



# ANNUAL REVIEW 2017/18

SEA  
CADETS





# 365 days in pictures











We are Sea



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# Cadets



# Welcome from the Chair



This has been my first year as Chair of the 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 always drive us forward. The achievements made this year towards our vision, reach and impact for our beneficiaries continues.

In the past year, we have restructured the Sea Cadets training team to drive better results for cadets and volunteers. We've raised funds and

started to work on a new app for cadets, which will give them visibility and control of their Sea Cadet journey and show the level of determination we have to further improve the offer, engagement and impact of the Sea Cadet experience. The delivery of two new offshore yachts, thanks to the immense support of many sponsors, including The City of London Lord Mayor's Appeal and the Stelios Philanthropic Foundation, is one of many significant investments ensuring the best facilities are available for this and future generations.

But all of this is simply investment in the means by which, together with our amazing volunteers, our charity delivers real impact for young people through the Sea Cadet experience, literally transforming lives and equipping young people for adulthood.

That's why the publication of our first Impact Report in early October 2018 is so exciting, marking a real step change for our charity in recognising and evidencing the impact of our work.

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

**Robert Woods**  
Chair, MSSC

# Welcome from the CEO



In many respects life in 21st Century UK has never been better. We are a first-world free economy with low unemployment, world-class state education, health and welfare systems, and we are in the midst of a technological revolution giving open access to knowledge, communication and a voice for all. Yet, we are also facing a transformation in the way we live and work, which young people are bearing the brunt of.

In a class of any 30 young people in the UK, nine are still living in poverty, two are young carers, 10 will get less than five GCSEs, half experience bullying, four have no parent working and two will suffer abuse. Added to this, the current political and economic uncertainties of Brexit, the ever increasing changes that technology is bringing to everything coupled with a society ever more driven by commercialism, means life can be really tough for young people today.

Sea Cadets helps these young people at the most challenging times in their lives. Through our focus on five key outcomes, we are working towards improving their lives and a chance at a better future in an often overwhelming world.

We aren't alone in sharing these outcomes for young people – and this is the basis of our shared interest in what's happening to them now.

What's special about us is the intense effort we put into working with young



people and the structure we offer through the tradition and customs of the Royal Navy, which some kids love and some really can't do without. And we wouldn't be Sea Cadets if we weren't on the water.

In this review you can see how, over the last year, we have marshalled and targeted what we do to see the wider impact we can make, utilising our connections through schools, local authorities and other groups. You will read about some exciting initiatives to maximise the experience offered, including launching the National Citizen Service for Sea Cadets, driving increased BTEC and Duke of Edinburgh Awards engagement, providing greater experiences to engage with the Royal Navy, plus ongoing investment in dinghies, yachts, boats and facilities. You will also read about our outreach, opening new units to engage even more young people, as well as our

mobile Marine Engineering Pathway project, inspiring thousands of school pupils to find out about related careers, and about Sea Cadets too.

Sea Cadets cannot change the world on its own, but it is brilliant at equipping young people, offering a different kind of adventure that launches them for life today whatever their background or challenge, giving young people the confidence and resilience to take on the world and succeed. Through our unique experience and practice base of 9,000 volunteers we are helping young people to deal with today so that they can cope with tomorrow. We want them to have the best of everything before they come to us, but if they do come to us troubled we will help them to tackle some of these things and to learn as much as they can through us.

**Martin J Coles**  
CEO, MSSC

# Our year in numbers

Cadets earned  
**69,607**  
qualifications

**1,074**  
offshore bursaries  
awarded

Cadets spent  
**492,415**  
hours on  
the water

**502**  
onshore bursaries  
awarded

**1,538**  
cadets experienced  
an offshore  
voyage

Cadets spent  
**9,314**  
days on offshore  
voyages



50

cadets took  
part in the  
National Citizenship  
Service

1,480

cadets achieved  
a BTEC

870

cadets  
signed up for the  
Duke of Edinburgh  
programme

Cadets undertook

20,000

days serving their  
local community

9

units opened including  
four as part of our  
Cadet Expansion  
Programme

7,195

school pupils  
across 140 schools  
took part in our  
Marine Engineering  
Pathway project



# Maximising impact



## WHAT WE DID FOR YOUNG PEOPLE

Over this past year we have really grown as a youth organisation, we've expanded our existing programmes, given thousands of young people life-changing experiences and looked into ways to reach more people and ensure Sea Cadets can continue doing great work for many years to come.

## THE SEA CADET EXPERIENCE – ENGAGING AND UNIVERSAL

### We have:

- **RESTRUCTURED** our training team to ensure a new focus on delivery and development and to identify the best education practices and platforms to improve the Sea Cadet experience
- **REFRESHED** the Sea Cadets constitution to reflect current practice and the modern, forward-thinking and relevant charity we have become
- **DEVELOPED** a welcome pack to improve the joining process, with plans in place to launch an online applications system making it better still
- **CREATED** a range of 'how-to' guides, helping volunteers get to grips with activities and policies, like fundraising and GDPR
- **COLLABORATED** with Barnardo's to ensure all of our safeguarding policies and practices are effective, appropriate and up-to-date



## WHO WE ARE



“Royal Marines Cadets has really changed me for the better, I’ve become a lot more confident in my own abilities since joining. I’ve had lots of opportunities since joining Sea

Cadets when I was 10. I have ADHD and Autism, and I also have Dyspraxia, so I struggle with co-ordination, and Dyslexia. If I hadn’t joined Sea Cadets I wouldn’t have been able to gain qualifications such as Power Boating and Rowing Coxswain.

“I would 100% recommend Sea Cadets. It’s an amazing opportunity for all young people, with and without disabilities, and gives you opportunities that you maybe wouldn’t be able to take part in otherwise – boating, camps and offshore courses. They’re all great.

“I’m going to college in September to do Carpentry. Although it’s not directly related to Sea Cadets, I feel that it’s because of being part of Cadets that I’ve been able to achieve this.”

**Sean, 16, Royal Marines cadet, Hinckley**



“My mum became unwell with Cancer so she couldn’t go to work and couldn’t do the things that she would normally do for me and my brother Oliver, and my dad had left us

when I was only three. Instead I had to do most of the things Mum would normally do like cook, Hoover and look after my little brother, who was only six at the time. I was eight then. It made me feel like I had no one to turn to and that the world was against me. It wasn’t until I joined the Sea Cadets in September 2015 that I thought the world was now with me.

“It felt like it was my second home the very first time I stepped in to the unit. Since then I have not looked back on the bad days and years, but I have looked and focused on the good days and years to come.

“What I like the most about the Sea Cadets is the opportunities you get, like going away on the courses and the ships and yachts and the people you meet who become your friends for life. Plus,

the new places you get to go to like the foreign exchange which I am thinking of doing next year. But I think it is all about the new friends that I meet every time I go away.

“I went on the TS John Jerwood, TS Jack Petchey and the TS Royalist and I’m hoping to go on the yachts someday. I have a fantastic time on them every time I go away. I always have a laugh, and meet new people, which I enjoy the most.

“I was a very shy girl before I joined but I would say Sea Cadets has brought my confidence out so much. Now my family are doing great, my little brother is in Sea Cadets and my mum is all better and working. I do think positively now. I am starting to think about exams next year and thinking about after I leave school to go to university and do a nursing course.

“Sea Cadets give a young person the opportunity to do things that could change their future. Like me, I never knew what I wanted to do after I left school but now I want to join the Navy and see the world all thanks to Sea Cadets. I think the Sea Cadets do truly change you for the better.”

**Victoria, 14, Sea cadet, Ayr**





"It has just been me and the kids since 2008; their father isn't around. And in 2012 I was diagnosed with Breast Cancer. My son, Oliver, was five, and my daughter, Victoria, was eight. She

became the mother of the house, and I got her involved with a young carers group on Saturdays. But because they were so young, there was not much local support.

"Three years ago, when she was 12, we were at an air show, and she got speaking to a volunteer from Sea Cadets. At that point, she wasn't going to any clubs, and had become quite withdrawn after my cancer diagnosis. Even going to school was difficult, and I had to keep the phone on me so the kids could ring and make sure I was OK. But Victoria decided she wanted to join Sea Cadets. I didn't know anything at the time about it, but I took her along – and that was that.

"Victoria is a very, very quiet girl, but since she joined Sea Cadets her confidence has grown. She goes away at weekends on courses, and the number of courses she goes on is absolutely amazing. Every time a course comes up, she asks to go on it. If you had said to me two years ago, 'Would Victoria do that?', I would have said no, because she had no confidence at all. Sea Cadets has helped her as well as my son. He has always been a confident boy, but like Victoria, didn't like going away. I think at the back of their minds, they thought mum would be ill again.

"Victoria won an award for being a young carer, which I put her in for last year. I'm so proud of her, and of the young woman she has become. And she has not looked back since she joined Sea Cadets. I can't praise them enough; I think it's such an amazing organisation. I volunteered with them for a bit, because I wasn't working at the time. I helped out with fundraising, and it's only recently I stopped. It's helped us as a family, and it's helped me, as well, helped me to get back out there. I can't praise it enough. And I'm very proud of both of them."

### **Susan, Victoria and Oliver's mum**



"My hopes are that the cadets make amazing friends like I did, that they engage with the great opportunities they have access to, gain confidence in themselves and take this forward

to explore their choices after school. For me, this is where Sea Cadets is different to other youth organisations: it encourages independence in its young people and shows that you get out what you put in, which is a great attitude to take in life.

I love being a volunteer for the times when you see cadets make great personal achievements, when they are excited if they win a competition or learn a new skill. Some of my favourite moments of being a volunteer have been on our unit boating weeks, where cadets who have never sailed before often come away with their RYA Sailing Stage 2. Seeing their confidence improve on and off the water is incredibly rewarding."

### **Katie Reilly, Coventry, Volunteer**

## MAKING AN IMPACT

Sea Cadets aims to achieve positive outcomes for young people, including life skills, values and qualifications. In the long-term we endeavour to provide our cadets with five key benefits:

- Better attendance and engagement in school
- Improved post-16 destinations
- Long-term wellbeing
- Reduced risky/problem behaviours
- Increased participation in communities.

Many of our activities support our desired outcomes.

### BTEC Level 1

Last year we introduced a BTEC Level 1 for every cadet on completion of their first two years. 1,290 achieved the qualification this year, helping them to capture the real and tangible benefits of the Sea Cadet experience. The BTEC is a qualification they can use to demonstrate all that they have gained through the charity to help them in their future endeavours, whatever they may be.

### National Citizenship Service Award

Autumn 2017 saw Sea Cadets run its second National Citizenship Service (NCS) Award pilot, and early in 2018 we launched a two year NCS programme with Sea Cadets to engage even more young people in more communities across the UK. Our programme is unique. It is tailored to build on the existing skills our cadets already have thanks to their experiences within the charity, offering a more challenging version of the national programme.

Adventure is all about taking part in a physical challenge, discovery involves learning about yourself and learning new life-skills, and social action sees cadets make a positive impact in their community.



### Through our Autumn 17 pilot:



### What cadets said about NCS:

“In my community I have encountered the problems faced and it has really opened my eyes.”

“It was hard to work with people I didn’t know, which was challenging but it helped me to work easier in a team.”

“In phase two we learnt things like CV writing and how to do interviews. It was really useful and school definitely aren’t teaching us it.”



## Duke of Edinburgh

This year we focussed on increasing our volunteer network to support the delivery of the Duke of Edinburgh Award scheme as an integral part of Sea Cadets. 870 cadets signed up for the programme during the year, and 37 celebrated achieving their Gold Duke of Edinburgh Award at Buckingham Palace.

### Duke of Edinburgh in numbers:



## Wider impact

This year for the first time we commissioned an external agency to work with us to develop an Impact Report to better understand what the Sea Cadet experience means for young people, how they benefit from it and also how others benefit too. By improving our understanding of the effects of Sea Cadets, we hope to be able to improve our offering, tailor it more to the needs of young people today, and make an even greater positive impact on the lives of young people in our communities. This will be launched in Autumn 2018 at the House of Lords.

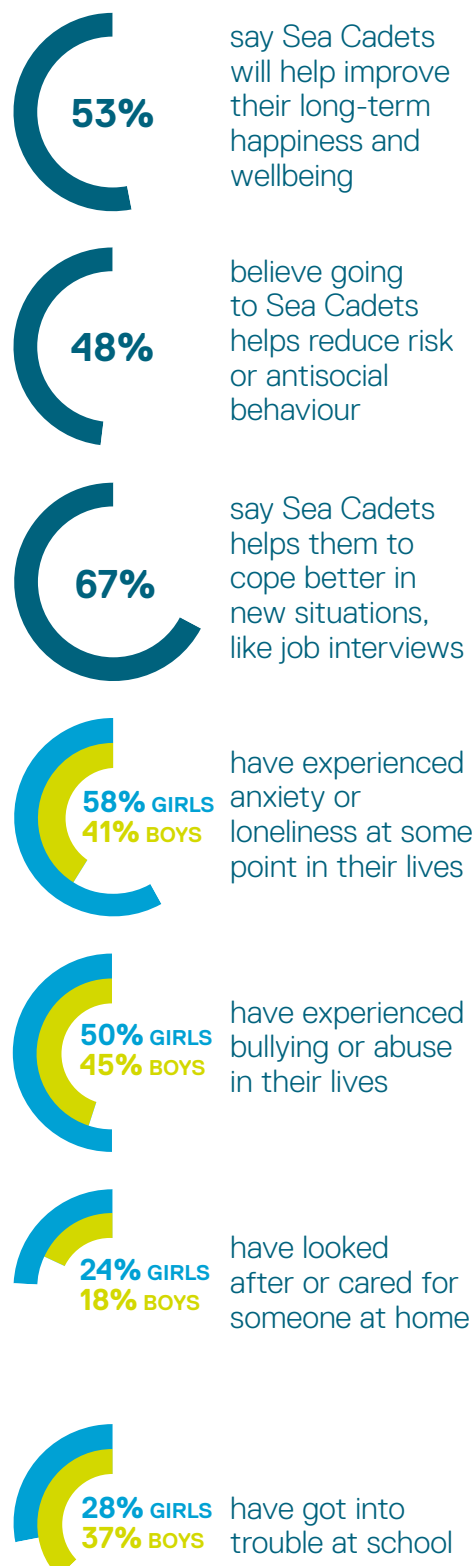
### Staying in step with young people and helping them to shape their Sea Cadet experience

We also commissioned the first of many cadet surveys, to find out how sea cadets themselves feel about their time with the organisation, and to understand what issues they are most affected by. The findings will enable us to meet the needs of our youngsters, and to find out what matters to them most. Over time we hope this will allow us to build a big picture which really represents the thoughts and feelings of our cadets.

As well as tailoring our Sea Cadet offering to the needs of cadets, this comprehensive information will better inform our decisions and help us to support our outreach and fundraising efforts.

We also finalised the design and secured the first phase of funding for a new interactive portal, accessible via smart phone or tablet, which will empower young people to constructively manage their Sea Cadet experience and futures. It will give cadets visibility of their progress, of upcoming courses – and allow them to apply as well as spaces to chat with other cadets and follow career opportunities. Development is now underway with the aim for this to be ready for launch in 2019.

## Key findings:

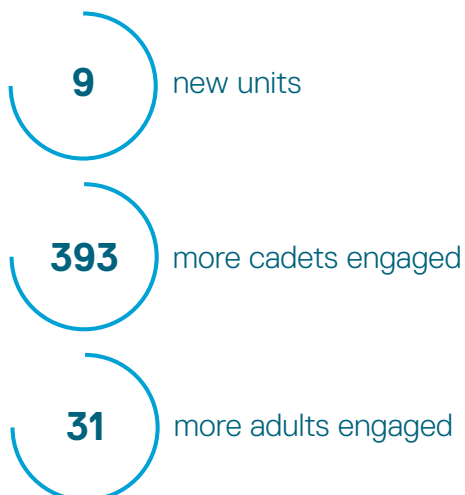


## GROW CADETS TO IMPACT MORE YOUNG PEOPLE

### Growing Sea Cadets

We opened nine more Sea Cadets units in the year. Four of these were as part of the cadet expansion programme that is helping schools and local Sea Cadet groups connect and work together to help and support youngsters.

#### This year:



“Since we began our Sea Cadet relationship we have seen a change in culture and ethos at Wrenn. Our Wrenn Cadets wear their uniform with pride and are keen to show off to the

rest of the school community their allegiance to the Sea Cadets. It is clear students want to be part of the new ‘Wrennaissance’ that is happening in Wellingborough and along with the Sea Cadets, we are really making a difference to the lives and opportunities for our students.

“Sea Cadets provides our students with immeasurable opportunities that give them the skills and confidence to be upstanding citizens

within our community. As Principal, our Proud to be Wrenn ethos and the Sea Cadets values are key in giving our students success beyond grades and levels. It gives them opportunities to reach within and overcome barriers that make them resilient and successful.

“When students join Sea Cadets they are immersed in the values that allow them to flourish and achieve beyond what they believe they are capable of. Parents have commented how it has changed their child and how they have seen an increase in their confidence, ambition, resilience and understanding of others. When students join the Cadets, they stay and they persevere, as they enjoy the life-long experience.”

**Steve Elliott, Headteacher, Wrenn School**



### The Marine Engineering Pathway (MEP) project

This year the MEP project – which is funded through a partnership with Seafarers UK – entered its second year following on from the success of 2016/17. The project sees Sea Cadets take marine engineering ‘pods’ into schools to introduce students aged 11-14 to the possibilities of careers in science, technology, engineering and mathematics (STEM).

The addition of four pods and staff to deliver the sessions in schools means we have increased our reach significantly, giving more opportunities to young people across the country to experience our workshops and have a hands-on introduction to both the marine engineering industry and Sea Cadets as an organisation. We are now working to add a further two pods, increasing the number of young people impacted through this exciting initiative.

#### This year:

**133**

schools visited

**288**

workshops delivered

**7,196**

students took part in an MEP workshop

**4**

MEP ‘pods’ with two more in development



“I enjoyed making the boats and testing out how many marbles we could balance on the boat. This was to test how much balance and strong-ness the boat had.”

**Crystal, 12**

“I liked making the boats and testing them as it helped us learn more about engineering. I would like to do another workshop similar to the course we did. I would recommend it to a friend as I enjoyed it so much.”

**Tallulah, 12**

“Pupils thoroughly enjoyed the workshop. There was an excellent balance of hands-on learning, challenge and fun.”

**Fidelma Hanlon, Assistant Head Teacher, Trinity Church of England School, Lewisham**



## NATIONAL TEAM SUPPORT

Our staff and volunteers 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 – from our unit volunteers to the CEO and national team, and know they are valued is really important if we want to be the best we can.

### For volunteers we have:

- **SUPPORTED** and trained our volunteers, implementing a new entry programme for all volunteers
- **RECOGNISED** volunteers existing experience through introduction of a refreshed prior learning policy
- **REWARDED** our senior uniformed volunteers through the introduction of the Cadet Force Commission to Sea Cadets
- **CELEBRATED** the dedication of our volunteers through the design of a service recognition award scheme to be introduced next year
- **REFRESHED** our unit constitution and affiliation agreement, and updated our unit assurance programme to make then simpler and more relevant to a modern Sea Cadets

- **CREATED** four new host unit boat stations (Bristol Adventure, Tamworth, Dunstable and Manchester), helping our volunteers provide cadets with greater access to boating
- **LAUNCHED** an inshore boating operating standard to ensure our boating delivery is to a high and consistent standard
- **PILOTED** volunteer wellbeing ambassadors, training volunteers to provide wellbeing support to cadets and volunteers across their region

### For employees we have:

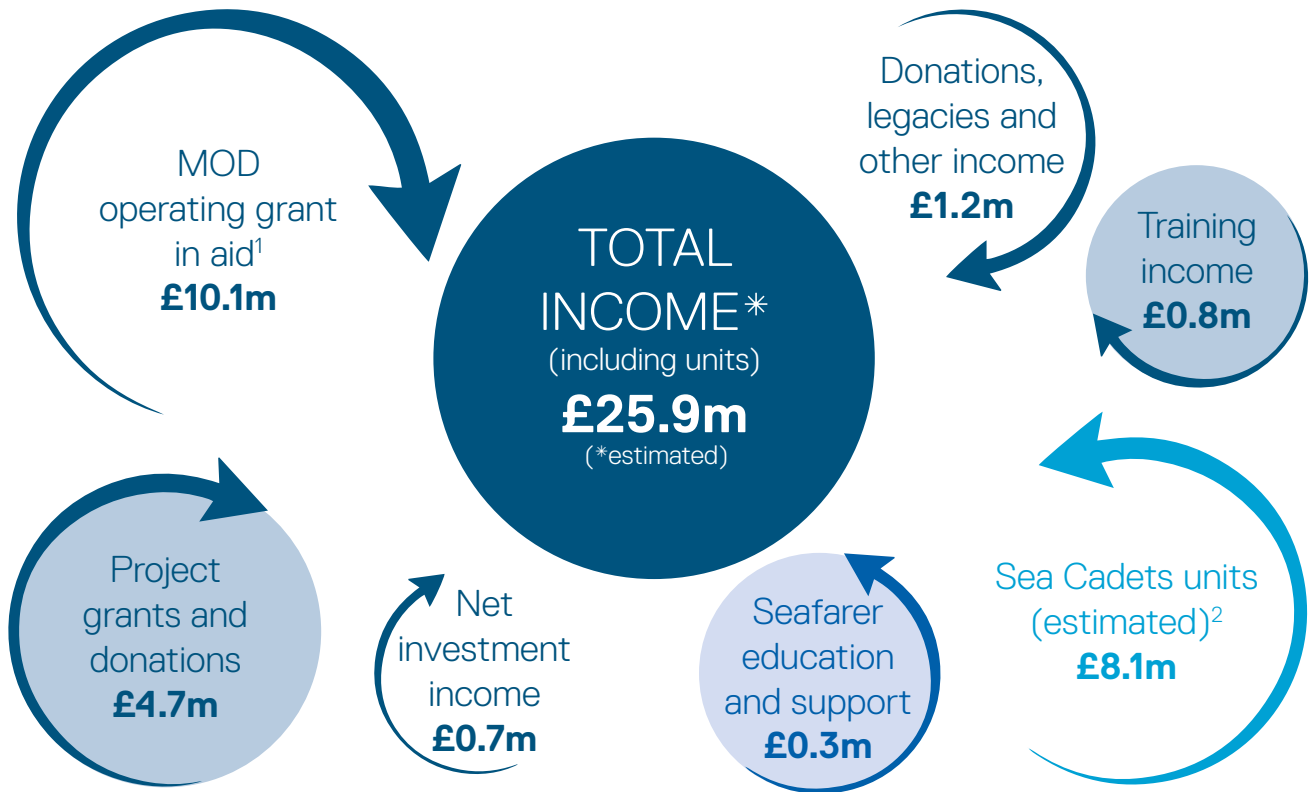
- **DEVELOPED** a staff intranet – Compass – connecting the charity across all 19 sites and bringing together all essential information in one place. Plus, providing staff with a chance to see what colleagues do day-to-day

- **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

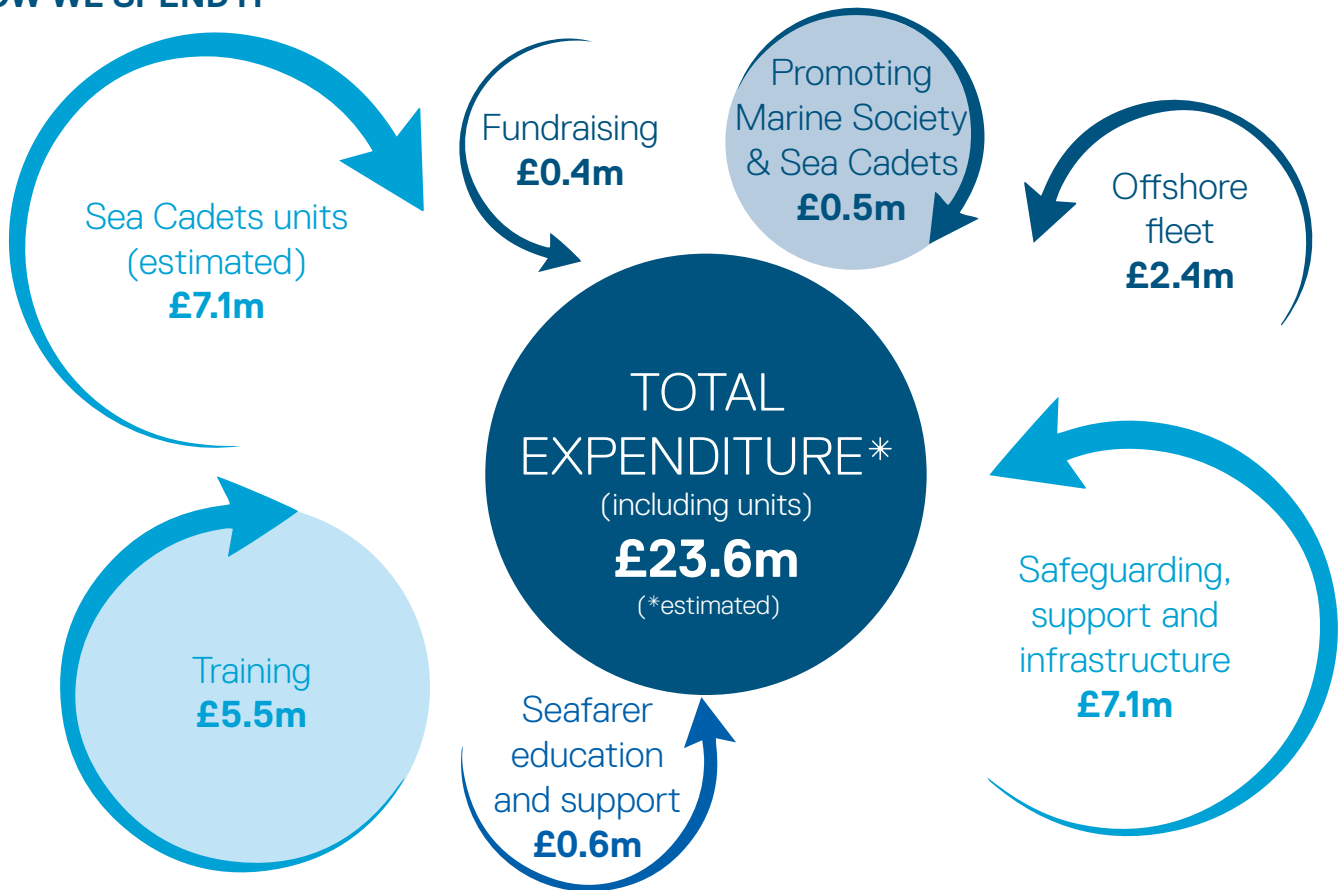


# Financial review 2017/18

## HOW WE ARE FUNDED



## HOW WE SPEND IT



1. Total MOD grant in aid comprised £10.5m grant, £0.4m of which we have allocated for grants to unit projects.  
2. Includes funds raised for capital projects.

## Finances of Marine Society & Sea Cadet 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' activity as a whole in 2017/18, including figures for the independent Sea Cadet units (based upon latest available results) was £25.9m, including funds for expenditure in 2018/19 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 £0.5m.

Total estimated expenditure was £23.6m, with 93% of this expenditure going on Sea Cadet activity.

### INCOME

Total income of MSSC charity, excluding units, increased to £17.8m (2017: £16.8m). Project grants and donations increased by £1.4m (42%) mainly due to an increase in the Cadet Expansion Programme (CEP) grant for the Port Edgar Boat station. Other income including donations and legacies decreased by £0.6m (33%) with no major legacies this year and a reduction in bursaries and other income. The MOD grant in aid was frozen at last year's figure of £10.5m; £10.1m operating grant and £0.4m included within project grants for units.

### EXPENDITURE

Total expenditure of MSSC charity was £16.5m (2017: £16.7m). Expenditure on Sea Cadet safeguarding, support and infrastructure was down by £0.6m (8%) due mainly to the completion of Youth United projects in 2017. Sea Cadet training costs increased by £0.2m (4%) with the expansion of the Marine Engineering Pathway (MEP) project.

3. Includes funds raised for capital projects.

### BALANCE SHEETS AND RESERVES

Total net assets/reserves of the MSSC charity, excluding units at 31 March 2018 were £30.8m (2017: £29.5m). Of this £9.2m, (2017: £9.4m) was in tangible fixed assets – 74% of which was the offshore fleet. £15.9m (2017: £16.1m) was in endowment fund investments, providing long term income towards the running costs of the charity, and cash balances of £6.0m (2017: £4.8m) were substantially in restricted funds, for expenditure on projects and activities as specified by the donors, mostly in the coming year. There were £1.6m (2017: £0.5m) of unit cash funds.

MSSC's unrestricted investments of £0.8m, debtors and stock £1.3m and cash balances of £1.1m were offset by creditors of £2.2m, resulting in net working capital, or free reserves of just £1.0m (2017: £0.6m).

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 instructional volunteers and our many supporters, raised an estimated:

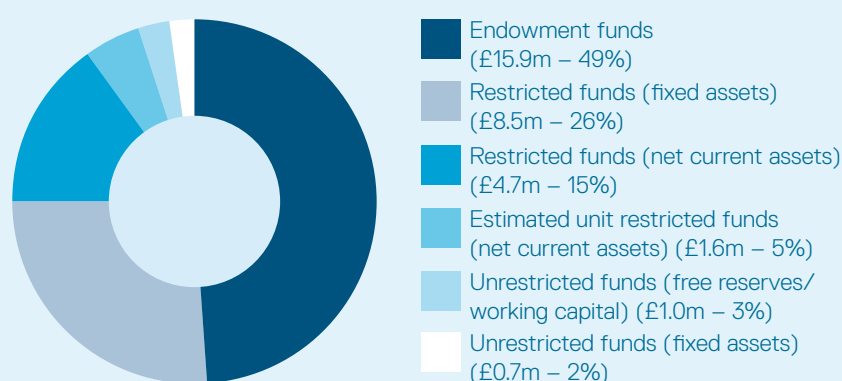
**£8.1m**

to support individual Sea Cadets units<sup>3</sup>

We also continue to remain sincerely grateful for the continued 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 2017/18 financial year, and is based upon the audited accounts for the year ended 31 March 2018. These are available for download from our website [mssc.org](http://mssc.org) or from the Director of Finance at MSSC head office.

### TOTAL NET ASSETS/RESERVES INCLUDING UNITS (£32.4m)





# Fundraising aims and achievements

As a charity, fundraising is vital in ensuring we continue to deliver for our cadets. We do this in a number of ways, encouraging people to take on challenge events to raise money for us, applying for grants, forming partnerships with companies and organisations, and reaching out for donations or legacies from the general public. Across the country Sea Cadets also carry out fundraising in their local communities, getting involved in local events, providing services and organising everything from cake sales to stalls at fetes and festivals.

Charities are facing a number of fundraising challenges, which is why Sea Cadets is constantly developing its approach to ensure we can continue to launch more young people for life, for many years to come.

This year, we increased our fundraising, enabling us to expand our work into the community. This year, we increased our fundraising, enabling us to expand our work into the community. Thanks to our partnership with Seafarers UK, we have taken our Marine Engineering Pathway Project into schools, meaning children who are not cadets themselves still benefit from the Sea Cadet experience. Our participation in the National Citizenship Service – NCS – has seen cadets develop social action projects reaching out to those who most need it in our towns and cities.

To find out more about how we're funded visit:

**[sea-cadets.org/how-were-funded](https://sea-cadets.org/how-were-funded)**



## We have:

- **RESEARCHED** our audiences to find out what motivates them to support a charity like Sea Cadets as we strive to grow our fundraising base
- **ENGAGED** 144 units by providing fundraising advice, either face-to-face visiting staff and volunteers locally or at events, or with our expanding use of multimedia, providing informative videos and other materials that can be accessed from anywhere and at any time
- **SUPPORTED** 150 units with vital property advice
- **INCREASED** fundraising by commissioning external consultants to provide a better understanding of the impact of our work and find new ways to promote this
- **ACHIEVED** our fundraising targets enabling us to help cadets get on the water with our bursary schemes, participate in residential on shore courses and study a range of vocational qualifications

## Our fundraising has enabled us to:

- Be ready to redevelop the Port Edgar boat station
- Deliver two new offshore yachts
- Provide 73 units with upgrade and maintenance grants totalling £557k
- Support 114 units in making successful grant applications totalling £286k
- Roll out 165 RS Quest dinghies across the country
- Launch matched funding for 100 new RS Zest dinghies to units, and purchase 65 for Sea Cadet boat stations
- Deliver in total £908k investment in new boats
- Begin the process of creating a cadet portal to improve the Sea Cadet experience
- Continue to deliver our Marine Engineering Pathway project to young people, introducing them to the possibilities of engineering and other STEM subjects and careers
- Give 1,576 young people the opportunity to take part in offshore and onshore weeks through bursaries

# Safeguarding and governance



## A SAFE SPACE FOR YOUNG PEOPLE

At Sea Cadets we understand that life can be complex, confusing – even sometimes overwhelming – for young people. That's why we think it's so important to provide a place where young people are valued, listened to and, above all, protected.

Our cadets are from a diverse range of backgrounds which brings all kinds of challenges. We're committed to equality and diversity, and we take the safety of our young people very seriously.

Our Child Protection Policy safeguards young people and places their health and welfare at the top of our priorities.

All volunteers receive compulsory training and regular criminal records checks with guidance on how to work

safely with young people. They are supported by our dedicated team of specialist staff and a responsive training programme that responds to new challenges and developments in safeguarding practice.

## GDPR

At Sea Cadets, we take data protection seriously, and the introduction of the General Data Protection Regulation - GDPR – has simply built on our existing policies. Sea Cadets will only ask for personal data where it is appropriate, and we strictly adhere to GDPR guidelines.

We hugely value the support of people like you, so your personal data and privacy is extremely important to us. We promise to respect any personal data you share with us, keep it safe and not do anything you wouldn't reasonably expect with it. Much of our work is reliant on

voluntary donations which means we do have to ask for money. When we do, we always try to ask responsibly and respectfully.

When we process your personal information for our legitimate interests, we will consider and balance any potential impact on you and your rights under data protection and any other relevant law. Our legitimate business interests do not automatically override your interests – we will not use your personal data for activities where our interests are overridden by the impact on you (unless we have your consent or are otherwise required or permitted to by law).

You can find out more about our policies on our website:  
[sea-cadets.org/privacy-notice](https://sea-cadets.org/privacy-notice)  
[sea-cadets.org/our-fundraising-promise-to-you](https://sea-cadets.org/our-fundraising-promise-to-you)



# 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)  
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 Captain Philip Russell RN  
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 Company Secretary:  
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