



ANNUAL REVIEW 2018/19

Welcome from the Chair

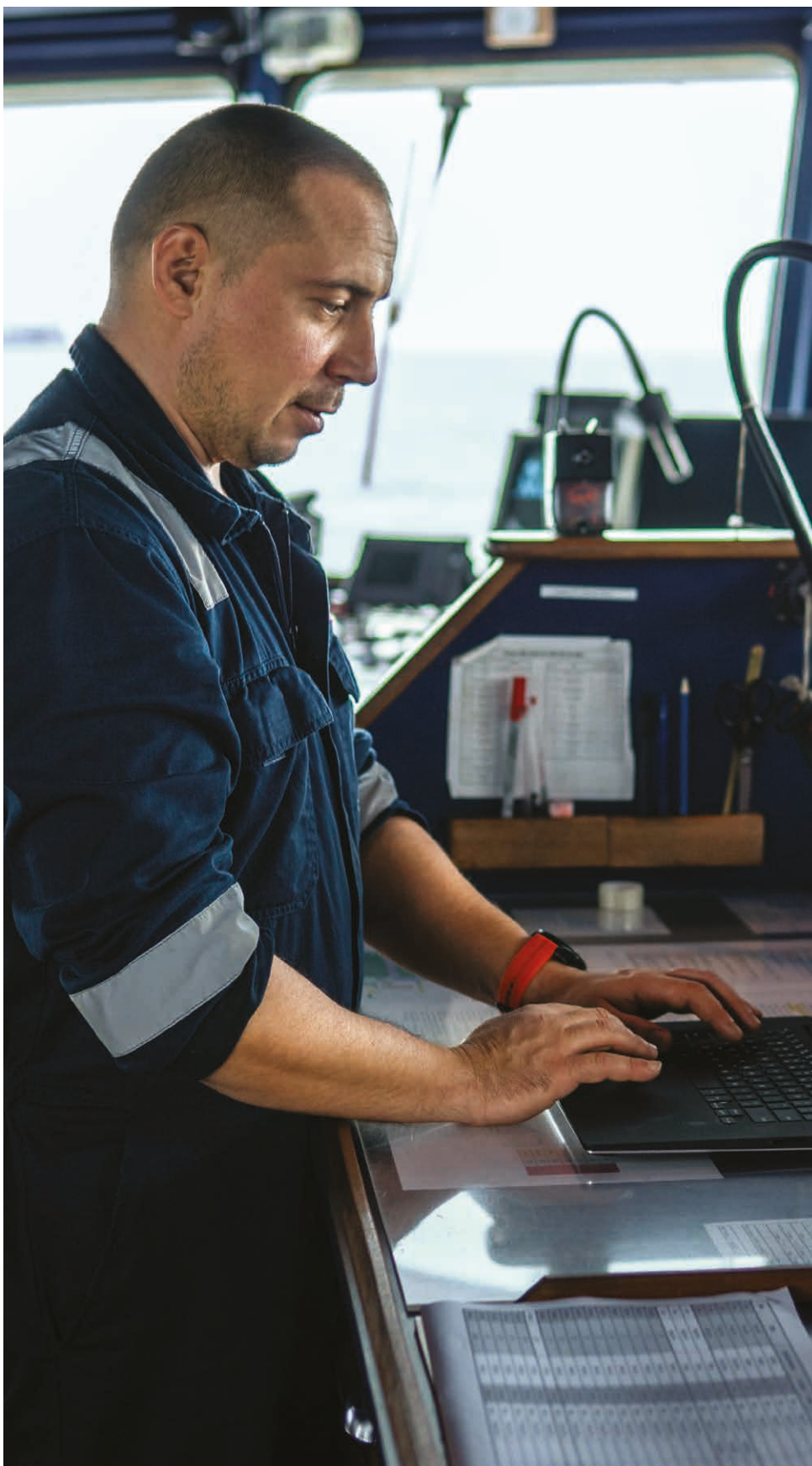


Building on its 263 years of experience of supporting the learning and personal development of seafarers, the Society continues to position itself to be ever more relevant to seafarers and the maritime sector in the UK and overseas.

The publication in January 2019 by the Department of Transport of Maritime 2050 confirms this to be a pivotal time for the sector, one of change and great potential. This means an even greater need for the education services and wellbeing support we offer to those at sea.

Alongside continuing to grow our existing services in the UK and internationally, consistent with the ambitions of Maritime 2050, we are beginning to look to ways to further develop our offer, perhaps to include those starting out, those wishing to move from sea to shore, as well as how we might better leverage MSSC's work with young people through Sea Cadets, the largest maritime youth charity in the UK, to reinvigorate the image and appeal of the sector.

Robert Woods
Chair, MSSC



Welcome from the CEO



The UK's maritime sector remains an important driver to the country's economic growth and, as evidenced by Maritime 2050, key to its future prosperity.

A recent study from Maritime UK – in partnership with the Centre for Economics and Business Research (CEBR) – suggests that not only is the maritime sector bigger than both the automotive and aerospace industries, it facilitates 95% of all UK trade.

The projection for continued growth in seaborne trade worldwide, the ongoing shift eastwards in the global economy, coupled with new emerging markets, only confirms the huge economic potential for the maritime sector in the UK and internationally. Add to this the development of new disruptive technologies, together with the challenges of climate change, it is easy to see that the need for work of the Marine Society has never been greater, supporting seafarers to be ready to take on the opportunities that this level of change will create.

So alongside continuing to grow our existing services in the UK and internationally, while being consistent with the ambitions of Maritime 2050, we are beginning to look to ways to further develop our offer. This includes considering how we might support those starting out within the sector, those wishing to move from sea to shore, as well as how we might better leverage the work of MSSC



with young people through Sea Cadets (the largest maritime youth charity in the UK) and schools, to inspire the next generation about the tremendous opportunities available within the maritime sector.

In this review then you will read more about how we are working to play our part in supporting seafarers to meet

the challenges and opportunities of the maritime sector of today and tomorrow, as well as reading first hand stories of the positive impact being delivered.

Martin J Coles
CEO, MSSC

Our year in numbers

56%

more sales through
Marine Society's
Book Shop

100%

pass rate on I/GCSE and
A-Level examinations for a
third successive year

1,400

books available
through e-library
trials

15

Worcester and
Hanway scholarships
awarded

130

JW Slater
scholarships
awarded

145

ship libraries
supplied

14,725

books distributed
to crew libraries

Value of
scholarships
awarded up by

26%

102

IGCSE and
A-Level examinations
facilitated

Over
19,000

Learn@Sea licences
issued since 2011

13%

more enquiries for
information, advice
and guidance

Matrix Quality
Standard for information,
advice and guidance
re-accredited to
Marine Society for a
further 3 years

Case study

Robert Szymecko took a BA (Hons) Leadership and Management at the Open University, with the support of his employers BP and the Marine Society. He traces his journey from a decade spent on ships to a shore-based role and how the Marine Society helped him get there:

“BP has an accelerated development programme which supports the transfer of seagoing experience to shore. In order to do this, BP reached out to the Marine Society to arrange the studies.”

“When I started this process, I was on board the ships and I wasn’t 100% sure if I would like to go ashore. Studying this subject made me much more familiar with the subject and persuaded me to make the move.”

CULTURE CHANGE

“When you’re on board ship, it’s so different with the very strict hierarchy in the chain of command from the Captain downwards. So you learn that it’s not only being a leader but also being a commander.”

“Being on the desk is very different. You do your job to the best of your ability in the safest way possible. But you learn why things are happening, about commercial concerns which you don’t normally have time to think about.”

“It’s a very practical study of this subject not only doing the theory but using examples from my time here at BP. I was able to dig deep and find a new level of understanding.”

HOW DID THE COURSE HELP?

“It was really good in developing that broader approach in understanding how the business works and what is expected from the leader. That was the key element.”

“I enjoyed it all. I didn’t learn by rote, learn stories straight from books but trying to implement those stories into practice, that was the best thing.”



“I want to thank the Marine Society for all of the great support that I had over this time. I managed to get promoted, obtain my Master Mariner qualification and transfer to shore side.”

A new digital age



CREW E-LIBRARIES

Our digital plans have moved on at pace with the development of our digital library seeing significant steps forward in the last year.

While our traditional library service remains a core facility, the desire to develop a system where seafarers can download books online from ships, is beginning to be realised.

Thanks to the funding from the International Foundation for Aids to Navigation (IFAN), over 1,400 book titles have been stocked and a trial is underway with Shell UK, which sees the digital library supplied to a number of the company's ships, including their very biggest supertankers.

A full rollout of the programme is set to come in 2019/20, which we anticipate will enable us to continue to meet the growing demand for this important service to professionals at sea.

LEARN@SEA

With the need to widen seafarers' access to learning as important as ever, we've broadened our curriculum offering via the Learn@Sea platform, again with the support of IFAN.

With take-up of Maths@Sea and English@Sea remaining strong, the new courses added during 2018/19 include;

maritime geography, leadership, modern slavery and media@sea. Ship owners such as Maersk, now routinely use these programmes to support their cadet training and nautical colleges such as Blackpool and the Fylde recommending it as preparation for officer training before attending college.

Further Learn@Sea upskilling courses are due for development during 2019/20, including such topics as Stability@Sea, together with work to accredit this ever growing programme.

BOOK SERVICES

In May 2018 we launched the new online Marine Society Shop (www.marinesocietyshop.org). A one-stop shop for books and courses that support seafarer learning and professional development.

Online bookshop sales already contributed towards our incremental growth in its first year. This was supported by developing new online book distribution partnerships with Nautical Institute and IMAREST and creating specially curated mini-shops for Nautilus Telegraph and Sea Cadets.

GLOBAL MARITIME ACADEMIES

Our work to supply major international maritime academies and institutions with specialist books continues to grow. Notable inclusions being IMO China, Caribbean Maritime University and Batumi Maritime Academy in Georgia.

Education

TRINITY HOUSE SCHOLARSHIPS

Together with Trinity House, the Marine Society has been working to establish a new scholarship initiative alongside the existing Worcester, Hanway and Slater scholarships.

The Trinity House Scholarship will be offered where the criteria of the JW Slater scholarships is not met, so that even more seafarers may be supported.

These scholarships will therefore increase the access of seafarers to learning, with the first awards to be made from 2019/20.

JW SLATER SCHOLARSHIPS

The fund received a significant increase in interest this year, with 130 awards made – a 29% increase!

Managed jointly by the Marine Society and Nautilus International, it benefits ratings looking to achieve their first certificate of competency as well as Yachts, Tugs and Workboat crew working their way up the maritime career ladder.

“It’s been a brilliant experience and one I would gladly recommend junior crew on board to investigate.”

Marti Morris, JW Slater scholar

WORCESTER & HANWAY SCHOLARSHIPS

In memory of one of the founders of the Marine Society, the Hanway Scholarships for seafarers enables access to qualifications essential to work at sea, or to support seafarers with their continuing professional development where there is no support from their employer/ship owner. Worcester Scholarships help qualified mariners who wishes to gain a higher academic qualification in the maritime field – such as a BEng (Hons) or BSc(Hons) in Maritime Operations or Marine Engineering – which would lead on to a continued career in the maritime industry.

Both scholarships remain popular and enable a small, but significant number of seafarers to develop their careers either at sea or ashore.

PORTSMOUTH UNIVERSITY

We are forging a new partnership with Portsmouth University intended to offer seafarers opportunities to achieve work-based learning degrees.

The agreement will provide the chance to gain higher qualifications in practical subjects such as Engineering Studies and Engineering Project Management.

CVQO LEADERSHIP AND MANAGEMENT COURSE

In partnership with CVQO, we now offer City and Guilds Professional Recognition Awards in leadership and management, which represent a vocational route to higher education.

These are competence-based awards that recognise the practical application of professional skills, knowledge and understanding in employment and will give seafarers the opportunity to gain a recognised academic qualification for experience gained at sea.

A pilot scheme run by the Marine Society saw significant results achieved. This included yachtsman Russell Potter who completed his City & Guilds Professional Recognition award at Masters Level 7 within four months rather than the scheduled twelve. This was shortly after achieving his Officer of the Watch unlimited with the support of the Marine Society and JW Slater Fund. For his efforts we awarded Russell a Lifelong Learning and Outstanding Achievement award at the Annual Court 2018.

MATRIX STANDARD RENEWED

The Marine Society is proud to have had its Matrix Standard accreditation renewed for another three years, in a signal of the ongoing quality of the provision.

The Matrix Standard is the National Quality Mark for any organisation which delivers information, advice and guidance (IAG) to support individuals in their choice of career, work and life goals.

Successfully maintaining the Matrix Standard accreditation demonstrates the commitment of everyone working towards continuous improvement and confirms that the Marine Society meets the criteria for this quality mark for an extended period.

Focus for the future



While the pace of change remains constant, our ability to embrace that must remain unrelenting as well.

Our aim is to provide the best possible service and with that in mind, we aspire to achieve “Outstanding” status when the next Ofsted inspection takes place. While the Marine Society’s brand remains authoritative and trusted, retaining high take-up of the services provided continues to be a challenge.

We need to redouble our efforts to stay relevant with the needs of seafarers and the industry as a whole, particularly when requirements from employers can often change and affect seafarers’ professional and educational needs.

A point where the Marine Society must change has now been reached. We need to identify a new model of working for the 21st Century.

Therefore, trustees have decided to launch a comprehensive review of the Marine Society, its’ objectives and sources of funding. The review, led by incoming Director of Seafarer Learning, Darrell Bate, will focus on a number of key tasks:

- Does the curriculum need to broaden beyond its current offering?
- Is the curriculum accessible and relevant to the needs of the 21st century maritime industry?
- What further work can we do, to improve our digital service?
- How can we promote opportunities for Sea Cadets to work in the maritime sector?



People, honours and committees

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Council members

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Ms Liz Cassidy (Vice Chair)
Mr Tony Allen (retired 10 Oct 2018)
Dr Louise Bennett
Mr Andrew Bull
Mr Simon Figgis
Dr Sheila Fitzpatrick MBE
Lt Cdr (SCC) Jason Kinghorn RNR
Mr Alan Marsh MBE FICS
Mr Alex Marsh
Mr Nick Mason
Sir Alan Massey KCB CBE
Mr John May DL
Captain Ian McNaught CVO MNM
Mr Jeremy Penn
Mrs Kathryn Stone OBE
(retired 19 Jan 2019)
Commodore Bill Walworth CBE MNM RFA
Vice Admiral Sir Jonathan Woodcock
KCB OBE

Committees

Finance, Investment, Remuneration
& Audit Committee (Chair: Simon Figgis)
Policy, Development & Nominations
Committee (Chair: Jeremy Penn)
Safety, Safeguarding and Risk Committee
Chair: Mr John May DL
National Sea Cadet Advisory Council
(Chair: Lt Cdr (SCC) Jason Kinghorn RNR
(from 18 July 2018))

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Rear Admiral John Borley CB MA
CEng MIEE
Sir John Bourn KCB
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FCMI RFA
Vice Admiral Sir David Steel KBE DL
Mr Patrick Stewart MBE LLB WS
Mr Peter Swan OBE FCA
(deceased 16 May 2019)
Vice Admiral Sir Patrick Symons KBE
Mr Mike Tapper FRSA
Mr Christopher Thornton
Mr Henry Thornton
Vice Admiral Sir Jonathan Tod KCB CBE
Mr John Whitworth OBE
Mr Colin Wilcox

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 29 Aug 2019)
Jenny Howard (from 30 Aug 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
Interim Director of Seafarer Learning:
Darrell Bate (from 27 Aug 2019)

Queen's Birthday Honours 2018

Mrs Susan Catterill MBE
Lt (SCC) Andre Bonjour MBE RNR
Mrs Jennifer Harrison BEM

New Year's Honours 2019

Mr Malcolm "George" Bone MBE
Mr Alan Marsh MBE
Mrs Johanna Rohan CBE
Captain Ian McNaught MNM CVO

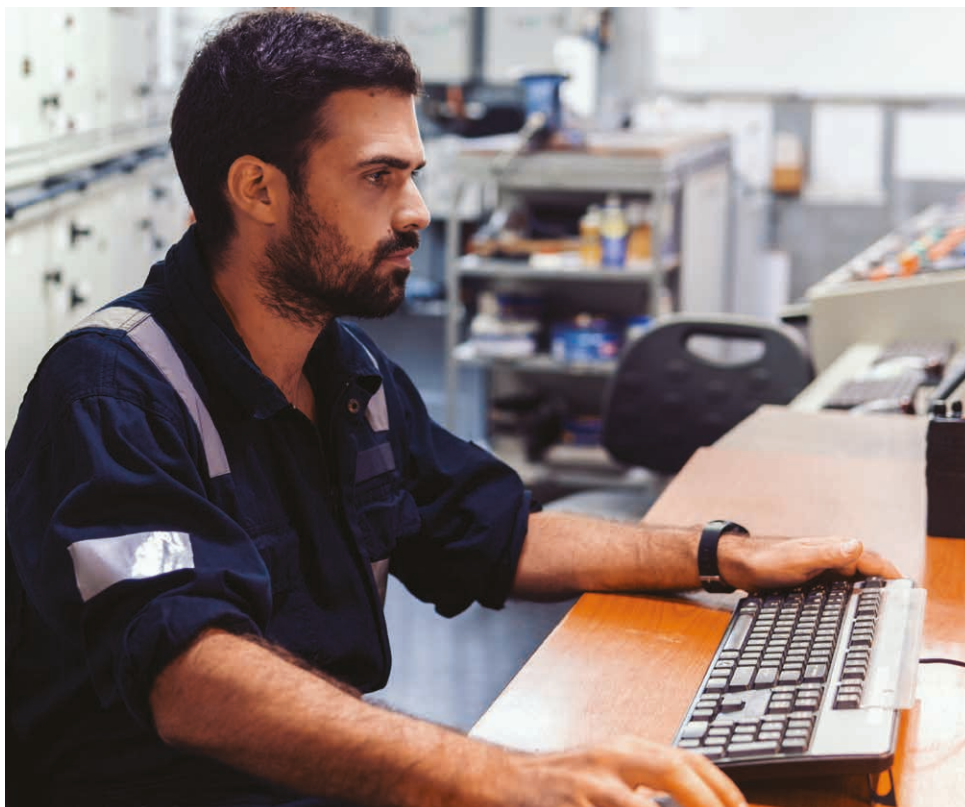
MSSC supporters – thank you

Our thanks to all our donors across MSSC, without your generosity and understanding we could not provide our wide range of services through the work of the charity, to include to seafarers across the world.

Your donations provide education, support and resources. From us, and on behalf of all the seafarers we reach, thank you.

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TK Foundation
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President of MSSC:
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