

HARMENY EDUCATION TRUST

ANNUAL REPORT AUGUST 2021 - JULY 2022



Connecting

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

Registered Office: Harmeny School, Mansfield Road, Balerno, Midlothian, EH14 7JY

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.

Harmeny's Year in Pictures

August 2021 - July 2022



Welcome to Harmeny



**Jennifer Scott,
Chair
Board of Trustees**

Welcome to Harmeny's Annual Report 21/22. In the spirit of the theme of this year's report - Connecting - I am delighted to say that the Board has enjoyed connecting again with each other face to face as we came out of Covid. The trustees also enjoyed being on site more to connect with staff and children and soak up first-hand the atmosphere of caring, learning and fun which are all so evident whenever we visit Harmeny.

This has been such an exciting year, as alongside excellent core services, Acorn has progressed, with the opening of Caroline cottage and the go ahead given for the new Learning Hub. Such a development does not happen without lots of people working together and connecting all the elements to make it happen. At the heart of this is listening to the children, their parents and carers and hearing this extended service is what they want to see in Harmeny.

Yet again there have been changes to the Board and sadly we said goodbye to Graeme Dalziel who retired in November. We have since been joined by Sarah Summers, John Halliday and Taliah Drayak who have added their skills and experience to those of the other committed and hardworking trustees.

I would like to end, as ever, with thanks to all the staff, trustees, and children. It is their connections together that make Harmeny the special place it is.

Welcome to Harmeny

"Whether we like it or not, we're all connected, and it is unthinkable to be happy all by oneself." **The Dalai Lama**

Staying connected was an absolute priority during the year August 2021 to July 2022, as we slowly came out of the Covid pandemic and continued to manage the impact. More than ever, we appreciated the importance of maintaining community, not just for our children, but also for our staff, parents and carers, and external partners. All of this helped us to continue implementing our ambitious strategic plan, despite the many external challenges, and I am delighted to share the highlights, which you can read more about on the following pages:

- Reopening our education base, following children receiving cottage-based learning during the pandemic.
- Ensuring 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).
- Progress towards establishing our continuing care and learning services, collectively known as 'Acorn'.
- Further development of our therapeutic practice model - The Harmeny Way.
- The creation of a Communications Strategy to raise the profile of Harmeny, refresh our branding and increase our media activity.
- Progress in setting up Harmeny Here4U, a new transitions and aftercare service for former pupils.
- A range of training, wellbeing and engagement initiatives for our highly valued team of staff.

I would, once again, like to thank the Board of Trustees and Senior Management Team for skilfully helping to steer the organisation during difficult times, our fantastic team of staff for their incredible resilience, and our children and young people for not only keeping us going but being the reason to stay connected, grow and diversify!



Neil Squires
Chief Executive

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. Our beautiful estate is set in Balerno, in the hills above Edinburgh. 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.

33

The total number of children and young people (27 residential and six day pupils) who were supported across our services.

16

We provided our services to children from 16 local authorities across Scotland.

4

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

6

The number of young people we supported to move on from Harmeny, with three returning to a family setting and three moving to a secondary residential placement.

In the last ten years (2012-2022):

55%

of our young people were able to move to foster or family-based care with local special educational support

45%

of our young people moved on to a secondary residential setting.

Our Year in Numbers



How Harmeny Connects

At Harmeny we strive to live our values every day. We believe that our vision is achievable for every child and young person who connects with our services. Our three year strategic plan is now in its second year, 2021-22. It has been carefully crafted to align with the foundations of The Promise - **Voice, Family, Care, People and Scaffolding**. Our strategic plan helps us to ensure that we #KeepThePromise and connect our work with the wider work that is being done by so many, for children and young people in Scotland.



The focus of our three year strategic plan:

Care

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

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.

People

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

Family

To extend our reach, through creating a learning and well-being service for young people living with adversity.

Scaffolding

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

Connecting Voices



Whether it's shouts of joy from kids scrambling in our Venchie playground or peels of laughter from the paddling pools in our cottage gardens, Harmeny is rarely a quiet place. Yet we know how important it is to create spaces and places for us to hear what our young people say – and what that means for them and our practice. Over the last year, we have strived to ensure that our children's voices remain at the centre of what we do. Examples of this include:

- Creating learning and play opportunities for our children to understand and explore Harmeny's vision and values.
- Enabling bespoke learning curriculums through our educational Learning Labs for some of our new children.
- Striving to be creative in how we connect with the children and staff who had to self-isolate, particularly at some difficult times such as Christmas.
- Continuing to give children the time to personalise their own bedrooms, and create a safe space for themselves.
- Facilitating interactive workshops and sessions for our young people about The Promise and Care Review.
- Pro-actively seeking to return to community wide events, as soon as Covid allowed, where our children can chat and connect with each other and the adults who work alongside them.



"I feel listened to and know that the adults believe me."

- Harmeny Young Person



Family Connections

Like so many families and communities across the world, the Harmeny community was impacted by Covid for longer than anyone could have expected. In response, we created as many opportunities as possible for our young people to enjoy themselves. We did this through:

- Organising lots of safe trips - including **a holiday to Haggerston**, that was enjoyed by all.
- Bringing back our **summer BBQ**, which was greatly welcomed and filled with food, fun and face-painting. The ice-cream van was definitely a highlight!
- Celebrating national events together such as **Halloween, Bonfire Night, Burns Night**, the **Queen's Diamond Jubilee** and **Red Nose Day**.
- Going all out on our local **children's gala**, with a float that looked fabulous decorated in a 101 Dalmatians theme.
- Encouraging healthy sporting rivalry at our **Sports Day** and celebrating our young people's individual achievements in mountain biking and athletics.

We were also able to progress two important initiatives that will help family connections beyond our gates. Our Parent and Carer group was relaunched ensuring family connections are understood, respected and encompassed within our community. Thanks to those who have given us their time and insights.

Newly secured funding meant we were able to progress a transitions project which will ensure that keeping in touch will be easier for those young people who have moved on from Harmeny. We were reminded of the importance of such familial connections when one of our former pupils chose to spend his 20th birthday with us, enjoying his dinner in his old cottage! It was fabulous to see him, hear his stories and be reminded of the lifelong impact Harmeny has for others.

Connecting with Care

Our relational approach to every child and young person in our care underpins everything we do. Whether it's working on science experiments with volunteers from Leonardo; accompanying children to a local club; or simply sitting down to watch a film, we aim to connect and care on a personal and therapeutic level with them all.

As Covid guidelines changed, we needed to constantly adapt, innovate and explore to ensure we still carefully and consciously connected with our young people. Our incredible staff worked so flexibly throughout this time and ensured that the same level of care was provided, whatever the situation. They kept children at the heart of all they did, demonstrating absolute commitment to our purpose.

"We hold the trauma that young people have experienced, and help them to understand what has happened to them."

Care Team Member



Connecting to the Future

Despite all these additional demands on our teams, significant progress was still made in our strategic approach to care. We continued our active participation in national policy development (particularly in relation to the use of physical intervention) and made great progress in developing an educational and vocational curriculum suitable for young people over 14.

The completed redevelopment and refurbishment of Caroline Cottage saw the first group of young people move in over the summer holidays. Each individual got to decorate and make their new bedroom and ensuite bathroom space their own. This is part of our ambition to minimise transitions for young people, and is a major milestone for us on this journey.

People who Connect



Nothing is possible in Harmeny without our staff and volunteers. In order for them to do what they do best, we continued to connect our people to a variety of support, development and progression opportunities. These included:

- Continual professional training opportunities within Harmeny including Growth Mindset; Building Resilience; Dynamic Youth Award training.
- Access to information and seminars for our highly valued staff team on issues as diverse as menopause and pension planning.
- Additional qualifications being secured in areas such as water sports and CALM instruction.
- Development of new roles resulting in internal promotions and career progression for our staff.
- Participation in external leadership training through the Columba 1400 scheme for our Head Teacher, Mandy Shiel.
- Commencement of a Staff Engagement Group - a cross-practice internal focus group giving staff an opportunity to participate and contribute to practical developments within Harmeny.
- Creation of the Harmeny Heroes scheme, providing a space for staff to nominate and celebrate those team members who 'go the extra mile' each month.

"The enthusiasm staff have for the work Harmeny does is truly infectious"

**Social Work Student
Whilst on placement at Harmeny**

Connecting to our Estate

Behind the scenes at Harmeny, we have worked hard to maintain and improve our estate and grounds to provide the scaffolding all our staff and children use in their daily lives.

Key changes this year have been the introduction of new painted school lines, which make lessons more dynamic and playtime more exciting, as well as complete cottage refurbishment. Eason and Laurel cottages have seen huge improvements to the communal and living spaces thanks to volunteers, whilst Caroline Cottage was completely renovated for older young people. Caroline is now a space where teenagers can grow up, become independent and live safely.



Eason Cottage's living room gets a refresh



Caroline Cottage's new living room

Thanks to Places for People donating a portable cabin to us, our Estates Team now have a dedicated base, complete with a new sign designed by one of our young people. See picture above.

Maintaining and enhancing our estate allows a safe, stable and therapeutic environment for the young people who come to Harmeny.

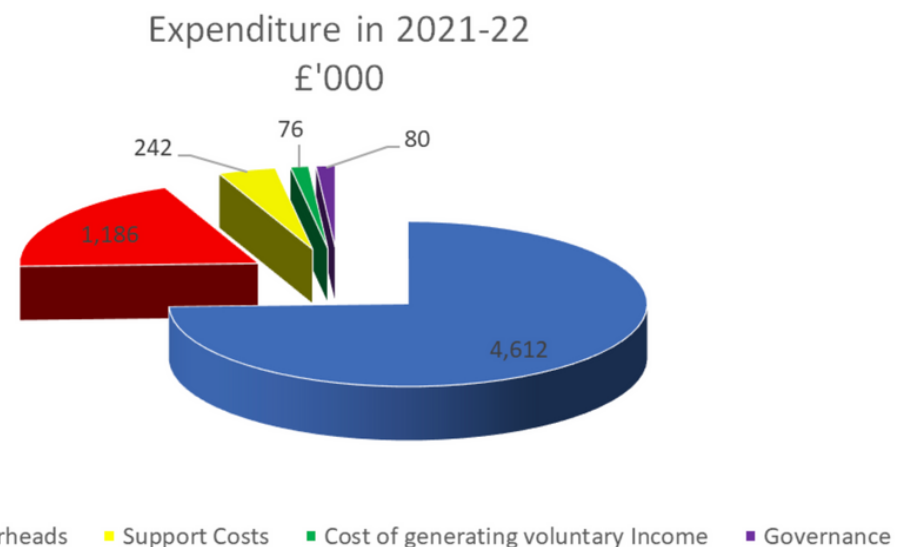
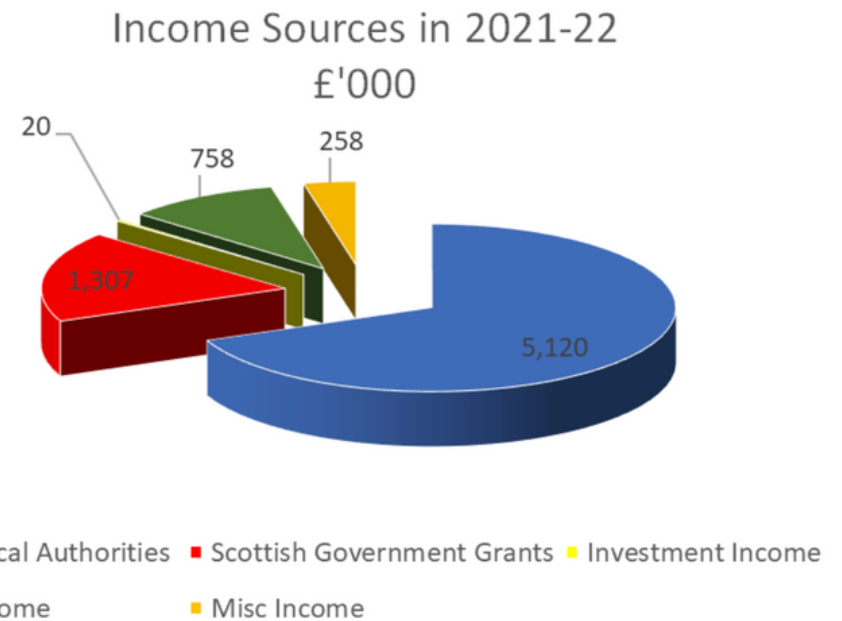
Secure Connections - Our Finances

Harmeny delivered a strong financial performance during the 2021-22 financial year. This was driven by an increase in donations received and also fee income. The income generated from donations increased significantly due to our Learning for Life Appeal, with 78% of the £3.1m target raised to 31 March 2022 and the Learning Hub new build commencing in October 2022.

Overall costs have increased over the year across a number of areas with further inflationary pressure continuing to impact Harmeny post year end. This, coupled with expenditure for planned improvements being delayed due to the impact of the pandemic, will result in further cost pressures over the coming year.

Our surplus position in 2021-22 has further improved our unrestricted general reserves position and this has been maintained into 2022-23. Current projections for 2022-23 remain positive despite a challenging economic environment, with a surplus projected for the financial year.

A snapshot of the financials for 2021-22 is illustrated here. A full copy of the audited accounts is available on request.



■ Salaries ■ Overheads ■ Support Costs ■ Cost of generating voluntary Income ■ Governance

Fundraising



The period of August 2021 to July 2022 was a challenging one for the Learning for Life Appeal, our capital fundraising campaign, to fund the build of our new Learning Hub.

Our original target of £1.95m was reached in November 2021, thanks to our supporters and an incredibly generous legacy gift over £300k from our former Chair of the Board, Margery Browning. However, the summer tendering process for a contractor to build the Learning Hub revealed building costs had increased significantly, due to the impact of Covid and Brexit. As a result, we were unable to commence the build as intended in 2021 and the appeal was extended to enable the additional funds to be raised.

In October 2021 our new target of £3.1m was announced and the Trustees pledged a further £150,000 from Harmeny's reserves to help close the funding gap. We are hugely appreciative to all our supporters who joined the appeal or increased their gifts to help us towards our new goal. Thanks to this support, by July 2022 over £2.4m had been raised. At the time of publication, we have now raised £2.79m, 88% of our target and the build of the Learning Hub has now started!

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

Fundraising (Cont.)

After a hiatus due to Covid, our Harmeny Wine Challenge returned in May. Sponsored by Westerwood Properties, Wine Importers and Mackays, the event brought together 140 guests to test their knowledge and sample some fantastic wines, raising £50,000 for the Learning for Life Appeal.

In March, employees at Leonardo UK's Edinburgh office marked the end of our three-year partnership with a firewalk and trek to Everest base camp, bringing the total raised to over £62,000! We are hugely grateful for their incredible support over the years and look forward to continue working with them via STEM volunteering sessions with our children.



Fundraising (Cont.)

Supporting transitions and keeping in touch

Thanks to The Ryvoan Trust and other donations we have also secured three years of funding to expand the support we offer to pupils during and after their transition from Harmeny. The Here4U project will support former pupils aged up to 25 – past, present and future – to keep in touch with Harmeny and each other, and allow research into the impact of our services.



Providing a home for teenagers

Our renovation of Caroline Cottage into a five-bed cottage for young people up to age 18 has also benefited from the generous support of The RS Macdonald Charitable Trust and SPIFOX.

Corporate volunteering

In August 2021 we welcomed back teams of corporate volunteers to help with the maintenance of our 35-acre estate.

In total, 151 volunteers gave 760 hours of their time to complete the replacement of our boardwalks and cottage sheds, build new storage spaces, maintain our community garden and redecorate one of the living spaces in our cottages. Thank you to everyone who took part.

If you'd like to get involved in our team volunteering programme please contact fundraising@harmeny.org.uk for more information.



Connections with Others

Thank you to everyone who has been connected with Harmeny this year. The support, time and resources you have given, have made a difference to the lives of some of the most remarkable children in Scotland.

Special thanks goes to:

The Baily Thomas Charitable Fund
 The Clothworkers' Foundation
 Garfield Weston Foundation
 The Glogag Foundation
 Leonardo UK
 The Nancie Massey Charitable Trust
 RS Macdonald Charitable Trust
 The Robertson Trust
 The Ryvoan Trust
 Spiers Gumley
 SPIFOX
 Westerwood Properties
 Wolfson Foundation



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

We were 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 Scottish Government Learning Directorate, towards the costs of Covid and a part-time Project Management Officer role, thus supporting the transition to a new commissioning model.

If you'd like to connect with us, do not hesitate to get in touch to find out more.

Find us on social media:



harmenyed



Harmeny Education Trust



"We see the chaos in the children we work with as a thing of potential. It's our role to give them the strength to make it something beautiful."

Outdoor Education Facilitator

Connecting

