

HARMENY EDUCATION TRUST

ANNUAL REPORT AUGUST 2020 - JULY 2021



**Growing
Together**

HARMENY SCHOOL

Grant Aided by the Scottish Government

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Harmeny Education Trust Limited is a company limited by guarantee with charitable status

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Registered Number: SC162021 Scottish Charity Number: SC024256

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Names of children have been changed to maintain confidentiality.

Photographs are not associated with stories and quotes used.

Our Space

Welcome to Harmeny - From the Children and Young People

"My favourite place here is the allotment. We grow lots of things there. My favourite things are the berries."

"I like showing Harmeny to people - because it's ours"



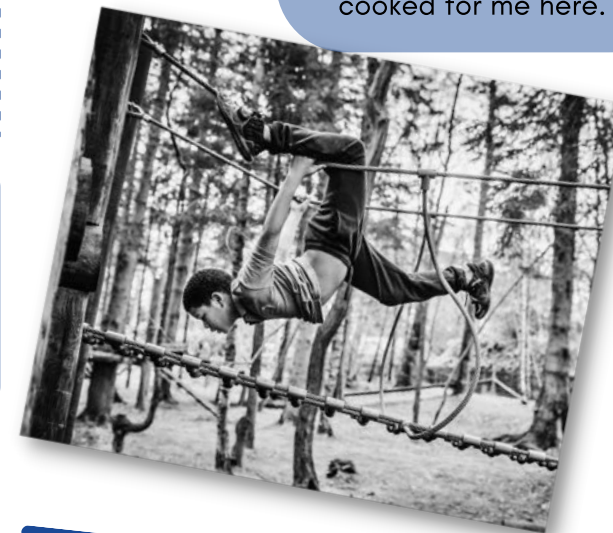
"I love the food that gets cooked for me here."

"This is Our Space!"

"It's fun outside at Harmeny!"

"If Harmeny was a smell, it would be lavender because that's a lovely perfume and it makes me think of the perfumes we make in the cottages together"

"My bedroom is warm and safe."



"I was scared when I first arrived here, but I can show you around now."



About Harmeny



Harmeny Education Trust is a charity with children and young people at its heart. We provide care, education and therapeutic support to children and young people who have complex additional support needs as a result of early years trauma and adversity. We currently offer this for up to 24 residential and 6 day children aged 5-14 within our beautiful estate in Balerno in the hills above Edinburgh; and have plans to develop continuing care and learning services for young people aged 15-18. Everything we do is rooted in Our Vision, Purpose and Values.

Our Vision

For children and young people to have the love, encouragement and nourishment they need to grow and reach their potential.

Our Purpose

To provide therapeutic care and education which helps children and young people overcome trauma and adversity, discover the joy of learning, and lead happy, fulfilling lives.

Our Values

We believe that children and young people are at the heart, as they come first in all that we do.

We believe in compassionate, nurturing relationships, for we know that caring, respectful relationships build resilience, trust and understanding.

We believe that learning is a passport to life, because we have seen that creative and engaging learning has the power to transform lives.

We believe in helping each other to thrive, for we are a community which is welcoming, supportive and celebrates difference, enabling everyone to flourish.

Welcome to Harmeny



**Jennifer Scott, Chair,
Board of Trustees**

It is a pleasure to reflect on the past academic year and be reminded of how Harmeny continues to flourish and exceed expectations despite all the challenges the year has presented.

There have been significant changes to the Board over the year. We said goodbye to Joanne McMeeking and Louise Kelly in June 2021. We were very sad to see them go, and I would like to take this opportunity again to thank them for their expertise, wisdom, and enthusiasm over the years. When one door closes however, another one opens, and we have been lucky to recruit four new trustees in this period. Anne Gibson joined us in January 2021 and Anna Vaughan, Gillian Cockburn and Ann Jacob-Chandler joined us in June 2021. The Board continuously reviews the blend of skills and experience relevant to Harmeny's core service, referring to and regularly reviewing a matrix of skills. We continue to be very fortunate in the dedication and skills of our trustees.

We have been impressed by the many achievements over the past year, not least in how staff have continued to deliver high quality services despite the challenges of Covid-19 placing, as always, the children's wellbeing at the heart of everything we do. Alongside providing high-quality core services, work has been ongoing in delivering on the Strategic Plan and developing the extended service to children beyond S2. Acorn is now becoming an exciting reality! Budgets have been robustly managed resulting in a healthy surplus due also to strong pupil referral rates.

I would like to end by thanking all staff for their continued commitment and for making Harmeny the special place it is. Sadly, Covid prevented the trustees from being on site regularly and meeting up with staff and children, although I was lucky to be able to attend Sports Day to hand out medals and see first hand the excitement and fun enjoyed by all. Finally, thank you to our wonderful children who continue to inspire and delight us with their resilience and progress.

2020-21 required great perseverance, as we dealt with the ongoing challenges of the Covid-19 crisis. Through a whole team effort, we managed the pandemic well, maintaining the wellbeing of children and staff, and creatively adapting our approaches to ensure children continued to learn and flourish.

We completed a new three-year strategic plan, including the following achievements from year one:

- We ensured the voices of children were at the heart of our services, in line with The Promise (the ten-year strategy which followed the Independent Care Review).
- We made great progress in developing our continuing care and learning services for young people, aged 15 to 18 (Acorn). This included the completion of a beautiful Learning Hub design, by Loader Monteith Architects, in consultation with staff and pupils, with planning permission and the building warrant achieved.
- Our major appeal made excellent progress in securing the funds for the Learning Hub, and Heart in Mouth were engaged to support us with the development of an ambitious communications strategy.

I would like to thank the trustees for their excellent advice and guidance throughout the year, and for encouraging us to be bold in realising our strategic vision. And I would like to thank our staff for their unfailing dedication, despite all the uncertainties and pressures Covid has brought. Their collective passion and resilience, along with the determination to always put the children first, inspires me on a daily basis and reminds me what a privilege it is to be part of the Harmeny community.



**Neil Squires
Chief Executive**



Harmeny's Highlights **snapshots**

August 2020 – July 2021

We continued to **support and nurture** all the young people of Harmeny throughout a year still impacted by Covid, using creative and therapeutic ways of helping them learn, thrive and reach for their full potential.

We welcomed The Princess Royal for her third visit to Harmeny. Guided by two Harmeny children, she enjoyed her tour and also learned about Harmeny's plans for a new learning hub and services designed to help more young people rebuild their lives and reshape their futures.

Harmeny took part in the Edinburgh wide Swift Project with our children making bird boxes to encourage swifts to nest in the grounds around their cottages. They also donated boxes to the RSPB for use in local Edinburgh communities.

Our investment with Fast Phonics gave us access to a new learning programme which engages and encourages our children's reading, giving confidence to even our most reluctant readers.

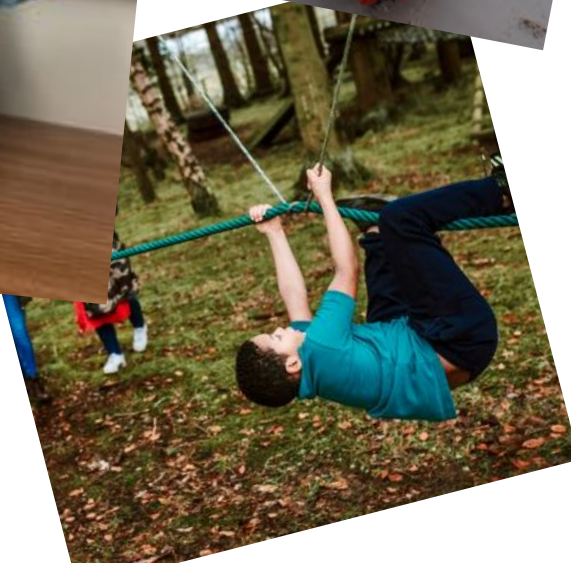
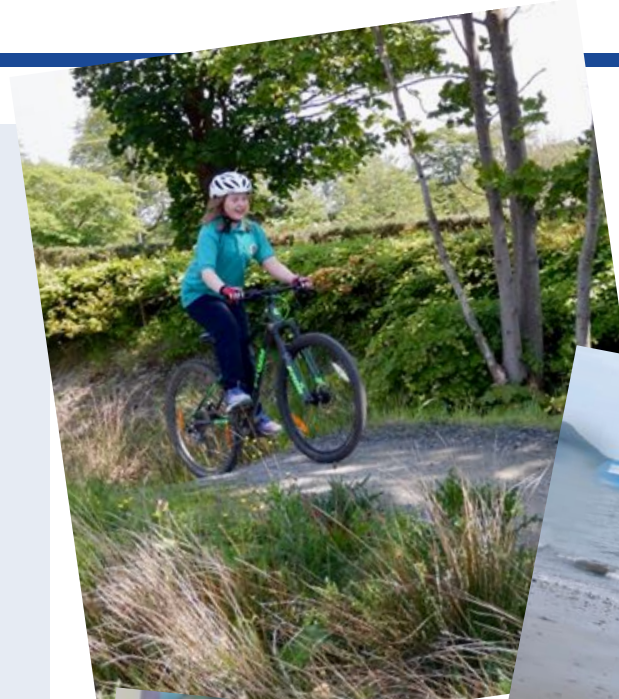
Our Outdoor Learning Team were busy not only supporting the children but also successfully obtained their Adventure Activities License for another two years and completing paddlesports training meaning our children have been out enjoying adventures on the water, culminating in a water sports summer camp to Perthshire.

We continued to maximise the use of our beautiful estate, installing our outdoor gym, creating a Forest School area and even getting a taste of instructor led parkour activities in our own grounds

Significant progress has been made in developing our continuing care and learning provision for Harmeny young people aged 15 to 18 – our Acorn Project – including the appointment of a curriculum development officer to create a new secondary curriculum.

We developed a new communications strategy to help us share the Harmeny story with others.

With relaxation of COVID restrictions, our young people ventured further afield including visits in the Pentlands, to the beach, up Ben Lomond and into the Cairngorms.



Our Children and Young People

"Living at Harmeny has been good. I have made many friends and it's where I learned to ride a bike. I have felt safe and happy and I have had time to be myself, have peace and read my books. I feel a mix of happiness and sadness to be going home to mum's, but sad to be leaving." -

Harmeny Young Person, 2021



We are constantly amazed and extraordinarily proud of all that our children and young people try, achieve and learn. This year has been no exception. Our vision is that all children and young people have the love, encouragement and nourishment they need to grow and reach their potential and we work hard to support them when they join our community - and when they leave.

This year, **38** children and young people (31 residential and 7 day pupils) were supported across our services, referred by **16** different local authorities.

4 pupils were supported to transition to, and sustain, placements within local primary or secondary schools whilst remaining at Harmeny on a residential only basis.

3 young people moved back to the community to family based care and **4** were supported with a move to a secondary residential placement.

In the last ten years (2010-2020), **43%** of children placed at the school returned to live at home or in the community and attend day schooling with **57%** moving on to a secondary residential setting.

Despite all the challenges that Covid has brought, our provision of cottage-based, school and blended learning has meant that all our children and young people have been able to continue to learn in a supported and effective environment.

Our Promise Pledge

Harmeny's Vision, Purpose and Core values reflect The Promise's ambition for 'all children to grow up loved, safe and respected so that they can realise their full potential'. We were delighted that our CEO, Neil Squires, was selected to be appointed as a member of The Promise Oversight Board.

"The Promise and Care Review findings recommend radical, whole system change, which I believe is necessary to make a real difference to the lives of a group of children and young people who deserve the very best that society can offer. I am absolutely delighted to have been appointed as a member of the Promise Oversight Board and I am determined to put my 25 years' experience in social work and education to good use, playing my part in helping to shape the future." - Neil Squires

Harmeny is fully supportive of and highly committed to the work of The Promise Scotland and has pledged to #KeepThePromise. Our Pledge is that:

"Our kids have been scared, in danger, with hard emotions they never should have. They feel unlovable - but here they feel they can be loved and can give love"

Care Team Member



We will strive to ensure all children and young people are involved and kept at the heart of all that we do.

They will experience Harmeny as their home, feeling loved, respected and remembered.

We will support them to recognise their strengths, learn and achieve.

Together we will build resilience and optimism for their future.

We will
#KeepThePromise

Our People

"Our staff can see the chaos in the child as a thing of potential - we give them the skills and strength to make something beautiful"

- Outdoor Education Team
Member

"I love every time I drive in here for work, it feels amazing."

- Support Services Team
Member

"Every adult takes care of you when you are here."

- Harmeny Young Person



Our people continue to be our most valued resource in Harmeny. We thank every single one of them - staff, volunteers, trustees and supporters - for all that they do for the children at the centre of life at Harmeny.

We continue to invest in new resources for our staff. Despite all the challenges of Covid, we were still able to deliver training courses for our staff utilising our online facilities. Training has included programmes to support understanding of ADHD, Systemic Practice, Report Writing using PLAR (Play, Learn, Attach and Relax)*, Sand Tray Play, Supporting Health & Wellbeing and the Importance of creating a positive culture around food across our community.

*PLAR - which stands for Play, Learn, Attach and Relax - is a four-factor model of working with children in care, who have experienced adversity and trauma, developed by Dr Nicola Wylie (<https://www.wyliepsychology.co.uk/>)



One teacher's story:

"I've absolutely loved seeing my class engage in Reading Eggs and Fast Phonics. It has been a real confidence boost to all children, especially those who are nervous about reading and have a real lack of confidence in the area. The visuals are extremely engaging and they love all the different characters, upgrades and challenges within the programme. They have a real sense of competition with themselves and want to complete the challenges to move on to the next level. It works in a way that goes at the child's pace and the teacher can work alongside the children."



The Care Team went through a number of organisational changes this year. The Residential Team Managers were supported in their construction of their Cottage Development Plans, incorporating the themes from The Promise (Independent Care Review) and we also further developed our Care Management Team Development Plan. The increased linkage of the Education Management Team to specific cottages also helped ensure excellent communication between our care and education staff.

We take this opportunity to mark the sad passing of one of our long-standing team members, Night Awake Supervisor Heather Macdonald. We have fond memories of all she did for Harmeny and the children and she is greatly missed.

“Covid has just been rubbish but we’ve still done loads and loads.”

Harmeny Young Person



Our Resilience

The ongoing challenges of managing Covid in our cottages and learning environment gave us an opportunity to demonstrate how resilient and adaptive we are. In a time where children and staff had to isolate more frequently than anyone would like, we noticed the following:

- Our need to offer increased play-based learning and the slightly shorter school day actually increased achievement for many children.
- The cottage based education team offered consolidation of learning and relational support to complete work.
- Providing additional resources, such as games for the garden, new picnic tables and gazebos ensured the children remained stimulated with significantly more flexibility for eating outside and enjoying arts and crafts outdoors.
- Health Protection Scotland, the Care Inspectorate and our LAAC (Looked After and Accommodated Children) Nurse were all complimentary of how we supported the children, each other and Harmeny community during this time.
- The Care Inspectorate confirmed we remained rated as a ‘low risk service’ following their risk assessment which took place as a result of a Covid outbreak. This reflected the confidence they have in our practice, procedures, communication and cooperation to manage Covid.
- We continued important events in our Harmeny calendar, ensuring we still had our Sports Day, albeit in a Covid compliant way.

Our Growth



We took significant steps forward in our plans to grow our capacity and extend our services up to age 18.

The design for our new Learning Hub was finalised and planning permission was received in December 2020.

Thanks to funding from The Promise Partnership, we appointed a Curriculum Development Officer to develop our existing S1 - S3 curriculum and create a new and bespoke senior phase (S4 - S6) curriculum. This new curriculum will be centred round enterprise and employability for both our residential and day pupils.

Plans have also started on the design to renovate one of our existing cottages (Caroline) from a six-bed to a five-bed cottage with ensuite bathrooms. This will be the cottage that our older young people will move into in the summer of 2022.

"We nurture each other, we put down roots - it means we all grow together"

Care Team Member

Our Fundraising Appeal

Despite the challenges of covid impacting on fundraising events, support continues to grow for our Learning for Life Appeal. By July 2021 we had raised £1,548,839 towards our £1.95m target for the build of our new Learning Hub facilities.

However, as a result of the perfect storm of Covid and Brexit on the building industry, tender results we received over the summer revealed costs had seriously escalated. As a result we had to make the difficult decision to pause the build (originally planned to commence in September 2021) in order to raise more funds.

Our appeal target has therefore been revised to £3.1m and we are now planning to commence the build in summer 2022, with completion in summer 2023. As a result we have extended our fundraising appeal to October 2022 to raise the additional funds needed to make the Hub a reality. At time of publication further funding towards the new £3.1m target has already been secured, with £2.4m raised so far!

You can find out the latest on our appeal at
www.harmony.org.uk/appeal



Gift a Brick Appeal launched

We launched an appeal for 'brick builders' with the aim of securing 150 bricks to help build the new Learning Hub.

Over £50,000 has been raised so far with 53 individuals and businesses coming together to raise £1,000 to gift a brick towards the build. All donors will have their name recognised in a special art installation at the opening of the Hub in 2023.



Pictured: staff from PW & Partners who have gifted eight bricks to the Appeal.



Covid could not stop our fantastic Harmeny Heroes from putting on their tartan and getting out and about for the Appeal. The Kiltwalk went virtual in September 2020 and April 2021 and our supporters trekked, cycled and ran all over the UK - raising £46,000 across both events thanks to the 50% boost from The Tom Hunter Foundation.



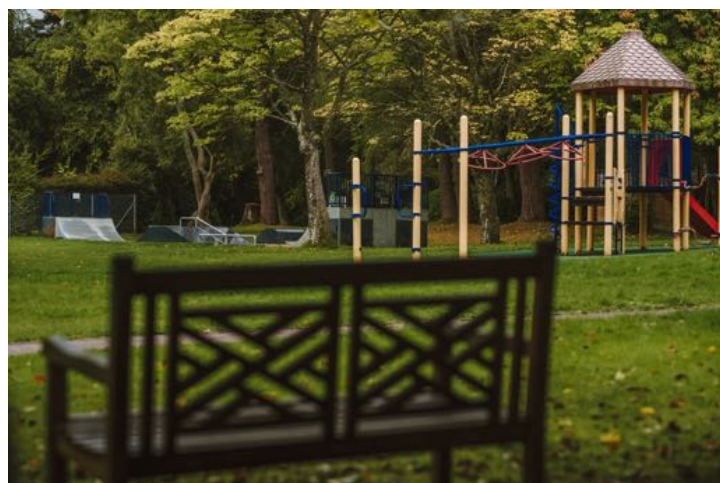
Remembering Margery Browning

In July 2021 we received the news that a legacy of £338,000 had been left by the late Margery Browning, previous Chair of our Board of Trustees.

With the blessing of her family, £300,000 of this has been allocated to the Learning for Life Appeal and the build of the Learning Hub.

Margery was a hugely dedicated and inspirational trustee due to her vast knowledge and understanding of education, and her determination to ensure all children were given the best opportunities that could be offered to them.

Words cannot express how grateful we are to Margery for bequeathing this gift and we know she would be delighted her donation will be going towards young people's continuing learning.



In honour of Margery a tree has been planted in our newly renamed Margery's Meadow and a bench will be installed on our main front lawn.

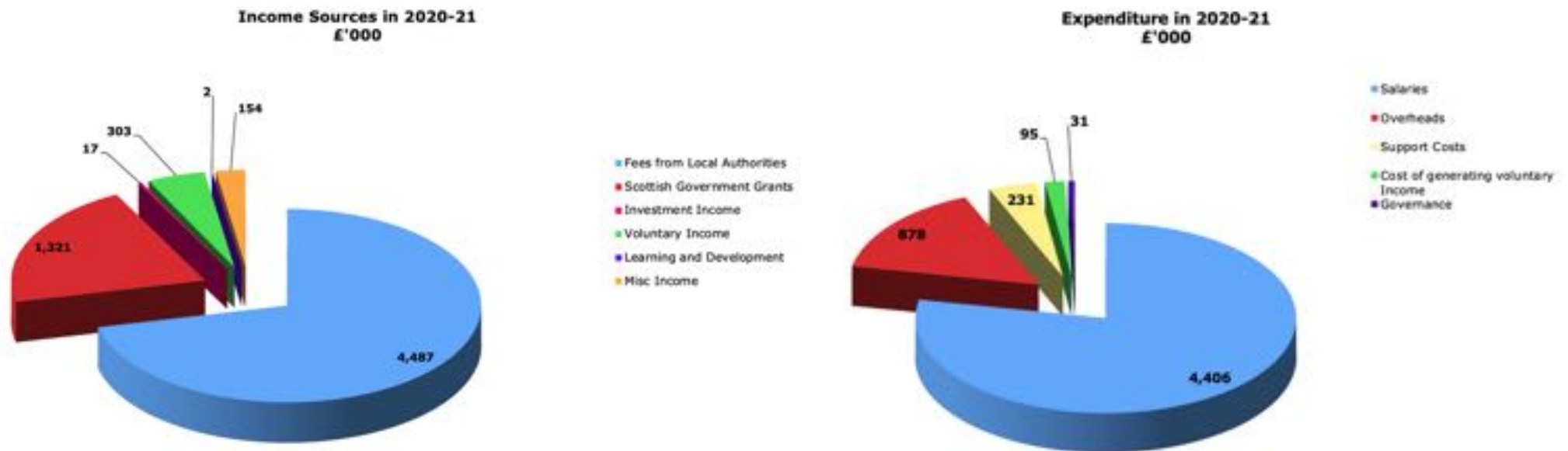
Our Finances

2020-21 was a healthier financial year for Harmeny, with income higher than 2019-20 due to a slight increase in pupil numbers as well as increased grant and fundraised income. Although Covid played a significant part in our lives during this period, we were fortunate to have received financial support to assist with the Covid related costs. There were also further successes in fundraised income towards the capital appeal.

The pandemic also impacted certain areas of expenditure, where we were unable to undertake planned improvements across the estate and as well as underspend in some areas of direct costs. However, as restrictions ease, we are planning for additional expenditure in these areas.

Our surplus position at year end has improved our unrestricted general reserves position, with a satisfactory level of reserves being maintained going into 2021-22. The outlook for 2021-22 is positive with a surplus position projected for the financial year.

A snapshot of the financials for 2020-21 is illustrated below. A full copy of the audited accounts is available on request.



Our Strategy

The Promise

This year marks the start of our strategic plan for August 2020– July 2023. Based on the five foundations of The Promise, it outlines our priorities as we continue to work to achieve our vision for all children and young people to have the love, encouragement and nourishment they need to grow and reach their potential. This report is testament of our achievements to date – and provides us with a measure for our progress in the two years to come.

The Plan: August 2020 – July 2023

Our strategic plan priorities highlight our commitment to the five foundations of The Promise:

VOICE To listen to the views of children in relation to the provision of their care and learning, as well as the development of our current and future services.

FAMILY To extend our reach, through creating a skills-based secondary day service for young people living with adversity, and exploring the development of community support services.

CARE To expand our core services, through developing continuing care and learning services for young people aged 15+ already placed at Harmeny (Acorn Project).

PEOPLE To further develop the skills and enhance the wellbeing of our highly dedicated staff, through excellent training, supervision and support systems.

SCAFFOLDING To increase the organisation's profile and influence by establishing a therapeutic practice model (The Harmeny Way), with increased marketing, communications and fundraising.



Special thanks to

The Baily Thomas Charitable Fund
The Barrack Charitable Trust
The Clothworkers Foundation
Currie and Balerno District Round Table
Garfield Weston Foundation
The Gloag Foundation
Leonardo UK
The Robertson Trust
The Rotary Club of Corstorphine
The Ryvoan Trust
Westerwood Properties
Wolfson Foundation

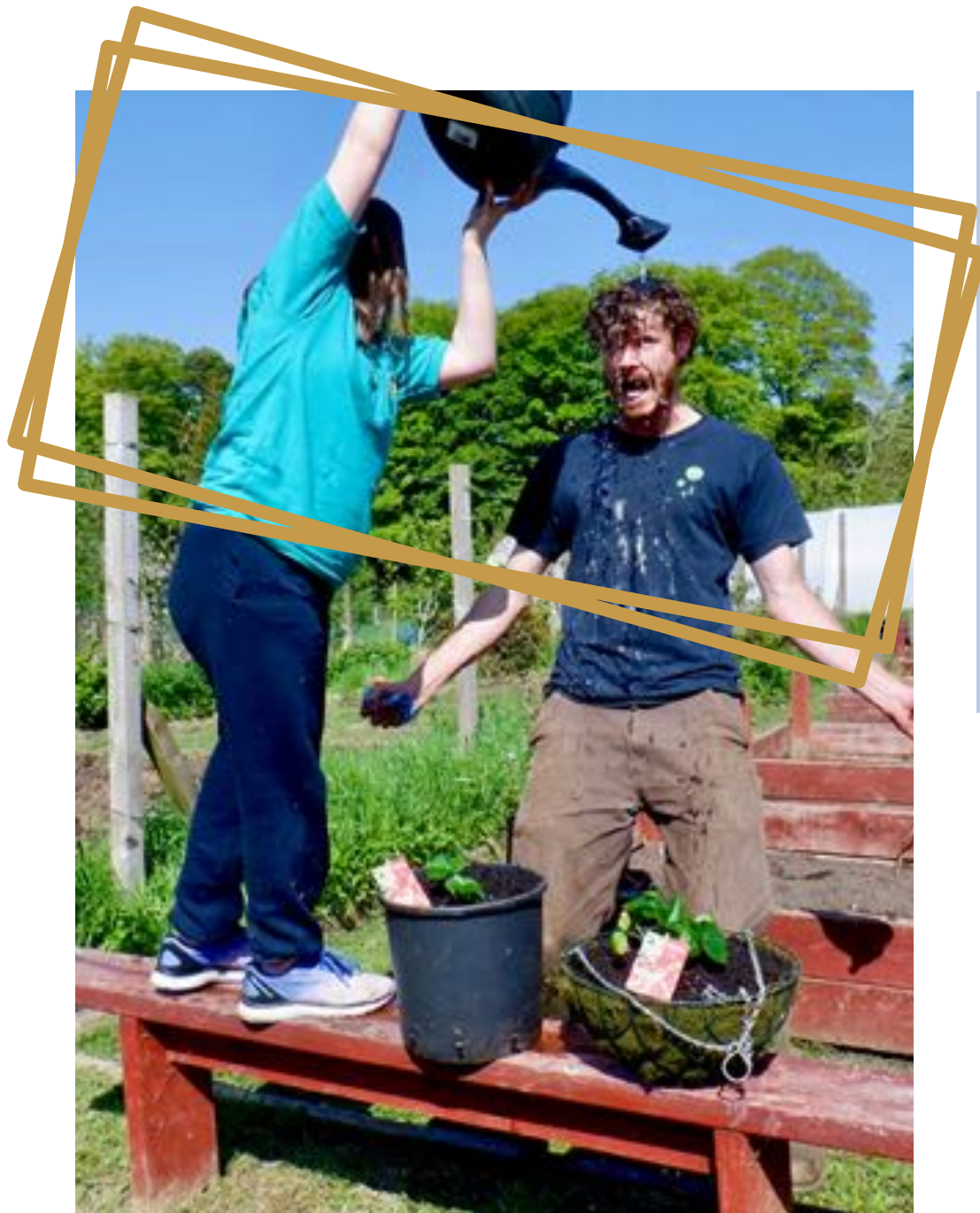
For their support of our work and our Learning for Life Appeal.

We were also very grateful to receive grants from:

The Scottish Government Pupil Equity Fund, targeted towards improving children's attainment and achievement in literacy, numeracy, health and wellbeing.

The Promise Partnership for funding our Curriculum Development Officer, to support the creation of a new secondary curriculum, allowing young people to continue at Harmeny up to the age of 18.





"Building positive relationships is where we start. We know the likes and dislikes of each child and can generally find a way into their world. The idea is to understand and engage every child."

Teacher

Growing Together

