



**#WORLD
READY**



FY2024-2025 Annual Report
Discover. Develop. Believe. Achieve

Message from the Chair



Ryan Eve

*Council Chair
2022 – Present
CASC Chair
2023 – Present*

The Duke of Edinburgh's International Award in Bermuda continues to empower young people with transformative experiences that prepare them for success in today's dynamic world. Under the exceptional guidance of our Directors, Karen Simmons and Fiona Holmes, we maintain strong momentum in delivering our Strategic Plan 2020-2025, focusing on "Sustainability, Growth, Reputation, Award Experience, and Impact." As we approach the conclusion of our current strategic cycle, we are actively developing our next strategic plan, ensuring alignment with the International Award Foundation's new global strategy to maintain our collaborative approach and shared vision.

Our performance this year reinforces Bermuda's exceptional position within the global Award network. With 6.8% of our eligible youth population (aged 14 to 24) actively engaged in the programme—compared to merely 0.09% worldwide—we demonstrate remarkable participant reach. Award completions reached an outstanding 229, maintaining our upward trajectory from previous years, while our active number of participants is 362 who logged a minimum of 14,700 activity hours. Our retention rates continue to excel internationally, with 37% of Bronze participants advancing to Silver (versus 5% globally) and 11% progressing from Silver to Gold (compared to 3% worldwide).

This year brought exciting developments in program delivery and partnerships. We expanded our Adventurous Journey offerings with innovative transportation modes and enhanced training quality at Joint Training events. Cultural learning components now enrich the Award experience, promoting greater inclusivity and diversity. Strategic partnerships with organisations like the Bermuda Botanical Society, The Bermuda National Trust and Keep Bermuda Beautiful have created meaningful opportunities for participants to engage with environmental stewardship and community service.

Our Emerging Leader Development Programme has achieved remarkable success, with alumni now serving as National Assessors and representing Bermuda on international councils. The Bermuda Bridge Award at Whitney Institute continues to flourish, introducing younger students to Award principles while contributing to community beautification projects.

I'm particularly pleased to report that our Fund Development efforts have yielded excellent results this year, enabling us to achieve a financial surplus. This strong position, combined with the unwavering commitment of our volunteers who dedicate countless hours to supporting over 360 participants, ensures our continued growth and sustainability.

Serving as Award Chair remains a profound privilege, and I anticipate another year of nurturing Bermuda's future leaders and innovators.



Mission

To promote the Award in Bermuda, to provide the programme, and to preserve the quality so that it is sustainable and continues to be delivered in a manner that is relevant to the aspirations of each participant.

Vision

The vision is to be the programme of choice for any young person in Bermuda and available to all who wish to participate.

2020-2025 Strategic Goals

- SUSTAINABILITY
- GROWTH
- REPUTATION
- AWARD EXPERIENCE & IMPACT

THANK YOU TO OUR DONOR PARTNERS



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Entertainment

Fundraising & Promotion

- Award Centres are required to fundraise and promote the Award in their schools.
- 12th Annual Award Golf Challenge
- Raffle
- Online Silent Auction
- Facebook
- Instagram
- LinkedIn
- YouTube
- Email news blasts
- Newsletters
- Impact reports
- Press releases - TNN, Bernews & The Royal Gazette
- Bermuda Broadcasting News
- Blog



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Strategic Focus Highlights

Sustainability & Growth

- More alternative Adventurous Journey (AJ) opportunities and alternative modes of transport
- Additional training provided to Award Centers during practice journeys by Programme Director, Standard & Training and Emerging Leaders
- Emerging Leader Development Programme as part of the Award's Succession Plan for ensuring future organisation sustainability.
- Fund Development increase and growth.
- Increased quality of training delivered at Joint Training in key areas such as navigation, safety in the Award, approved activity providers, team building exercises, yoga, camp craft and an 'Understanding the Award.'
- Comprehensive Performance Improvement Plan to ensure Quality Improvement.
- Bermuda Bridge Award, sustainability award focus; partnered with Pauulu Heritage Institute, Darius Richardson Carpentry, Carlos Santana and the Bermuda Botanical Society.
- Engaged the Berkeley Award Center Bronze and Silver Levels.
- Partnered with Treehouse Yoga, Bermuda Cancer & Health, Raleigh Bermuda, Carlos Santana, Keep Bermuda Beautiful, The Royal Bermuda Regiment and the Bermuda Police Service.



Partnerships

Reputation, Award Experience & Impact

- NAB – Non Profit Alliance
- LinkedIn Education – Alumni Network
- The Duke of Edinburgh's International Award, Barbados
- BZS – Micro Forest Project & Trunk Island conservation
- The Bermuda National Trust
- Keep Bermuda Beautiful
- Bermuda Aquarium Museum and Zoo
- Royal Bermuda Regiment
- Bermuda Police Service
- The Bermuda Rose Society
- The Bermuda Botanical Society
- Salvation Army
- Carlos Santana
- Raleigh (Braves & Venturers)
- Treehouse Yoga
- Convex End to End
- Triple Challenge
- The Bermuda Agricultural Exhibition – Barritts, Twilight Entertainment & FunTyme

Impact to show Progress to achieve the Award Level

April 1st, 2024 – March 31st, 2025



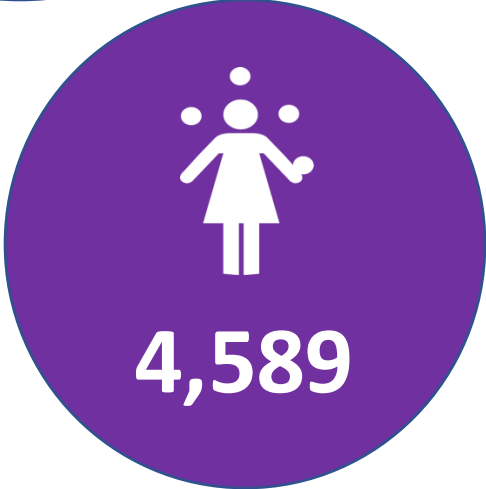
Bronze: minimum 26 weeks for 1 hour per week (242 participants)



Silver: minimum 52 weeks for 1 hour per week (206 participants)



Gold: minimum 78 weeks for 1 hour per week (53 participants)



Impact

What Award participants told us:

92% said their team building skills improved.

81% said their Leadership skills had increased.

88% said the Award had encouraged them to try something new.

73% of participants said their confidence had increased.

84% said they increased their engagement with charitable causes.

91% said the Award had a positive impact on them as a person.



Open Award



Open Award



Open Award**



Bermuda & Global Statistics Comparison

Awards Gained By Year - Bermuda

2024 – 229
2023 – 210
2022 – 160
2021 – 115
2020 – 114



Succession Rates

	Bermuda	Global
Bronze to Silver	37.1%	4.9%
Silver to Gold	11.2%	8.4%

Awards Gained

	Bermuda	Global
Bronze:	64.7%	68.7%
Silver:	33.2%	23.1%
Gold:	2.2%	8.2%

New Entrants

	Bermuda	Global
Bronze:	57.9%	65.7%
Silver:	35.2%	23.0%
Gold:	6.9%	11.3%

6.8% of Bermuda’s eligible population are active in the Award compared to 0.09% of the world’s eligible population.

Gender Breakdown



56%



43%



Participants - Global Satisfaction Survey Results

AS A RESULT OF DOING THE AWARD...



81%
felt inspired



79%
are more confident



83%
are more determined



84%
are more resilient



87%
now see challenges as opportunities to develop



83%
improved their fitness



91%
now plan to participate in regular physical activity



75%
now plan to volunteer regularly



77%
now plan to participate in regular skill development

BROADENING HORIZONS



96%
tried something new



84%
see the importance of contributing to their community



86%
improved their teamwork skills



83%
are better at seeing other people's point of view



82%
feel more comfortable in new and unusual situations



97%
of Award holders would recommend the Award to others

RECOMMENDING THE AWARD



Overall, the Award has an NPS score of 39.

With an NPS of 58 at the Gold level, the Award is rated as an 'excellent' youth achievement programme globally.

Net Promoter Score (NPS) aims to measure the loyalty that exists between a provider and a user. Scores range from -100 to +100.

GLOBAL SOCIAL VALUE

A global social value impact of \$1,408million (£940m)



(\$=USD) Global Social Value of the Duke of Edinburgh's International Award across the 256,100+ Awards gained in 2023, across 120+ countries and territories

** 'Regularly' for physical fitness and skills is defined as weekly, and 'regularly' for volunteering is monthly

PARTICIPANTS SAY...

"The Award challenged me, inspired me, and helped me grow both as an individual and a team member. The Adventurous Journey was not simply about completing a physical expedition; it was about building resilience, developing leadership, and learning the value of teamwork in real-world settings. Throughout the trip, I had the opportunity to explore a new culture, face physical and mental challenges, and form meaningful connections with my peers. I was pushed outside of my comfort zone and, as a result, came back with a greater sense of confidence, purpose, and independence."

Nh'Lae DeRoza (Bronze, Silver & Gold Award)

Adults in the Award

Global Satisfaction Survey Results*

Award Leader Time Commitment:

- Adults spend an average of 6.8 hours per week supporting Award delivery
- This includes 3.7 hours mentoring participants and 3.1 hours on administrative tasks

92% said they benefitted from being a part of the Award.

85% said they received the training they needed to fulfil their role.

88% said are satisfied with the level of support from their Award Coordinator.

75% said they would benefit from further training.

92% said are satisfied with the level of support from their NAO

*Results based on 612 Adults in the Award (staff and Volunteers) surveyed globally



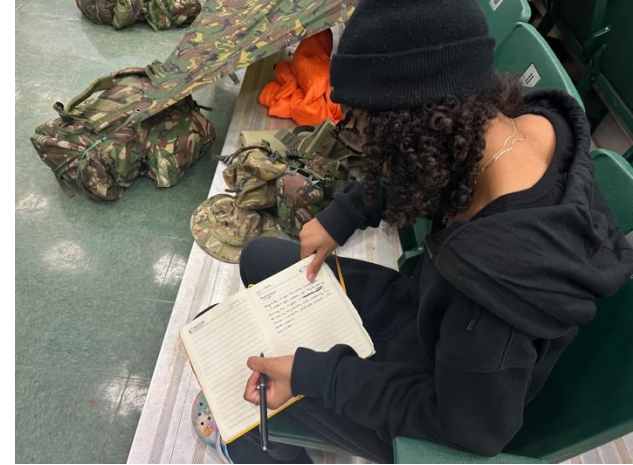
TRAINING EVENTS: JOINT TRAINING ALL AWARD CENTRES

- Joint Training Sessions for Bronze, Silver & Gold
- Award Leader Training
- For participants to become aware of the diversity within the Award
- Understanding the Award Components
- Navigation/Map Reading Scavenger Hunt at Southlands
- Safety in the Award (Bermuda Police Service)
- Team building, Problem Solving & Critical Thinking - Obstacle course & Camp Craft (Bermuda Regiment)
- Leave no trace (KBB)
- Raleigh Bermuda – making good choices
- Diversity
- Creative Art
- Yoga & Mindfulness



JOINT TRAINING OPEN AWARD CENTRE

- Understanding the Award
- Navigation Scavenger Hunt & Map Reading
- Team building, critical thinking activities
- Camp Craft
- First Aid
- Bermuda National Trust – Hike to Spital Pond to take part in their Bermuda Biodiversity Project.
- Communication circle, reflections and observations
- Cycle Training (Gold)
- Swim Assessment (Gold)



DENAVIGATORS AWARD CENTER COMMUNITY GIVING

Community giving forms an important part of the Open Award experience, developing teamwork and leadership skills while supporting meaningful causes. Our participants:

- Volunteered for the Award at the Triple Challenge
- Participating in Relay for Life, the Middle to End, and the BF&M Breast Cancer Walk
- Convex End to End Waterstop
- Managed the bouncy castle area at the Agricultural Exhibition & managed a drinks tasting station
- Bermuda Institute Global Community Day

Through collective action, participants discover the power of working together while making a meaningful difference in our community.



2025 HIGHLIGHTS: ADVENTUROUS JOURNEYS



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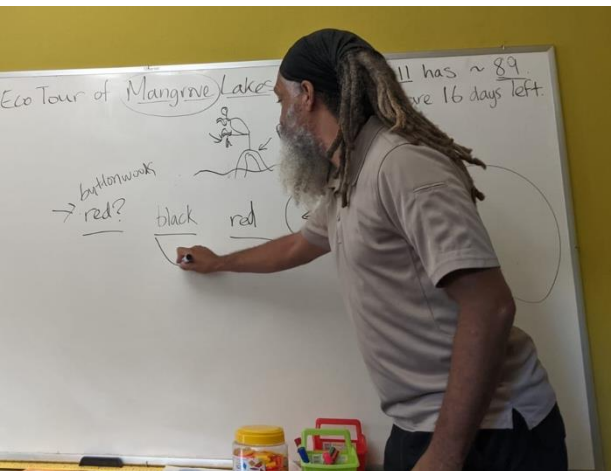


Bermuda Bridge Award Whitney Institute Middle School

The Bridge Award aims to introduce the benefits of the International Award to younger participants with the goal that they progress to achieve the internationally recognised Award as they progress through the levels.

Partners:

- Darius Richardson - Carpentry
- Bermuda Botanical Society
- Pauulu Heritage Institute – Eco Tour at Mangrove Lake
- Carlos Santana - Art



Bermuda Bridge Award: Whitney Wellness Garden

Entering its third year, the Whitney Institute Wellness Garden continues to thrive under our Bridge Award participants' dedicated care. These committed students have replanted butterfly-friendly plants and herbs while maintaining fruit trees and their handcrafted palette bench.

From developing cotton and budding guavas to countless bees visiting vibrant flowers, the garden showcases remarkable growth. We're proud our Bridge Award participants earned second place in the Bermuda Parish Garden Competition, demonstrating that when passion meets purpose, extraordinary things flourish.



EMERGING LEADER DEVELOPMENT PROGRAMME

“Creating Pathways for Gold Level/Alumni to become future Leaders & Ambassadors of the Award”

- Emerging Leaders are now volunteering as Award Leader assistants.
- Emerging Leaders volunteer at events (such as our Golf Challenge), fundraise (for our raffle) and help promote the Award in public.
- 7 Emerging Leaders have held positions on the Council (Board) over the last two years (including Participant Rep., Alumni Chair and Award Leader Representative).
- 2 Emerging Leader supervised the Gold Level participants during their Adventurous Journey and Gold Project in Barbados.
- Emerging Leader, Brianna Simmons, represents the Americas Region as an Emerging Leader on the International Award Foundation Council and is the Chair for Global Engagement.
- Emerging Leader, Anijhae Martin & Amya Pierre became a National Assessor for the Adventurous Journey.



2025 HIGHLIGHTS GOLD AWARD BARBADOS – ADVENTUROUS JOURNEY

In July, 20 Gold Award participant and 2 Emerging Leaders embarked on a 12-day Adventurous Journey across Barbados, exploring through horseback riding, cycling, paddleboarding, snorkeling, and hiking. Each participant pursued research projects: "Tourism is We Business," "Historical Burial Sites," "The History of Rail in Barbados," and "Little Britian - the UK's cultural influence on Barbados."

The journey challenged participants to develop new skills while building lasting friendships with participants from the Barbados Award Centre. Each mode of transport provided both exploration and cultural understanding, from horseback riding's connection with nature to environmental awareness through paddleboarding and snorkeling.



Tree Planting, Emancipation Day & Grand Kadooment

Participants created a lasting legacy by partnering with the Future Care Trust to plant trees on the Barbados Trailway. This conservation initiative demonstrated the Award's commitment to sustainable tourism and environmental stewardship, while fostering genuine relationships with local communities that extended beyond the expedition. The cultural immersion peaked during Emancipation Day and Grand Kadooment, providing authentic insights into Bajan culture and traditions. Participants met with the Prime Minister Mia Motley and other Government officials.



As participant Zarah Siddiqi reflected, "In terms of the Emancipation parade, whilst there, we listened to Prime Minister Mia Mottley deliver a powerful speech, where she said something that has stuck with me: "It is the cancer of indifference that is our modern enemy." That quote resonated deeply. Through DofE, I've learned to care more - about the people I meet, the causes I support, and the world I live in."



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