Total
		Funds	Funds	Funds	Funds
		2015	2015	2015	2014
		£000	£000	£000	£000
Donations		2,840	402	3,242	2,945
Donations in kind	2b	244	3	247	595
Grants	2c	26	268	294	256
		3,110	673	3,783	3,796

b: Donations in kind

Note

2015	2014
£000	£000

The material donations in kind received during the year are estimated to be valued as follows:

• Fundraising direct costs	192	160
• Office refurbishment costs	-	310
• Accommodation	7	8
• Investment management fee	-	-
• eDofE development	-	69
• Other	48	48
	247	595

2a

Statutory accounts

	2015 £000	2014 £000
These have been included in the SOFA resources as follows:		
• Cost of generating funds:		
- Fundraising direct costs	192	165
• Resources expended on charitable activities:		
- Supporting Licensed Organisations	11	3
- Supporting volunteers	6	10
- Supporting panels	-	1
- Extending the reach of the DofE	-	-
- Participant support	38	32
- Developing the infrastructure	-	70
• Donations capitalised		
- Office refurbishment	-	314
	247	595

c: Grant income	Note	2015 £000	2014 £000
Supporting Licensed Organisations		14	23
Supporting volunteers		15	4
Supporting panels		-	-
Extending the reach of the DofE		247	208
Participant support		15	21
Developing the infrastructure		3	-
	2a	294	256

Grant income is received from various bodies including government departments. This income is used to fund activities undertaken by the DofE in the United Kingdom.



Statutory accounts

3: Activities for generating funds

	Unrestricted Funds 2015 £000	Restricted Funds 2015 £000	Total Funds 2015 £000	Total Funds 2014 £000
Licence income	1,774	-	1,774	1,411
Sales of literature and other goods	4,586	-	4,586	4,422
Fundraising events	802	-	802	518
Administrative support	160	9	169	108
	7,322	9	7,331	6,459

4: Investment income

	Note	2015 £000	2014 £000
Investment income			
Investment income arises from:			
• UK property unit trust – BlackRock/MLFM Property		16	9
• Rental income from freehold property	15	7	-
		23	9

The Duke of Edinburgh's Award rents part of the ground floor of Swan House, Windsor (our freehold property) to Round Square. This lease was entered into on 25 July 2014, for the term 1 November 2014 to 31 October 2020, at an annual rental amount of £16,300 (excluding VAT). This asset is held for the Charity's own use.

5: Incoming resources from charitable activities

	Unrestricted Funds 2015 £000	Restricted Funds 2015 £000	Total Funds 2015 £000	Total Funds 2014 £000
Supporting Licensed Organisations	55	-	55	114
Supporting volunteers	158	2	160	125
Supporting panels	148	-	148	160
Extending the reach of the DofE	-	7	7	41
Participant support	2	14	16	11
	363	23	386	451

Statutory accounts

6: Cost of generating funds and resources expended

a:	Note	Directly Charged costs £000	Staff costs £000	Allocated overhead £000	Total 2015 £000	Total 2014 £000
Cost of generating funds						
		773	975	177	1,925	1,394
		696	325	-	1,021	1,044
		1	-	-	1	-
		1,470	1,300	177	2,947	2,438
Resources expended on charitable activities						
		513	2,173	395	3,081	2,634
		318	811	147	1,276	1,316
		262	460	83	805	673
		517	1,180	214	1,911	1,523
		850	394	71	1,315	1,474
		2,460	5,018	910	8,388	7,620
		240	65	-	305	276
		Exceptional Item				
	7	(129)	-	-	(129)	2,367
		Total resources expended	4,041	6,383	1,087	11,511
					11,511	12,701

Staff costs include those charged directly to a channel and some allocated centrally on the basis of staff time. Overhead costs not directly charged to a channel are allocated using the same staff time proportions.

b: Net income before investment gains is stated after charging:	2015 £000	2014 £000
Depreciation	323	158
Operating Leases	733	649
Auditors' remuneration – audit services	46	45
Auditors' remuneration – VAT and tax advice	35	16
Auditors' remuneration – grant audit services	8	7
Pension review	24	38

All the above costs (excluding depreciation) include disallowable VAT

Statutory accounts

c: Staff costs

	2015 £000	2014 £000
Wages and salaries	5,130	4,572
Social security costs	535	478
Pension costs	384	415
Other staff costs	334	271
	6,383	5,736

d: Staff numbers

	2015 Numbers	2014 Numbers
Generating funds	25	20
Charitable activities	133	117
Governance	2	2
	160	139

e: Staff whose emoluments (excluding pension contributions) were in excess of £60,000

	2015 Numbers	2014 Numbers
£60,001-£70,000	4	-
£70,001-£80,000	3	3
£80,001-£90,000	1	-
£90,001-£100,000	-	1
£140,001-£150,000	1	1
	9	5

	2015 £000	2014 £000
Pension contributions in respect of the above members of staff	86	73

7: Exceptional Item - pension provision

Notice was given to The Pensions Trust that the Charity would withdraw from the pension programme effective 31 March 2014. The resulting liability of £2,206,332 was settled on 11 November 2014.

The final net cost of withdrawal from The Pensions Trust was £129,000 less than the provision so this was released back to the SOFA in the financial year ending 31 March 2015.

Statutory accounts

8: Tangible assets – group

	Freehold Land & Building £000	Long leasehold property £000	Short leasehold property £000	Fixtures, fittings & equipment £000	Computer equipment £000	Total £000
Cost at 1 April 2014	800	2,721	65	1,034	554	5,174
Additions	-	-	-	172	64	236
Revaluations	-	805	-	-	-	805
Cost at 31 March 2015	800	3,526	65	1,206	618	6,215
Depreciation at 1 April 2014	-	(909)	(50)	(126)	(202)	(1,287)
Charge for the year	(16)	(17)	(3)	(169)	(118)	(323)
Depreciation at 31 March 2015	(16)	(926)	(53)	(295)	(320)	(1,610)
Net book value at 31 March 2015	784	2,600	12	911	298	4,605
Net book value at 31 March 2014	800	1,812	15	908	352	3,887

The freehold land and building is Swan House, Madeira Walk, Windsor which houses the Charity's South East Regional Office. The long leasehold property relates to the DoFE's Head Office in Windsor, Gulliver House.

Every three years a full valuation of Gulliver House is carried out in accordance with the Practice Statements contained in the RICS Appraisal and Valuation Standards (6th Edition) published by the Royal Institution of Chartered Surveyors by valuers who conform to the requirements thereof. The property was valued on this basis as at 31 March 2015 by Kempton Carr Croft, Property Consultants at £2.6 million; this represented an increase in value of £805,000.

Two assets with a combined value of £262,083, classified above as computer equipment, are for servers purchased during the year ending 31 March 2014 for the sole use of eDoFE. These are capitalised over 60 months as this is a more appropriate term than the 36 months policy for depreciation of computer equipment.

All tangible fixed assets of the parent Charity are held for charitable use. The net book value of assets held by the subsidiary company is £7,743 (2014: £5,000).



Statutory accounts

9: Investments – Group and parent Charity

Investment portfolio	2015 £000	2014 £000
Investment at 1 April	10,562	11,846
Additions at cost	300	-
Donation of shares	-	89
Disposals proceeds – Equities	(2,545)	(1,500)
Disposals proceeds – Capital Repayment	-	(59)
Net Investment gain	739	186
Investment at 31 March	9,056	10,562

Investment portfolio	2015 £000	2014 £000
Investment portfolio at 31 March comprises:		
• International property unit trusts - ML Real Euro Property	242	344
• Standard Life Global Absolute Return Fund	2,947	3,373
• Barings Dynamic Asset Allocation Fund	2,739	3,236
• Ruffer Absolute Return Fund	3,128	3,520
• CarpetRight Plc ordinary shares	-	89
Market Value of investment portfolio at 31 March	9,056	10,562
Historic cost of investment portfolio at 31 March	7,267	9,689

The Trustees believe that the carrying value of the investments is supported by their net assets.



Statutory accounts

10: Debtors

	Group 2015 £000	Group 2014 £000	Charity 2015 £000	Charity 2014 £000
Trade debtors	653	637	65	138
Other debtors	41	47	41	47
Amounts due from subsidiary	-	-	1,032	1,172
Amounts due from connected Charity	-	52	-	69
Prepayments	322	157	231	132
Accrued income	116	419	17	322
	1,132	1,312	1,386	1,880

11: Current liabilities and provisions

a: Creditors: Amounts falling due within one year

	Group 2015 £000	Group 2014 £000	Charity 2015 £000	Charity 2014 £000
Trade creditors	192	199	166	252
Other creditors	304	248	213	171
Amounts due to connected charity	-	17	-	-
Accruals	283	224	246	174
Deferred income	714	549	431	408
	1,493	1,237	1,056	1,005

b: Provisions for liabilities and charges

	Group 2015 £000	Group 2014 £000	Charity 2015 £000	Charity 2014 £000
Exceptional item – pension provision	-	2,367	-	2,367
	0	2,367	-	2,367

c: Deferred income

	Group 2015 £000	Group 2014 £000	Charity 2015 £000	Charity 2014 £000
Balance at 1 April	549	368	408	227
Released to SOFA during the year	(549)	(368)	(408)	(227)
Deferred during the year	714	549	431	408
Balance at 31 March	714	549	431	408

12: Taxation

The tax charge for ordinary activities is £nil (2014: £nil). The Charity is a registered Charity, and as such is entitled to certain tax exemptions on income and profits from investments, and surpluses on any trading activities carried on in the furtherance of the Charity's primary objectives, if these profits and surpluses are applied solely for charitable purposes.

Statutory accounts

13: Funds

a: Movements in Reserves - Group

	Unrestricted 2015 £000	Restricted 2015 £000	Total funds 2015 £000
Balance at 1 April 2014 - Group	12,955	782	13,737
Net outgoing resources	105	(93)	12
Gains on revaluation of fixed assets for Charity's own use	805	-	805
Gains on investments	739	-	739

Balance at 31 March 2015 - Group

14,604 **689** **15,293**

Represented by:

Balance at 31 March 2015 – Charity	14,516	689	15,205
Non charitable trading funds	88	-	88

14,604 **689** **15,293**

b: Movements in Reserves – Charity

	Unrestricted 2015 £000	Restricted 2015 £000	Total funds 2015 £000
Balance at 1 April 2014 – Charity	12,867	782	13,649
Net incoming resources	105	(93)	12
Gains on revaluation of fixed assets for Charity's own use	805	-	805
Gains on investments	739	-	739

Balance at 31 March 2015 – Charity

14,516 **689** **15,205**

c: Net Assets - Group

	Unrestricted 2015 £000	Restricted 2015 £000	Total funds 2015 £000
Tangible assets	4,605	-	4,605
Investment portfolio	9,056	-	9,056
Current assets	2,436	689	3,125
Current liabilities and provisions	(1,493)	-	(1,493)

Net assets at 31 March 2015

14,604 **689** **15,293**

Statutory accounts

d: Net Assets - Charity

	Unrestricted 2015 £000	Restricted 2015 £000	Total funds 2015 £000
Tangible assets	4,595	-	4,595
Investment portfolio	9,056	-	9,056
Current assets	1,921	689	2,610
Current liabilities and provisions	(1,056)	-	(1,056)
Net assets at 31 March 2015	14,516	689	15,205

e: Designated Funds

The Charity sets aside unrestricted funds to provide funding for particular purposes and projects. These funds are therefore not readily available for other purposes. During the year the DofE utilised designated funds to cover the expected payment required to fund the Charity's debt on withdrawal from The Pensions Trust pension programme (Note 7); to fund the development of the IT systems supporting DofE programmes (eDofE) and to support the delivery of DofE programmes.

As at 31 March 2015 funds had been set aside to

- Reflect the Charity's property fixed assets
- Support strategic change programmes and provide direct support to individuals and groups that otherwise would not be able to access DofE programmes.
- Fund operational initiative

Designated funds

	1st April 2014 £000	Incoming resources £000	Outgoing resources £000	31st March 2015 £000
Tangible fixed assets	2,077	805	(75)	2,807
Change Programme and Direct Support Funds	868	-	(31)	837
Development and other funds	1,248	9	(510)	747
Pension funding	588	(717)	129	-
	4,781	97	(487)	4,391



Statutory accounts

f: Restricted Funds

Income received from donors and grantors which have restrictions placed on them are held as restricted funds. Such restrictions are primarily limitations to where the funds may be used or directions to the type of activity that may be supported by the funds.

Restricted Funds	1st April 2014 £000	Incoming resources £000	Outgoing resources £000	31st March 2015 £000
Supporting Licensed Organisations	26	16	(20)	22
Supporting volunteers	34	52	(41)	45
Extending the reach of the DofE	633	586	(699)	520
Participant support	89	48	(38)	99
Developing infrastructure	-	3	-	3
	782	705	(798)	689

As at 31 March 2015 there was one fund with a deficit balance of £2,633. This is the result of a payment received from the funder being made in arrears.

14: Connected Charity

In the opinion of the Trustees it is not appropriate to aggregate the financial statements of the DofE and The Duke of Edinburgh's International Award Foundation (IAF) as the activities of the two charities are quite separate. The IAF encourages the establishment and administration of Award programmes worldwide, whilst the DofE administers in the UK one of such programmes. As such separate financial statements have been prepared for the IAF, and copies are available from The Secretary General, Award House, 7/11 St Matthew Street, London SW1P 2JT.

After the year ending 31 March 2014, the DofE no longer provided any support services to IAF. As such we no longer consider them a connected Charity for financial reporting purposes.

The DofE's subsidiary company, The Award Scheme Ltd (ASL) distributed a stock of international branded products on behalf of the IAF. A donation was made to the IAF by ASL in the year to 31 March 2015 of £3,306 (2014: £17,000) reflecting the benefit accrued from the distribution activities of that company.

Balances with International	2015 £000	2014 £000
Debtors:		
The Charity (no longer connected)	-	64
	-	64
Creditor:		
The Award Scheme Limited (no longer connected)	-	(17)
	-	(17)

15: Related party transactions

- Three Trustees, or companies connected with Trustees, made donations or paid to attend DofE fundraising events, which in aggregate totalled £165,146 (2014: Two Trustees - £70,492).
- Trustees do not receive any remuneration for their service as Trustees and no monetary value is included in these financial statements for time spent by Trustees in the affairs of the DofE. Out of pocket expenses incurred by Trustees while carrying out their duties are reimbursed by the DofE when claimed. One Trustee claimed expenses amounting to £492 (2014: Two Trustees - £2,281).

Statutory accounts

- The Trustees have reviewed the related party connections of themselves, their close families and other connected persons and report that no disclosable transactions with the DofE other than those described above arose during the period from these connections.
- Four members of the UK Executive Team have declared interests in the following organisations with whom the DofE had financial transactions during the year:
 - The Director of the DofE in Wales is also a Director of Mountain Training Trust which provided expedition assessment services (2015: 15,875, 2014: £12,603).
 - The Director of the DofE in Scotland also holds or held Directorships with Scottish Youth Hostels Association and Youthlink Scotland (until November 2014). Scottish Youth Hostels Association (2015: £1,585, 2014: £648) and Youthlink Scotland (2015: £15,213, 2014: £40,584) have commercial and grant making relationships with the DofE. In no instance has the Scotland Director had any involvement in the financial transactions with these organisations.
 - The Director of the DofE in London has become a Trustee of Partnership for Young London. The DofE pay an annual membership to the Partnership of Young London (2015: £840, 2014: nil).
 - The DofE rent office space in our freehold property to a Charity, Round Square, managed by the wife of the CEO of the DofE (2015: £13,040, 2014: nil). The annual rent for this space is £16,300 per annum (plus VAT).

16: Subsidiary undertaking

The DofE has one wholly owned trading subsidiary, The Award Scheme Limited (ASL), which is registered in England. ASL produces and sells a variety of publications and transfers any taxable profit by gift aid to the Charity. A summary of the results of ASL and of its balance sheets is shown below. Full financial statements will be filed with the Registrar of Companies where appropriate.

Technical guidance was issued by the ICAEW in October 2014 requiring that, where a wholly owned trading subsidiary gift aids its profits to its parent charity, the payments are treated as distributions in the same way as dividends. The Award Scheme Limited has previously entered into a deed of covenant to transfer profits to its parent, The Duke of Edinburgh's Award. As such, The Award Scheme Limited has an obligation to make this distribution at 31 March 2015 and has recognised this obligation within its financial statements and correctly recognised this as an expense.

	The Award Scheme Ltd	
	2015	2014
	£000	£000
Profits & Loss Accounts		
Turnover	6,380	5,851
Cost of Sales	(503)	(546)
Distribution Costs	(66)	(66)
Administrative Expenses	(19)	(20)
Other Operating Costs	(429)	(392)
Profit on ordinary activities before gift aid	5,363	4,827
Profit gifted to The Duke of Edinburgh's Award and International Award Foundation	(5,363)	(4,827)
Retained Profit	-	-
Summarised Balance Sheet	2015	2014
	£000	£000
Fixed Assets	8	5
Current Assets	1,550	1,556
Current Liabilities	(1,470)	(1,473)
Net Assets	88	88
Called up and paid share capital		
Revenue Reserve	(88)	(88)
Shareholders Funds	(88)	(88)

Statutory accounts

17: Notes to the consolidated cash flow statement for the year ended 31 March 2015

	2015 £000	2014 £000
Reconciliation of SOFA to net cash inflow		
Total net incoming/(outgoing) resources	12	(1,986)
Adjustments:		
• Investment income	(23)	(9)
• Depreciation and amortisation charge	323	158
Changes in working capital:		
• (Increase) in stocks	(18)	(25)
• Decrease/(increase) in debtors	180	(419)
• Decrease/(increase) in creditors	(2,111)	2,686
• Donation of shares	-	(89)
Net cash inflow from operating activities	(1,637)	316
Reconciliation to net cash during the year		
Balance at 1 April	1,449	1,544
Decrease in cash at bank and in hand	395	(95)
Balance at 31 March	1,844	1,449
Analysis of cash balances shown in the balance sheet		
	2015 £000	2014 £000
Cash at bank and in hand	1,844	1,449



Statutory accounts

18: Leases

DofE Group annual commitments under operating leases to pay rentals during the year following the year of these financial statements.

	2015	2014
	£000	£000
Land and buildings		
• Expiring within 1 year	-	27
• Expiring during years 2 to 5	20	45
• Expiring thereafter	192	216
Other assets		
• Expiring within 1 year	40	52
• Expiring during years 2 to 5	379	335
	631	675
Total rentals under operating leases charged as expense in the SOFA	733	649

19: Capital commitments

The DofE Group had no outstanding capital commitments as at 31 March 2015 (2014: £Nil).

20: Pension schemes

On 1 April 2014 the Charity introduced a new defined contribution pension scheme for its employees, managed by Scottish Widows.

Our policy is to pay the pension liability one month in arrears, collected by direct debit by our pension provider Scottish Widows. The amount outstanding at 31 March 2015 was £61,337 and was paid on 7 April 2015.

21: Status of Corporation and Members

The DofE is a Royal Charter Corporation.

The members of the Corporation are the Trustees named on page 49. They have no entitlement to a distribution on dissolution of the Corporation.







“Doing my DofE taught me how to apply myself. I learnt how to push myself in a very practical way. It shows there's more to life than academic success and I'm sure that's a big reason employers and universities value the DofE as it demonstrates you're going to turn up and muck in.”

Holly Walsh

Comedian and Gold Award holder

*The Royal Charter was granted on 14 December 2005 and came into effect on 1 April 2006.

Structure, governance and management

Reference and administration details

The Patron, the Trustees and senior executives are listed on pages 49-50 together with advisors to the Charity and details of the Charity numbers and the registered office.

Structure of the Charity

The Duke of Edinburgh's Award was established in 1956 under a deed of trust and registered as a Charity. In 1998 it transferred its assets and business to a company limited by guarantee, registered as a Charity. In 2006* The Duke of Edinburgh's Award was granted a Royal Charter and in October 2007 the Royal Charter Corporation took over the assets and undertakings of the company limited by guarantee with the latter being wound up in 2008.

The DofE has a subsidiary company, Award Scheme Ltd (ASL).

The DofE has a network of Regional/Country Chairs and Ambassador Networks that support the DofE in Northern Ireland, Scotland, and Wales and in each of the five English Regions.

The Expedition section of the DofE is monitored by an Advisory Panel of experts.

The International Foundation

The Award programme continues to develop internationally under The Duke of Edinburgh's International Award Foundation which was established in 1986 with specific responsibility for facilitating the development of the Award internationally. It operates through licensing agreements with National Award Operators and Independent Award Centres in over 140 countries and territories.

The UK Award is one of these and to the great benefit of many of its participants, works in close association with the International Award Foundation. The Trustees see this relationship as important and continue with the help of donors and the efforts of the Joint Funding Board to support the International Award Foundation's work. The UK Award has a Trustee who is a Trustee of both the UK Award and the International Award Foundation, as is provided in the International Award Foundation's constitution.

Joint Advisory Committee

The Joint Advisory Committee, consisting of the President's Award in the Republic of Ireland and The Duke of Edinburgh's Award in Northern Ireland, exists to advise the Council of The President's Award and the Trustees of The Duke of Edinburgh's Award on matters relevant to the operation of the DofE both in Ireland and Northern Ireland and for establishing ways of building upon existing co-operation.

Joint Funding Board

An advisory committee with representation from The Duke of Edinburgh's Award and The Duke of Edinburgh's International Award Foundation operates to ensure that fundraising initiatives organised by the two organisations do not compete with each other.

Governance

The DofE is a registered Charity whose board of Trustees takes all decisions collectively. All Trustees are equal in the duties and responsibilities that they owe to stakeholders, and accordingly they work together as one body within which the Chairman takes the lead.



A group of **Calderdale College** DofE participants helped create a forest school in the woodland area at Midgley School. Bronze participant Emily Greenhalgh said: "I want to see the project through to the end, so I can see how far we've come. I'd like to continue my DofE through to Gold."

Appendices

The Trustees are responsible for determining all important matters of policy. They meet formally four times each year and whenever necessary to carry out their responsibilities. They review strategy and performance annually and approve budgets and operating plans in line with strategy. In addition to the main board meetings, governance of the DofE is exercised through a number of committees which hold responsibility for specific areas of governance activity as follows:

- The **Audit and Investment Committee** manages the Charity's relationship with the external auditor, determines the integrity of the financial statements, and reviews the business risk management framework including compliance and internal controls. The committee also manages the Charity's external relationship with its investment managers, reviews investment strategy and monitors the performance of the investment portfolio.
- The **Nomination Committee** makes recommendations to the board for senior appointments, including new Trustees, after considering a wide variety of possible candidates. It meets when circumstances require.
- The **Remuneration Committee** sets the Chief Executive's salary and approves his recommendation for staff salaries.
- The **Development Group** supports the DofE Fundraising team in the development of donor contacts and the raising of voluntary income.

Membership of these bodies is set out on page 49.

The corporate governance of the DofE is monitored against guidelines for best practice as set by the Charities Commission in their framework for sound governance

Newcastle School for Boys' head boy became the school's first student to achieve a Gold DofE Award and has helped to bring a smile to the faces of his elderly neighbours in the process. Adam spent 12 months volunteering at Abbeyfield The Grove, a care home which neighbours the school, giving up his time to talk with, and listen to, its elderly residents.

and accountability (Hallmarks of an Effective Charity) and it is the Trustees' practice to develop the DofE's corporate governance procedures whenever appropriate.

There are a maximum of 12 Trustees. With two exceptions, Trustees serve for a period of five years, and are eligible for re-appointment for further periods subject to a maximum of ten consecutive years. The Earl of Wessex has no limit to his term, subject to confirmation by the Trustees of his position every five years. The Chairman can serve for a period of up to ten years, regardless of prior service as a Trustee.

The Trustees are all non-executive, have no financial interest in the Charity, remuneration or other benefits and give freely of their time and, in many cases, financial support. Trustee independence is not considered to be an issue.

Induction and training of Trustees

Through the Nomination Committee, Trustees identify candidates to be future Trustees. The Trustees as a body are responsible for their appointment. The induction and familiarisation process of new Trustees may start years before their appointment, depending on their background and experience of the DofE or of the context in which the DofE operates.



“ Achieving a Gold DofE Award shows you have the stamina and desire to stand out from the crowd, to be an individual. Whatever career you go into, a DofE Award will be an asset, it'll make people remember you, which is crucial to getting your foot in the door.”

Naga Munchetty,
BBC Newsreader



Appendices



“ *The DofE is a life changing experience and you don't know how much it will improve you personally until you complete it.* ”

Ryan

Gold Award holder,
Amey apprentice

The induction process when a new Trustee is appointed contains certain common elements, including information about the DofE and about the responsibilities of Trustees, but the extent of development and familiarisation is necessarily flexible. Further induction and training are provided for Trustees during their term of office as necessary.

Trustee responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

The law applicable to charities in England and Wales and Scotland requires the trustees to prepare financial statements for each financial year. Under that law the trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under that law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the Charity and the group and of the incoming resources and application of resources of

the Charity (and the group) for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and the group and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the



Appendices



The **Guisborough Open Gold group** decided to commemorate the centenary of the First World War as their expedition aim. They looked at gravestones, plaques and memorials at each church or memorial site and cenotaph on their route and looked for links between sites. They took photographs and documented the journey and, out of respect, laid a cross at each site.

provisions of the Charity's constitution . They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Management

The Trustees review strategy and performance annually and approve budgets and operating plans in line with strategy. Authority to implement the strategies and policies on behalf of the Trustees and to conduct the day-to-day operations of the DofE is delegated to the Chief Executive.

The Chief Executive is accountable to the Trustees for the efficient running of the DofE with the help of the Directors of Finance, Fundraising, UK Services, IT, Commercial and the Regional and Country Directors.

As well as implementing the Trustees' approved strategy for the DofE, and

ensuring the operational efficiency of programmes, the Chief Executive and his management team are responsible for promoting the benefits of DofE programmes to the widest possible audience, raising the funds necessary to support the programmes, administering the DofE's finances, and making the Trustees aware of the need for any changes to DofE programmes and delivery arrangements.

In order to ensure consistency of approach by those to whom DofE programmes are licensed, to promote and develop DofE programmes in new organisations and different groups of young people, and to maintain and enhance the quality of delivery of DofE programmes, there is a Country Director in each of Northern Ireland, Scotland and Wales and a Regional Director in each of five English Regions. They report to the Chief Executive and are available to guide and advise all those responsible for the operation of DofE programmes within their area.

At the end of the financial year the DofE had 152 employees. Those to whom the DofE is licensed and who deliver programmes to young people work closely with DofE staff but they employ their own staff for the purpose. In the delivery of DofE programmes to young people, around 50,000 volunteers are engaged in various capacities by those to whom the DofE is licensed.



“ I truly believe that my DofE Awards helped me gain a place at college and secure my job, where I prepare food in a local restaurant. Both my tutor and boss were impressed when they saw the DofE on my applications, with my boss only asking me about my Awards during my interview. The DofE is so well respected and talking about your experience makes you more memorable to your interviewer.”
Emmaline
Gold Award holder



DofE participants from Whitchurch High School, Cardiff, made two urgent detours on their expedition to rescue adults in distress. The young heroes administered first aid and called the emergency services in two incidents three hours apart, giving precise map references to ensure they could be found.

The DofE carries out quality assurance procedures on the delivery of DofE programmes but is not responsible for the licensees' employees or for their volunteers.

Risk management

The Trustees review the major strategic, business and operational risks to which the Charity is exposed and confirm that systems have been established, in addition to the existing internal control procedures, to manage those risks.

A risk register is maintained identifying the key risks of the Charity. These are prioritised based upon potential impact and probability of occurrence. Actions to address key risks are identified together with assigned accountability and timetables for implementation. In addition, periodic reviews are carried out to ensure that the systems operated still meet the needs of the Charity.

The Trustees consider the key operational risks for the DofE to be its continuing ability to deliver through its network of general operators a worthwhile and enjoyable

experience to young people whilst retaining young people's enthusiasm for the DofE and what it stands for.

To ensure effective management of these risks, the DofE devotes considerable energy at all levels of its operation to maintaining and developing close relationships with local authorities, schools and clubs, volunteers and volunteer organisations, and directly with participants.

As well as its operational risks the DofE manages a number of key financial risks. The Trustees consider that the following summarises those financial risks and the DofE's management of those risks.

Donor income risk

Charitable donations, from business and individuals, represent a significant element of the DofE's income. In order to develop long lasting (and mutually beneficial) relationships with its donors the Charity's Fundraising Team maintain close contact with all donors, involving many with the work undertaken by the DofE and the benefits the DofE delivers to the lives of young people.



Appendices

Reference and administration details

The Patron, the Trustees and senior executives are listed on pages 49-50 together with advisors to the Charity. Details of the charity numbers and the registered office can be found on page 2.

Investment risk

The DofE holds investments, the values of which are inevitably subject to market movements. In order to manage risk of a sustained fall in the value of its investment portfolio the Investment Committee monitors the performance of the Charity's investments with advice from its investment managers and structures the investment portfolio for long term sustainability.

Cash flow risk

With the exception of major projects, the DofE seeks to balance its expenditure with income flows generated by voluntary, operational and commercial activities. The Charity seeks to ensure that funding for all major projects is either specifically identified or obtained in advance of costs being incurred.

Price risk

Prices of materials provided to Licensed Organisations and sold to volunteers, participants and Gold Award holders are set by management in line with market conditions. Prices of materials purchased and services provided are subject to contracts with suppliers, based on current market prices.

Employee involvement and employment of disabled people

The DofE continues to develop its employment policies to be consistent with best practice. In accordance with the DofE's equal opportunities policy, the DofE operates fair employment practices in the recruitment, selection, retention and training of disabled staff.

Employees are consulted on issues of concern to them by means of regular staff meetings and are kept informed on specific matters directly by management. The DofE carries out exit interviews for all staff leaving the organisation and has developed its appraisal process.

Social responsibility statement

The DofE is committed to ensuring that it is a socially responsible organisation. As part of this commitment the DofE seeks to integrate social and environmental concerns in its business strategy and operations. The DofE addresses its social responsibility in six key areas; employees, environment, stakeholders, resources, community and suppliers, as follows:

Workplace

The DofE aims to offer a workplace that encourages personal development, allows for free communication and provides a positive work/life balance. It supports volunteer work, both in the organisation and through charitable projects.



“The DofE provides young people with the skills which are held in high stead with Baker Tilly. We think it is important to recognise these attributes and allow them to be used in everyday life, including the workplace. We understand that young people with a DofE Award will have experiences and will have faced challenges which will set them up for their working life.”

David Gwilliam
Chief Operating Officer, Baker Tilly

Thomas' story

Inmates from HMP Kennet have been turning their lives around thanks to their involvement in the DofE.

‘Thomas’ said *“Doing my DofE made me realise that I can achieve things. I learned to work in a team and it built my confidence, which helped me get a full time job.”*

Deputy Governor Robert Durgan said *“The DofE can transform young people who have been labelled as difficult characters. After achieving their DofE Awards, they become more positive, confident individuals.”*



Appendices



“When we employ people we look on their CVs and having your DofE is a big thing – it means a lot. It will always help a young person in their future.”
Charley Boorman
TV presenter and travel writer

The DofE has clear and accessible employee policies relating to equal opportunities, maternity and paternity leave, lone working, grievances etc..

All employees are encouraged to act in a socially responsible manner and respect the environment in which they operate.

Environment

The DofE actively seeks ways to reduce the impact of its activities on the environment. It seeks to achieve this through policies to minimise the local impact of DofE activities whilst enabling the enjoyment of such spaces by DofE participants; to educate Leaders and participants about the environment; to promote the sustainable use of the outdoor environment and to encourage sustainable environmental policies within the workplace.

Stakeholders

The Charity's stakeholders are the young people who undertake a DofE programme, our donors, its volunteer network, its licensed operators, its staff and its Trustees.

To all of these groups the DofE aims to be an organisation that is open, responsive and aware of their particular interests and needs. To achieve this it encourages participation by way of consultation, provides feedback through regular publications, and ensures the Charity's website is kept up-to-date and is accessible to all.

Use of resources

The DofE receives money from many sources to help young people gain a positive

experience in working towards their Award. The DofE therefore aims to minimise support service expenditure and so maximise the resources available to extend access to DofE programmes to all areas of the community.

To this end, the management ensures that all staff are aware of the financial procedures and all monies are accurately accounted for.

Together with its investment management advisors the DofE aims to maximise the return on its resources whilst periodically considering the social, environmental and ethical implications of the portfolio.

Community

The DofE operates as a UK-wide Charity; however, structuring its operations on a regional basis ensures strong ties in local communities throughout the country.

All staff are encouraged to become involved with local DofE groups.

Suppliers

Where practicable the DofE purchase Fair Trade and recycled products. It constantly reviews its position to ensure that its key suppliers share its social responsibility philosophy.

Independent auditors

A resolution to re-appoint PricewaterhouseCoopers LLP as auditors to the corporation will be proposed at the November Board meeting.



Trustees

The Trustees of The Duke of Edinburgh's Award represent a wide range of backgrounds, experiences and skills and meet regularly to help steer the development of the Charity.

The Trustees review strategy and performance annually and approve budgets and operating plans in line with this strategy. Authority to implement the strategies and

policies on behalf of the Trustees and to conduct the day-to-day operations of the DofE is delegated to the Chief Executive.

The Chief Executive is accountable to the Trustees for the efficient running of the DofE, supported by the Directors of Finance, Fundraising, UK Services, Commercial and the Regional and Country Directors and their respective staff teams.



The Lord Kirkham cvo (Chair)



HRH The Earl of Wessex KG, GCVO, ADC



David Hempleman-Adams



Professor Howard Williamson CBE



Ruth Anderson



Malcolm Offord



Tanni, Baroness Grey-Thompson DBE



Patricia Tehan (appointed June 2015)



Andrew Smith (retired September 2014)

Committees of the Board:

Audit and Investment Committee

- Malcolm Offord
- Ruth Anderson

Nomination Committee

- The Lord Kirkham cvo
- HRH The Earl of Wessex KG, GCVO, ADC
- David Hempleman-Adams
- Howard Williamson CBE

Remuneration Committee

- The Lord Kirkham cvo
- Malcolm Offord

Development Group

- HRH The Earl of Wessex
- Ruth Anderson

Other Representative Bodies:

Joint Funding Board

- Ashok J Rabheru
- John May
- Peter Westgarth

UK Trustees on Women in Business Committee

- Ruth Anderson
- Patricia Tehan

UK Trustees on International Award Foundation Board

- HRH The Earl of Wessex KG, GCVO, ADC



Ashok J Rabheru Retired as a DofE Trustee, Ashok J Rabheru cvo DL chairs the committee co-ordinating fundraising efforts between the DofE in the UK and the International Award Foundation which is also based in the UK.



“The DofE is more relevant than ever for young people today. The sense of accomplishment you gain from achieving your Award gives a sense of esteem that lasts a lifetime.”

Jon Culshaw
TV and radio impressionist

Patron:

His Royal Highness
The Duke of Edinburgh, KG, KT

UK Executive Team:

Peter Westgarth Chief Executive
George Jenkins Finance & HR Director
Phil Treleven UK Services Director
Jacqui Larcombe..... Fundraising Director
Peter Schooling Commercial Director
Andrew Logie IT Director
Barry Fisher Scotland Director
Stephanie Price Wales Director
Kate Thompson.... Northern Ireland Director
Robert Johnston.. North of England Director
Phil Brown Central England Director
Christian Scott..... South East Director
Peter Singleton South West Director
Peter Fleet..... London Director

Bankers:

Lloyds, 8-10 Waterloo Place,
London SW1Y 4BE

Investment Managers:

- Ruffer LLP, 80 Victoria Street, London SW1E 5JL
- Standard Life Investments (Mutual Funds) Limited, 1 George Street, Edinburgh EH2 2LL
- Baring Assets Management (London), 155 Bishopsgate, London EC2M 3XY
- BlackRock Investment Management (UK) Limited, 33 King William Street, London EC4R 9AS

Independent auditors:

PricewaterhouseCoopers LLP,
1 Embankment Place, London WC2N 6RH

Solicitors:

Farrer & Co, 66 Lincoln’s Inn Fields,
London WC2A 3LH



A group of young mums and their toddlers from Cambridge were the first such group in East Anglia to complete their practice expeditions recently. The mums received a grant from the City Council towards their expedition, which enabled them to buy rucksacks, tents and stoves. DofE Leader Helen Christy said: “It’s such a great way of working with people and giving them their independence. There are now other mothers wanting to go as well as they have heard about our expedition.”.





The world's leading achievement award for young people.



“ We have chosen to include the DofE as part of our young employee training as we know it will develop self-confidence, self-reliance and leadership skills, traits which will mean our Service Managers of the future will continue to deliver great customer service. ”

Andy Stephenson, HR Director, DFS



“ The most fun part of my expedition was working with my team, I had an amazing group with all different kinds of personalities so it was great to work together and I just know that we'll be friends forever now. ”

Sarah, Gold Award holder



www.DofE.org

www.facebook.com/theDofE

www.twitter.com/DofE #DofE @DofE

www.youtube.com/theDofEUK

<https://www.linkedin.com/company/the-duke-of-edinburgh's-award>

<https://instagram.com/dofeuk>

Photographs: From Fergus Burnett and DofE groups around the UK, to whom we are most grateful.

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