

Registered No. SC 037461
Charity Registration No. SC 011002

SEAMAB
(A company limited by guarantee)
REPORT AND ACCOUNTS
YEAR ENDED 31 MARCH 2021



Seamab
Where we live.

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

CONTENTS	PAGE
Company Information	1
Trustees' Report	2 – 17
Auditors' Report	18 – 21
Statement of Financial Activities	22
Balance Sheet	23
Statement of Cash Flows	24
Notes to the Financial Statements	25 – 39
Three Year Summary of Accounts	41– 42

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

COMPANY INFORMATION

Trustees

Christopher J Stewart
Kate Pryde
Ray Baird
Lee-Anne McAulay

Robert Cook
Margaret Alcorn
Abeer Macintyre
Brendan Corkery

Chief Executive

Karen Moore (Interim) – resigned 12 August 2020
Stuart Provan – appointed 13 July 2020

Registered Office

Seamab
Rumbling Bridge
Kinross-Shire
Scotland
KY13 0PT

Registered Number

SC 037461

Charity Registration Number

SC 011002

Bankers

The Royal Bank of Scotland
1 Albyn Place
Aberdeen
AB10 1BR

Solicitors

Sturrock, Armstrong & Thomson
7A Dundas Street
Edinburgh
EH3 6QG

Auditors

Wylie & Bisset (Audit) Limited
Chartered Accountants
168 Bath Street
Glasgow
G2 4TP

Website

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**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

ANNUAL REPORT OF THE TRUSTEES

From the Chair

This has been a year like no other. For all of us, life changed in March 2020 when Coronavirus impacted on all of our lives in ways that we did not think possible. Seamab and its staff team have had to make constant adjustments this past year to the ways we care and provide education for our children and young people. On behalf of the board, I wish to acknowledge with enormous thanks the outstanding dedication and commitment of the staff at Seamab who continued to deliver a full school curriculum and a 24-hour residential care service throughout the pandemic.

We are grateful for the leadership shown by Karen Moore who was our interim CEO at the outbreak of COVID-19. In July of 2020, Stuart Provan was appointed to the Chief Executive role. Stuart joined Seamab at a particularly challenging time and his experience in the sector has been invaluable as we navigated the unprecedented difficulties of the past twelve months.

In spite of all of the challenges the year has presented, we have continued in our planning phase as we work to realise our aspiration of building a new school. This coming year will be crucial as our planning development progresses and the capital appeal starts. We believe passionately that a new school fit for purpose and equipped to meet current educational demands is what our young people urgently need and fully deserve.

Plans are ongoing to expand our education and care service for young people in order that they can remain at Seamab through to the age of 18 years. This goal is driven by our commitment to “Keeping the Promise” following the Care Review, reducing transitions for our young people at a time when they most need stability.

During the year, Sir George and Lady Daphne Reid took the decision to retire as our Patrons. They have supported Seamab in so many ways for nearly 40 years and we are very grateful to them for such a long-standing commitment to the charity. This year also saw Julian Reeves step down as a trustee and Vice Chair. Julian joined the Board in 2014 and his knowledge, great commitment and experience have greatly benefitted Seamab. Our heartfelt thanks and best wishes go to George, Daphne and Julian.

During the year we reviewed Seamab’s Memorandum and Articles of Association and removed the requirement for a Company Secretary with John Curister stepping down from this role. These duties now sit with the leadership team. John has been advising Seamab for many years and despite his professional retirement he has kindly agreed to continue to support the board on a more informal basis. On behalf of all the Board and the Executive management can I thank him for his sound advice and loyal support over so many years.

In amending the Articles, we have also included provision for conducting trustee meetings and the AGM by virtual means, which has been a necessity during the restrictions of lockdown.

In such an unusual year, Seamab has managed to build and focus upon the glue that holds us all together – our relationships. These relationships that we can often take for granted have meant so much more this past year. How we work as a Board of Trustees and how we relate to the school’s Leadership Team and they in turn to the wider staff team and the children has been exceptionally important this year. I am delighted all that we have achieved this year – despite the challenges. To maintain such a stable and positive environment for our young people took on extra special significance this year.

Chris Stewart
Chair of the Board of Trustees

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

From the Chief Executive

In many ways the adversity of the past year has brought Seamab together as an organisation. The collective positive spirit of like-minded professionals wishing the very best for our young people has shone through. There have been pressures this year without doubt, with the need for some staff members to self-isolate at times, a period of lockdown on our care campus and having to make the required adaptations to our ways of working in line with government health advice. Where other establishments closed, or significantly altered their working pattern, Seamab had no choice but to do everything that we could to maintain our structure and routine in the safest possible way.

Protecting our children and staff was our priority as we adapted to working within the restrictions that the pandemic brought. The children and young people were curtailed in their activities with closures to clubs and activity centres and restrictions on travel. They have though shown a remarkable ability to be resilient and adapt to change.

We have continued to develop our therapeutic and support services as we aspire to being recognised as a centre of excellence for trauma informed care and education in Scotland. We are working in partnership with Stirling University currently so that we can help to inform significant research on what best practice really means when delivering trauma informed care.

During the year under review, we secured funding for the appointment of a Psychologist to support our overarching ethos of therapeutic practice at Seamab. The role will complement our current work in Play Therapy, Speech and Language Therapy and Theraplay. We continue with our creative approach to curriculum through our resident yogi, delivering yoga and mindfulness sessions. Our music teacher and woodwork teacher also supported the children in teaching music and helping them develop practical skills.

Central to all of this of course is how we work to develop relationships with and between our children and young people. They have required more reassurance and support this year, but they are an incredibly special and resilient group. We are delighted to see that as the pandemic restrictions start to lift there will be greater freedom of movement, allowing our young people to once again access the wide variety of activities that Seamab actively encourages.

The last 12 months has been an incredible journey. We all look forward with renewed vigour to the potential and possibilities that lie before us. We take strength from our own working relationships at Seamab and reassurance from our alliances and partnerships that work with us. This past year has highlighted just how important our service is and it is our aim to continue to develop Seamab to make it an even better experience for our children and young people in the coming year and well beyond.

Stuart Provan

Chief Executive

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

The young people in our care tell us what they like, and don't like, about Seamab. This is very important to us and helps how we shape and deliver our work. In this section you will read, in their own words, how they experience Seamab. We don't print their names or use children's images in any of our publications as we believe they have the right to decide when, and if, they want to tell people about their time at Seamab. We aim to provide an experience at Seamab that they can look back on with fondness and recognise a time where they had opportunities for adventure and exploration.

Here's what they had to say:

From the children:

- "I like it [Seamab school] – I get to do schoolwork AND go outside!"
- "I like our class 'cos we all talk together, it's cool"
- "My friends are all in my class"
- "School is good, I like writing"
- "I like the class – the kids, the adults, there loads of room to learn and play"
- "I like having the big space for lessons and that"
- "My favourite thing is having lunch altogether"
- "I like the learning because you teach things I like"
- "Love inflatables – fun, funny and okay to make mistakes"
- "Having fun together and helping"
- "I love doing things as a whole class"
- "Love camping and playing"
- "Love ski-ing"
- "I loved trying the monkey bars over water. You get to try lots of new things."
- "Pretending to be pirates"
- "Lagan – watching P doing the Lagan slab"

Vision, Mission and Values:

Vision:

That all children and young people are loved and respected. That they enjoy their childhood and achieve their full potential

Mission:

To provide a loving and caring school and home environment for children and young people up to 18 years of age with challenging or complex needs. We will build relationships where they learn to trust and be trusted, feel safe, and have fun. We will educate our children in ways that work for them as individuals, including through the outdoors, play and adventures. We will teach them crucial life skills in a stimulating and nurturing environment where every adult is focused on their happiness and wellbeing. We will enable them to grow up to be confident, contented and valued members of society. Their voices will be listened to and be at the heart of everything we do

Values:

- Caring and nurturing – we provide a safe, caring, and nurturing environment where relationships are key to all we do. We will continue to foster a positive environment with a focus on health and wellbeing
- Courageous - we accept the unique challenges of working with children with extremely complex backgrounds and needs. We will be resolute, brave and determined in doing whatever it takes to provide a loving, safe and fun environment.
- Resilience - we will build resilience within the young people we support so they can have happy, healthy and fulfilling lives. We will ensure staff are supported so they have the capacity, capability and creativity to meet the needs of the children, whatever those may be
- Ambitious - we are determined to help children and young people achieve their full potential, putting their individual needs at the heart of everything we do
- Excellence - we will seek to innovate and strive for excellence in all that we do

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

Who we are:

Seamab is a company limited by guarantee with charitable status.

The Trustees are pleased to present their report and the audited accounts for the company and the charity for the year ending 31 March 2021. 'From the Chair' on page 2, 'From the Chief Executive Officer' on page 3 and the governance, company structure and company information on following pages form an integral part of this report.

Seamab is a charity providing care and education to vulnerable children with a range of complex needs. We are committed to developing and providing effective services to give children the hope of a positive future. Seamab welcomed its first child in 1988 and our ethos and values have remained consistent since then. We provide children and young people with a place where they can experience education and care that is delivered with love and an unconditional acceptance of their individuality.

Trustees provide strategic direction for the organisation, and oversee the work of the Leadership Team and delivery of our services. Trustees meet regularly across the year as a board but also have sub-committees so that they are kept fully informed of the work of the organisation.

During the year there were changes in our Chief Executive Officer who has overall responsibility for the running of the organisation. Karen Moore held the interim CEO post until Stuart Provan was appointed permanent CEO in July 2020. The Leadership Team comprises of Kath Cooper (Head of Education), Gary Gallacher (Head of Care), Tamsin Ferrier (Director of Development), Jody Cannon (Learning Coordinator), Tracy Doran (Human Resources Manager) and Emma Graham (Finance Manager).

Our care and education teams deliver their crucial roles and rely upon our support services in administration, facilities, finance, health and safety and human resources to ensure that we deliver our service to the highest quality. We have an archivist and Data Protection Officer lead that makes up our support team.

We have one long standing patron at Seamab and we are very proud of our association with Gerard Eadie, CBE, who first became a patron in 2017. Gerard has long been involved in charitable work within his own community and others across Scotland. He champions supporting children and young people who have experienced barriers to learning to realise their potential and grow into confident and contributing citizens. We are delighted that our association continues as our values and ambitions align so well.

What we do:

We are recognised nationally for our specialist work with children. We care for and educate up to fifteen children who need intensive specialist support and provide specialist education-only support for up to another six children. Children can arrive at Seamab at any age between five and thirteen. Our plan for the coming year is to continue our work so we can open an additional house allowing us to continue our care and schooling for some of our young people up to the age of 18.

Seamab is located in rural Perth and Kinross. Our school building is on one campus, and we have a separate care campus where the children live in small groups of up to five in three different homes. The distance between the home setting and school is an aspect that children express as being a very good feature of living at Seamab.

In all that we do, we are mindful of the Scottish Government's commitment through The Promise to deliver on the findings of the Care Review so that we can collectively improve the care experiences and the life chances of those young people that access Seamab. To reduce transitions for young people was a key goal of ours.

We work with professionals in local authorities, including social workers and educational psychologists who refer children to us for care and education, to plan a child's move to Seamab and to ensure we can meet their needs. The essential costs of supporting the child is met by the local authority, but we also fundraise to offer children enhanced support and richer experiences, including exciting outdoor adventures, play opportunities and therapy services. Fundraising also helps us develop new initiatives, which help our young people to work cooperatively together and also to achieve individual successes and achievements.

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

Caring for and educating children at Seamab requires the input of a skilled team of teachers, care practitioners and therapeutic support staff. Together they deliver a consistent environment and with the wraparound therapeutic support children have the opportunity to thrive. Almost all of our children have experienced significant trauma and live daily with the impact of this. They can feel frightened, distressed and angry. They can sometimes lack a belief in themselves and what they can achieve sometimes exhibiting behaviours that are challenging to adults and they may have struggled to maintain a mainstream school placement.

We know from research that children and young people who are looked after away from home are many times more likely than other children to achieve less well in school, to experience mental health challenges, and are more likely to be involved with the judicial system. At Seamab, we are aware of the brain's ability to recover from adverse experiences with love and unconditional support.

How we work with children and young people:

The diversity of the activities and learning opportunities at Seamab has long been our strength. The variety and richness that is found within the school curriculum and in care is testament to the skill, experience and commitment of our staff team. The staff team works hard to manage the feelings and emotions of the young people who may feel confused and unsafe when they come to Seamab. The team works consistently to build trust and create a secure environment in which young people feel safe, accepted and happy. From this solid foundation great things are possible.

We appreciate the uniqueness of each young person and we shape our work to meet their individual needs and likes. Our work is built upon a foundation of trauma informed practice with Dyadic Developmental Practice (DDP), a respected therapeutic approach, at the heart of our work. All of our staff are trained in DDP and understand how best to communicate and work with children and young people affected by early life trauma. This is central to our work at Seamab.

Seamab views nurture, play and adventure as key components in how we work. We recently changed our logo and strapline so that 'Adventures in Learning and Life' represents a new identity for our school. We create opportunities every day to support our young people to develop healthy relationships and attachments and in turn to strengthen their own sense of identity.

We develop individualised plans to assist them to grow socially and emotionally. We provide them with the opportunity to experience success in all aspects of their lives. Their school experience provides them with a full academic curriculum with numeracy, literacy and health and well-being at its core. Children contribute to how their own plan will work for them.

We have recently updated our Vision, Values and Mission Statement. Love is a word that came up time and time again when we asked our staff team what it is that describes Seamab. In loving the work that we do we are hopeful that the children and young people are made to feel special and loved by our staff team. The work of the care review and the subsequent work of 'The Promise' promotes this level of honesty; we are pleased to embrace it.

The best way to demonstrate this approach is to have our Heads of Education and Care provide their respective summaries of the year 2020/21 from their specialist perspectives.

Education and Learning during 2020/21

The education team is led by Kath Cooper, supported by four teachers and a further ten educational support workers. Our school motto is 'be all you can be', and together they strive to enable every child and young person to realise their full potential.

Unsurprisingly, all aspects of learning have been affected this year by the Covid-19 pandemic. This has provided unique challenges in the delivery of the curriculum and will continue to be a factor in the period of adjustment and recovery to follow. However, in contrast to the experience of almost all school pupils across the globe, education at Seamab has continued uninterrupted throughout this entire period. Modifications to children's learning experiences have been minimal and we have used Seamab's exceptional outdoor learning environment to maximum effect. Attendance in school has been very good, with pupils attending every day unless sick.

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

How we evaluate

The National Improvement Framework (NIF) for Scottish Education sets out the Scottish Government's vision to continually improve Scottish Education and to close the attainment gap, delivering both excellence and equity.

Our school is fully committed to delivering these ambitious aims.

We regard constant self-evaluation as key to continuous improvement in all we do. We use 'How Good is our School, Version 4 (HGIOS4), the tool provided for the purpose by Education Scotland, to self-evaluate our performance throughout the year against a range of criteria. This involves a process of triangulation, that is using hard data, feedback from others and direct observation to ensure that our judgments are balanced and accurate. HGIOS4 uses a 6-point scale, from 'Unsatisfactory' through to 'Excellent'.

Judgments on progress have been informed by discussion with pupils, teaching and support staff, parents, carers, local authority partners and our link HMIE inspector. In addition, three Trustees with a background in education take an active interest in our progress.

Pupil Progress

Our main focus this year has been on raising attainment and achievement. We have rated ourselves as 'Good' in this area, point 3 on the 6-point scale. Evidence suggests that the direction of travel is towards 'Very Good'.

School data indicates that the school has a steadily improving level of attainment in literacy and numeracy. Children have opportunities to exercise writing skills for a variety of purposes and use ICT to support their independence. Overall, children are making steady progress in numeracy and mathematics and this is visible in corridor and classroom displays of their learning.

We use the pupil participation planning tool (Education Scotland) to record the wider achievements and contributions of our pupils. Increasing numbers of pupils are working towards and achieving recognised national awards. These include:

- Youth Scotland's Hi-5 and Dynamic Youth awards (awards that recognise wider achievement);
- ASDAN (Award Scheme Development and Accreditation Network) which promotes teamwork, communication and problem solving; and
- Stepping Stones, which has a focus on English and mathematics.

Outdoor learning continues to be central to our curriculum. Some activities have been limited by Covid 19 but over this session all children have achieved a yellow belt grading in the martial art Krav Maga, visited local mountain biking tracks and cycled in the local area. Hill walking in the Ochils and outings in the snowy weather has been popular as always. This is reinforced by activities organised out of school hours by the care team as part of our 24 hour curriculum approach in which the teams coordinate their activities to maximise learning opportunities for our young people.

There has been an extra focus this year on supporting young people's mental health throughout the pandemic, and to that end specialists provide tuition in yoga and mindfulness, music and woodwork. This is delivered on an individual basis and occasionally in groups, as is dog therapy. Play therapy practitioners support individuals to develop their emotional vocabulary, sense of self and self-confidence. Overall, children are making measurable progress in listening to others and talking about feelings and emotions.

All pupils receive targeted, individually planned learning support and this is recorded within an Individual Education Plan (IEP). The central focus of all IEPs is social and emotional health and well-being. Broader curricular learning is recorded within a Personal Learning Plan and progress is monitored in detailed twice yearly reports.

Contact with parents and carers is nurtured and sustained. The frequency of contact is variable and responsive to pupils' and parents' needs. IEPs are updated at least monthly and shared each term. The introduction of Seesaw, an app which enables education staff, parents and carers and young people to contribute and share information, has resulted in significantly increased engagement in learning and sharing of successes with parents, carers and adults in the teams around the children.

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

Leadership of Change

We have rated ourselves as 'Good' in this area. We would have hoped, without the restrictions of Covid-19, to have achieved a higher rating.

Planning has continued for the education of the young people in the 13 – 18 age range, as part of the initiative that will see Seamab become an all-through 5 – 18 age service.

We have a timetabled programme of moderation and regular discussion of pupil progress, IEPs and developmental stages, including CfE (Curriculum for Excellence) levels within school.

Time is prioritised each week for teaching staff to plan and discuss teaching, learning and evaluation. The wider education team also typically meets weekly to share information about resources, approaches and updates to policies. This will regain momentum as restrictions allow. Incidents are discussed and staff de-briefed.

Observations of teaching and learning, ethos and classroom management are regularly scheduled. Staff observe each other and provide feedback. This too has been more challenging with Covid-19 but we look forward to working with greater freedom presently.

Standards and Quality

Greater detail on the school's progress can be found in the school's Standards and Quality report, which is produced separately.

In relative terms this has been a successful year for Seamab school. Pupils have not experienced the disjunction to their education that most young people have suffered and we emerge from the pandemic with morale high amongst pupils and staff and with the anticipation that the removal of restrictions will result in good progress in the coming year.

Residential Care

The Seamab care team is led by Gary Gallacher. Gary is supported by the care management team and the residential childcare practitioners ensure the children and young people experience a loving, nurturing and caring environment. The care service has three houses, with five children living in each. As in previous years, there continues to be a low turnover across the staff team which ensures a high degree of consistency for the children and young people. This in turn supports a feeling of safety amongst the group and allows for greater exploration of trauma.

Coronavirus

The Coronavirus pandemic has had a global impact and this is something that has been felt at Seamab amongst our children, young people and staff group. It has been an unusual year that has brought a number of challenges and we had to learn new ways to support and care for the needs of our children and young people. This has allowed our staff team to show high levels of commitment and a willingness to push themselves both physically and emotionally to meet the needs of those living at Seamab. As an organisation, we have recognised the additional strain that Coronavirus has placed on our staff team and have sought to identify and implement new strategies to support mental health and wellbeing amongst the adults working within the service.

The children and young people have coped admirably throughout the year, with efforts being made to maintain as much normality as possible across their lives. There has been a real effort to maintain relationships with parents and siblings, which has supported positive mental health amongst the children and young people.

The Promise

'The Promise' was released following the Independent Care Review at the end of 2020. 'The Promise' outlined a roadmap for improving experiences of care for children and young people. The suite of documents has supported annual improvement planning in the organisation and the design of development sessions within the care team. As an organisation, we have signed up to *#KeepThePromise*, making a commitment to listen to and implement changes, identified by thousands of care experienced children and young people as integral to their care. This has importantly involved listening more carefully to the voices of those living at Seamab and ensuring

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

they can influence and direct their own care.

As an organisation, we have made specific progress regarding restraint and better understanding of its use within the service. There has been additional time committed to supporting staff teams to reflect on practice and extra planning around de-escalation and co-regulation. Seamab also played an integral role in setting up a new national reflective forum. This allows managers from across the residential childcare sector to come together and to share good practice and problem solve challenges of restraint reduction.

Therapeutic Practice

As in education, we have continued to expand our offering of outdoor learning activities, with many of our children experiencing new and exciting challenges. The coronavirus pandemic created a greater reliance on this type of activity, which has allowed us to enhance the confidence and skills amongst the staff team in supporting children's access to the outdoors. We have also seen the creation of an outdoor bush craft and learning space created on the residential site.

We continue to recognise the importance of creating a therapeutic environment for the children and young people. This has seen further investment in the sensory experience of the residents, with bedrooms being developed for each child's needs. This has included specific sensory regulation space within each room.

We recognised, this year, the need for increased supports for staff teams and have invested in a new role for a manager to work alongside staff members, individually, providing practice support. This has also increased the amount of reflection time for staff teams and acts as a place for staff members to seek support when struggling.

Regulation and Improvement

The care service continues to have a strong agenda for improvement using the Care Inspectorate's *A Quality Framework for Care Homes for Children and Young People and School Care Accommodation (Special Residential Schools)*, *Care Inspectorate 2020* as the framework for measuring this, alongside 'The Promise'.

Finally, due to the pandemic, there have been no inspections since our last year's report. This means that our grades are still 'very good' and we will continue to strive to raise these standards further. There has been increased emphasis on staff reflection and debrief, which has driven forward improvement. We are also continually looking at ways to incorporate the voice of the children and young people to ensure this thread runs through our work.

Fundraising and working with partners

We are members of the Scottish Institute of Fundraising. We comply with the key principles of the Institute of Fundraising's Code of Fundraising Practice. Our Fundraising strategy, policy, and performance are regularly reviewed by Trustees. It is imperative that all elements of fundraising are carried out in an open, honest, respectful and fair manner. We promise to adhere to best practice, transparency and accountability in all our fundraising activity.

We respect the privacy and choices of individuals, and all of our fundraising activities are directly managed by us to ensure we adhere to our principles.

As for many charities 2020/21 has been a challenging year for fundraising at Seamab. We have not been able to hold events ourselves, and neither have those who hold fundraising events in aid of Seamab. This has had an adverse effect on our fundraising income.

However, donations that have been received in previous years have helped to support the children during this difficult period. The skate ramp at the care campus, electric bikes, and our Epic Adventures fund have given the children more options for play while remaining close to Seamab.

In 2020/21 we received £31,716 from donations. Every penny donated is spent directly on delivering services and activities to the children. We were incredibly grateful to the local and wider community who helped us to keep the children and staff team safe during the pandemic. The Leith Distillery providing hand sanitiser, Denny High School made face shields, MOTO Kinross and Café Des Fleurs donated food goods and many others helped with making PPE. The nine-seater vehicle purchased just before the pandemic enabled us to transport the children safely. We are grateful to Clothworkers Foundation and Albert Hunt Trust for this vital equipment.

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

We are also grateful to local holiday accommodation owners who provided staff with a place to stay at heavily discounted rates; these included Swallows Nest, Sheil House, Rumbling Bridge Retreat and Arndean Cottages.

Our thanks are also due to those who took part in the 2.6 challenge and for the funds raised.

Due to the generosity of several funders, we have been able to continue Play Therapy sessions, an activity that has been needed more than ever with children experiencing the additional stress due to the restrictions of lockdown.

We are grateful for the ongoing support from a local trust, which has enabled us to continue dog therapy with the children. Their dogs, Bug and Peanut, are regular visitors. It has proved enormously valuable for the children to continue to play with the dogs during the pandemic. The project is helping the children increase their confidence, develop empathy and improve concentration, as well as improving their ability to discuss feelings and emotions.

Contributions to our Epic Adventures appeal are helping children to Make a Splash; staff have undergone training in providing river tubing and we have been able to purchase the equipment needed to allow all children to go river tubing regularly.

We are also grateful for the pro-bono support we have received in the design of the new school. Although we have had to conduct the work remotely, we are delighted with the progress that is being made.

Our donors and supporters this year include:

Lethendy Trust

The Pilot Trust

Co-operative Dollar

Toms Charitable Trust

Caram Trust

Groundwork UK

Meikle Foundation

Chris Stewart Group

3D Reid Architects

LBA

Thomas and Adamson

Thomson Gray

MOTO in the community

Leith Distillery

Denny High School

Café des Fleurs

StudioLR

Financial review

The year under review has been very challenging as we have lived through the impact of the Coronavirus. The principal source of our income is fees from local authorities from across Scotland who fund individual placements for children at Seamab. Our occupancy rates throughout the year averaged 89 % (2020 87%). We had to absorb a range of increased costs due to the pandemic, but we were fortunate that our occupancy levels were consistently high for the year 2020/21 and we were able to provide stability and reassurance for children and young people at a time of such uncertainty.

We continued to raise Seamab's profile through fundraising whilst continuing to develop trusting working relationships with our local authority partners.

SEAMAB**(A COMPANY LIMITED BY GUARANTEE)****ANNUAL REPORT OF THE TRUSTEES (continued)**

The financial statements for the year ended 31st March 2021 report a surplus for the year of £306,107 (2020: £113,065). The principal source of our income is fees from local authorities from across Scotland who fund individual placements for children at Seamab. Our occupancy rates throughout the year averaged at 89% (2020: 87%) and fee income for the year was £3,526,428 (2020: £3,257,627). New placements were on hold for most of the year whilst we were under lockdown but there has also been a restriction on children leaving as during the lockdown the school ran at full occupancy in the final five months of the trading period

Fundraised income in the year has decreased to £31,716 (2020: £148,890). This is mainly due to the lack of events that could be held due to restrictions during the pandemic.

The impact of Covid-19 meant additional staff absences and unbudgeted costs of £18,379 related to safety measures put in place to ensure compliance with Covid guidelines.

At 31 March 2021, Seamab had total funds of £3,436,776 (2020: £3,130,669). This is made up of a fixed asset fund of £1,522,087 (2020: £1,508,207), designated funds of £415,000 (2020: £300,000), restricted funds of £107,820 (2020: £122,616) and free reserves of £1,391,869 (2020: £1,199,846). The fixed asset fund could only be realised by disposing of tangible fixed assets. The designated funds are to assist with the cost of building a new school. The free reserves equate to 4.7 months' revenue costs, which are approximately £1,777,000. We will seek to continue to maintain free reserves through prudent management of income and expenditure, with the aim of holding sufficient free reserves to cover six months' running costs. The construction of a new, fit-for-purpose school continued to be an ongoing focus of the Board. The pandemic affected so much of our lives and it has impacted on establishing our state of readiness to undertake such a project. Our plans and the projected timelines have been curtailed but, in the latter part of 2020/21, a feasibility study was commissioned to support the Board of Trustees by providing a clearer picture of the fundraising landscape. Trustees will use this report in 2021/22 to consider how best we move towards our long-term aim and ambition of a new school that is crucial for the children and young people at Seamab.

Trustees regularly review the finances, budgets and spend against budget as part of the effective management of Seamab. As the costs of providing a specialist service have continued to rise, we are committed to maintaining a high-quality service and this involves investing in all aspects of delivery. We recognise that local authorities continue to experience considerable budgetary pressures, and we endeavour to provide a service that meets the children's needs and offers best value.

Effectively managing our budgets and resources, maintaining higher occupancy levels and increasing income raised through fundraising are essential if we are to continue to grow our reserves to ensure sustained financial stability. To fulfil our vision for vulnerable children to be their best, we will continue to develop our services which will better support our children and, when conditions allow, introduce additional sources of income.

Progress and plans

We remain absolutely committed to maintaining the safety of our children and staff through the health challenge of the pandemic. We will continue to adhere to health and government guidance to maintain Seamab as a safe environment. This year we will begin further developments that enhance the services we offer. These include:

- The appointment of a Clinical Psychologist.
- Introducing an 'Up to 18 years' care and education service
- Progressing the capital appeal for the building of a new school
- Ongoing engagement with key partners in the Care Inspectorate and Education Scotland

Sustaining and growing the work of the charity remains our key priority. We are on a journey of continuous improvement and we remain committed to having Dyadic Developmental Practice at the very heart of our approach to working with young people and indeed with each other.

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

ANNUAL REPORT OF THE TRUSTEES (continued)

The year ahead is exciting. The appointment of a Psychologist has been generously funded by The Robertson Trust, The Gannochy Trust and RS MacDonald. We are grateful for the commitment they have all made to create this role and that they were able to recognise the vision that will develop and improve our work with the children and the young people.

Supporting team

The work of our care and education teams can only happen with a solid foundation of support. Our Support Services team includes finance, human resources, administration and facilities staff. They support the care and education teams, both administratively and by also being there for the children, who see them as friendly, approachable adults who know them and care a great deal for them too. The consistency of approach and the warmth of every adult towards the children is one of the things that makes Seamab such a special place for our children to grow and heal.

Ensuring that everything runs smoothly behind the scenes is a challenge but the skills within the supporting teams ensures the operation has what they require to be successful in their roles.

Record keeping & Data Protection

We understand the importance of accurate record keeping, especially to those children who were in our care and who now wish to understand more about their time with us. To improve the quality and accessibility of our records, in May 2019, the Board of Trustees approved the appointment of a Records and Information Manager. This role has since been adapted so as to incorporate the lead role in relation to managing our data – the Data Protection Officer role is now a part of this role. As well as responsibility for GDPR the role encompasses:

- reviewing archives and recording-management procedures;
- implementing new policies and procedures that: enable Seamab to comply with legislation; and source and organise records quickly and efficiently;
- developing an archive of historic records (children's and governance); and
- researching and producing a comprehensive history of Seamab and its predecessor organisations.

Risk management

Seamab is committed to achieving our vision for children. To fulfil our aims and objectives we work to manage risk effectively, taking action to reduce risk where it is possible to do so. However, we accept in aspects of our work there will be risk that is essential to growth and development of the charity, and in the work with our children and their families.

To help us manage risk effectively, we have a dynamic Strategic Risk Register. This categorises risks under:

- care;
- education;
- financial and data;
- fundraising and organisational;
- records management; and
- governance.

The Register is reviewed and updated at least monthly by the Senior Leadership Team and shared with the Board of Trustees at Board meetings. The Board considers risks at meetings but also more immediately if necessary taking steps to ensure decisions are well informed and in the charity's best interests.

SEAMAB**(A COMPANY LIMITED BY GUARANTEE)****ANNUAL REPORT OF THE TRUSTEES (continued)**

The principal risks on the register during the year and the measures to mitigate against those risks were:

Risk	Mitigation
Outbreak of Coronavirus or other viral infection affecting staff or children	A covid risk assessment is reviewed and updated regularly against Scottish Government legislation and guidelines. All staff informed of any changes to the risk assessment and associate procedures. Infection control measures are in place for staff, children and visitors along with increased cleaning regimes and hygiene measures. Covid-19 vaccination has been available to all staff since early 2021. All staff are expected to conduct weekly PCR testing and report the results.
Impact of the Independent Care Review – negative perception of residential school placements resulting in drop in placements and financial loss.	Seamab has signed up to The Promise and engages with groups in the sector to promote continuity of care, journey and outcomes for children. Seamab is currently developing an up-to-18 care and education service to enable us to look after children for longer and help reduce placement moves.
Capital appeal project delays	We are working with a professional team to develop a realistic, achievable design which also supports our therapeutic educational approach. We have secured the support of professionals and contractors on a pro-bono or reduced-profit basis to ensure best value from the project. Once planning is approved, we will recruit a team to take forward the fundraising element of the project.
Fundraising affected by post-Covid change in donor giving	Diversification of income and the development of an older children's service to increase placement capacity.

Health and Safety

The Chief Executive Officer has the delegated authority of the Trustees for the strategic direction of Health and Safety at Seamab and chairs the Health and Safety Committee, which is attended by Health and Safety Representatives along with our external Health & Safety advisors at HSE Solutions. This partnership ensures that HSE act as our 'competent advisors' as required under Regulation 7 of the Management of Health and Safety at Work Regulations 1999.

We work together with HSE on devising strategies for occupational health, sickness, accident and incidents, and for the wellbeing of all of our staff and our young people too. All Seamab managers are required to complete Institute of Occupational Safety and Health training. Additional training for staff has focused on: management roles; fire safety; first aid; and food safety and hygiene. Each year we have an inspection from the fire service to ensure compliance to fire safety standards.

Every year HSE will meet with the Board of Trustees to go over the H & S audit to provide confidence that all statutory responsibilities are being managed in accordance with best practice and that we are being innovative in identifying areas for improvement.

Duty of candour

All health and social care services in Scotland have a duty of candour. This is a legal requirement that means when things go wrong and mistakes happen, the people affected understand what has happened, receive an apology, and that organisations learn how to improve for the future.

During this year 2020/21 there were no incidents to which the duty of candour applied.

We provide an annual report about the duty of candour in our services to the Care Inspectorate. A copy of the report can be found on our website www.seamab.org.uk.

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

How Seamab care and education works

Seamab is a company limited by guarantee with charitable status. A formal constitution guides governance. Trustees, who are also Directors of the company, are responsible for strategic leadership and oversight of the organisation. Our aim is to have a Board of Trustees with a wide range of skills and abilities, relevant to all aspects of the charity. All Trustees have access to induction and training. Individual biographies for Trustees are available on our website.

The Seamab Board of Trustees recognises the value of, and works to adhere to, the five core principles set out by Scotland's Third Sector Governance Forum in their Scottish Governance Code. These are:

- **Organisational purpose** - a well-run board is clear about the purpose and values of the organisation and how it will achieve its aims;
- **Leadership** - a well-run board is clear about its role and responsibilities, and provides strategic direction in line with the organisation's purpose, vision and values;
- **Board behaviour** - a well-run board, both collectively and individually, embraces and demonstrates mutual respect, integrity, openness and accountability;
- **Control** - a well-run board will develop and implement appropriate controls to direct and oversee progress and performance of the organisation; and
- **Effectiveness** - a well-run board understands its role, powers and duties and works collectively and proactively, to achieve its organisational purpose.

Trustees are recruited through open advertisement and invitation. The appointment process includes meeting senior managers and an interview with established Trustees. Trustees vote to co-opt proposed new members to the Board, with the appointment being confirmed by election at the following Annual General Meeting. Trustees serve for a period of up to four years, renewable for a further four years. Trustees elected as an office bearer can serve for a third four-year term.

Trustees

The following Trustee retired during 2020/21: Julian Reeves (30th March 2021)

The Board would like to extend its thanks to Julian for his guidance and support during his time as a Trustee and Vice Chair.

As at the date of this report, the Board of Trustees comprised:

Chris Stewart (Chair)
Brendan Corkery (Vice Chair from March 2021)
Margaret Alcorn
Ray Baird
Robert Cook
Abeer Macintyre
Lee-Anne McAulay
Kate Pryde

Governance

The Board of Trustees meets quarterly to conduct the business of the charity. Trustees have the power to delegate responsibility for specific areas of business to sub-committees, and delegate operational responsibility to the Senior Management Team in accordance with the Scheme of Delegated Authority. Operational performance is self-evaluated by senior managers and reported to Trustees against Key Performance Indicators covering: care; education; finance; human resources; and fundraising.

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

Trustees completed a review of governance policies and procedures, approving updated documentation at their Board meeting in March 2021. Seamab has in place a suite of governance documentation including:

- Vision, Mission and Values
- Governance Code
- Chair Role Description
- Trustee Role Description
- Policy for Recruiting and Inducting Trustees
- Policy for Establishing Ad-hoc Sub-committees
- Strategic Risk Register
- Scheme of Delegated Authority
- Reporting and Communications Structure

All of the above are reviewed, and updated as necessary, at least on an annual basis. The Strategic Risk Register is reviewed at each Board meeting.

The Board of Trustees also has two sub-committees whose function is to give detailed consideration to specific areas of operation on behalf of the Board and which report to the Board. These are the Development Committee and the Children and Young People's Committee. In addition to the designated trustees, the CEO and members of the senior leadership team attend the sub-committee meetings.

The Development Committee

The Development Committee was established as a Board sub-committee in early 2021. Its purpose, on behalf of all Trustees, is to oversee fundraising and in particular the capital appeal for the new school build. Its members generally comprise Trustees with a relevant professional background in fundraising, finance, education or construction disciplines.

The Development Committee papers are available to all Trustees, who are also welcome to attend meetings. In the period under review, the Development Committee met twice. Its regular members were:

Abeer Macintyre (Chair)
Bob Cook
Brendan Corkery
Chris Stewart

The Children and Young People's Committee

The Children and Young People's Committee (formerly the Children's Committee) has responsibility for overseeing the care, education and well-being of children and young people receiving services from Seamab. Its membership will generally comprise trustees with a background in education, care, social work, community education or therapeutic disciplines. All trustees are welcome to attend meetings on an ad hoc basis.

Membership currently comprises:

Bob Cook (Chair)
Margaret Alcorn
Ray Baird
Lee-Anne McAulay
Kate Pryde

Senior Leadership Team

As specified in our Scheme of Delegated Authority, the Chief Executive and Senior Leadership Team have responsibility for contributing to and implementing strategy, and the overall management of the organisation. The Heads of Care and Education and the Outdoor Learning Coordinator lead the development and delivery of the services for children. All managers are recruited using safe recruitment processes. Managerial salaries are agreed by The Board of Trustees, considering the role and responsibilities, the external market and internal salary structures.

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

ANNUAL REPORT OF THE TRUSTEES (continued)

During the year under review and up to the date of this report, the Senior Leadership Team comprised:

Karen Moore, Interim Chief Executive (December 2019 - July 2020)

Before becoming a consultant, Karen worked with Scottish Waterways Trust as its Chief Executive from 2012-2018. Prior to that she was the Scottish Director for The Waterways Trust 2002-2011. She is currently a Non-Executive Director on the Blackwood Board and a member of their Audit and Performance Committee, and she is Chair of Cumbernauld Theatre Trust. Karen qualified as an accredited Executive Coach and Mentor in 2016 through the Edinburgh Coaching Academy.

Stuart Provan, Chief Executive (appointed July 2020)

Stuart began his career in the travel industry gaining valuable leadership skills in a business setting until he made a life-changing decision to work in residential childcare. In 2004 he joined St. Philips School Airdrie, where he gained his core qualifications. To underpin his practical experience, Stuart studied at Strathclyde and Stirling Universities gaining Post Graduate qualifications in Advanced Residential Childcare and Child Protection and Welfare respectively. Stuart brings expertise from across a broad range of social care settings, with significant experience of working and leading within residential school settings.

Kath Cooper, Head of Education

Kath is a highly qualified and experienced primary teacher and a specialist SFL (support for learning) teacher. She joined Seamab in 2017 having worked in primary schools as a teacher, SFL teacher, staff trainer and deputy head. Kath has a strong commitment to meeting the needs of individual learners and is developing the curriculum, learning and teaching at Seamab. Kath works across Seamab to promote children's learning and achievement.

Gary Gallacher, Head of Care

Gary joined Seamab in 2014. He previously worked in a number of different settings, including local authorities and charities. Gary is qualified in Community Education, and has a strong commitment to the empowerment of children, through which they can realise their potential. He is also experienced in the development and delivery of children's learning through activities and experiences.

Tracy Doran, Human Resources Manager

Tracy joined Seamab in 2012. She attained her Chartered Institute of Personnel and Development in 2001 and has gained extensive generalist knowledge in a variety of sectors including global defence, electronics manufacturing and healthcare. Tracy is strongly committed to leading, managing and delivering effective HR solutions for all areas of the charity.

Tamsin Ferrier, Director of Development

Tamsin is an experienced fundraiser starting her career first in a voluntary capacity in 2001, then professionally in 2005. She worked in community fundraising for six years before working as a sole fundraiser for two small Scottish charities. Prior to joining Seamab in March 2018, Tamsin worked in major donor fundraising, managing a portfolio across Scotland.

Jody Cannon, Learning Coordinator

Jody joined Seamab in 2015, having worked in a wide variety of educational settings. Qualified in Community Education and in the delivery of outdoor education, he specialises in delivering creative and engaging learning experiences. Jody works with all teams with the aim of providing diverse and complementary learning experiences of the highest quality.

Emma Graham, Finance Manager

Emma joined Seamab in March 2021 and came on board at the start of the new financial year. Emma is a qualified accountant with a wide range of financial management experience in diverse industrial sectors.

Our Patron - Gerard Eadie, CBE

Gerard Eadie became a Patron in 2017. He is Executive Chairman of leading home improvements company, CR Smith Ltd, and has been a director at Business in the Community and Chairman of The Prince's Trust in Scotland. In 2011 Gerard set up his own initiative, 'Hand Picked', an employer sponsorship programme that supports young people into work.

SEAMAB

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT OF THE TRUSTEES (continued)

Statement of the responsibilities of the Trustees

The charity Trustees (who are also the directors of Seamab for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity Trustees to prepare financial statements for each year that give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Trustees' statement on audit enquiries

In so far as the Trustees are aware:


- there is no relevant audit information of which the charity auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

In accordance with section 487 of the Companies Act 2006, the auditor will be deemed to be reappointed and Wylie & Bisset (Audit) Limited will therefore continue in office.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board of Trustees

DocuSigned by:

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Chris Stewart
Chair of the Board of Trustees
Date: 8 December 2021

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SEAMAB FOR THE YEAR ENDED 31 MARCH 2021

Opinion

We have audited the financial statements of Seamab (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the report and accounts, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the report and accounts. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

SEAMAB
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SEAMAB FOR THE YEAR ENDED 31 MARCH 2021

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Annual Report of the Trustees, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and to take advantage of the small companies' exemptions in preparing the directors report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

SEAMAB
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SEAMAB FOR THE YEAR ENDED 31 MARCH 2021

Extent to which the audit was considered capable of detecting irregularities including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures response to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing the risks or material misstatements in respect of irregularities, including fraud and non-compliance with laws and regulations we considered the following;

- The nature of the charity, the environment in which it operates and the control procedures implemented by management and the trustees; and
- Our enquiries of management and trustees about their identification and assessment of the risks of irregularities.

Based on our understanding of the charity and the sector we identified that the principal risks of non-compliance with laws and regulations related to, but were not limited to;

- Regulations and legislation pertinent to the charity's operations; and
- Compliance with Coronavirus Job Retention Scheme

We considered the extent to which non-compliance might have a material impact on the financial statements. We also considered those laws and regulations which have a direct impact on the preparation of the financial statements, such as the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006. We evaluated management and trustees' incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of management override of controls), and determined that the principal risks were related to;

- Posting inappropriate journal entries.
- Overstated Coronavirus Job Retention Scheme claims.

Audit response to the risks identified;

Our procedures to respond to the risks identified included the following;

- Gaining an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Enquiring of management and legal advisors concerning actual and potential litigation and claims;
- Reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC;
- In addressing the risk of fraud as a result of management override of controls, testing the appropriateness of journal entries and other adjustments; evaluating rationale of any significant transactions that are unusual or outside the normal course of business; and
- Substantive testing of Coronavirus Job Retention Scheme claims

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

SEAMAB
(A company limited by guarantee)


INDEPENDENT AUDITOR'S REPORT TO THE DIRECTORS AND MEMBERS OF SEAMAB FOR THE YEAR ENDED 31 MARCH 2021

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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Jenny Simpson (Senior Statutory Auditor)

For and on behalf on Wylie & Bisset (Audit) Limited, Statutory Auditor

Wylie & Bisset (Audit) Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

168 Bath Street
Glasgow
G2 4TP

Date: 8 December 2021

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021
Including an Income and Expenditure Account

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Income and endowments from:							
Donations and legacies	5	31,195	30,521	61,716	102,294	133,446	235,740
Charitable activities	6	3,568,700	-	3,568,700	3,260,987	-	3,260,987
Investments	7	773	-	773	4,142	-	4,142
Other incoming resources	8	-	27,140	27,140	-	2,310	2,310
Total income		3,600,668	57,661	3,658,329	3,367,423	135,756	3,503,179
Expenditure on:							
Raising funds							
Raising donations & legacies	9	111,891	-	111,891	115,186	-	115,186
Charitable activities	11	3,167,874	72,457	3,240,331	3,187,507	87,421	3,274,928
Total expenditure		3,279,765	72,457	3,352,222	3,302,693	87,421	3,390,114
Net income/(expenditure)		320,903	(14,796)	306,107	64,730	48,355	113,065
Transfers between funds		-	-	-	-	-	-
Net movement in funds		320,903	(14,796)	306,107	64,730	48,355	113,065
Funds reconciliation							
Total funds brought forward	17	3,008,053	122,616	3,130,669	2,943,323	74,281	3,017,604
Total funds carried forward	17	3,328,956	107,820	3,436,776	3,008,053	122,616	3,130,669

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

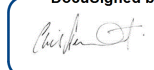
BALANCE SHEET
AT 31 MARCH 2021

	Notes	2021 Total £	2020 Total £
Fixed assets:			
Tangible fixed assets	14	1,522,087	1,508,207
Current assets:			
Debtors	15	372,999	372,774
Cash at bank and in hand	23	1,717,884	1,369,842
Total current assets		<u>2,090,883</u>	<u>1,742,616</u>
Creditors: amount falling due within one year	16	(176,194)	(120,154)
Net current assets		<u>1,914,689</u>	<u>1,622,462</u>
Total assets less current liabilities		3,436,776	3,130,669
Net assets		<u>3,436,776</u>	<u>3,130,669</u>
The funds of the charity:			
General funds	17	1,391,869	1,199,846
Designated funds	17	1,937,087	1,808,207
Unrestricted income funds		<u>3,328,956</u>	<u>3,008,053</u>
Restricted funds	17	107,820	122,616
Total charity funds		<u>3,436,776</u>	<u>3,130,669</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The accounts were approved by the Board of Trustees on 8 December 2021, and signed on its behalf by:

DocuSigned by:



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CHRIS STEWART

Chairman

Company Registration No. SC037461

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Note	2021 £	2020 £
<i>Cash flows from operating activities:</i>			
Net cash provided by operating activities	22	380,008	36,780
<i>Cash flows from investing activities:</i>			
Interest received		773	4,142
Purchase of property, plant & equipment		(32,739)	(36,966)
Net cash (used in) investing activities		(31,966)	(32,824)
Change in cash and cash equivalents in the year		348,042	3,956
Cash and cash equivalents brought forward		1,369,842	1,365,886
Change in cash and cash equivalents		348,042	3,956
Cash and cash equivalents carried forward	23	1,717,884	1,369,842

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2020

1. Legal status

The Company is limited by guarantee and does not have a share capital.

In accordance with the Memorandum and Articles of Association of the Company, every member undertakes to contribute to the assets of the Company in the event of its being wound up while he/she is a member, such amount as to be required but not exceeding £5.25.

2. Accounting policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity constitutes a public benefit entity as defined by FRS 102.

The charity's presentational currency is sterling and amounts in the financial statements are rounded to the nearest £.

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(b) Funds structure

Unrestricted income funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the Trustees, at their discretion, have created funds for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed, or through the terms of an appeal.

Further details of each fund are disclosed in note 17.

(c) Income recognition

Income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

2. Accounting policies (continued)

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses and governance costs are allocated or apportioned to the applicable expenditure headings.

- Costs of raising donations and legacies comprise the costs of fundraising;
- Expenditure on charitable activities includes the costs associated with residential and day pupils and other activities undertaken to further the purposes of the charity.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure is incurred.

(e) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

The allocation of support and governance costs is analysed in note 10.

(f) Tangible fixed assets and depreciation

All assets are valued at historical cost. Depreciation is charged as follows:

	Basis
Heritable property	Nil
Furniture and equipment	20% p.a. on a straight line basis
Computer equipment	33.33%p.a. on a straight line basis
Vehicles	25% p.a.on a straight line basis

It is the charity's policy to maintain the Heritable Property in a state of good repair, the cost of maintenance being charged in the Statement of Financial Activities in the year it is incurred. Consequently, the Trustees consider that the residual value (based on cost or subsequent valuation) of the property is such that no depreciation is required.

(g) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(h) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly-liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(i) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(j) Operating leases

The charity classifies the lease of a printer, a van and cars as operating leases; the title to the equipment remains with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

2. Accounting policies (continued)

(k) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(l) Taxation

The company is a charitable company within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

(m) Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

3. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

<u>Estimate</u>	<u>Basis of estimation</u>
Depreciation & amortisation of fixed assets	Fixed assets are depreciated and amortised over the useful live of the asset. The useful lives of fixed assets are based on the knowledge of senior management, with reference to assets expected life cycle.
Allocation of expenditure between activities	Support costs are allocated between charitable activities and governance based on the time spent undertaking charitable activities.
Donated services	Donated services are valued based on the knowledge of the expert providing the service and income recognised based on value of the services received.

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

4. Related party transactions and Trustees' expenses and remuneration

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2020: £nil). No expenses were paid to or waived by the Trustees (2020: £Nil).

During the year no trustee had any personal interest in any contract or transaction entered into by the charity (2020: none).

During the year £900 of unconditional donations (2020: £716) were received from two trustees (2020: two trustees).

During the year £4,800 (2020: £46,800) was paid to Bruce Tait Associates as the agency for the interim CEO. Abeer Macintyre, a trustee, was at the time of this transaction joint chief executive of Bruce Tait Associates Ltd. There was no balance due to Bruce Tait Associates at the year end. (2020: £nil).

During the year, £30,000 (2020: £50,000) in services were donated to the charity by the Chris Stewart Group, as well as £700 of donations (2020: £nil). Chris Stewart, a Trustee, is the owner of the Chris Stewart Group.

5. Income from donations and legacies

	2021	2020
	£	£
Donations	31,716	148,890
Donated services	30,000	86,850
	<u>61,716</u>	<u>235,740</u>

6. Income from charitable activities

	2021	2020
	£	£
Residential and day pupil fees	3,526,428	3,257,627
Other charitable income	42,272	3,360
	<u>3,568,700</u>	<u>3,260,987</u>

Other charitable income includes funding of £37,383 for social care received from the Scottish Government (2020: £nil). There are no unfulfilled conditions or contingencies associated with this grant.

7. Investment income

	2021	2020
	£	£
Bank interest	773	4,142
	<u>773</u>	<u>4,142</u>

8. Other incoming resources

	2021	2020
	£	£
Coronavirus Job Retention Scheme Income	27,140	2,310
	<u>27,140</u>	<u>2,310</u>

CJRS income includes funding received from the UK government. There are no unfulfilled conditions or contingencies associated with these government grants.

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

9. Expenditure on raising donations and legacies

	Direct Costs	Support Costs	Total 2021
	£	£	£
Costs of generating funds	111,891	-	111,891
	<u>111,891</u>	<u>-</u>	<u>111,891</u>

	Direct Costs	Support Costs	Total 2020
	£	£	£
Costs of generating funds	115,186	-	115,186
	<u>115,186</u>	<u>-</u>	<u>115,186</u>

10. Allocation of governance and support costs

Breakdown of governance and support costs by activity:	Support Costs	Governance	2021
	£	£	£
Residential and day pupils	39,540	21,418	60,958
Total allocated	<u>39,540</u>	<u>21,418</u>	<u>60,958</u>

Breakdown of governance and support costs by activity:	Support Costs	Governance	2020
	£	£	£
Residential and day pupils	16,479	15,566	32,045
Total allocated	<u>16,479</u>	<u>15,566</u>	<u>32,045</u>

The breakdown of governance costs is shown in the table below:

Governance costs:	2021	2020
	£	£
External Auditor's remuneration	6,889	7,126
Trustee meetings	323	-
Secretary fees	4,320	4,320
Support costs	9,886	4,120
	<u>21,418</u>	<u>15,566</u>

Allocation of governance and other support costs:	Total allocated 2021	Governance	Other support costs
	£	£	£
Staff costs	17,133	3,427	13,706
Professional fees	32,293	6,459	25,834
Total allocated	<u>49,426</u>	<u>9,886</u>	<u>39,540</u>

Allocation of governance and other support costs:	Total allocated 2020	Governance	Other support costs
	£	£	£
Staff costs	17,133	3,427	13,706
Professional fees	3,466	693	2,773
Total allocated	<u>20,599</u>	<u>4,120</u>	<u>16,479</u>

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

11. Analysis of expenditure on charitable activities

	Residential and day pupils	Total 2021
	£	£
Grants and donations spending	46,010	46,010
Staff payroll costs	2,466,864	2,466,864
Other payroll costs	127,898	127,898
Property costs	161,593	161,593
Vehicle costs	101,190	101,190
IT costs	17,696	17,696
Administration costs	112,884	112,884
Fundraising costs	5,423	5,423
Children's costs	120,956	120,956
Depreciation	18,859	18,859
Governance costs (note 10)	21,418	21,418
Support costs (note 10)	39,540	39,540
	<u>3,240,331</u>	<u>3,240,331</u>
	Residential and day pupils	Total 2020
	£	£
Grants and donations spending	97,602	97,602
Staff payroll costs	2,350,220	2,350,220
Other payroll costs	244,399	244,399
Property costs	162,701	162,701
Vehicle costs	66,515	66,515
IT costs	20,661	20,661
Administration costs	148,500	148,500
Fundraising costs	8,543	8,543
Children's costs	135,567	135,567
Depreciation	8,175	8,175
Governance costs (note 10)	15,566	15,566
Support costs (note 10)	16,479	16,479
	<u>3,274,928</u>	<u>3,274,928</u>

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

12. Analysis of staff costs and remuneration of key management personnel

	2021	2020
	£	£
Salaries and wages	2,273,004	2,213,712
Social security costs	182,867	172,649
Employer contributions to defined benefit pension schemes	254,595	240,556
Total staff costs and employee benefits	<u>2,710,466</u>	<u>2,626,917</u>

The charity made £254,595 of contributions to the pension plan on behalf of the employees (2020: £240,556).

The average weekly number of employees during the year was as follows:

	2021	2020
Education	43	43
Care	16	17
Central Support	12	11
Fundraising	-	-
	<u>71</u>	<u>71</u>

	2021	2020
The number of higher paid employees;		
£60,000 - £70,000	2	1
£70,000 - £80,000	1	1

	2021	2020
	£	£
Key management personnel remuneration	<u>427,031</u>	<u>428,827</u>

13. Net income/(expenditure) for the year

	2021	2020
	£	£
This is stated after charging:		
Auditor's remuneration:		
Audit fees - Current year	6,889	7,126
Depreciation	18,859	8,175
Rent paid under operating leases	<u>28,310</u>	<u>28,333</u>

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

14. Tangible fixed assets

Fixed assets

	Heritable Property £	Fittings and equipment £	Motor Vehicles £	Total £
Cost:				
At 1 April 2020	1,464,240	94,479	23,285	1,582,004
Additions	-	32,739	-	32,739
Disposals	-	(61,318)	-	(61,318)
	<u>1,464,240</u>	<u>65,900</u>	<u>23,285</u>	<u>1,553,425</u>
At 31 March 2021	<u>1,464,240</u>	<u>65,900</u>	<u>23,285</u>	<u>1,553,425</u>
Depreciation:				
At 1 April 2020	-	65,764	8,033	73,797
Charge for the year	-	13,038	5,821	18,859
On disposals	-	(61,318)	-	(61,318)
	<u>-</u>	<u>17,484</u>	<u>13,854</u>	<u>31,338</u>
At 31 March 2021	<u>-</u>	<u>17,484</u>	<u>13,854</u>	<u>31,338</u>
Net book value:				
At 31 March 2021	<u>1,464,240</u>	<u>48,416</u>	<u>9,431</u>	<u>1,522,087</u>
At 31 March 2020	<u>1,464,240</u>	<u>28,715</u>	<u>15,252</u>	<u>1,508,207</u>

The heritable property included above was recognised using a previous open market basis valuation as a deemed cost on transition to FRS 102.

15. Debtors

	2021 £	2020 £
Trade debtors	124,725	197,562
Other debtors	248,274	175,212
	<u>372,999</u>	<u>372,774</u>

16. Creditors falling due within one year

	2021 £	2020 £
Trade creditors	31,101	27,194
Taxation and social security	52,818	45,301
Sundry creditors and accrued charges	92,274	47,659
	<u>176,194</u>	<u>120,154</u>

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

17. Analysis of charitable funds

The nature and purpose of the various restricted and unrestricted funds are noted below.

2021	Balance				Funds
Analysis of	b/fwd	Income	Expenditure	Transfers	c/fwd
fund movements	£	£	£	£	£
Fixed asset fund	1,508,207	-	18,859	32,739	1,522,087
Capital Development Fund	300,000	-	-	115,000	415,000
Total designated funds	1,808,207	-	18,859	147,739	1,937,087
General funds	1,199,846	3,600,668	3,260,906	(147,739)	1,391,869
Total unrestricted funds	3,008,053	3,600,668	3,279,765	-	3,328,956
Restricted fund					
New School Build	80,325	-	-	-	80,325
Janet Grieve Fund	1,000	-	-	-	1,000
Gordon Fraser Charitable Trust	96	-	-	-	96
Ramboll	504	-	-	-	504
Modular Classroom	2,000	-	2,000	-	-
Scottish Book Trust	284	-	192	-	92
24 Hour Curriculum	1,538	-	1,500	-	38
Cash for Kids	285	-	234	-	51
Epic Adventures	15,335	3,621	18,651	-	305
Caravan fund	-	6,000	-	-	6,000
St James Place Foundation	120	-	120	-	-
Children's birthday gifts	-	700	35	-	665
Music Fund	-	2,000	-	-	2,000
Holiday Fund	7,500	-	1,924	-	5,576
Therapy Project	8,200	18,200	16,535	-	9,865
Sensory improvements	1,763	-	460	-	1,303
Visiting Specialists	3,666	-	3,666	-	-
HMRC CJRS	-	27,140	27,140	-	-
Total restricted funds	122,616	57,661	72,457	-	107,820
Total funds	3,130,669	3,658,329	3,352,222	-	3,436,776

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

17. Analysis of charitable funds (continued)

2020	Balance				Funds
Analysis of	b/fwd	Income	Expenditure	Transfers	c/fwd
fund movements	£	£	£	£	£
Fixed asset fund	1,479,416	-	8,175	36,966	1,508,207
Capital Development Fund	300,000	-	-	-	300,000
Total designated funds	1,779,416	-	8,175	36,966	1,808,207
General funds	1,163,907	3,367,423	3,294,518	(36,966)	1,199,846
Total unrestricted funds	2,943,323	3,367,423	3,302,693	-	3,008,053
Restricted fund					
New School Build	30,325	50,000	-	-	80,325
Janet Grieve Fund	1,000	-	-	-	1,000
Gordon Fraser Charitable Trust	776	-	680	-	96
Tadpoles Swimming Club	250	-	250	-	-
Ramboll	761	-	257	-	504
Modular Classroom	9,500	5,500	13,000	-	2,000
Scottish Book Trust	284	-	-	-	284
24 Hour Curriculum	4,909	2,000	5,371	-	1,538
Cash for Kids	735	-	450	-	285
Northwood	10,000	-	10,000	-	-
Epic Adventures	184	23,694	8,543	-	15,335
SSE Resilience Fund	126	-	126	-	-
National Heritage Lottery	9,036	-	9,036	-	-
St James Place Foundation	1,235	-	1,115	-	120
9 Seater Vehicle	5,000	15,000	20,000	-	-
Motorbike Group	160	-	160	-	-
Holiday Fund	-	7,500	-	-	7,500
Therapy Project	-	19,200	11,000	-	8,200
Sensory improvements	-	6,886	5,123	-	1,763
Visiting Specialists	-	3,666	-	-	3,666
HMRC – CJRS	-	2,310	2,310	-	-
Total restricted funds	74,281	135,756	87,421	-	122,616
Total funds	3,017,604	3,503,179	3,390,114	-	3,130,669

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

17. Analysis of charitable funds (continued)

Unrestricted funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the company.

Certain of the unrestricted fund balances have been used to create designated funds. These are unrestricted funds ear marked by the Trustees for particular purposes.

The designation does not represent a restriction upon the use of these funds but represents the intention of the Trustees regarding utilisation of the charity's resources.

The nature and purpose of the various unrestricted designated funds are noted as follows.

Fixed asset fund

This is a designated fund representing the net book value of the charity's tangible fixed assets. It is not available for direct expenditure on charitable activities.

Capital Development Fund

This is a designated fund representing the trustees' decision to transfer £300,000 of the 2018/2019 surplus towards building a new, purpose built school as set out in our five year strategy. A further £115,000 was designated in the current financial year, bringing the total amount designated to £415,000.

General fund

This is the operating fund of the charity.

Restricted funds

Restricted funds comprise of the following:

Janet Grieve Legacy Fund

This is a fund derived from a legacy given to reward the children.

HMRC - CJRS - To be used towards employees salaries who are on furlough.

Restricted donations

The following donations have been received for specific purposes.

- 9 seater vehicle - to purchase a 9 seater vehicle for Seamab;
- Gordon Fraser Charitable Trust - 24-hour curriculum;
- Cash For Kids - Play equipment at the care campus;
- National Heritage Lottery - To be used for children's activities and clubs;
- Northwood - improvements to outdoor play at the care campus;
- Ramboll - to purchase books for children;
- Scottish Book Trust – for an author to visit the school;
- SSE Resilience Fund - For science equipment/trips;
- St James Place Foundation – to purchase equipment for Project Free Forest Schools Outdoor Education Programme for the bungalows;
- Tadpoles Swimming Club - Swimming lessons;

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

17. Analysis of charitable funds (continued)

- Motorbike Group – for children’s activities determined by the children
- Holiday Fund - funds received to be used on holidays for both residential and day pupils;
- Visiting Specialists - Currently used to fund woodwork but may include other specialists in the future
- New School Build;
 - Alternative Burns Night Fundraiser – to be used for buildings improvements
 - The Shoot Charitable Trust – to be used for building improvements;
- Modular Classroom:
 - Anthony Jurgens Trust - to be used for the modular classroom project;
 - Anthon Jurgens Charitable Trust – to be used for the modular classroom project;
 - JHT Charitable Trust - to be used for the modular classroom project;
 - Martin Connell Charitable Trust - to be used for the modular classroom project;
 - Mugdock Children's Trust - to be used for the modular classroom project;
 - Ogilvie Ross - to be used for the modular classroom project;
 - Thorntons Sols: Jimmie Cairncross Charitable Trust - to be used for the modular classroom project;
- Caravan Fund
- Children’s Birthday Gifts
- Music Fund
- 24 Hour Curriculum:
 - Alexander/McLaren Trust - 24-hour curriculum;
 - Kinross Community Council - 24 hour curriculum;
 - Lethendy Trust - 24-hour curriculum;
 - Paphitis Charitable Trust - to be used for the 24 Hour Curriculum project;

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

17. Analysis of charitable funds (continued)

- Epic Adventures:
 - Crerar Trust - Epic Adventures;
 - Hugh Stenhouse Foundation - Epic adventures;
 - Kilpatrick Fraser - Epic Adventures;
 - Lethendy Trust - Epic Adventures Project - Epic adventures;
 - Mitchells Robertson: James Wood Trust - Epic adventures;
 - Moto in the Community Trust - Epic adventures;
 - Paphitis Charitable Trust - Epic adventures;
 - The Cross Trust - Epic Adventures - camping trip;
- Sensory Improvements:
 - Lego - Ongoing appeal to provide sensory improvements, from rocking chairs to fidget toys;
 - Studio Sande BCA - Burns night donation - sensory improvements at the care campus;
- Therapy Project:
 - The Pilot Trust (Turcan Connell) - 3 year funding to provide dog therapy at Seamab;
 - Hugh Fraser Foundation - Ongoing appeal to improve the therapy that we offer children at Seamab. This will include funding for the psychologist post going forward, plus specialist therapist such as play therapy;
 - WM Mann Foundation - Ongoing appeal to improve the therapy that we offer children at Seamab. This will include funding for the psychologist post going forward, plus specialist therapist such as play therapy.

18. Capital commitments

There are no capital commitments at 31 March 2021.

19. Security

The Royal Bank of Scotland plc holds a Standard Security over the main school property at The Hollies and the four residential bungalows. It also holds a Bond and Floating Charge over all the property of the Company.

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

20. Operating leases commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows;

	2021	2020
	Other	Other
	£	£
Under 1 year	32,951	14,395
Between 2 and 5 years	55,466	3,701
	<u>88,417</u>	<u>18,096</u>

21. Net assets over funds

	Unrestricted	Restricted	Total
	Funds	Funds	2021
	£	£	£
Fixed Assets	1,522,087	-	1,522,087
Debtors	370,408	2,591	372,999
Cash at bank and in hand	1,612,655	105,229	1,717,884
Creditors due within one year	(176,194)	-	(176,194)
	<u>3,328,956</u>	<u>107,820</u>	<u>3,436,776</u>

	Unrestricted	Restricted	Total
	Funds	Funds	2020
	£	£	£
Fixed Assets	1,508,207	-	1,508,207
Debtors	370,464	2,310	372,774
Cash at bank and in hand	1,249,536	120,306	1,369,842
Creditors due within one year	(120,154)	-	(120,154)
	<u>3,008,053</u>	<u>122,616</u>	<u>3,130,669</u>

SEAMAB
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

22. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2021	2020
	£	£
Net income for the year (as per the Statement of Financial Activities)	306,107	113,065
Adjustments for:		
Depreciation charges	18,859	8,175
Interest received	(773)	(4,142)
(Increase) in debtors	(225)	(57,394)
Increase/(decrease) in creditors	56,040	(22,384)
Net cash provided by operating activities	<u>380,008</u>	<u>36,780</u>

23. Analysis of cash and cash equivalents

	2021	2020
	£	£
Cash in hand	1,717,884	1,369,842
Total cash and cash equivalents	<u>1,717,884</u>	<u>1,369,842</u>

**SEAMAB
(A COMPANY LIMITED BY GUARANTEE)**

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

The following pages do not form part of the statutory accounts

**THREE YEAR SUMMARY OF ACCOUNTS
INCOME AND EXPENDITURE ACCOUNTS**

	2021	2020	2019
	£	£	£
Income:			
Donations and legacies	61,716	235,340	117,593
Charitable activities	3,568,700	3,260,987	3,565,472
Investments	773	4,142	2,412
Other income	27,140	2,310	-
Total income	3,658,329	3,503,179	3,685,477
Expenditure:			
Raising donations and legacies	111,891	115,186	123,874
Charitable activities:			
Grants and donations spending	46,010	97,602	43,615
Staff payroll costs	2,466,864	2,350,220	2,146,045
Other payroll costs	127,898	244,399	172,406
Property costs	161,593	162,701	149,551
Vehicle costs	101,190	66,515	65,712
IT costs	17,696	20,661	24,089
Administration costs	112,884	148,500	121,966
Fundraising costs	5,423	8,543	-
Children's costs	120,956	135,567	140,717
Depreciation	18,859	8,175	3,692
Governance Costs	21,418	15,556	-
Support Costs	39,540	16,479	-
Write back of pension liability	-	-	(584,000)
	3,240,331	3,274,928	2,407,697
Total expenditure	3,352,222	3,390,114	2,407,697
Net income for the year	306,107	113,065	1,277,780
Number of staff	71	71	68

**THREE YEAR SUMMARY OF ACCOUNTS
BALANCE SHEETS**

	2021	2020	2019
	£	£	£
Fixed assets:			
Tangible assets	1,522,087	1,508,207	1,479,416
	<u>1,522,087</u>	<u>1,508,207</u>	<u>1,479,416</u>
Current assets:			
Debtors	372,999	372,774	314,840
Cash at bank and in hand	1,717,884	1,369,842	1,365,886
	<u>2,090,883</u>	<u>1,742,616</u>	<u>1,680,726</u>
Current liabilities:			
Trade creditors	31,101	27,194	46,399
Taxes and social security	52,818	45,301	43,498
Accrued charges	92,275	47,659	52,641
	<u>176,194</u>	<u>120,154</u>	<u>142,538</u>
Net current assets	<u>1,914,689</u>	<u>1,622,462</u>	<u>1,538,188</u>
Total assets less current liabilities	3,436,776	3,130,669	3,017,604
Net assets	<u>3,436,776</u>	<u>3,130,669</u>	<u>3,017,604</u>
Accumulated funds			
Restricted income funds	<u>107,820</u>	<u>122,616</u>	<u>74,281</u>
Unrestricted income funds:			
Designated fixed asset			
Fund	1,522,087	1,508,207	1,479,416
Capital Development Fund	415,000	300,000	300,000
General fund	<u>1,391,869</u>	<u>1,199,846</u>	<u>1,163,907</u>
Unrestricted income funds	<u>3,328,956</u>	<u>3,008,053</u>	<u>2,943,323</u>
	<u>3,436,776</u>	<u>3,130,669</u>	<u>3,017,604</u>