



ANNUAL REVIEW 2021/22

**SEA
CADETS**



A tribute to our Patron,



Her Majesty Queen Elizabeth II

Patron of Marine Society & Sea Cadets 1952–2022

Sea Cadets remains forever indebted to the patronage and encouragement shown by Her Majesty throughout her remarkable reign.

For 70 years, her steadfast support for our charity enriched the lives of thousands of young people and adult volunteers.

We hope that the stories contained within these pages do justice to her patronage, as we pledge to honour her memory through our efforts to enhance young lives.

We take strength from the dedicated service of Her Royal Highness, The Princess Royal, as Admiral of the Sea Cadet Corps.

It is that sense of duty, epitomised by the life of Queen Elizabeth II, that will inspire all our future endeavours.



Welcome from HRH, The Princess Royal

I was very pleased to take on the role of Admiral of the Sea Cadet Corps in 2021, the year covered by this Annual Review. My late father, HRH The Duke of Edinburgh held the role for 40 years and I look forward to following in his footsteps in supporting the work of Sea Cadets in all their roles.

Since taking on the position, I have already had the opportunity to meet Sea Cadets at events such as the opening of a new regional boat station near Edinburgh, as well as joining cadets as they sail the Solent. I have seen and heard for myself the benefits for the young people in being part of Sea Cadets.



The past two years have been a challenge to many and looking forward, the challenges will continue, albeit in a new guise. I would like to thank the thousands of volunteers and workers across the charity for their sterling efforts in keeping Sea Cadets going online throughout the lockdowns, followed by the impressive speed in returning to face-to-face activities. Every unit around the country had now re-opened their doors to waiting cadets; an exceptional achievement.

I also wish to congratulate the cadets for showing such resilience. It is evident that Sea Cadets has prepared them well to cope with challenges, both those they have already faced and the ones ahead, as well as offering them plenty of nautical adventure and fun. I wish you all the very best in the year ahead and I look forward to more opportunities to support the work of Sea Cadets.



Anne

**HRH, The Princess Royal
Admiral of the Sea Cadet Corps**



Welcome from the Chair and CEO

“We cannot always build the future for our youth, but we can build our youth for the future,” said US President, Franklin D. Roosevelt – and here at Sea Cadets, we wholeheartedly agree.

There’s been plenty of examples lately of how quickly things can spin out of control: Covid-19, inflation, the war in Ukraine. In this continually changing world, it’s more important than ever to build young people’s skills, confidence and resilience so they can launch well into life and thrive in this complex world.

After the challenges of Covid-19, we are back in full swing, with our cadets taking part in countless activities both on and off the water. Despite the lockdowns, in the year to March 2022 we delivered over 244,000 boating hours (an average of 18.5 hours of boating hours per cadet); 184 offshore taster days and 28,000+ training days (over and above unit training days) to our cadets. All this was made possible by our amazing volunteers and staff members. Well done to our cadets, who achieved 34,000+ new qualifications and awards during the financial year!

It’s been an exciting year for Sea Cadets, with almost 7,000 new cadets joining us during 2021/22 – and thousands more on units’ waiting lists to join our charity. Cadets are also staying with us for longer, clearly showing the impact being part of our charity has on their young lives.

Whilst our total number of volunteers dipped slightly through the pandemic, the financial year has seen 1,516 new volunteers joining us with the average length of stay of our existing volunteers increasing by 15% on pre-pandemic levels. During 2021/22, we worked hard to support volunteers by ensuring upskilling opportunities were as accessible and efficient as possible, shortening the time it takes for our volunteers to complete each stage of their training.

We would like to express our immense gratitude to the Royal Navy for their unwavering support during the year. A huge thank you to all of our wonderful supporters and donors who have made it possible to open horizons for all our young people so they can learn, grow and become their best selves through nautical adventure and fun.

Lastly, everyone across the charity is deeply saddened by the death of our Patron, Her Majesty The Queen. Our thoughts and condolences remain with the entire Royal Family. The Queen will always hold a special place in our hearts.



Jeremy Penn
Chair, MSSC

Martin Coles
CEO, MSSC

Our year in numbers



cadets



**new cadets
joined the
charity**



volunteers



**new volunteers
recruited**



**new qualifications
and awards
achieved by
cadets**



**pupils engaged in
marine STEM
sessions
in schools**



**boating hours
delivered to
cadets**



**training days
delivered to
cadets (over and
above unit training)**



**young people
on waiting lists
to join Sea Cadets**
(41% of our units maintain
a formal waiting list)



**Offshore
Taster Days
delivered to cadets**



**of units returned to
face-to-face activities
post-lockdown**



**local fundraising
projects
supported by the
national charity**

“ I like being part of Sea Cadets as I can try out a range of new activities, gain confidence and other skills useful in life.”

Female cadet (16) South West Area

Cadet Voice

Cadet Voice aims to give all sea cadets a voice so they are empowered to make decisions and shape the future of their Sea Cadets Experience.

Cadet Voice meetings take place at unit, district and national levels. Our cadets have decided to prioritise reducing our carbon footprint as well as improving mental health and well-being training and support in the months ahead.



“The Cadet Voice brings together all cadets to put forward their ideas on what they think is important and what needs change. Cadet Voice has helped me and other cadets to understand that, despite our age, we can make a difference.

We have already seen changes being made, for example improvements to the Sea Cadets Portal.”

Sasha



“During my time as a sea cadet, I've had some amazing experiences; from offshore voyages to national competitions in drill, sailing and paddlesports. I have walked around the HMS Queen Elizabeth aircraft carrier and I'm a CVQO Duke

of Westminster Award finalist. But promoting and contributing to Cadet Voice is the achievement that makes me the proudest.

It's so empowering to discuss and facilitate the ideas and opinions of cadets at unit level and vote at national forums. I love to hear what cadets from different areas think about common issues and to listen to their ideas and suggestions about how things can be improved. The forums are crucial to ensure all cadets are heard. Each cadet voice can really make a difference to keeping Sea Cadets relevant and engaging for today's young people.

I find it very rewarding to have the chance to provide advice to other cadets on how to be more environmentally responsible. Through Cadet Voice, we can ensure that reducing our carbon footprint or monitoring the quality of our boating environment gain momentum so that we can achieve these goals.”

Miles



“Before setting off to our new Port Edgar Boat Station in Scotland to take part in the Cadet Voice Northern Area Forum, I had gathered thoughts and opinions from cadets across Northern Ireland District. I felt very excited since it was two years since

I had travelled anywhere, thanks to Covid-19, and I was really looking forward to meeting everyone.

Everyone was buzzing with excitement because we were having a special guest to take part in our forum – HRH, The Princess Royal! On the day, I had butterflies in my stomach but when I saw how interested and engaged HRH was, and how everyone's thoughts and ideas just kept flowing, I no longer felt nervous. That day, I learnt that I have the ability to express myself proudly and confidently in front of anyone.”

Jack

“Sea Cadets gives me opportunities to do things I wouldn't normally be able to try.”

Male cadet (16), Northern Area

Supporting our cadets

NEW JOINERS

The 2021/22 year has witnessed a strong demand from young people about what Sea Cadets has to offer. There is a definite air of excitement growing across our charity, with 6,798 new cadets joining during the year, and thousands more young people on our waiting lists. We currently have 13,575 cadets, up by 2.8% from last year, which is higher than the numbers registered across other Community Cadet Forces.

There has also been a huge demand from cadets to take part in our offshore voyages – which are almost completely booked out for the year ahead – as well as for our residential activities, summer camps and lots of other opportunities available to them. Our cadets are also staying for longer, with 31 months now the average length of stay, up from 26 months before the pandemic.

SEA CADETS EXPERIENCE

The Sea Cadets Experience is unique to every cadet. It's designed to give them choices and provide opportunities based on what the cadet wants to get out of their Sea Cadets Experience. In 2021/22, despite the Covid-19 challenges, our amazing volunteers worked hard to ensure cadets achieved an average of 18.5 hours of boating each – smashing the set target of 15 hours per cadet. Cadets also achieved an average of two externally-recognised qualifications each – all this despite the ongoing lockdowns during the year.



28,740 hours
of boating delivered for cadets

SEA CADETS PORTAL

In 2020, we launched our Sea Cadets Portal, a digital platform to enable our cadets to navigate their Sea Cadets Experience. We've added even more programmes and features to the platform, which also allows cadets to monitor their own progress and engage in more opportunities through the Duke of Edinburgh Awards, vocational qualifications and BTECs. Parents and guardians are also able to find out more about the modules available to the cadets on the portal. The number of cadets using the portal has increased from 2,737 in May 2021 to 5,290 in May 2022.



24,000+
visitors to the portal in 2021/22



HOLIDAY ACTIVE

Holiday Active gave cadets from across the UK the opportunity to get back on the water and enjoy sailing, rowing, windsurfing and paddling during the school holidays. The programme gives young people the chance to do what they do best as well as helping to regenerate interest in the Sea Cadets Experience. During the year, Holiday Active developed from being held mainly at boat stations to allowing wider and more localised access for cadets through a series of hubs, thereby maximising the charity's resources.

The result was that we were able to offer water-based activities to a larger number of cadets in 40 venues across the country. These developments also gave our volunteers a chance to enjoy some well-earned rest, as the hubs were predominantly run by staff and sessional workers.



6,461
cadets took part in Holiday Active

“ I like that we set goals, achieve goals and get recognition for it.”

Female junior cadet (11), Eastern Area

Ready eye ready!



THE DUKE OF EDINBURGH'S AWARD

After the challenges brought on by Covid-19, the Duke of Edinburgh's Award (DofE) enrolments in 2021/22 are the highest they've ever been, with over 1,000 cadets and volunteers signing up to take part during 2021/22. Many cadets also completed their Duke of Edinburgh Award over the year, with 118 cadets receiving their Bronze Awards, 46 cadets their Silver Awards and one cadet their Gold Award.

We have introduced new courses such as Cookery, British Sign Language, Virtual Regatta and Day Skipper Theory. Participants in the award have returned to camping expeditions, with Sea Cadets seen as a pioneer in alternative modes of travel. Our expeditions now include rowing, paddling and mountain biking in addition to the more usual hill walking. Sailing expeditions will also be available in the near future.

36

"Throughout the pandemic I have been volunteering and helping the elderly and vulnerable in my community, inspired by my idea for the volunteering section of my Silver DofE. As a result of these and other efforts, I was awarded the British Empire Medal for services to the community which is just so amazing!"

PO Apple-Jane BEM

"Taking part in the DofE gave me the courage to get out of my comfort zone and to discover that being deaf didn't hold me back from achieving my goals. It also led me to train as a doctor. It was absolutely worth it!"

Former cadet Morgan

TRAINING AND UPSKILLING

During 2021/22, we focused on upskilling unit teams and boosting our volunteers' confidence in being back on the water/in the field after Covid-19, so that both new and long-standing volunteers were able to progress further. We have worked on making sure that training is as accessible as possible and easier to complete within a shorter space of time (target of 6 months) from joining. Additionally, volunteers can choose from a large variety of courses available to them. Our Training Spotlights allow both volunteers and cadets to quickly and easily receive updates, refresh their skills and share best practices. Over 350 cadets and volunteers booked to attend our careers awareness webinars over the year to find out more about different pathways available to them.

VOCATIONAL QUALIFICATIONS (VQs)

1,000 VQs achieved by cadets and volunteers

550+ Ordinary Cadets and RMC Lance Corporals achieved their BTEC Level 1

300+ senior cadets and young volunteers awarded their BTEC Level 2

Valuing our volunteers

NEW VOLUNTEERS

The financial year has seen an incredible 1,516 new volunteers joining Sea Cadets. Volunteers are also staying with our charity for longer, with the average length of stay up by 15% compared to before the pandemic, rising from 53 months before Covid-19 to 61 months now.

We are so grateful to both our new and existing volunteers who have worked so hard during and after the pandemic to ensure that our cadets are able to enjoy the full Sea Cadets Experience, reaping the smiles from our cadets now.

VOLUNTEER PORTAL

Launched in April 2022, the Volunteer Portal has been specifically designed to give our amazing volunteers a platform to access to all the information they need to learn, grow and thrive within Sea Cadets. Through the Volunteer Portal, volunteers can keep track of their progress within their learning pathway as well as identify other courses and upskilling available to them quickly and easily.

VOLUNTEER STORIES

Lt (SCC) RMR Errol Williams, Detachment Instructor, City of Leeds (RMCD)

“I joined the Combined Cadet Force (CCF) in the tank regiment and finished as sergeant before joining the army for a short time. I have been part of the West Yorkshire Police for 22 years now.

During Covid-19, my 11-year-old son, Yan, was looking for something to do and I suggested Sea Cadets to him. When he joined as a junior cadet with the City of Leeds Unit, I transferred my commission to the City of Leeds Royal Marines Cadets (RMC) detachment as an instructor.

When we first joined, Covid-19 restrictions meant that activities were limited and Yan was quite elated when he finally got to experience being out on the water the first time. I've noticed that he's become more confident and independent since joining Sea Cadets.

There is a sense of family at the unit, the atmosphere is positive and everyone tries to help each other out. Most of our instructors are former sea cadets. For the young people, being part of Sea Cadets gives them a sense of belonging, inclusion and teamwork. It also gives them that extra edge later on when they are looking for a university placement or job. The big motivation for me was



that I wanted to give back what I got out of being part of the cadet forces. For anyone thinking about volunteering I would tell them – it's fun, it's rewarding and it's a great thing to do.”

Husband and wife team, First Lieutenant Kevin Barriteau-Haynes and Probationary Petty Officer (SCC) Lydia Barriteau-Haynes, Croydon Unit

Lydia: “Being parents of sea cadets, we are able to get our children interested in activities apart from the internet! Volunteering means we can be with them at events, camps etc. We thought you would need a military background to join, but you don't.

Our eldest son was a sea cadet and is now a volunteer. It has made him more confident and helped him acquire a place at university. We've seen our unit go from strength to strength and are very proud to have been a part of that.”

Kevin: “We've personally gained a lot from Sea Cadets as well. I'm in the process of completing my Power Boat Instructor course. We both have a First Aid qualification. We have better communication skills from supporting young people with different needs and backgrounds. We can use all this in everyday life. Volunteers can also gain qualifications that are recognised outside of Sea Cadets, like sailing, navigation and catering. We get to travel to other parts of the country, visit different units, meet other volunteers and gain new friendships.”

Our outreach

ON THE WATER – BROADENING HORIZONS

The aim of our On The Water project is a simple but important one: to give young people (aged 9 to 14) from hard-to-reach backgrounds a chance to experience the thrill of water-based adventures that they wouldn't normally have access to.

In July and August 2021 we were able to give a warm welcome to 1,378 young people across London, Birmingham and Merseyside, who tried out sailing, rowing, paddlesports and more.



82%+

of young participants were from hard-to-reach backgrounds or had additional needs

1,378

young people took part in 2021

WHAT THE PARENTS SAY:

“My daughter loved every minute!”

“Amazing and friendly staff who made my child feel welcome and relaxed.”

“Thank you for giving my son a wonderful experience that he may not have otherwise had an opportunity to try.”

“My children got to learn new skills, enjoy new experiences and make new friends.”

WHAT THE YOUNG PEOPLE SAY:

“It was brilliant – I'd never been on a boat or open water before.”

“The whole experience was amazing. I particularly loved sailing!”

“It taught me how to be more confident in the water.”

“I enjoyed the whole day, especially canoeing.”

“I made new friends and learnt new skills.”



MEP – INSPIRING TOMORROW’S ENGINEERS

The Marine Engineering Pathway (MEP) is our national Science, Technology, Engineering and Mathematics (STEM) outreach programme, held in schools across the UK. After a difficult year due to Covid-19 (moving to deliver virtually) MEP has bounced back stronger than ever, reaching **14,875 pupils** during 2021/22.

The workshops involve hands-on experiments which allow children to learn in a different way to the normal classroom environment. They cover issues that marine engineers can help to resolve, including rising sea levels, pollution to oceans and rivers, and pollution from shipping.



WHAT THE STUDENTS SAY:

“Better than normal lessons because we did loads more practical.”

“You get to have fun but you’re learning at the same time.”

“I am seriously considering being a marine engineer.”

“It was amazing and fun and I learnt why things float.”

“We learnt about saving the seas from plastic rubbish.”

90%

of pupils find MEP sessions interesting

72%

of pupils want to do more marine engineering activities

92%

of teachers reported that the session leader was interesting and knowledgeable

WHAT THE TEACHERS SAY:

“Fabulous session, excellent delivery, brilliant content.”

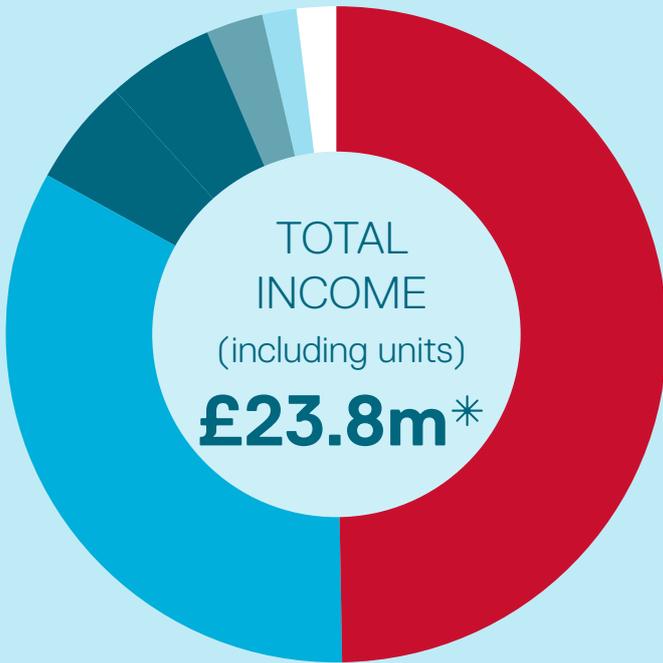
“The students become more aware that there are lots of careers within that STEM idea, it gives them a lot of future thought.”

“It’s hands on, it’s interactive, and the students are very engaged.”

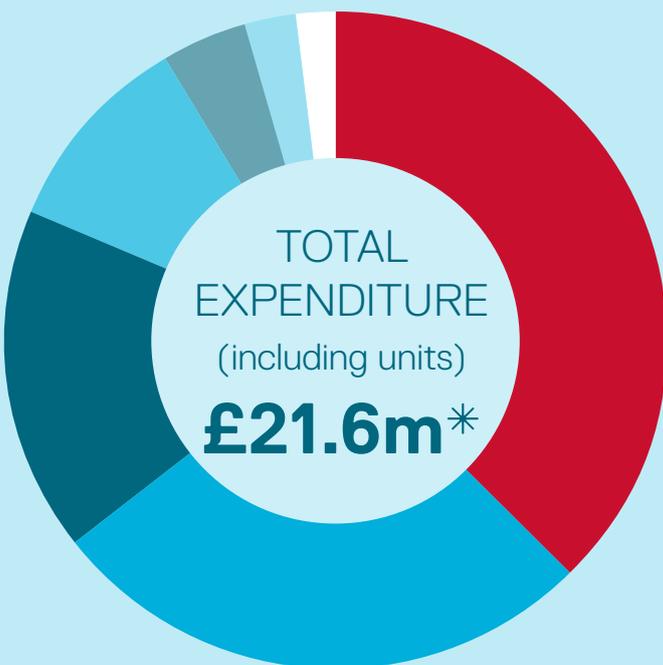
“A really interesting and well delivered workshop which supports the science curriculum.”



Financial review 2021/22



- MOD operating grant in aid **£11.8m¹**
- Sea Cadets units (estimated) **£7.9m²**
- Grants, donations & other income **£2.5m³**
- Seafarer education & support **£0.7m**
- MSSC training income **£0.4m**
- Net trading & investment income **£0.5m**



- Sea Cadets support & infrastructure **£8.1m**
- Sea Cadets units (estimated) **£5.8m**
- Training **£3.6m**
- Offshore fleet **£2.1m**
- Seafarer education & support **£0.9m**
- Promoting MSSC **£0.5m**
- Raising funds **£0.6m**

*estimated

1. Not including the funds for rifle security upgrade and offshore berthing pontoon replacement to be spent in 2022/23.

2. Sea Cadets units £2.1m surplus to be spent in 2022/23.

3. Not including the funds from The Naval Club to be spent in 2022/23.

Finances of Marine Society and Sea Cadets activities

Raising funds is vital for supporting our 400 Sea Cadet units, each of which is a charity in its own right.

Total estimated income for the Marine Society & Sea Cadets' activities as a whole in 2021/22, including figures for the independent Sea Cadet units (based upon latest available results) was £24m, including funds for expenditure in 2022/23 and beyond on capital and other projects.

MSSC was also provided with 11 Royal Navy personnel on loan from the Ministry of Defence (MOD), with an estimated value to the charity of £0.7m.

Total estimated expenditure on all activities in the year was £21.6m, with 96% of this expenditure going on Sea Cadets activity.

INCOME

Total income of MSSC charity, excluding units, increased to £15.9m (2021: £14.3m). Much of this is due to recovery after Covid-19 and included donations for boat station appeals, the sale of artefacts and profit on sale of land. The MOD grant-in-aid for Sea Cadets increased by 2% to £11,768K.

Additionally, MSSC received an £800K grant from the Naval Club to be spent in financial year 2022/23. We also received three other grants during the year from the MOD: £2,400K for rifle security upgrade, £250K for a pontoon for the berthing of our offshore fleet at its home port in Gosport and £20K towards our STEM marine engineering programme in schools. These four additional grants are to be spent on projects over future financial years (not included in the infographics). Together, these increased total income for the year to £19.3m.

EXPENDITURE

Total expenditure was £15.8m (2021: £13.8m). As we returned to delivery of face-to-face activity during the year, the cost of safeguarding and

support for Sea Cadets activity and infrastructure increased by £1,738K (27%) and the offshore fleet increased by £234K (13%).

BALANCE SHEETS AND RESERVES

Total net assets/reserves of the MSSC charity, excluding units at 31 March 2022 were £39.5m (2021: £35.3m). Of this, £13.8m, (2021: £10.1m) was in tangible and intangible fixed assets – 41% of which was the offshore fleet. Additions this year have included the National Support Centre, finance system, Customer Relationship Management system, Case Management system, professional fees for Midlands Boat Station development and six new vehicles.

Cash balances increased by £4.1m this year, mainly due to the additional restricted grants received from the MOD and The Naval Club. Total funds at the year-end includes £18.1m (2021: £15.4m) restricted funds, mainly due to the receipt of the additional MOD funds referred to above, and £18.3m (2021: £17.4m) endowment funds, invested to provide long-term income towards the running costs of the charity.

Unrestricted funds were £1.6m (2021: £1.7m), of which £0.6m (2021: £0.6m) were fixed assets, leaving free reserves of just £1.0m (2021: £1.1m). Two designated funds for investments in

boat stations and other future Sea Cadets projects have been increased by £0.6K this year.

MSSC does not retain MOD monies as part of its reserves. It remains the aspiration of the charity to increase its level of free reserves to safeguard its activities in the event of any shortfall in public funding. However, the charity remains primarily focused on its ongoing commitments, which include, importantly, the continued upgrade of Sea Cadets facilities.

THANK YOU

MSSC would like to thank the many unit chairs, treasurers and other committee members who, together with our cadets, instructional volunteers and our many supporters, raised an estimated:

£7.9m to support individual Sea Cadets units

We also continue to remain sincerely grateful for the ongoing strong support provided by the MOD in helping to finance the Sea Cadets, as well as our many other supporters, a number of whom are listed later in this review.

This financial review is intended to give an understanding of the overall summary financial position of MSSC for the 2021/22 financial year, and is based upon the audited accounts for the year ended 31 March 2022. These are available to download from our website ms-sc.org or from the Director of Finance & Digital at the MSSC National Support Centre.

TOTAL NET ASSETS/RESERVES (FUNDS) INCLUDING UNITS



Setting sail for a bright future

Marine Society and Sea Cadets has proved incredibly resilient to the challenges of Covid-19. We are going full steam ahead with our two-year regeneration strategy (2021–23), which is steered by:

- Putting our young people’s views and needs at the centre of everything we do
- Empowering, enabling and equipping our volunteers
- Driving digital transformation while continuing to value face-to-face activities
- Supporting units to fully regenerate and opening new junior sections
- Becoming totally inclusive including delivering outreach projects
- Maintaining our maritime focus

Other objectives close to our heart are developing and delivering a mental health awareness initiative for cadets and volunteers and beginning to explore how we might reduce our carbon footprint in the future. We are confident that by March 2023 we will have even stronger foundations to impact the lives of many more young people with all that Sea Cadets has to offer and charted a course for the next five years to 2028.

REDUCING OUR CARBON FOOTPRINT

We are excited that our cadets are leading on thinking how we might reduce our carbon footprint across units, boat stations, training centres and more. They are keen to find ways to collectively share information, advice and tips and ensure our charity is as eco-friendly as possible, so we can play a vital role in protecting our planet for future generations.



A BRIGHTER FUTURE FOR NEWTON UNIT

Newton-le-Willows Sea Cadets has installed energy-efficient LED lighting at their unit to reduce their carbon emissions. Not only will the new lighting help the unit to reduce its carbon footprint, it will also reduce its energy bills.

“We’ve been in our current building, originally an old church, since 1942,” said Janet Shelton, Vice Chair of the Newton-le-Willows Unit. “Receiving this grant has made a huge difference already as we have been able to reduce the number of light fittings needed. Our cadets and staff noticed straight away how bright it was compared to before!”

“I think it is a great idea to add eco-friendly lights to our unit as it helps the environment,” said Harry (10).

Megan (15) said: “Our unit is committed to becoming a ‘greener’ unit – this is only the start!”

FACING CHALLENGES TOGETHER

Over the last year we have been working together with the Royal Navy on solutions to a number of challenges so that we can continue to maximise the Sea Cadets Experience. They have included solutions to address planned closures of three MOD facilities utilised by Sea Cadets:

- **HMS Bristol:** The loss of use of the training and accommodation ship, HMS Bristol, in 2020 began to have real impact for Sea Cadets during 2021/22 as we started to return to large-scale activity. Plans are underway for a purpose-built cadet centre on Whale Island in Portsmouth incorporating ample accommodation and training facilities, including a warship experience. As we work together towards this exciting long-term solution, the Royal Navy have committed towards an additional grant-in-aid from July 2022 to enable us to deliver alternative activity.
- **Petrol Pier, Fort Blockhouse:** Berthing alongside Petrol Pier has long been the home for our offshore fleet, co-located with our offshore support facilities. In 2021/22 we worked with the Royal Navy and other agencies to avert the loss of berthing. We agreed an additional grant for our purchase of a new pontoon and related works, enabling continued use of berthing alongside Petrol Pier for the medium term. We continue



Musselburgh Sea Cadets Unit has won the Education category for Proud Scotland Awards, the LGBTQ+ awards of Scotland that celebrate inspiring people, businesses and organisations which champion diversity and inclusion. Members of the public voted for the finalists in each category. The Commanding Officer of the unit said: “As part of an inclusive youth charity, we aim to ensure that no young person or volunteer receives less favourable treatment or suffers disadvantage for any reason.”

to work together on a long-term solution with the hope that we can retain a permanent base for the offshore fleet at Fort Blockhouse.

— **MoD Caledonia:** As the home of our Northern regional office for Sea Cadets, one of our national residential training centres and a local Sea Cadet unit, the proposed closure of MoD Caledonia in Rosyth, Scotland, also posed some challenges for Sea Cadets. We are working closely with the Royal Navy to minimise disruption and maximise future opportunities in enhancing the delivery of Sea Cadets to the Northern Area.

We have also been working with the Royal Navy on the outcome of a comprehensive review of weapons security, ensuring a plan for continued delivery of rifle drill and shooting offers as a part of the Sea Cadets Experience. As a result, the charity received an additional grant

towards the capital cost of delivery over coming years. The detailed implementation plan to effect the proposals is currently in the final stages of development.

The Royal Navy’s commitment to Sea Cadets as we work together to effect solutions is greatly appreciated.

EQUITY, DIVERSITY AND INCLUSION

During 2021/22 we commissioned an external review by an independent consultant of the lived experience of marginalised groups across the charity. In July 2022 we published the consultant’s report together with a clear statement of our intent. We have now begun to work on delivery of the 52 recommendations in the report to further embed equity, diversity and inclusion across all areas of our work. We want to be a truly inclusive charity, and this aim will form an essential part of our next strategy from April 2023.

Equipment and facilities

PORT EDGAR BOAT STATION

HRH the Princess Royal officially opened Sea Cadets' state-of-the-art boating facility at Port Edgar in the heart of Scotland's central belt on 1 April 2022. Cadets from across Scotland, Northern Ireland and the north of England participated in the opening event.

The redeveloped boat station facilitates access for sea cadets across the north of the UK to experience our five boating activities on the Firth of the Forth below the iconic three bridges, offering them a truly unique experience when training afloat. At full capacity, the boat station offers 15,000 sessions per year to over 2,000 sea cadets from Northern Area and many students from local schools.

With accommodation for 36 trainees, a dedicated galley, activity room and purpose-built equipment store bay for the fleet of boats and equipment, Port Edgar Boat Station aims to deliver an unforgettable Sea Cadets Experience.



MIDLANDS BOAT STATION

Having initially opened its doors in August 2020 with the use of temporary facilities, the activities and courses made available have already made a big difference to cadets across the country.

We have completed the lease agreement with Birmingham City Council, meaning work can now begin on a new high-standard facility. Additional temporary buildings were added in September 2022 to accommodate all programmes during the construction period. The boat station also hosted our On the Water outreach programme for hard-to-reach young people.



NAVAL CLUB DONATION

In the coming year thousands of cadets will begin to benefit from the boats and equipment we will be rolling out thanks to the generous donation of £0.8m from the Naval Club. The grant is being invested in a range of equipment to suit all levels of boating across the UK, including re-equipping a new boating hub in Wallasey (Merseyside) and augmenting our existing fleet with over 130 RS Zests, 120 kayaks and four RS21 keel boats.

Sea Cadets is also investing some of the funds in a training ship on the River Thames for both cadets and seafarers and micro adventure packs for Districts to provide adventure training.

Regenerating in 2022/23

We are now into the second year of the regeneration strategy, and we are proud of our achievements in making the full range of cadet activities available again.



Looking at the year ahead of our regeneration strategy, we will focus on:

- Introducing a new Royal Marines Cadets syllabus
- Offering ongoing cadet holiday activity programmes
- Re-introducing international exchanges
- Further increasing Duke of Edinburgh courses
- Targeting 30 hours boating (average) per cadet
- Building on our Year One plans, we will continue to give more cadets a voice
- Delivering the well-being and resilience course for cadets nationally
- Providing further practical careers support
- Delivering blended training, more external accreditations, flexible volunteering and enhanced communications with our volunteers
- Supporting the full regeneration of existing units
- Opening a further 20 junior cadet sections

- Returning to at least April 2020 cadet numbers, with sufficient volunteers in place to make this happen
- Delivering an additional 1,200 outreach opportunities
- Continuing to invest in our digital offer with additional improvements to the Sea Cadets Portal, including more volunteer self-service functionality and a new members' website.

Our close partnership with the Royal Navy will continue to be central to Sea Cadets. We will also actively seek opportunities to work with the government and sector policy across the four nations to both better support Sea Cadets and use our expertise to help build better policy responses for children, young people and local communities.

“Sea Cadets gives me a lot of opportunities that will benefit me in my future.”

Non-binary cadet (14), London Area

Thank you to all MSSC supporters

A huge thank you to our donors, who have helped us to realise our vision of equipping children and young people to launch well into life.

Your donation means that no young person has to miss out on gaining the skills they need because they can't afford it.

STATUTORY FUNDERS

Ministry of Defence

TRUSTS, FOUNDATIONS AND CORPORATES

Association of Sail Training Organisations (ASTO)

The Baltic Exchange Charitable Foundation

Capita plc

The Corporation of Trinity House

Education and Skills Funding Agency (ESFA)

The Eveson Trust

The Garfield Weston Foundation

GB Partnerships

The Gosling Foundation

Greenwich Hospital

International Foundation for Aids to Navigation (IFAN)

The Institution of Engineering and Technology (IET)

ITF Seafarers' Trust

Johnnie Johnson Trust

Stelios Philanthropic Foundation

The Michael Marsh Charitable Trust

The Michael Uren Foundation

The Naval Club

Rosemarie Nathanson Charitable Trust

RYA Foundation

The Seafarers' Charity

Sport England

The Swire Charitable Trust

Ted Fort Foundation

The Worshipful Company of Ironmongers

The Worshipful Company of Management Consultants

The Worshipful Company of Shipwrights

The Wyfold Charitable Trust



INDIVIDUAL DONORS

Ed and Cate Bell

Conrad Blakey OBE RD JP

Martin Coles CBE FRICS ACI Arb

Hilary Greaves

The organisations and individuals listed have made significant contributions of £5,000 or more to Sea Cadets. We appreciate each and every donor who has made our work possible.

“ They accepted me with my disability and made everything accessible for me.”

Male cadet (13), Eastern Area

People, honours, commendations and committees

ADMIRAL OF THE SEA CADET CORPS

HRH The Princess Royal KG KT GCVO

GCStJ GSO CD

MSSC PRESIDENT

Admiral Sir Philip Jones GCB OBE DL

COUNCIL MEMBERS

Ms Léonie Austin

Ms Christine Baldwin

Miss Laurelle Brant

Ms Liz Cassidy (Vice Chair)

Mr David Derbyshire

Mr David Dingle CBE

Mr Simon Figgis

Mr Gareth Hampton

Lt Cdr (SCC) Jason Kinghorn RNR

Mr Alan Marsh MBE FICS

Mr Nick Mason – resigned 14 November 2021

Mr John May OBE DL

Captain Ian McNaught CVO MNM

Ms Miranda Nagalingam

Ms Kirsten Naude

Mr Jeremy Penn (Chair)

Mr Jonathan Robertshaw

Mr Michael Schofield

Mr Robert Woods CBE

Vice Admiral Sir Jonathan Woodcock KCB OBE

COMMITTEES

Finance, Investment, Remuneration & Audit Committee (Chair: Simon Figgis)

Policy Development & Nominations Committee (Chair: Léonie Austin)

Safety, Safeguarding & Risk Committee (Chair: John May OBE DL)

National Sea Cadet Advisory Council (Chair: Lt Cdr (SCC) Jason Kinghorn RNR)

VICE PRESIDENTS

Mr Tony Allen

Dr Louise Bennett

Vice Admiral Sir Tom Blackburn KCVO CB

Rear Admiral John Borley CB MA CEng MIEE

Colonel Paul Cautley CMG OBE DL

The Reverend Canon R J Christianson

Mr Mike J Cornish

Mr Christopher St J H Daniel MBE FSA

Mr Michael Everard CBE

Rear Admiral Sir Jeremy

de Halpert KCVO CB FRIN



Dr Sheila Fitzpatrick MBE

Mr Andrew Given

Commodore Ian Gibb MBE FNI MRIN FRSA FRGS

The Rt Hon The Lord Greenway Bt

Mr Eric Hutchinson

Mr David Jeffcoat

Commander John McK Ludgate RD DL RNR

Mr Alex Marsh

Sir Alan Massey KCB CBE

Lord Jeffrey Mountevans

Captain Nigel Palmer OBE MNM

Dame Mary Richardson DBE

Captain David M Robinson MBE EXC FNI FRSA

The Earl of Romney

Mr Clive I de Rougemont

Mr Richard Sayer

Rear Admiral David Snelson CB FNI

Admiral Sir Mark Stanhope GCB OBE DL

Sir David Steel KBE DL

Mr Patrick L M Stewart MBE LLB WS

Mr Mike Tapper

Mr Christopher C Thornton

Mr Henry Thornton

Vice Admiral Sir Jonathan Tod KCB CBE

Commodore W Walworth CBE RFA MNM

Mr F John Whitworth OBE

Mr Colin Wilcox

EXECUTIVE MANAGEMENT

Chief Executive:

Martin Coles CBE FRICS ACI Arb

Captain Sea Cadets:

Captain Neil Downing RN

Director of Finance & Digital and Company Secretary:

Jenny Howard

Director of Young People,

Volunteer & Business Support:

Paul Wilkinson

Director of Sea Cadet Learning:

Heather Williams

Director of Fundraising & Communications:

Daniel McAllister

Director of Human Resources:

Petrina Brooker

Director of Maritime Training & Development:

Darrell Bate

NEW YEAR'S HONOURS 2022

Mr Martin Coles CBE FRICS ACI Arb

ROYAL NAVY COMMENDATIONS

First Sea Lord Commendation awarded to Lt Cdr (SCC) Chris Healy RNR, Commanding Officer of Gosforth Unit, Northern Area

Second Sea Lord/Fleet Commander Commendation to SLt (SCC) Kelly Louise Newton RNR, Commanding Officer of Tooting & Balham Unit, London Area

“ Sea Cadets makes me feel part of something special.”
Male cadet (14), Southern Area



Produced by MSSC
200b Lambeth Road, London SE1 7JY
Tel: 020 7654 7000 Visit: ms-sc.org

Marine Society & Sea Cadets, a charity registered
in England and Wales 313013 Scotland SCO37808

Admiral of the Sea Cadet Corps: HRH The Princess Royal KG KT GCVO GCSTJ GSO CD
President of MSSC: Admiral Sir Philip Jones GCB OBE DL