

ANNUAL REVIEW 2017/18



We are Mari



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Welcome from the Chair



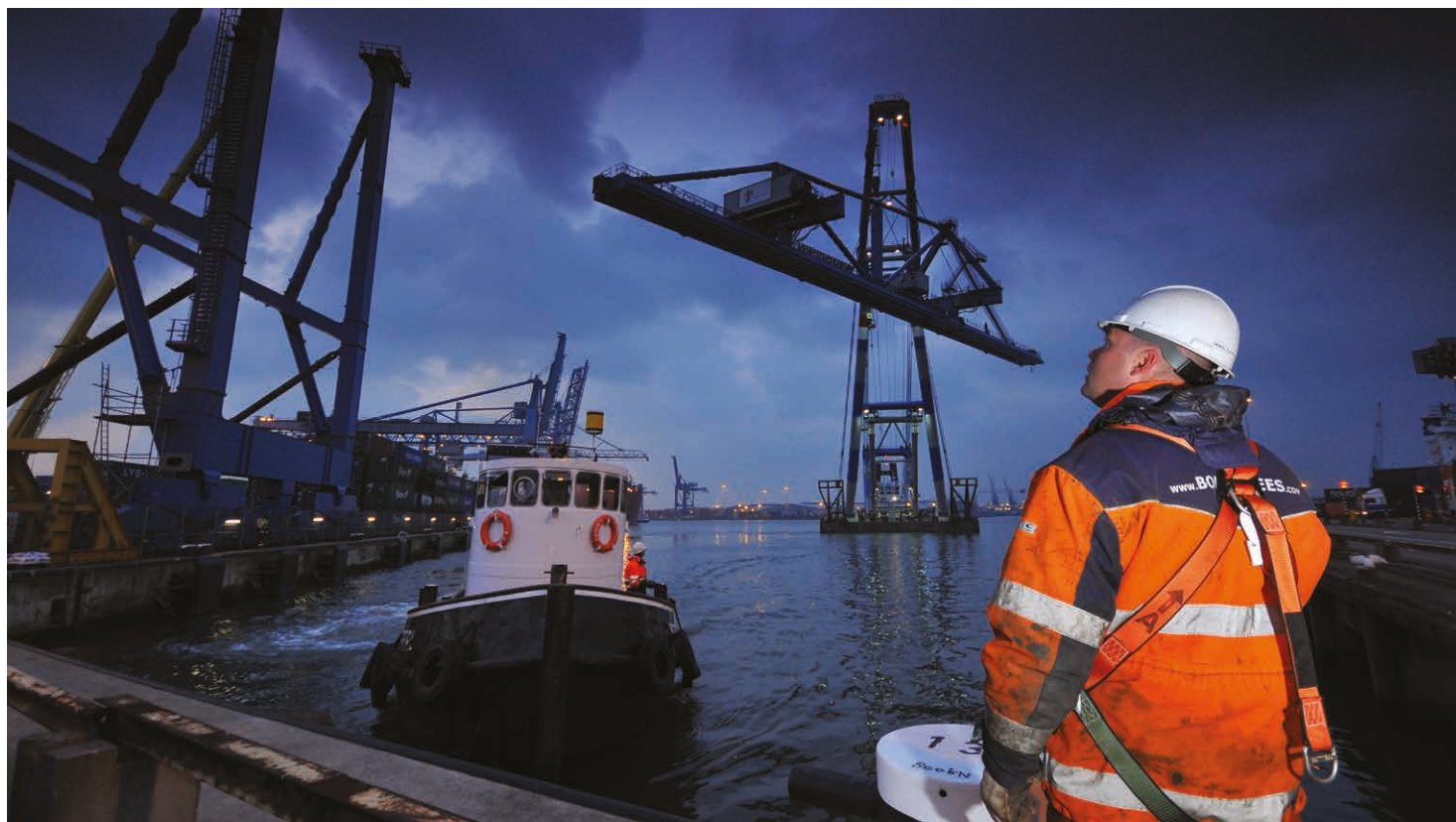
This has been my first year as Chair of Marine Society and Sea Cadets having had the huge privilege to have been a trustee for some time. The work of the charity as a leader in youth development and seafarer lifelong learning will never be complete and yet the achievements and progress made year on year in growing its vision, reach and impact for its beneficiaries continues to impress me greatly.

This year has been no exception. The immense work to achieve a 'Good' rating at Ofsted, as well as delivering the impressive growth of our Learn@Sea programme and development of a digital crew library service, thanks to the continued support of IFAN, show the level of determination to further improve the offer, engagement and impact achieved for seafarers today and for generations to come.

None of this would be possible without the support of the trusts, foundations, individual donors and staff who make the charity such a success – thank you.

Robert Woods
Chair, MSSC

Welcome from the CEO



With world trade set to double by 2030 and half of all European Union trade in goods already carried by sea, the maritime sector is set to play an increasingly important role in UK and world economies, Brexit or no Brexit. And, with the digital revolution potentially set to transform some parts of the sector, the need for learning and development for seafarers has never been more acute, be that to upskill at sea or to come ashore.

The Marine Society continues to evolve to help seafarers meet these challenges, supporting their learning needs and wellbeing, and helping them gain new skills and qualifications.

In this review you will read about the September 2017 'Good' Ofsted rating achieved for our seafarer education services, our ongoing delivery of advice, guidance and scholarships to seafarers, as well as the global growth and development of our Learn@Sea upskilling apps, now engaging 17,000 seafarers across the world. You will also read of our work to design a vital new coming ashore programme for seafarers, which awaits funding to launch. You will find out about our exciting pilot to add a digital library service to our crew libraries, which already serve ships across the world in paper form, as well as the continued expansion of our book

services internationally. We also report on our work to better equip and support our charity employees who are pivotal to all that Marine Society achieves.

I hope you enjoy reading this review and learning of our progress over the last 12 months, as well as first hand stories of the impact of our work.

Martin J Coles
CEO, MSSC

Our year in numbers

148

ship libraries
supplied

19,300

books
distributed

Over
4,000
books sold

Nearly
10,000

information, advice
and guidance
queries handled

101

JW Slater
scholarships
awarded

£1.8m

awarded in
scholarships

Achieved
Ofsted 'Good'
rating



105

GCSE and
A level exams
facilitated

Nearly
17,000

licenses issued for
our Learn@Sea
apps

16

Worcester and
Hanway scholarships
awarded

Helping seafarers learn new skills and gain qualifications



FOR SEAFARERS WE HAVE:

- **DELIVERED** an Ofsted 'Good' rating for our seafarer education services
- **EXPANDED** our IFAN work helping global seafarers to develop their career potential by offering access to the Maths@Sea, Writing@Sea, Maths@Sea+ and English@Sea applications, facilitating remote learning and reaching 16,831 seafarers
- **DEVELOPED** a learning programme for seafarers planning to come ashore, which is ready for funding. We recognise it can be a challenge for those who have always worked at sea to transition to an onshore environment and we want to support them through this process.
- **PARTNERED** with maritime academies around the world – including in Nigeria, Ethiopia and the Philippines, contributing to a 150% increase in bookshop sales
- **PLANNED** to digitalise our marine bookshop, which will enable us to reach even more seafarers in years to come

WHAT WE DO

Bookshop promoting and supporting wellbeing and learning at sea

This year we developed partnerships with a number of marine academies around the world, ensuring seafarers have access to the resources they need to progress in their careers wherever they are in the world.

Indeed, we are becoming the bookseller of choice for the maritime sector. Supporting seafarers through their maritime studies and professional development with our extensive range of books – technical, regulatory, vocational, educational.



Marine Society bookshop

This year we developed a partnership with Philippine based Magsaysay Maritime Corporation to procure and deliver a 2,000-book student library for the new MOL Magsaysay Maritime Academy – a joint initiative between Japanese shipping giants Mitsui O.S.K. Lines, Ltd and Magsaysay, based in Cavite in the Philippines.

This year we sold more than **4,000** books

There were **387** separate titles – including **184** International Maritime Organisation titles

The bestselling title was 'IMO Ballast Water Management Convention'

There was a **150%** increase in the number of books sold through the bookshop

2,000 books were supplied to MOL Magsaysay Maritime Academy in the Philippines

85 books sold to the Maritime Academy of Nigeria

76 books sold to Babogaya Maritime and Logistics Academy in Ethiopia

37 books sold to the Ethiopia Maritime Institute



Marine Society is also pleased to supply the Shell Shipping Fleets 40 LNG (Liquefied Natural Gas) carriers with bestselling paperback libraries. Each ship receives 100 brand new books every four months.

We're also proud of our continuing links with British Antarctic Survey Research ships, annually supplying a 200 book library to each. The RRS James Clark Ross and the RRS Ernest Shackleton support Britain's Antarctic and Arctic operations. In September/October of each year. Both vessels sail to Antarctica from the UK and return the following May/June for annual refit.



Crew libraries

This year, alongside continuing to develop our paperback non-return library service we have designed a digital online download service. Assisted by funding from the International Foundation for Aids to Navigation (IFAN) we have started to stock the digital library and will be piloting our first digital library with Shell UK before a wider launch in 2019. Through our crew library service we are committed to ensuring seafarers have access to quality books, because we know that as well as a popular leisure activity, research has acknowledged the role reading plays in crew welfare. From social engagement, to aiding relaxation, developing language skills and improving emotional well-being, reading can play an integral role in promoting on board safety and seafarer mental health.

Seafarer education – meeting the learning needs to today’s seafarers

We were delighted this year to be awarded a ‘Good’ Ofsted rating for our education services, with a particular focus on GCSEs and A Levels, which currently form a key element of our offering.

**Key comments from
Ofsted inspectors:**

“Leaders and managers have a very clear and well-considered strategy to support seafarers to improve their education and to progress in their careers.”

“Staff understand very well the complexities of learning and working at sea and give good advice to learners to help them choose suitable courses.”

“Learners have high aspirations, enjoy their learning and take pride in their work. They produce work of a good standard and that the vast majority of learners who achieve their qualification remain in employment, secure promotion and/or take up further learning.”



“The Marine Society already had the links with Middlesex University and fully understood the seafarer’s challenges with distance/blended learning and the connectivity issues that come with working remotely on ships. They responded positively on all aspects of the initial application and dealt with the administration aspects in an easy, friendly and professional manner. I also understood their long history in enabling seafarers to undertake such difficult and challenging study and to better their education and I couldn’t have received better encouragement and support.

“Achieving a masters has helped me enormously to understand my capabilities, strengths and weaknesses and delve so much deeper into social science and the human aspects of maritime life.”

Gordon Foot



Learn@Sea

We believe seafarers deserve access to life-enhancing education wherever they are in the world. We are beginning to meet this need through extensive digital marketing of our Learn@Sea platform offering practical Maths and English courses that can be studied anywhere at any time, engaging nearly 17,000 seafarers across the world. We are also working

with a number of marine maritime colleges in the Pacific Rim who have adopted our Learn@Sea programme as an accredited qualification for their students. With further funding secured from IFAN we have started work on the further development of the Learn@Sea courses, to include technical skills, such as ship stability, and to further expand engagement.

“Maths@Sea and Writing@Sea were very beneficial as it had been many years since doing any trigonometry, and from completing the course it’s good to get up to speed before you start as you are expected to know the basics at least.”

Mark Millar

FINANCIAL SUPPORT:

Helping seafarers to get to where they want to be on land and at sea

The Slater Scholarship

The Slater Fund, managed by the Marine Society with Nautilus International, offers Slater Scholarships of up to £18,500, with an additional discretionary £1,500 for completing the programme. The Fund helps ratings study for a first certificate of competency, and can also help Electro Technical Officers and yacht crew gain STCW certification. This year we awarded 101 Slater Scholarships to Seafarers.

NATIONAL TEAM SUPPORT

Our staff are integral to the work we do, which is why we strive to support them as much as we can. Ensuring they have the right tools to carry out our vital work, can communicate across the whole charity and know they are valued is really important if we want to be the best we can be.

For employees we have

- **DEVELOPED** a staff intranet – Compass – connecting the charity across all 19 sites and bringing together all essential information in one place. Plus, providing staff with a chance to see what colleagues do day-to-day
- **COMMITTED** to sharing ideas and creating new ways of working and championing our values
- **INTRODUCED** Asana, a group working forum enabling the communications team to streamline workloads, collaborate efficiently and improve our internal and external communications across the whole organisation
- **REFRESHED** our safety management system framework, and safeguarding policies to make them clearer, more accessible and effective
- **LAUNCHED** our first ever staff awards, celebrating those who have gone above and beyond for Sea Cadets



“The support the Marine Society and Slater Fund has given me while gaining my ETO CoC has been undoubtedly fantastic financially, but has also been emotionally life changing. On June 15th 2016, I found out that I had a Cancer in my neck. This resulted in six cycles of chemotherapy, 30 cycles of radiotherapy and a number of operations, including a partial neck dissection.

“The reason I’m telling you this is because the Slater fund allowed me to focus past my problems and focus on my CoC and I can never thank you enough for this. As I have learnt when dealing with a fight like Cancer, you have to look forward to the future and continuing to work towards my CoC was a part of me looking to the future.

“I am now, of course, back at sea and have been for eight months, I have my CoC and have just completed my last course in GMDSS maintenance so I now have no restrictions or limitations. Life goes on and the small part you have played in mine will never be forgotten.”

John Bacon



“This is going to make a massive change to my career now, I’m already in line for a promotion and a pay rise and for this I will remain truly grateful to the Slater fund for giving me the chance to better myself and broaden my horizons”

Alan Ashmore



“I really appreciate the support of friends, family and the Marine Society for helping me achieve my goal.

“I am now a Master 3000gt and have started a new job running a 42m sailing yacht being built in my home town of Falmouth, Cornwall. Our plan once complete is to slowly undertake a world cruise with the owners, which is a personal dream of mine.

“I can’t express my thanks enough, but I want you to know that without your support it wouldn’t have been possible and I wouldn’t be in the position I am in now.”

James Box



“Overall, I would say that I wouldn’t have been able to take the time out of work to do what ended up being a 10-month learning experience, if it weren’t for the help of the Slater Fund. Giving British seafarers a chance to get these qualifications is a brilliant thing to do and a good way to keep our sea-going heritage alive by passing it on the next generation.”

James Hallos

People, honours and committees

President

Admiral Sir Mark Stanhope GCB OBE DL

Council members

Captain Nigel Palmer OBE MNM (Chairman)
 Robert Woods CBE (Chair)
 (elected 22 November 2017)
 Robert Woods CBE (Vice Chair)
 (stood down 22 November 2017)
 Ms Liz Cassidy (Vice Chair)
 (elected 22 November 2017)
 Mr Tony Allen
 Dr Louise Bennett
 Mr Andrew Bull
 Mr Andrew Davenall
 (stood down 18 July 2018)
 Mr Simon Figgis
 Dr Sheila Fitzpatrick MBE
 Lt Cdr (SCC) Jason Kinghorn RNR
 (elected 18 July 2018)
 Mr Alan Marsh FICS
 Mr Alex Marsh
 Mr Nick Mason
 Sir Alan Massey KCB CBE
 Mr John May DL
 Captain Ian McNaught MNM
 Mr Jeremy Penn
 (elected 11 October 2017)
 Vice Admiral Sir David Steel KBE DL
 (retired 11 October 2017)
 Mrs Kathryn Stone OBE
 Commodore Bill Walworth CBE MNM RFA
 Vice Admiral Sir Jonathan Woodcock KCB
 OBE (co-opted 21 February 2018)

Committees

Finance, Investment, Remuneration
 & Audit Committee (Chair: Simon Figgis)
 Policy, Development & Nominations
 Committee (Chair: Ms Liz Cassidy)
 Safety, Safeguarding and Risk Committee
 (Chair: Dr Louise Bennett until 2 November
 2016) (Chair: Mr John May DL from
 1 February 2017)
 National Sea Cadet Advisory Council
 (Chair: Mr Andrew Davenall)
 Lt Cdr (SCC) Jason Kinghorn RNR
 (from 18 July 2018)

Vice Presidents

Sir Christopher Benson FRICS JP DL
 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 RMR
 The Reverend Canon Bill Christianson
 Mr Mike Cornish
 Mr Christopher StJ H Daniel MBE FSA
 Mr Jim Davis CBE
 Rear Admiral Sir Jeremy de Halpert KCVO
 CB FRIN
 Mr Clive de Rougemont
 Mr Michael Everard CBE BA DSc
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 FRSA FRGS
 Mr Andrew Given
 Mr Max Gladwyn
 The Rt Hon The Lord Greenway Bt
 Mr Eric Hutchinson
 Mr David Jeffcoat
 Mr George King CBE
 (deceased 8 December 2017)
 Commander John Ludgate RD*DL RNR
 Vice Admiral Sir Fabian Malbon KBE
 Dr Chris May MA DPhil MNM
 Dr Peter Nash
 Captain Nigel Palmer OBE MNM
 Professor Sarah Palmer BA PhD FR Hist S
 Vice Admiral Sir Neville Purvis KCB
 Dame Mary Richardson DBE
 Captain David Robinson MBE FNI FRSA
 The Earl of Romney
 Mr Richard Sayer FICS
 Rear Admiral David Snelson CB FNI
 Commodore David Squire CBE MNM FNI
 FCMI RFA
 Vice Admiral Sir David Steel
 Mr Patrick Stewart MBE LLB WS
 Mr Peter Swan OBE FCA
 Vice Admiral Sir Patrick Symons KBE
 Mr Mike Tapper FRSA
 Mr Christopher Thornton
 Mr Henry Thornton
 Vice Admiral Sir Jonathan Tod KCB CBE
 Miss Margaret Watson JP
 Vice Admiral Sir James Weatherall KCVO
 KBE (deceased)
 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
 Director of HR: Petrina Brooker
 Director of Volunteer and Business Support:
 John Parker-Jones
 Director of Fundraising and Communications:
 Samantha Shaw
 Director of Lifelong Learning:
 Mark Windsor BSc MA

Queen's Birthday Honours 2017

Mr Paul Metcalfe MBE
 Mrs Eileen Buchan BEM
 Mrs Teresa Smith BEM
 Lt Cdr (SCC) Cliff Burns BEM RNR

New Year's Honours 2018

Chaplain RNR (SCC) Adrian
 Prior-Sankey BEM
 Mr John A Eltringham MBE
 Captain Francis Peter George Osborn BEM

MSSC supporters – thank you

Our thanks to all our donors, without your generosity and understanding we could not provide our wide range of services 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.

HQ LEGACIES

Mr R Crawley
Mr R Jones
Mr J Mason

LEGACIES TO UNITS

Ms R Barnes
Ms R Bleakley
Mr V Collar
Ms P Down
Mr F James
M&B Livingstone
Mrs D Quinn
Mrs E Rouse
Mr G Wilce

DONATIONS IN MEMORY

Mr R Carpenter
Rev Cruickshank
Mr R Crawley
Mr F James
Cdr (SCC) D Login RNR
Mr L White

TRUSTS AND FOUNDATIONS

Association of Sail Training Organisations (ASTO)
Baxer and Grimshaw
The MOD Cadet Expansion Programme (CEP)
Charles Skey Charitable Trust



The Covenant Fund (LIBOR)
Edinburgh & South East Scotland
Sea Cadet Trust
Garfield Weston Foundation
Greenwich Hospital
Holbeck Charitable Trust
Honourable Company of Master Mariners
International Foundation for Aids to Navigation (IFAN)
Jack Petchey Foundation
Maritime Educational Foundation
Mercers Trust
Michael Uren Foundation
National Citizen Service (NCS)
RNVR Youth Sail Training Trust
Robert Barr Charitable Trust
Seafarers UK
Simon Gibson Charitable Trust
The Square Rigger Club Charity (SRCC)
Stelios Philanthropic Foundation
Trinity House
William Allen Young Charitable Trust
Worshipful Company of Shipwrights


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HMS President

INDIVIDUAL DONORS

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Mr Peter Goss
Mr Alan Marsh
Dr Nicholas Moore

Although we are grateful to all who have donated to Sea Cadets, those listed above have made significant donations of £5k or more.



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Patron: Her Majesty The Queen
Admiral of the Sea Cadet Corps:
HRH The Duke of York KG
President of MSSC:
Admiral Sir Mark Stanhope GCB OBE DL