



ANNUAL REVIEW 2019/20

Welcome from the Chair



I hope you and those around you are well despite these difficult times, which are proving challenging for all – especially charities.

The Marine Society has been playing its part in supporting a struggling maritime sector during this pandemic. The re-focus of our offer over the last year to better meet the needs of the sector has proved very timely, enabling us to deliver even more effectively during the changed world of Covid-19 and beyond.

Indeed, the enduring success of the Marine Society throughout its 264 years' history has been adapting to serve the continually evolving learning needs of the seafarer and the maritime sector. The difficult, but necessary changes made in the last year build on this heritage, resetting our services for the digital age making them more accessible, further developing the courses and qualifications on offer as well as the related support, whether for those working at sea, ashore, or looking to do so.

Our staff have been hard at work throughout the pandemic, advising seafarers and potential students on how to adapt their education amid fast-changing circumstances.

Little did we realise when we conceived these changes towards digital delivery, as well as our course prospectus and advice services, how timely they would become.

This October marks the end of my tenure as Chair to this marvellous charity; I am deeply thankful to the volunteers and staff for their extraordinary efforts. I would also thank the wonderful donors for their belief and support. The lives of thousands of seafarers across the country and beyond, given brighter futures, is a testament to our collaboration.

Robert Woods
Chair, MSSC

Welcome from the CEO



This would have been a year of change for the Marine Society, even if we had not had to endure Covid-19.

As we entered lockdown, 10 days before the end of the financial year, I believe that we were already well-placed to adapt to these new digitally-powered, remotely-distanced times. What has changed is that our modernisation has been accelerated through what has proved to be a tough but necessary re-focus of our offer to better meet the needs of the maritime sector.

Covid-19 has stretched us all and it would be remiss of me not to mention our staff who, like us all, have had challenges this year. Despite this, they have delivered an excellent service which the Marine Society is renowned for. Their hard work is to their immense credit and I thank all those involved.

We explain a little more in this Annual Review the thinking behind the process of restructuring the Marine Society. But it has developed a service which is now even more targeted towards the needs of the modern seafarer.

The platform by which seafarers can engage with us has been transformed, with an increase in digital opportunities, as well as the number of languages available to study in.

During the Covid-19 crisis, I am proud to say that the Marine Society has been able to help maritime charities close to our hearts. Through our support, seafarers have received funding support via Shipwrecked Mariners' Society and Mission to Seafarers whilst free Learn@Sea licences were provided to The Fishermen's Mission. Our sister charity Sea Cadets has also benefitted from similar digital learning licenses.

In addition, our revised Coming Ashore programme is enabling students and seafarers to tap into the advice of experienced industry professionals. Our new courses, Leadership@Sea and Stability@Sea are already attracting significant interest.

Overall, despite the pandemic, I believe the Marine Society is better placed now than it ever has been to take on the challenges of today and in the years ahead.

Martin J Coles
CEO, MSSC

Our year in numbers

10,612

cases of advice
and guidance
provided

114

scholarships
awarded to
seafarers

1,552

e-books
available through
digital library

121

registered seafarers
on Coming Ashore
programme

100th

anniversary of
books service

9,284

physical books
issued to
crews

139

ship libraries
supplied

20%

more sales through
Marine Society's
Bookshop

Open Awards
Badge of
Excellence
awarded for
Maths@Sea

100%

pass rate for 2020
GCSE and A-Level
learners

9,142

Learn@Sea licences
provided to
Sea Cadets

49

scholars achieved
their First Officer
certification

A new Marine Society

In 2019, we undertook a strategic review of the Marine Society's activities to safeguard its future for the long-term.

Led by Interim Director of Seafarer Learning, Darrell Bate, the review has formed the basis of a new strategy which we are now working towards, including:

- Creating an attractive digital offer for seafarers, by further developing current and new products.
- Continued seafarer welfare support via bursary management, support for seafarers on careers ashore, plus related advice and guidance.
- Building on the relationship with Sea Cadets and other young people, through maritime careers promotion and outreach, including partnering to deliver accredited maritime qualifications.
- Developing niche high quality maritime apprenticeships, leveraging MSSC's inshore boating assets and expertise.
- Withdrawal from providing services related to GCSEs and A-Levels (including private exams).
- Continued provision of maritime book sales.

With this strategic vision in mind, our initial focus includes:

- Expanding digital maritime learning services, such as Learn@Sea and digital library services.
- Developing a maritime careers outreach programme for 16+ yrs along with delivering accredited maritime qualifications and apprenticeships, in partnership with further education providers and harnessing practical delivery elements through the charity's boating centres.
- Developing the Coming Ashore maritime careers project.
- Continuing administration of our scholarships and other bursaries, but managed more efficiently.
- Continuing to grow maritime book sales.



PLAYING OUR PART TO FIGHT THE PANDEMIC

Everyone has had to take extraordinary measures to fight the ravages of Covid-19 and the Marine Society has been no exception.

We have provided extensive financial support and funding through three partnering charities helping seafarers in need – the Fishermen's Mission, Shipwrecked Mariners Society and Mission to Seafarers. In addition, our sister charity, Sea Cadets have benefitted from thousands of digital Learn@Sea licences helping volunteers and cadets alike gain basic qualifications.

We continue to respond to the many requests for advice and guidance from seafarers keen to pursue further education and training to develop their careers at this time. For many, we continue to be the sole source of help and financial support.

We are acutely aware that the longer the pandemic impacts on the maritime sector the more demand there will be for further education, advice on 'coming ashore' and supporting the wellbeing of crew. It is our aim to meet this new demand.

A new digital age

In line with our new strategy, we've continued to develop our digital offer to seafarers.

We believe seafarers deserve access to life-enhancing education wherever they are in the world. Our aim has been to further improve courses and also increase accessibility for seafarers, wherever they are and however they use the service.

LEARN@SEA

Thanks to funding support of IFAN, our new and revamped courses via the Learn@Sea platform offer the modern seafarer upskilling that can be studied anywhere at any time with or without connection to the internet.

While the series of **Maths@Sea** courses remain as popular as ever, our new courses are proving to be of great interest and relevance:

Stability@Sea – covers all aspects of the buoyancy and stability of vessels presented in bite-size topics. Content is user-friendly, combining technical diagrams, images and self-test exercises to check understanding.

Leadership@Sea – this is one of two modules on leadership and management and its aim is to introduce the seafarer to different leadership styles and gets them thinking about communication and management.

Management@Sea – its aim is to enable the seafarer to work more effectively with their team. It covers concepts around coaching before delving deeper into how to develop and manage a team. There are also tips on recruitment and inducting new staff.



By working with new partners including Lloyds Maritime Academy, Bluewater Marine and the Institute for Chartered Shipbrokers, we are growing our numbers in new markets.

The Royal Navy is also encouraging ratings to consider our Leadership and Management courses for continuing professional development whilst the Workboat Association actively promotes Stability@Sea to their members as it supports their professional progression.

Because of this external recognition, we believe we have an excellent product which will see increased takeup in the coming years.



The **Maths@Sea** and **Maths@Sea Plus** courses were both awarded the **Open Awards Badge of Excellence**. This external recognition adds formal rigour and quality to these award-winning courses and offers learners the option of certification if they wish.

Thanks to IFAN for their generous funding support.

Financial support for seafarer education

With increased opportunity and the impact of Coronavirus comes demand for financial support – we're here to help.

JW SLATER SCHOLARSHIPS

Enquiries about the fund continues to grow. In order to ensure that the scholarship programme is managed more efficiently, we have reduced applications to an annual rather than monthly cycle and limited the number of awards granted. 100 awards were made in the year. There has been a significant increase in the number of Slater scholars achieving their Certificate of Competency this year, 49 completions which is up by 63% on the same period last year (30). We expect the high number of completions to continue as significantly more scholarships have been awarded in recent years and because of our robust monitoring, guidance and support to scholars.

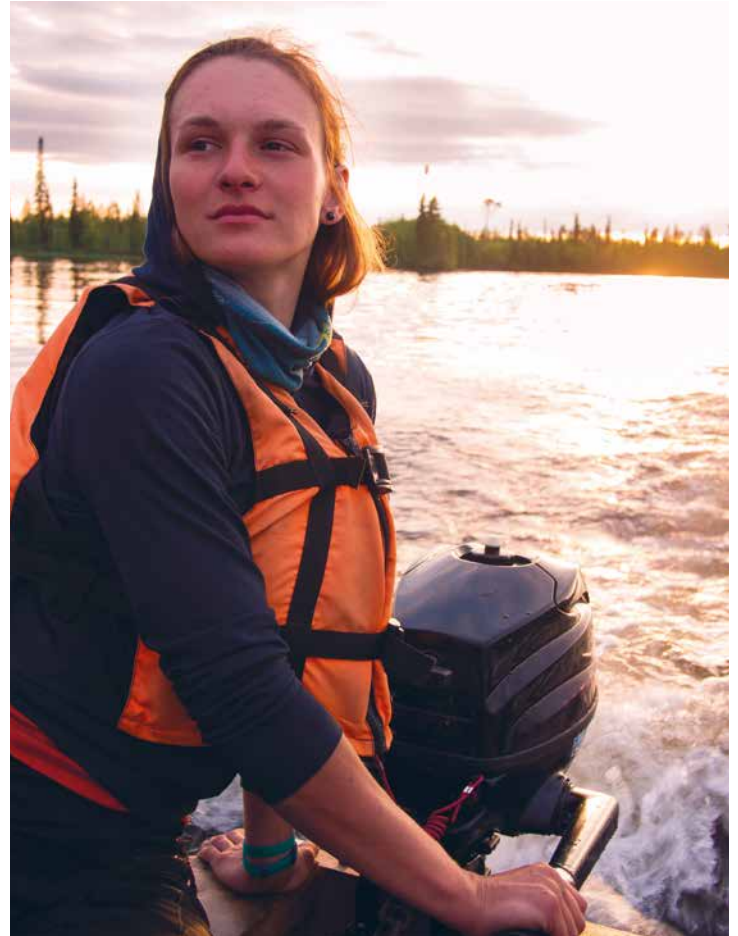
TRINITY HOUSE SCHOLARSHIPS

The Marine Society and Trinity House have worked together to establish a new scholarship initiative alongside the existing Worcester, Hanway and Slater scholarships. Each scholarship is worth up to £5,000 to help seafarers gain essential qualifications to work at sea or with continuing professional development. In its first year we have already supported three seafarers, one to take a course that is essential to work at sea, one to help offset their Chief Engineers studies and the other to assist their Chief Officer Unlimited studies.

“ I received financial help with college fees, essential course equipment and travel to examination centres. Without this help, it would have been near impossible for me to obtain my Watch Certificate of Competency. The communication throughout my studies was also excellent.

With the help of the Slater Fund, I have achieved my goal of becoming an Officer of the Watch. The Marine Society's JW Slater Fund has my highest recommendation for any experienced seafarer wanting to progress further in their career. ”

Steven Collingwood, JW Slater Scholar



WORCESTER & HANWAY SCHOLARSHIPS

Our range of scholarships are available to support seafarers' progress in careers at sea or ashore within the maritime industry. We awarded seven Worcester scholarships to seafarers to help offset the cost of the chief mate unlimited studies and diploma in marine surveying.

Our Hanway Scholarship supports seafarers with more critical need to gain STCW safety training to work at sea. This year, we awarded four scholarships.

Further information on each of these scholarship schemes can be found on our website – marine-society.org/funding

Coming Ashore

Fully launched in January 2020 and emerging from the UK maritime sector's Project Ulysses, Coming Ashore targets seafarers of all backgrounds who seek a career on dry land and to promote a career within the maritime sector.



With funding from the Maritime Educational Fund, Institute of Chartered Shipbrokers and The Baltic Exchange, Coming Ashore is a “one-stop-shop” of resources alongside training, mentoring and work experience, designed for eligible seafarers aiming to work shoreside.

It seeks to improve skills and promote awareness of the opportunities available at sea, especially for women.

With seafarer numbers expected to triple in the coming years, this support could not be more vital to those seafarers and to the sector as a whole.

Eight leading industry professionals are acting as mentors under the current scheme and we are partnering with shipping and maritime businesses who offer work experience placements for seafarers during their leave periods. Applicants are filtered to determine their preferred pathway and matched to an appropriate mentor.

Already the project is building up a bank of digital resources including podcasts, webinars, toolkits and discounts on professional development courses.

We are very excited indeed to see this project become fully established over the next year.

“ When life at sea is all you've ever known, moving ashore can be a challenging transition. There are opportunities galore but it can be hard to see a path forward.

That's why we're proud to support the Marine Society's Coming Ashore project, which offers tailored guidance and support for the next generation of seafarers coming ashore. ”

Paul Naranjo-Shepherd, Director, Whitehorse Maritime

Celebrating a centenary

We take a look back at the origins of our crew libraries service and how they continue to benefit seafarers today.

Establishing a system of education for adult seafarers was discussed for the first time by the Seafarers Education Service (SES) in 1919 and the idea of setting up a seafarers' library service was seen as the best way to accomplish it. The main driving force behind the idea was Albert Mansbridge, the founder of the Workers' Educational Association and the SES, who was inspired by the poor conditions of seafarers he saw on his many voyages. He believed that education and the pursuit of knowledge were vital.

Thanks to his cooperation with Lawrence Holt, the owner of the Blue Funnel Line, SS Aeneas carried the first library with 150 books on board when it set sail to Australia on 29th May 1920.

The service quickly grew to 400 ships by 1929, and from the very beginning, a financial contribution was expected from the shipping companies to sustain the library service. Ship-owners wanted something in return for their money, and it was up to the Director of the SES to prove that the crew was more efficient and happier whenever there was a library on board. With foresight from ship-owners and special concession prices, 600 British merchant ships took part in the hardback exchange by the outbreak of World War II.

The British government saw the service as essential to the welfare of the crew, and despite the heavy losses sustained and thanks to the government-led initiative, over 1,000 ships received libraries by 1945.

The SES library service reached its peak together with British Shipping and by 1957, 1,800 British Merchant Ships were carrying a library onboard and 350,000 books a year were sent to sea. Books on request contributed considerably to the popularity of the service and titles sent directly to individual sailors for the price of the postage covered a broad range of topics.

Dr Ronald Hope CBE, director of the service from 1947 to 1986, was a driving and a driving force behind many improvements, established a film library in 1954 with educational films at its core. Kits for painting and modelling



were available for interested sailors and tutors were sent directly to ships to teach practical subjects such as art and physical education.

By 1971 the number of ships with libraries increased to over 1,600, but in the next 20 years, the service saw a sharp decline. Larger tankers and the rise of containers saw crew numbers fall. Also, flags of convenience became more common and ships were sold outright, This led to the SES becoming part of the Marine Society in 1976. While the film library was discontinued, the hardback library continues to this day, albeit in smaller numbers. Marine Society loan libraries still exist on National Oceanography and British Antarctic Survey ships, but the majority of fleets are switching to online options such as the Marine Society's own digital library app. With a wide range of topics across fiction and non-fiction, books are also available in at least seven languages.

Albert Mansbridge would be proud to see that 100 years on, despite massive changes to shipping, ship libraries are on 139 ships around the world. The future is bright too with significant growth in our digital libraries service, developed thanks to the funding support of IFAN.

For more information on our digital service, contact us at webenquiries@ms-sc.org. You can also discover an archive video looking back at the Marine Society: bit.ly/3ilg5HX

People, honours and committees

President

Admiral Sir Mark Stanhope GCB OBE DL

Council members

Robert Woods CBE (Chair)
 Ms Liz Cassidy (Vice Chair)
 Ms Léonie Austin (from Oct 9 2019)
 Dr Louise Bennett
 Mr Andrew Bull (retired July 15 2020)
 Mr David Derbyshire (from Oct 9 2019)
 Mr Simon Figgis
 Dr Sheila Fitzpatrick MBE
 Lt Cdr (SCC) Jason Kinghorn RNR
 Mr Alan Marsh MBE FICS
 Mr Alex Marsh (retired Oct 9 2019)
 Mr Nick Mason
 Sir Alan Massey KCB CBE
 Mr John May OBE DL
 Captain Ian McNaught CVO MNM
 Mr Jeremy Penn
 Mr Jonathan Robertshaw
 (from Oct 9 2019)
 Commodore Bill Walworth CBE MNM RFA
 Vice Admiral Sir Jonathan Woodcock
 KCB OBE

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 & Audit Committee (Chair: Simon Figgis)
 Policy, Development & Nominations
 Committee (Chair: Jeremy Penn)
 Safety, Safeguarding and Risk Committee
 (Chair: Mr John May OBE DL)
 National Sea Cadet Advisory Council
 (Chair: Lt Cdr (SCC) Jason Kinghorn RNR)

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 Vice Admiral Sir Tom Blackburn KCVO CB
 Rear Admiral John Borley CB MA
 CEng MIEE
 Sir John Bourn KCB
 Colonel Paul Cautley CMG OBE DL
 The Reverend Canon Bill Christianson
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 Mr David Jeffcoat
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 Mr Peter Swan OBE FCA
 (deceased 16 May 2019)
 Mr Mike Tapper FRSA
 Mr Christopher Thornton
 Mr Henry Thornton
 Vice Admiral Sir Jonathan Tod KCB CBE
 Mr Colin Wilcox
 Mr John Whitworth OBE

Executive management

Chief Executive:
 Martin Coles FRICS ACI Arb
 Captain Sea Cadets:
 Captain Philip Russell RN
 Director of Finance, IT and Trading, and
 Company Secretary: Mark Hallam BSc MNI
 FCA (retired Aug 29 2019),
 Jenny Howard (from Aug 30 2019)
 Director of HR: Petrina Brooker
 Director of Volunteer and Business Support:
 Paul Wilkinson
 Director of Fundraising and Communications:
 Daniel McAllister
 Director of Sea Cadet Learning:
 Heather Williams
 Director of Policy and Young People Support:
 Veronika Neyer
 Director of Seafarer Learning:
 Darrell Bate (from Aug 27 2019)

New Year's Honours 2020

John May OBE DL
 Lt (SCC) Janice Spicer MBE RNR
 Patrick Stewart MBE CVO
 Mrs Emma Walton BEM
 Lt Cdr (SCC) George Wilson BEM RNR
 CPO (SCC) Stefen Wells BEM





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202 Lambeth Road
London SE1 7JW
Tel: 020 7654 7000
Visit: ms-sc.org

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Patron: Her Majesty The Queen
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