



**Harmeny
Education Trust**

***A place to live,
a space to thrive***



ANNUAL REPORT

AUGUST 2022 – JULY 2023






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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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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.

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 Values



Relationships

We believe in compassionate, nurturing relationships, for we know that they build trust, respect and understanding.



Community

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



Child-Centred

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



Learning

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

Welcome from our Chair of Trustees – Jennifer Scott



Welcome to Harmeny's Annual Report 2022-2023. What an exciting year it has been, with new developments and achievements, while ensuring we maintain our excellent core services. We have continued to establish our extended service so that young people can remain at Harmeny until they are 18. The building of our new Learning Hub has been on track and the project Here4U, which keeps in touch with former Harmeny pupils and tracks their progress, has gone from strength to strength since it started in August 2022. All areas of Harmeny were involved in the rebranding, contributing to the new logo and updated website. A special mention must be made to all those involved in fundraising, without whom many of these new developments would not have been possible.

The Board has been reviewing the governing documents, and as a result, a new set of Articles was approved by the Trustees in March 2023 and approved by OSCR in June 2023. An accompanying Governance Handbook was also completed and approved by the Trustees in November 2022.

We have had changes to the Board again this year and have been very successful in maintaining our excellent skills mix, with our new Trustees already feeling the magic that Harmeny has to offer. We plan to find more ways of ensuring the children and staff get to know Trustees, not only through school community events but also engaging with them at Pupil Council, in cottage and class, in agreement with staff. This will provide further opportunity for children and young people to have a voice in sharing their experience of living and learning at Harmeny. As always I am grateful to the Trustees for the time and commitment they give to Harmeny.

I would like to thank everyone – the staff and of course the children – for making Harmeny such a special place to live and a space to thrive.

Welcome from our CEO – Neil Squires



It is fantastic to see just how much has been achieved throughout 2022–23, despite the challenges faced. Emerging from the Covid pandemic resulted in significant numbers of care staff moving on. However, we responded robustly, with a successful recruitment campaign ensuring vacancies were filled and a new induction programme receiving excellent feedback.

Further significant achievements over the year included:

- Sustained referrals from local authorities evidencing strong demand for our services.
- Embedding our new residential cottage for older young people, enabling five young people to remain at Harmeny beyond the age of 15.
- Approval of a beautiful design by Loader Monteith Architects to build a new Learning Hub in the grounds of the school, and significant funds (£3.1m) were raised to complete the build.
- The creation of an innovative senior phase curriculum.
- Much progress in developing our therapeutic practice model, the Harmeny Way.
- Launching Harmeny Here4U, a project to support young people's transitions and enable former pupils to re-connect.
- The development of a fantastic new logo and website.
- Re-establishing a Parent and Carer Group, allowing mutual support and views to be shared.
- 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).

I would like to extend my heartfelt gratitude to Harmeny's staff, Trustees and volunteers for going above and beyond, and our donors and supporters for their belief in Harmeny and incredible generosity. All of this not only enabled young people in our care to make remarkable progress but allowed the organisation to thrive and grow. In a world of great uncertainty, the outstanding group of people who make up the Harmeny community, gives me much hope for the future.



Our Strategic Plan 2020–2023 Review

Our three year strategic plan for 2020–23 was carefully crafted to align with the foundations of The Promise – Voice, Family, Care, People and Scaffolding. It has helped us to ensure that we **#KeepThePromise** and with the wider work that is being done by so many, for children and young people in Scotland.

This plan meant that our activities, resources and efforts were utilised to result in the best outcomes for our young people, staff and community.

This year's annual report focuses on how we have met the five strands of our strategic plan, giving us a strong and secure platform to continue to thrive as we move forward.



Over the last three years, we have focused on the following strategic areas:

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.



Care & Education

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



People

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



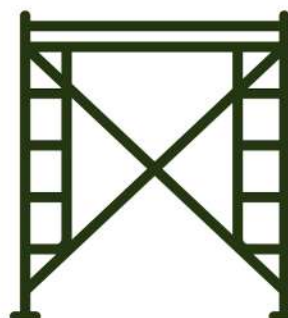
Family

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.





Harmeny has supported

35

young people this year.

Harmeny has worked with

14

local authorities this year.



4

young people left Harmeny this year, with half returning home or to a foster care environment.

6

The promise is Scotland's national commitment to ensure that all children in care grow up safe, loved and respected.



How we're keeping the promise at Harmeny

Harmeny is committed to reducing the number of moves for care experienced young people, and ensure that necessary transitions are planned and supported. We believe that our young people will always be part of Harmeny.

Our remarkable young people used to have to leave Harmeny at 14, to continue their care and education elsewhere as we didn't have the spaces they needed to be able to stay.

To address this we developed our Acorn Project to create the scaffolding we need to enable young people to live and learn at Harmeny until they are 18, with continued support beyond 18.

Here4U Project

Here4U is our transitions and keeping in touch service.

We aim to ensure that transitions are limited, relational, planned and informed.

As well as encouraging ongoing connection and visits to Harmeny, we offer our former pupils support and guidance, and can signpost young people to services in their area that can best meet their needs.

By getting to know former pupils, we are able to gain a greater understanding of the impact that our interventions have had, and inform future delivery of services. Find out more on page 10.

Learning Hub

Due to open in October 2023, our purpose-built Learning Hub will provide vital education and therapy spaces for our older young people and enable us to extend our learning support beyond age 14.

We have a new and bespoke contemporary secondary curriculum, centred around enterprise and employability.



Learning Hub



Cottage

Cottage for teenagers

Our new cottage for older young people was designed by teenagers, for teenagers and opened in Summer 2022.

Five young people can now maintain their trusting relationships beyond age 14 and have the continued stability they need to further progress their care and education.

Meeting Our Strategic Goals

Voice

Scottish Commissioner Visit

In April 2023, the Scottish Children's Commissioner, Bruce Adamson, visited our school to talk to the young people about their rights. He met with students from all year groups and asked them about their experiences of school, their views on the issues that matter to them, and their hopes for the future.

Bruce was impressed by the maturity and thoughtfulness of the students he spoke to. He said that he was encouraged by the children's commitment to making Scotland a better place for children and young people. He also said that he would take their views into account in his work as Commissioner.

The students who met with Bruce said that they appreciated the opportunity to talk to him about their concerns. They said that they felt listened to and that their voices were being heard. They also said that they were inspired by Bruce's commitment to children's rights.



Bruce Adamson with Mandy Shiel, Head of Education, Helen Goad, Head of Care and Neil Squires, Chief Executive

Enhancing mental health support

Over the last year the Harmeny Assessment and Planning team have developed our relationship with the Edinburgh South team at the Child and Adolescent Mental Health Services (CAMHS), to provide external mental health support to our young people.

Our team work closely with CAMHS and our young people to identify the best suited support for them, resulting in highly specialised mental health support for 20 (63%) of our young people.

Care & Education



Supporting older young people

Building on the successful opening of our newly refurbished cottage for older young people last year, the rhythms and routines of the cottage are bedding down. The care team in Caroline have worked hard to create a nurturing and encouraging environment for young people to develop into their teenage years, encouraging them to take ownership of the cottage and their personal spaces. Each bedroom has its own ensuite, giving young people the opportunity to grow in their independence.

Developing our therapeutic practice

Work continues on The Harmeny Way, our therapeutic practice framework. The framework has been created in consultation with staff, and overseen by the Policy and Practice Group, a sub-committee of the Board of Trustees. It is a unique combination of carefully considered therapeutic approaches which have been developed over time and used to support each child's journey at Harmeny from placement through to transition.

The Harmeny Way will be launched internally in February 2024. It will be supported by a staff training programme to enhance our reflective practice and consolidate the skills and knowledge needed to work with children who have experienced profound trauma.



Care Inspection Report

In June, we received our first unannounced Care Inspection since 2018, which was based on the Inspectorate's updated framework. We received very favourable feedback, along with some areas for development. Our Here4U project and partnership with CAHMS were praised by inspectors, along with our work to develop our support for older young people.

Inspectors reported that *"Children and young people received a high level of therapeutic care and support. They were relaxed and comfortable with staff, who responded to them with warmth and nurture. Staff sensitively managed the complex dynamics between the young people, helping them feel safe and secure."*

A full copy of our inspection report can be downloaded from our website.

Here4U

July saw us celebrate one year of Harmeny's transitions and keeping-in-touch project, Here4U.

Here4U was created to help re-establish and maintain support for former pupils up to age 26. Here4U also supports with transitions to and from Harmeny and facilitates visits from former pupils above the age of 26.

In its first year Here4U has connected with 58 former pupils (55% of 105 former pupils under the age of 26) and we are in regular contact with 30 young people.

Support we have provided to former pupils includes:

- Help to enrol at college and apply for relevant bursaries.
- Referrals to local agencies who provide assistance with CVs.
- Support to complete housing applications and making referrals to funds that can provide housing support.
- Applying for driving lessons, laptops, and other work and education related equipment through local care experienced funds.
- Providing information on free counselling services for those with care experience.
- Sharing photos and memories of their time at the school.

The project has also supported 8 older former pupils aged 38 to 71 through calls and visits, providing them and former staff and volunteers with the chance to reconnect, share memories and discuss their experiences of Harmeny.



Paul Henderson, Here4U Project Worker

We have also monitored outcomes for our former pupils, and undertaken research into the impact that Harmeny's therapeutic approach and interventions have had on them as they have grown into adulthood. This activity will allow us to evaluate how our interventions have impacted on increased resilience, healthy relationships, and positive contributions to society.

Key to the success of the project has been connecting with others; with former pupils, staff past and present, parents and carers, and other organisations.

We look forward to another year of positive connections and encourage our former pupils, of any age, to get in touch. Paul Henderson, our Project Worker, would love to hear from you.

Growing in the Community Garden

In Spring, Daisy in our Estates Team started work on rehabilitating the Harmeny Community Garden, after a long winter.

Starting by clearing old plants, pulling out weeds and re-composting the vegetable patches, Daisy encouraged each and every young person to plant their favourite vegetables and watch them grow. Each class had their own plant bed, and as the seasons progressed the vegetables became harvestable.

Learning about where food comes from, and taking part in the process of growing and harvesting it, provides time outdoors and a better understanding of the biological processes involved in food production.

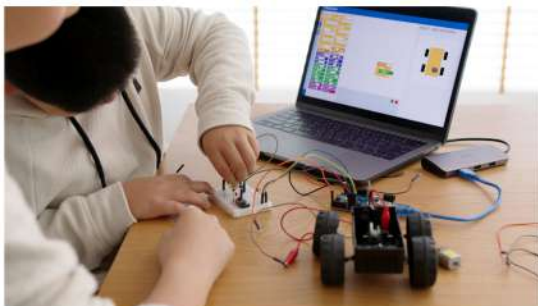
The work in the community garden was also supported throughout the year by the help of our regular volunteers, who give their time to ensure that our estate is cared for and thrives.



Exploring the world of work

In April, the children and young people participated in the “Developing the Young Workforce Challenge Day 2023” within our school. The action-packed day involved them taking part in a range of interactive workshops delivered by local partners, who provided opportunities for them to try something new and raise their awareness about different jobs and careers.

Activities included mono-blocking, building a wind a watertight roof, practicing hair and beauty skills, sports coaching and programming and flying drones!



Developing our secondary curriculum

Our oldest class, the Kips, have been working towards achieving their ASDAN awards, which are qualifications that are designed to engage young people in continuing their education at a higher level. The Kips have also been in the science lab at Balerno High School learning from one of their science teachers and carrying out experiments. Plus representatives from Heriot-Watt University have been volunteering regularly to show our young people the practical (and fun!) applications of technology, including how to programme and write basic code.

Becoming Mighty Writers!

Our education team constantly seek innovative ways to engage and enthuse pupils in writing and reading. This year, their new writing programme, The Mighty Writer, has encouraged creativity, and has put an emphasis on listening to stories and making decisions to keep the story going. These key skills are important to develop during primary years, and will serve our young people throughout their lives. Hearing the stories that they invent is a way of showing that we care about their imagination and validate their thoughts and understanding of the world. It also encourages them to read and discover books they enjoy.

We recognise that the staff at Harmeny put their all into educating, supporting and caring for the young people that live and learn with us. It is important that adults feel supported in their roles with a space to talk confidentially about their own experiences. Our consultant psychotherapist is an external therapist that works on an individual and group basis with those who would like support at Harmeny.

People

Our Wellbeing Initiatives

Wellbeing activities are vital at Harmeny given the challenging nature of our work, and taking care of our staff aligns to our values. When staff are feeling well, they are more likely to be happy and engaged in their work. This could lead to better outcomes for those we look after, as well as a more positive work environment for everyone.

As part of our commitment to staff wellbeing we implemented a number of initiatives this year including:

- Doubling our Cyclescheme purchase limit to £2,000.
- Arranging free gym membership for employed and sessional staff.
- Doubling the availability of on-site massage therapy.
- Engaging a student counsellor to provide counselling services.
- Consulting with Care teams on a new rota to improve work-life balance.

We also participated in a national step-count challenge for all staff. This was a great opportunity to get moving, improve fitness levels, and have some team fun.



New induction programme

Having received the results of our last staff survey, we learnt that our induction programme was in need of attention to ensure that staff felt as confident as possible in their roles.

Our Learning and Development team undertook a cross organisational review of our induction process and a new face-to-face induction programme, including more time to get to know colleagues and children, was implemented in November.

Family

Parent and Carer Group

This year we re-established our Parent and Carer group. The group aims to bring together key members of the Harmeny team and parents and carers. At meetings parents and carers can discuss with staff how they would like to be involved in their child's care and learning, share any concerns they may have and give their views on service developments.

We ran seven sessions plus two focus groups between August 2022 and July 2023. Four of the sessions involved different activities to enable the group to get to know each other and the wider Harmeny team. Our Easter event was particularly popular and involved an insight into Outdoor Learning via a taster session for the adults with our Outdoors Education Team plus an Egg Hunt with the children.



If you are a parent or carer of a child currently at Harmeny, please get in touch to join the Parent and Carer group or find out more.



Community events

Our events calendar was jam-packed this year, as we love to bring together the Harmeny community.

This year there was a special celebration for the coronation of King Charles III. This royal affair was watched live in cottages by those who wanted to see the royal procession and ceremony. Other events included a Burns lunch, roller disco, community BBQ, Bonfire Night and Christmas Jumper Day.

Harmeny also took part in the Balerno Gala, where we had our own Jungle Book themed float, and were cheered on by the local community as part of the parade.

Scaffolding

A New Look for Harmeny

This year Harmeny got a new look with our new website and logo launched in March.

We are proud that our new image was built on what our young people say and think. With support from the team at Daysix and Ishbel Smith of Heart in Mouth we listened to those who help make Harmeny the special place it is: our staff, volunteers and children. Our young people were involved throughout: helping to choose our new brand colours; discuss logo designs; vote for their new uniform; being the first to explore our website and participating in the launch of the whole project.

Our updated website shares our story, values and goals and is a reflection of the vital work that goes on here.

Supporting transitions

We understand how scary it can be for young people to arrive at Harmeny not knowing what to expect, who they will meet or where they will sleep.

The new 'Life At Harmeny' section on our website is designed to make this transition easier. Here they can explore our estate, see the faces of our team and learn about our school.

Scottish Design Awards

In June we were thrilled to find out that Harmeny's new look was the winner of a silver Scottish Design Award for its community based approach!



Learning Hub Update

In November 2022 the construction of our new Learning Hub commenced. Designed by Loader Monteith and Studio SJ Architects the new Learning Hub serves as the centre point for our extended, skills-based secondary curriculum and outdoor learning and is the final piece in our vision to extend our learning and care for young people beyond age 14.

Thomas Johnstone Ltd were appointed to construct the Hub, battling the wettest November on record and completing the build in August 2023.

New vocational and therapeutic spaces

Surrounded by an established woodland, the new Learning Hub will provide Harmeny's young people with space to embrace nature and engage in outdoor, vocational, and expressive arts activities. The building contains a series of workshop spaces as well as more traditional classrooms plus two 'Our space' therapeutic rooms where our young people can relax or speak privately to a trusted adult.

Watch the Learning Hub grow

You can view a video of the construction of the Learning Hub on our YouTube channel [youtube.com/@harmenyed](https://www.youtube.com/@harmenyed)



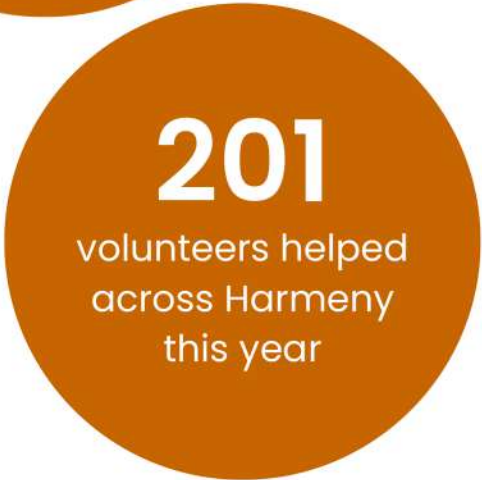
Corporate Volunteering

Every year we work with corporate organisations to help keep our estate looking its best and cottages fresh and maintained.

Our Corporate Volunteering scheme went from strength to strength with 181 corporate volunteers giving 1,086 hours of their time to help with the maintenance of our 35-acre estate. Projects completed by the volunteer teams included redecoration of cottages, improving garden spaces, creating additional storage and helping kit out our new Learning Hub. Thank you to everyone who took part.

In addition to corporate volunteers, 20 other volunteers regularly support the work of the school throughout the year, including education support, photography, gardening, delivery of STEM subjects and fundraising.

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



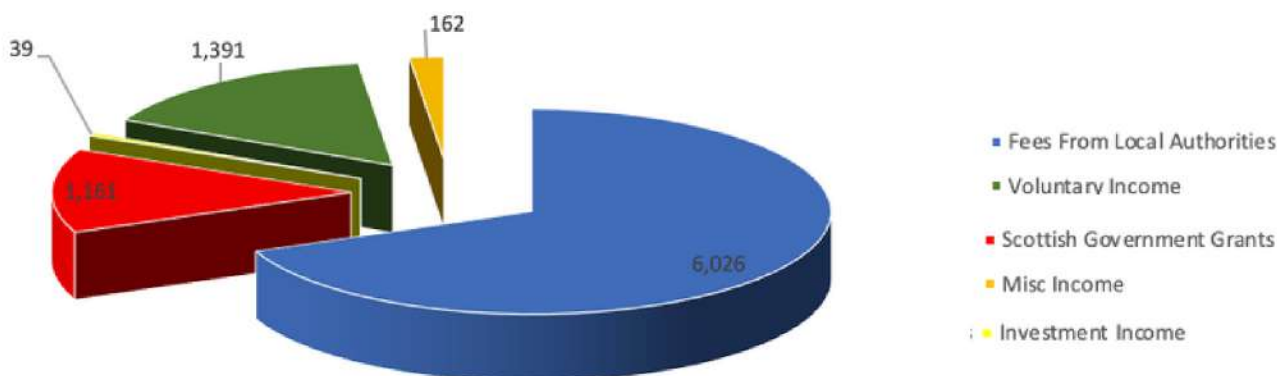
Our Financial Year

Harmeny enjoyed a strong financial performance during the April 2022 to March 2023 financial year. Our surplus showed an increase from prior year with the major driver coming from our Learning for Life Appeal. This resulted in £1.4m of fundraised income in the 2022-23 financial year with the appeal reaching 83% of the overall £3.1m target by March 23. This income was allocated to the construction of the new Learning Hub.

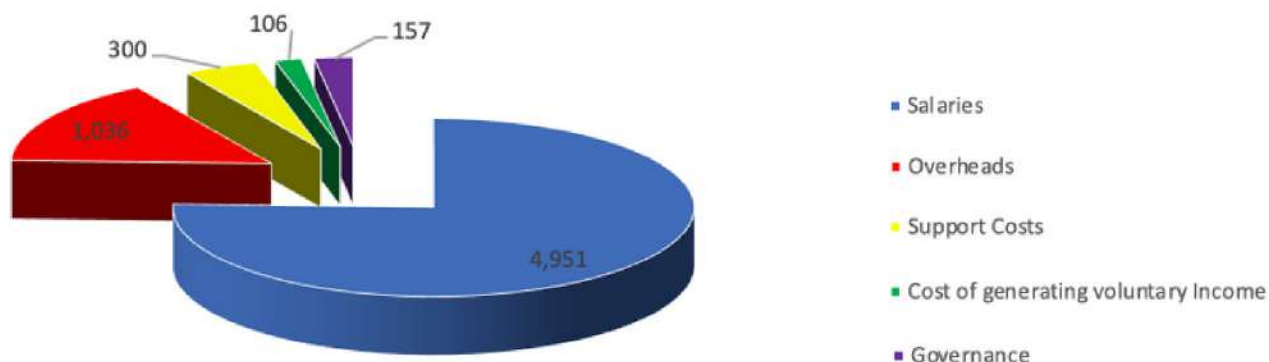
Operating performance was strong in 2022-23 with income improving due to an increase in the overall number of young people cared for at Harmeny. This managed to offset a reduction in the amount of a Scottish Government grant received during the year and also increased costs driven by inflation.

The 2022-23 surplus improved our unrestricted general reserves position in the year to remain at our target level. However, with further reduction in the level of grant over the coming years in line with its phased withdrawal by March 2029 and continuing cost pressures, working with Local Authorities to ensure pupil numbers remain at capacity and rigorous cost control remains a key priority. A snapshot of the financials for 2022-23 is illustrated here. A full copy of the audited accounts is available on our website.

Income Sources in 2022-23 £'000



Expenditure in 2022-23 £'000



Fundraising Update

Learning for Life Appeal

The period of August 2022 to July 2023 saw the final push to raise £3.1m to fund the build of our new Learning Hub. The response from our supporters was tremendous and we were proud to be chosen as the charity partners of RBC Brewin Dolphin's Edinburgh office, Form Design Consultants, TClarke at Eurocentral and QB Wood Architects.



Harmeny Wine Challenge 2023

In May our Harmeny Wine Challenge, sponsored by Westerwood Properties, Mackays and Cockburn's of Leith, brought together 180 guests to test their knowledge whilst sampling some fantastic wines. Hosted by radio and television presenter Arlene Stuart, the event raised over £50,000.



#JoinUsInJune

Our #JoinUsInJune campaign raised over £115,000 in just one month, thanks to funders, donors and many of our Harmeny Heroes who organised a series of fundraising events, from coffee mornings to runs, walks and hikes, to help close the gap to target.

Since August 2022 over £1,042,000 was raised and we were thrilled to reach our £3.1m target by the end of July, just in time for construction to complete in August.



Over and above the funds raised for our capital appeal we also received donations totalling £92,000 to our holidays and activities fund and Harmeny Here4U, our transitions and keeping in touch project. We'd like to thank The Ryvoan Trust for their support for Harmeny Here4U and everyone who has donated to our holidays and activities fund, including The Scott Martin Foundation.

We were also very grateful to receive a grant from The Scottish Government Pupil Equity Fund, targeted towards improving children's attainment and achievement in literacy, numeracy, health and wellbeing.





Thank you to everyone who has helped make Harmeny a place to live and a space to thrive this year. Your support has ensured that we can now support young people beyond the age of 14 and provide the opportunities our remarkable young people need to fulfil their potential.

Special thanks goes to:

- The Foyle Foundation
- Hugh Fraser Foundation
- Nancie Massey Charitable Trust
- The Robertson Trust
- RS Macdonald Charitable Trust
- The William Syson Foundation

for their amazing support of our Learning for Life Appeal.



Keep up to date with our news and opportunities to support our work through our e-newsletter. You can register for updates on our website.



Harmeny

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a space to thrive***

If you'd like to connect with us, please get in touch to find out more.

Find us on social media:



harmenyed



Harmeny Education Trust

www.harmeny.org.uk