



**MNWB**  
MERCHANT NAVY  
WELFARE BOARD



**IMPACT  
REPORT**  
2022/23







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# MNWB CEO INTRODUCTION



**“I hope that even more opportunities will arrive at our door so that, together, our ambition to further improve welfare standards can be realised.”**

The Merchant Navy Welfare Board (MNWB), as the umbrella organisation for maritime welfare in the UK, is an enabler to improving welfare standards and ensuring that the UK Government effectively discharges its obligations under MLC 2006 and ILO C188.

Since being awarded funding by the Department for Transport in 2022 to support the workstreams of People and Skills & Diversity, MNWB has facilitated the delivery of a range of projects across the sector that has enhanced the UK’s offering to the people working in the maritime industry.

Already recognised by other ILO member states as an exemplar for welfare provision, the UK continues to drive standards nationally and globally through the National Seafarers’ Welfare Board. Working with the Department for Transport and the Maritime and Coastguard Agency ensures that there is an open and direct line of communication from those delivering on the front line right into the heart of Government. It is this collaborative and connected approach that

sets the UK apart and this is demonstrated by the impact reported across the workstreams.

The reliance on maritime charities to deliver an ongoing programme of support for seafarers and fishers cannot be overstated. The projects in this report have delivered real and lasting benefit and it is clear that, alongside commitment from the charity sector, support from industry and government is vital for a thriving maritime industry.

As we look to the future, I hope that even more opportunities will arrive at our door so that, together, our ambition to further improve welfare standards can be realised.

A handwritten signature in black ink, appearing to be 'Stuart Rivers'.

**Stuart Rivers**  
Chief Executive Officer, MNWB



Image: The Fishermen’s Mission - Newlyn



# MAKING AN IMPACT 2022/2023

In 2022, MNWB was awarded £2.1 million in funding by the Department for Transport to be made available to maritime charities and organisations to support the maritime sector, specifically around seafarers' welfare and skills.

The Covid pandemic, conflict in Ukraine and P&O Ferries redundancies have taken their toll on seafarers, and welfare charities working on the front line have been under pressure to respond to these crises. This fund, in partnership with the Department for Transport has offered an opportunity for maritime charities to help support the recovery of the sector. A press release was circulated to charities and organisations within the sector to announce the grant scheme.

During the funding period, MNWB met with programme managers to discuss the progress of funded projects. All organisations that received funding were asked to complete a grant evaluation survey for each funded project and to submit a report by the end of 2023. End of project reports were submitted by those whose funded programmes had concluded and interim projects were received for those still in progress. Surveys were completed throughout 2023 and the response rate was 100%. MNWB has assisted with promoting

many of the funded programmes through press releases, local and national radio, TV interviews and social media posts.

## VALUE FOR MONEY

*"It is anticipated that the funding will deliver significant, real world outcomes and benefits to those who provide front line services and are vital for the economy of our nation. It will support the delivery of a number of the Government's commitments as stated in Maritime 2050 and will further strengthen the already excellent partnership working between the Department and industry. It will also support getting people back into jobs and ensure that the UK is well placed to take advantage of the post-Covid-19 restart."*

Department for Transport



Image: The Fishermen's Mission - Newlyn

# DEPARTMENT FOR TRANSPORT OUTCOMES

The success of spending the grant funding is measured by the Department for Transport against the following outcomes:

**1.** Improved understanding of social and behavioural research into seafarer mental health & suicide to shape policy and deliver against M2050 frameworks.

**2.** To establish a baseline for diversity data from which to monitor progress.

**3.** Drive forwards the Diversity in Maritime Taskforce – projects and campaigns in support of Pride, Ethnicity, Women and mental health networks.

**4.** Drive forwards the work of the Careers Taskforce and others to promote maritime careers in schools and to career switchers.

**5.** Provide support to 1851 Trust Roadshows – support the Trust's work using professional sport to encourage young people into STEM careers.\*

**6.** Improved welfare services and facilities for serving seafarers visiting UK ports, establishing the UK as a leader in maritime welfare.

**7.** Increase skills of front-line welfare providers through training and development to increase understanding of seafarers' mental health and wellbeing issues.

**8.** Improved support and care for retired UK seafarers.

\*In 2022, the Roadshow Programme was handed over to Maritime UK, who were awarded £100,000 in funding by MNWB on behalf of the Department for Transport.



# Department for Transport & Merchant Navy Welfare Board

## MAKING AN IMPACT 2022/23



TOTAL GRANTS AWARDED  
**£1,920,858**

SKILLS & DIVERSITY £648,994

PEOPLE - MENTAL HEALTH & WELLBEING £1,271,864

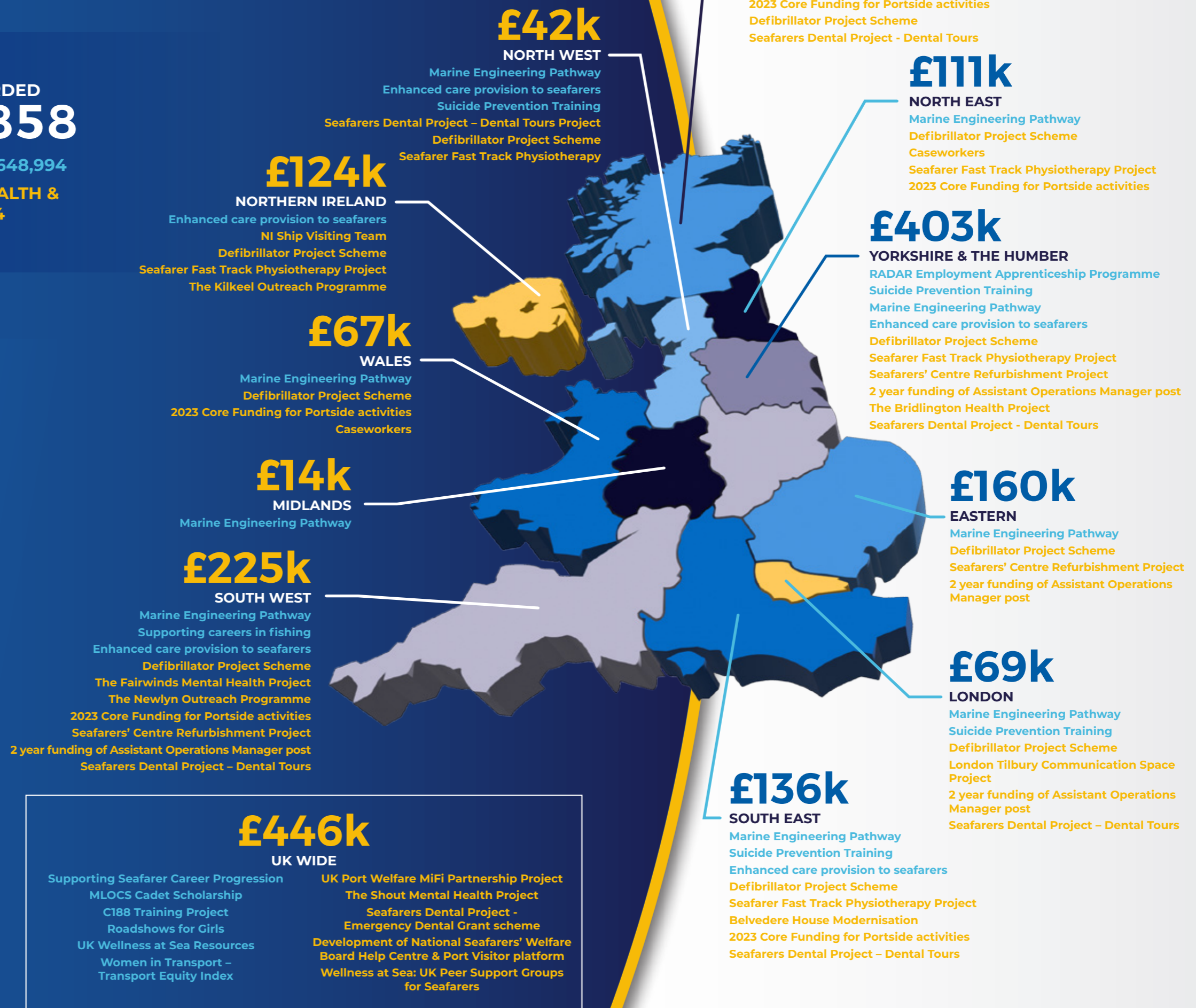
### OUR SUPPORT FOR SEAFARERS IN 2022/23

15 UK charities and organisations have been funded through the DfT grant programme in 2022/23, some have received more than one grant. A total of **£1,920,857.70** has been awarded to support 34 UK projects across two workstreams:

**Skills & Diversity:** Plugging skill gaps, broadening the pool of talent, providing an equal opportunity for all and fostering creativity.

**People:** Research into, and support for UK programmes to alleviate seafarer and fishers' mental health and wellbeing.

- Skills and diversity
- People - Mental health and wellbeing





# DFT GRANT EVALUATION SURVEY FINDINGS

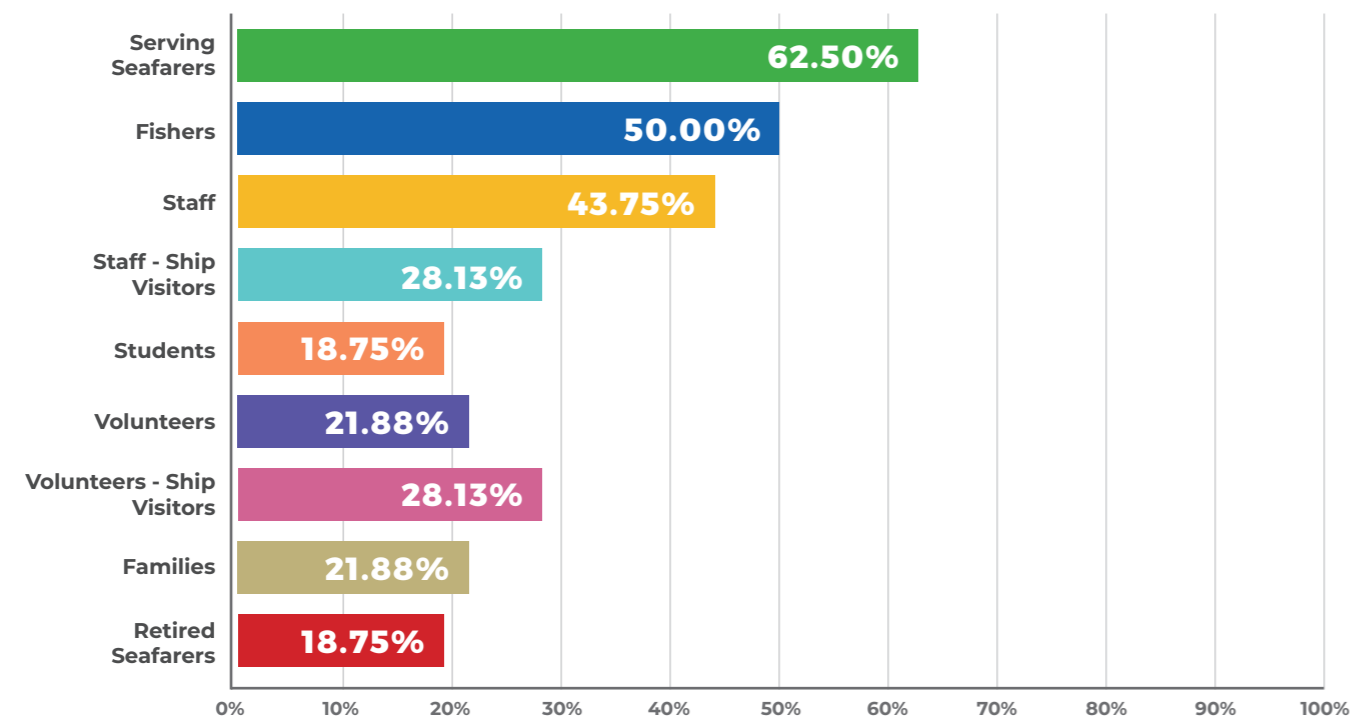
## WAS THE GRANT SPENT FULLY AS PER THE ORIGINAL PROJECT PROPOSAL?



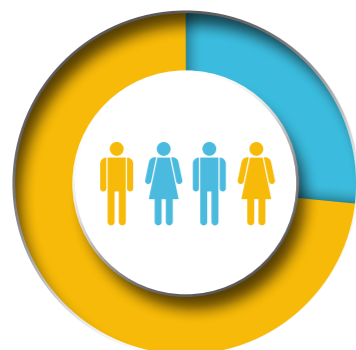
Of those who answered no, the vast majority elaborated that their project was ongoing.

## NUMBER OF BENEFICIARIES HELPED BY THIS GRANT

Who were the main beneficiaries of the project? (%)



## Number of beneficiaries helped by this grant



**NUMBER OF PEOPLE REACHED**  
**459,726+**

121,866+ REACHED THROUGH SKILLS & DIVERSITY PROJECTS

337,860+ REACHED THROUGH MENTAL HEALTH & WELLBEING PROJECTS

## Is this number different to the number intended in your original grant application?



Half of those who answered 'Yes' elaborated that the number of beneficiaries helped by the grant had exceeded the number anticipated. Other reasons included staff shortages impacting the number of beneficiaries reached and the project being ongoing.

One respondent answered: "The actual number of people using the project is half of what was forecast. However, this is a brand new project, on a subject i.e. poor mental health, which sadly still attracts a great deal of stigma and can be viewed by some people - especially men - as a weakness."

## PLEASE SCORE THE FOLLOWING OUTCOMES ACCOMPLISHED BY THIS PROJECT



Not achieved Partially achieved Mostly achieved Fully achieved N/A



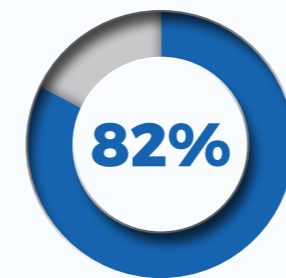
**94%** of respondents reported a continuing need now the funded project has finished.

**24%** of respondents have secured funding for the project to continue.

**34%** of respondents said that their project has identified needs that can be met by new activities.

**44%** of respondents did not experience any challenges, issues or problems during the project which impacted their ability to meet their intended outcomes. Of those who did, the top 3 challenges reported were the cost of living crisis, a delayed project start date and budget constraints.

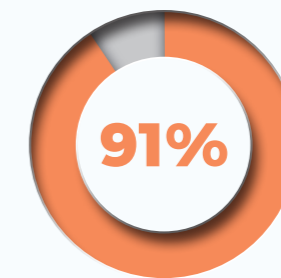
**88%** of respondents worked in partnership/collaboration with other organisations during the course of the project.



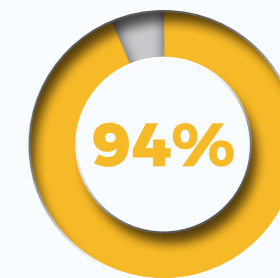
82% of respondents did not report any negative experiences of partnership/collaborative working.



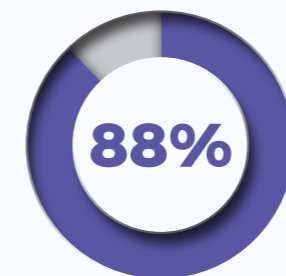
100% of respondents reported that the funding had helped to meet their charity's own strategic aims and objectives.



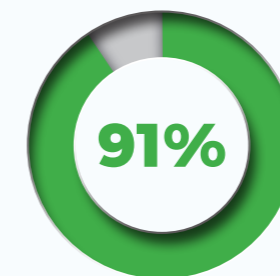
91% strongly agree or agree that MNWB is responsive as a grant-maker



94% strongly agree or agree that they were supported by MNWB during the grant-making process



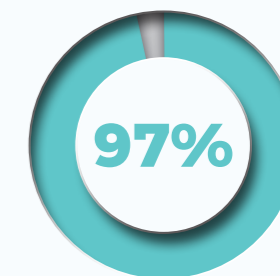
88% strongly agree or agree that the grant application process was fair



91% strongly agree or agree that MNWB understands the challenges their organisation is facing

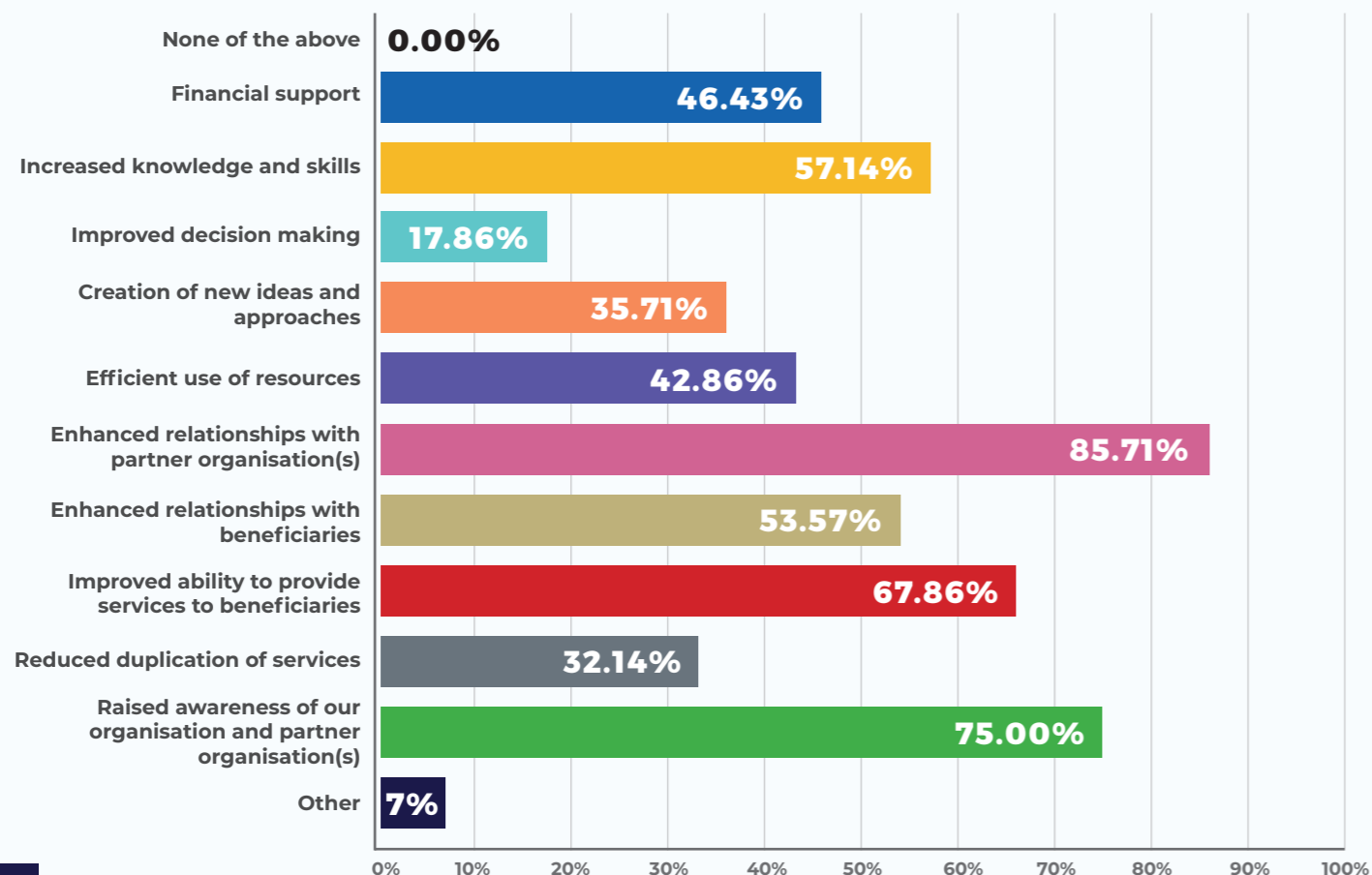


91% strongly agree or agree that MNWB understands the needs of their beneficiaries



97% found the grant application process to be excellent or very good overall

### WHAT BENEFITS DID PARTNERSHIP/COLLABORATIVE WORKING BRING TO THE PROJECT?



### HOW COULD THE GRANT APPLICATION PROCESS BE IMPROVED?

*"Excellent process. Digitised forms make the process simple to follow and easy to navigate."*

*"This was a new source of funding and therefore a learning experience for both us and MNWB. Writing applications requires considerable investment of time and effort and we always appreciate any advice/support; we always want to ensure our application fits the criteria of funders so we don't waste their time and ours."*

*"I feel that there was a bit of uncertainty at the beginning of the process, and there appeared to be a preference to capital projects at the expense of others, which may not necessarily meet the needs of all beneficiaries. However, the communication and support from MNWB to us as an applicant was extremely generous and helpful throughout, and to which we are extremely grateful."*

*"The process was robust and worked well; thank you."*

*"We had excellent help and guidance from MNWB which made the application process very straightforward."*

*"Having dealt with a lot of government grant funding, this process was very straightforward and suitable for the project, thank you."*



## FUTURE FUNDING PRIORITIES

What do you consider to be the main issues/difficulties that seafarers are facing now or in the future that MNWB should be supporting?

*The impact of a hazardous and unpredictable occupation on the financial, physical and mental health and wellbeing of fishermen.*

*Anti bullying, sexual harassment, better policies and financial support for maternity/paternity leave.*

*Health related issues will remain a problem for seafarers due to the nature of their work which means a proactive and preventative approach to seafarer health is needed.*

*Lack of awareness of all the resources/support available to seafarers – MNWB can therefore play a key role as another communication channel to promote the resources and services.*

*Upskilling seafarers to allow them better opportunities when they come ashore.*

*The cost of living crisis.*

*Training, training, training.*

*Access to good quality welfare services for visiting seafarers and fishers. Access to better information about welfare services available in UK ports and harbours. Funding for services that improve the wellbeing of both serving and retired seafarers and fishers.*

*Connectivity at sea.*

*Building skills and qualifications are vital in the fishing industry, there are increasing requirements to improve health, safety and wellbeing, so any way we can be proactive is important. Supporting young people to stay and grow in the industry is also key, as there are so few coming through the ranks.*

*There are barriers to entering and progressing in the STEM sector and the maritime industry. Targeting and eroding these barriers at a young age would achieve a wider and deeper impact across the maritime sector. Providing increased access, increased sector visibility and recognition as well as more interest in the merchant sector for all careers.*







## SKILLS AND DIVERSITY EDUCATION

**MARINE SOCIETY & SEA CADETS**  
Supporting Seafarer Career Progression  
Marine Engineering Pathway (MEP) Project

**MARITIME LONDON OFFICER  
CADET SCHOLARSHIP**  
MLOCS Cadet

**KLTV**  
RADAR Employment Apprenticeship  
Programme

**CORNISH FISH PRODUCERS' ORGANISATION**  
From Deckhand to the Wheelhouse –  
Supporting careers in fishing

**SAILORS' SOCIETY**  
UK Wellness at Sea Resources

**WOMEN IN TRANSPORT**  
Transport Equity Index

**MARITIME UK**  
Roadshows for Girls  
([click here for more information](#))

Image: Marine Society

## PROJECT REPORT MARINE SOCIETY & SEA CADETS SUPPORTING SEAFARER CAREER PROGRESSION



»GRANT AWARDED: £50,000 »PROJECT DELIVERED UK WIDE

### BACKGROUND

The Marine Society applied to the Merchant Navy Welfare Board for the expansion of the existing provision of a seafarer bursary and mentoring support. These services have a proven track record in meeting the financial needs of seafarers seeking to upskill or for those transitioning into shoreside roles. The grant award increased the funding available for three bursaries (the Worcester Fund, the Hanway Fund and the Marine Society Green Skills fund) all of which had expended current reserves.

The project provided extra staff and materials resources for the Coming Ashore programme; a tailored mentoring programme that helps serving seafarers to plan and successfully transition to a shore role in maritime. The programme fully subsidises the cost of resources that mentees can access. Invaluable mentor support is also provided at no cost to the mentee.

*"I have secured employment ashore and started my new job a couple of months ago. I'm working as a Vessel Manager for a yacht management company. I'm still getting settled in and adjusting to life ashore – as you can imagine it's quite a big change! The transition has definitely been made smoother with the support of my mentor and the Marine Society Coming Ashore programme. On that note, I'd like to thank you all for supporting me through the next step of my career."*

Coming Ashore  
Programme Mentee

*"I'm pleased to inform you that I passed the CWO Sea Survival Course. I have subsequently been offered a couple of positions on wind farm construction vessels. I would like to offer my sincere thanks & gratitude for offering me the bursary as it has been enough to help me get my foot in the door of this industry & now I will be able to gain valuable experience & further opportunities within the industry."*

Green Skills Bursary Recipient

to come ashore has increased and whilst there has always been a support service for those in the armed forces, no such help was available to Merchant Navy seafarers until the launch of Coming Ashore in 2020. The Marine Society is regularly approached by employers in maritime professional services who seek ex-seafarers to fill their vacancies. The programme is therefore contributing to the aims of the People Route Map of the Maritime 2050 strategy. During the funded period (Jul '22 – Jul '23), a total of 43 seafarers were accepted on to the Coming Ashore Programme, exceeding the 40 projected. During this period, a total of 18 mentees secured a maritime job ashore exceeding the 8 projected.

### IMPACT

The total number of scholarships and bursaries awarded (35) was met. This was across a range of three awards offered by Marine Society; Worcester, Hanway and Green Skills. Each award supports a different training need or stage in seafarers' maritime careers pathway, enabling funding support for a wider range of seafarers and career development pathways within maritime.

### NEED

The need for a Coming Ashore programme was first identified in the Maritime Growth Study 2015 and subsequently endorsed by a range of sector bodies through the Ulysses Project. Following the global Covid-19 pandemic, the number of seafarers choosing



# PROJECT REPORT

## MARINE SOCIETY & SEA CADETS

### MARINE ENGINEERING PATHWAY (MEP) PROJECT



»GRANT AWARDED: £182,500 »PROJECT DELIVERED UK WIDE

In 2022, MNWB granted £182,500 towards MSSC's Marine Engineering Pathway (MEP) project. Thanks to this support, the MSSC was able to deliver workshops to 16,679 school pupils, giving them a better understanding of STEM and marine engineering, its pathways and teaching it in a way that is fun and enticing.

The MEP project is an initiative that has been delivered by Sea Cadets since 2016. The project aims to reach and engage with pupils aged 9-14 and introduce them to Marine Engineering and the wider STEM sector. A team of regionally based Marine Engineer Coordinators visited schools across the UK to deliver Marine Engineering workshops. Each workshop is free and two hours long and highly interactive and practical to capture the imagination of their participants and use engineering challenges to stimulate the minds of young people, such as designing, building, and testing model boats.

More recently an environmental twist was added to the sessions to cover issues that marine engineers can help to resolve, including rising sea levels, pollution to oceans and rivers, and pollution from shipping. These issues not only apply national curriculum topics to real-life situations but are linked to specific UN Sustainable Development Goals and the Government 'Maritime 2050' strategy.

MEP plays a pivotal role in the sector and the lives of young people. The Campaign for Science and Engineering (CaSE) found there is a 40,000 annual shortfall of STEM skilled workers. According to STEM Learning, the skills shortage costs employers £1.5 billion a

year in additional training costs, recruitment, temporary staffing and inflated salaries. CaSE notes that "meeting this challenge will simply not be possible without improving diversity in STEM".

Between 2016 to 2021, the project reached 75,162 pupils from across the UK. 2022 saw the start of Phase 3 of the project, which aimed to reach 15,000 pupils per year.

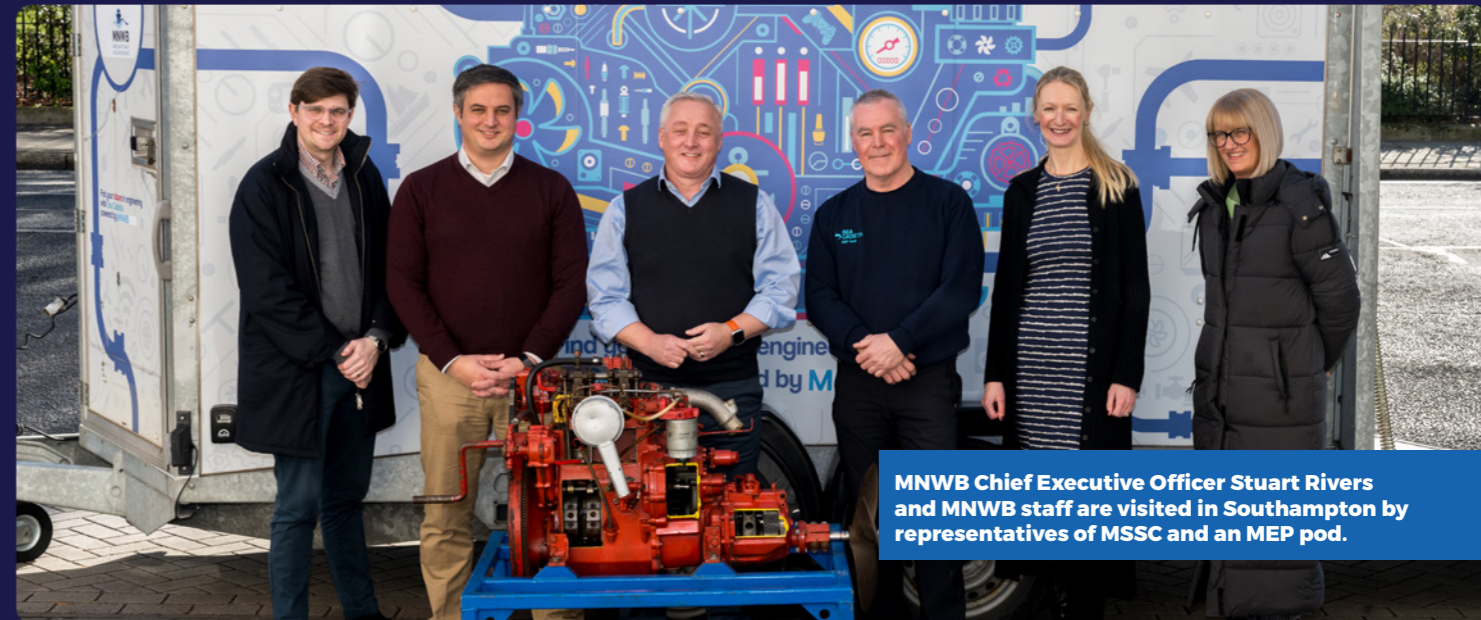
*"The sessions are engaging, fit well into the curriculum, and bring to life the curriculum with a real-world context. They are always well delivered and fast-paced which engages students easily and encourages them to re-assess what they know about careers in engineering".* – Feedback from a school where MEP was delivered.

The booking process used is to target schools in areas of high deprivation and high pupil premium. The government's IMD calculator was used together with the latest local authority data on pupil premium to achieve this and 30% to 40% of school bookings in each area were in schools with 30% or higher Pupil Premium, and with an IMD above 6.

Feedback received from schools who book year after year indicate that the sessions have had a direct impact on KS4 girls choosing science-based subjects increasing dramatically. The latest research has shown that children form a gender role bias at the age of eight. They already have subconscious predisposed ideas of what male and female jobs are. The Sea Cadets have reduced the age delivery to Year 5s to try to get closer to this age group, and thus have a bigger impact on changing this bias.

*"We have exceeded our initial target of 15,000, delivering 537 sessions to reach 16,679 pupils throughout the country. Compared to the grant provided, this equates to £10.94 per pupil, which represents amazing value when you see the impact on young people which would inspire them to pursue a life in STEM and the maritime sector."*

**Daniel McAllister, Director of Fundraising and Communications, MSSC**



**MNWB Chief Executive Officer Stuart Rivers and MNWB staff are visited in Southampton by representatives of MSSC and an MEP pod.**





# PROJECT REPORT

## MARITIME LONDON OFFICER CADET SCHOLARSHIP

### MLOCS CADET



»GRANT AWARDED: £50,000 »PROJECT DELIVERED UK WIDE

The objectives of MLOCS are to support the training of UK-based mariners; to recognise and promote the improvements of standards of expertise on merchant vessels; and to provide a pool of UK seafarers available for careers in the maritime services sector when coming ashore.

The aim of the grant was to fund three years of training of a Merchant Navy Cadet (Deck,

Engine or ETO) up to the obtaining of the relevant Certificate of Competency.

Shae Wallace (Deck Cadet) started his training in January 2023, at Warsash Maritime School part of Solent University, Southampton. He has completed Phase 1 training and is set to complete his Phase 2 training in February this year. Shae is on course to complete his cadetship in December 2025.



Image: Deck cadet Shae Wallace

Shae was also proud to have taken part in the Festival of Remembrance on 11th November 2023, representing the Merchant Navy, and facilitated by MNWB.

In 2023 Shae spent seven months at sea.

*“The grant has no administration costs, as the charity is run on a voluntary basis. 100% of the MNWB grant goes directly to the cadet beneficiary. MNWB unlocks 50% of the match funding from the UK Government for the cadetship.”*

**Jos Standerwick, Chief Executive, Maritime London Officer Cadet Scholarship**

### REPORT FROM SHAE

**Scenic Eclipse (4 months / 18 days):** My Phase 2 began in San Diego onboard the incredible Scenic Eclipse. The team on the Eclipse were extremely welcoming and made me feel at home, by getting me involved with all aspects of ship life. I quickly settled in and gained lots of responsibilities; from helicopter, and submersible operations, to hand steering on the bridge and zodiac driving. During the 4+ months with Scenic, I had the opportunity to not only tour the likes of the USA, Japan, and Scandinavia, but also got the incredible experience of crossing the North West Passage and getting a first-hand experience of Ice Navigation. I feel like this trip was the best start to a cadetship I could have asked for.

**Island Sky (1 Month / 4 days):** I joined M/V Island Sky after a couple days' rest in Portsmouth, as I wanted to get straight back into working/training onboard. I was very fortunate to experience a 3 day dry dock in Seville. The experience was beneficial as it gave me an insight into what procedures are

followed when preparing for a Dry-Dock, and what crew must do onboard to maximise the time. After a short cruise in the Mediterranean, the ship sailed down to Canary Islands and then onwards to Cape Verde.

**Festival of Remembrance (11th November):** In between ships I was fortunate enough to take part in the annual Festival of Remembrance. To be one of five cadets filled me with great pride as I represented the Merchant Navy in such an extraordinary event. It is an honour that will stick with me for a very long time and something that I wish to be a part of again.

**Star Pride (Ongoing):** Currently onboard Star Pride where I am touring the Caribbean and Panama. During this contract I have already transited the Panama Canal. At the end of this contract I will have completed over 7 months at sea, which I feel is a huge accomplishment for phase 2, and is something that I am immensely grateful towards MNWB, Maritime London and Chiltern for making possible.

# PROJECT REPORT

## KLTV

### RADAR EMPLOYMENT APPRENTICESHIP PROGRAMME



»GRANT AWARDED: £120,000 »PROJECT DELIVERED IN HUDDERSFIELD, WEST YORKSHIRE

**RADAR is the acronym for Recruit, Acclimatise, Develop and Retain, and is an employment and skills programme.**

RADAR aims to provide opportunities for individuals from low socio-economic backgrounds to consider a career in the Civil Service. The programme aims to enable 35 young people to engage with the programme, learn, gain employment skills, and transform their lives with the possibility of joining the Civil service.

Since February 2022, KLTV has been working extensively on the online training website to ensure it provides the best possible experience for learners. The online programme has been completed by eighteen learners, with ten receiving two hours of one-to-one coaching sessions. All learners at this programme stage are from Huddersfield, West Yorkshire, and are from low socio-economic backgrounds.

The programme's focus on Black, Asian, and minority ethnic groups and those from low socio-economic backgrounds aligns with the DfT's values of inclusivity and diversity. The RADAR programme is an exciting initiative that aims to broaden the reach of maritime work and provide opportunities for individuals from low socio-economic backgrounds to join the civil service.

*“The RADAR programme has opened new doors for me, making previously inaccessible career paths a possibility. The course has given me a perspective and confidence in my ability to succeed in any role or job.”*

Elliot Patrice (June 2023)



### THE IMPACT OF RADAR EMPLOYMENT SKILLS TRAINING

Elliot is twenty-five years old; his ethnicity is shared heritage, and he has grown up and lives in a low socio-economic neighbourhood in Huddersfield. Elliot came to volunteer in Kirklees local TV (KLTV) in October 2022 to gain more employment experience working in multi-cultural work settings; to learn more about KLTV's social enterprises business model and their civic aims and objectives; and learn more about entrepreneurship in the digital multi-media industry. Elliot's role was to start supporting videographers on location and KLTV's social media team.





# PROJECT REPORT

## CORNISH FISH PRODUCERS' ORGANISATION SUPPORTING CAREERS IN FISHING



»GRANT AWARDED: £44,469 »PROJECT DELIVERED IN PLYMOUTH

The Cornish Fish Producers Organisation (CFPO) developed the “Deckhand to wheelhouse” project to support individual fishermen in gaining a recognised higher level qualification in order to develop their careers and businesses.

The project enabled five individuals to complete their Class 2 Skipper ticket qualifications, to progress within the fishing industry. The Class 2 Skipper qualifications involves an intensive 12 week block of training which equips the individuals with new knowledge in navigation, chartwork and pilotage, meteorology, safety and management (including ship stability) and MCA signals.

The funding project was proposed to cover most of the costs involved in undertaking this training; such as paying for accommodation, travel and subsistence, and additionally a contribution to loss of earnings from not fishing, during the training period. The cost for the course(s) was covered by Seafish.

There are a multitude of barriers preventing young fishermen from carrying out their Class 2 training previously, so the funds provided helped individuals overcome these barriers, primarily being able to afford taking time off from going to sea and instead focus on their studies to pass the course.

### PROCESS OF SELECTING INDIVIDUALS

The CFPO ran an expression of interest process for those seeking support in enrolling on the Class 2. A total of eight fishermen applied and based on readiness for the training and existing experience, five of these individuals were put forward to enrol on the course. The funding was distributed to the five fishermen evenly and over two separate tranches: 50% of the funds upfront and the final 50% once they were half way through the course.

The remaining three individuals have been advised to enrol on other relevant foundation training courses and the CFPO would aim

to support them to enrol on the Class 2 in future years with any other funding opportunities.

### CHRIS KEAST

Chris Keast, age 30, completed his Class 2 Deck officer (fishing) qualification at the Western Maritime Training college based in Plymouth. The course consisted of two lots of six week blocks, with a six week break in the middle which allowed Chris to carry on fishing for part of the time. Chris enrolled in this course because he didn't want to be working on deck all of his life, he wanted to progress further and achieve more in his career.

Chris stated that most subjects of the course were very interesting, especially the chartwork and navigation sections. He said that the college covered a lot of criteria needed, and everything that he learned during the 12 weeks he didn't know already, so Chris has hugely expanded his knowledge.

*“The Class 2 Deck Officer qualification is 100% worth doing. It is really important for the future of fishing.”*

Chris agrees that the financial support for attending the course is essential, it is what pushes most fishermen away from growing their knowledge and developing their career. Chris is very grateful for the funding, *“It helped so much to be able to concentrate properly without the stress of home life and financial issues.”*

Chris is currently working on the Govenek of Ladram, an offshore gill netter fishing out of Newlyn (see images).



Images: CFPO - Chris Keast aboard the Govenek of Ladram



# PROJECT REPORT

## SAILORS' SOCIETY

### UK WELLNESS AT SEA RESOURCES



»GRANT AWARDED: £22,550 »PROJECT DELIVERED UK WIDE

International maritime welfare charity Sailors' Society launched its new-look Wellness at Sea Awareness Campaign to support seafarers, their families and shore staff.

This free resource is available to shipping companies looking to give crews and the wider maritime family that support them vital tools to help look after their own wellbeing and that of those around them. The Awareness Campaign has been refreshed and expanded with new material, podcasts and videos. Nine modules cover everything from physical and mental wellness to financial concerns and fears such as piracy.

The Awareness Campaign was implemented over 27 weeks, dealing with a new theme every three weeks with new material for each of the key groups (seafarers, their families and shore staff), sent out at the start of every 3rd week. Themes included an introduction to wellness, help in a crisis, wellbeing in your own hands and the different elements of wellness (including social, emotional, physical and intellectual wellness). Unique content was created for seafarers, families and shore staff recognising their own experiences whilst also building awareness of how each of the themes is relevant to members of their community.

*"We all know that being away at sea can be tough. But those working in offices supporting shipping operations and those waiting for seafarers back home also face challenges. Working together, the whole ecosystem of seafarer, family and shore staff can support one another. This Awareness Campaign is packed with resources and signposts users to all the other support services we offer from our 24/7 helpline and Crisis Response Network to our free e-learning platform and Peer-to-Peer Support Groups, where thousands of seafarers and families are sharing experiences and advice. We are very proud to bring groups together as they understand best of all what one another is going through. This support is so vital for wellbeing, for safety and for a company's bottom line."*

**Johan Smith, Sailors' Society's Head of Wellness**



Sailors' Society launched the new Campaign resources in the week it held its first cadet conference for UK maritime schools (Thursday 9 November 2023). Following the cadet conference, a communications plan was developed to continue engagement with the maritime colleges and cadets – the Wellness Campaign resources will be regularly communicated to this audience.

A number of new UK based organisations have signed up to the Campaign including Songa Shipmanagement Ltd, Uniteam and P&O and the City of Glasgow College.

#### CASE STUDY

Songa Shipmanagement Ltd aims to be the ship manager of choice for customers by providing safe and efficient ships manned by trained and competent seafarers resulting in operational excellence. Their technical management branch was moved from the US to Glasgow. Their vessels trade worldwide with a sea staff of over 1,100 and shore staff and 50 onshore technical management staff.

### WHAT CAN YOU EXPECT OVER THE NINE MODULES?

<p><b>MODULE ONE</b> introduces the course that will put wellness into the hands of seafarers, their families and shore staff</p> <p><b>MODULE TWO</b> introduces Sailors' Society's Crisis Response Network and explains how it can help in a crisis</p> <p><b>MODULE THREE</b> outlines different tools offered by our Wellness at Sea programme and how these can be used to support wellbeing</p> <p><b>MODULE FOUR</b> explores the social aspects of a person, such as family and relationships, looks at challenges and offers tips on improving social wellness</p> <p><b>MODULE FIVE</b> explores emotional wellness and encourages conversation about mental health. It gives some of the warning signs of depression and where to get help</p>	<p><b>MODULE SIX</b> looks at the benefits of physical wellness and gives guidance on how to stay healthy on board and on shore</p> <p><b>MODULE SEVEN</b> signposts information about the maritime industry, challenges such as piracy and money troubles and what to do if things go wrong</p> <p><b>MODULE EIGHT</b> explores spiritual wellness and how personal beliefs can help seafarers, shore-based staff and families navigate life at sea and at home</p> <p><b>MODULE NINE</b> gives space to review the learning and explore further any issues that have arisen over the course</p>
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Wellness at Sea FROM SAILORS' SOCIETY

Sailors' Society

Registered Charity No. 237716. Registered Company No. 86842. Sailors' Society Scotland. Charity registered in Scotland No. SC041887. Registered Company No. SC187805.

*"We were able to leverage the funding awarded from MNWB with matched funding, enabling us to undertake a wider review and refresh of the material, including adding new content. The resources have been updated to future proof them – it means that we have been able to use material developed for a one-off campaign to produce a suite of new resources that can be used across the entire maritime industry for years to come. These free resources are often the starting point of engagement with organisations we haven't engaged with, helping us extend the reach of our work."*

*Through the resources we also signpost to other of our services, such as our free e-learning platform, our peer support groups, helplines etc. providing us with an additional communications channel to promote other areas of support Sailors' Society can provide."*

**Beth Courtier, Head of Development, Sailors' Society**





# PROJECT REPORT

## WOMEN IN TRANSPORT

### TRANSPORT EQUITY INDEX



»GRANT AWARDED: £10,000 »PROJECT DELIVERED UK WIDE

The Women in Transport Equity Index 2023 Report comprehensively analyses the gender diversity landscape within the transport sector. It is hoped that the findings of this report will inspire further action to empower women in the transport industry and provide those seeking to take action with the evidence to drive forward equity.

#### THE CHALLENGE

This report sets out the sheer scale of the challenge facing women in transport. It shows that despite positive words, the transport sector is a challenging environment for women to work in and much needs to be done to provide a supportive environment for women.

**23%** of people within the organisations identify as women.

**Alarmingly, more than half of these women are in non-transport roles.**

**58%** of organisations have a gender pay gap of 11% or more (compared to a national average of 7.7%).

**54%** of organisations have no formal targets, commitments, or quotas to increase or maintain gender diversity.

**59%** of organisations offer no paid parental leave to primary carers.

#### THE OPPORTUNITIES

There are some green shoots of optimism. Companies indicate that they are willing to discuss and implement flexible working arrangements, especially regarding flexible working.

**94%** of organisations are open to discussing flexible working arrangements at interviews.

**88%** of organisations offer flexible start and finish times to reflect home situations.

These results are based on a survey that is the first of its kind in the transport sector. The survey delves into workforce composition, leadership diversity, gender pay gap, and career development, offering critical insights and recommendations. The report goes beyond isolated findings, providing a comparative analysis of the transport sector against WORK180's overall data scores. This in-depth exploration aims to offer nuanced insights into the sector's performance, strengths and areas for improvement in gender equity.

## Your Commitment Matters

Building an Equitable Future.  
Introspection, accountability and collective commitment are the pillars of change.

Let's dismantle barriers and foster inclusivity together.

16



Other companies are encouraged to benchmark their practices against the overall scoring and aim to exceed them. Through the Equity Index, Women in Transport hopes that promoting healthy competition through the findings will create a race to the top and improve gender equity in the sector.

#### RECOMMENDATIONS FOR ACTION:

Based upon the findings of this research, Women in Transport recommends several actions that organisations have the power to deliver that can make a meaningful difference to women in transport.

- Conduct regular reviews of the gender pay gap within your organisation and develop a meaningful and deliverable action plan;
- Implement best practices for delivering internal promotions that means there are more women in senior decision-making roles, with a particular focus on transport-related roles;
- Support sector-wide initiatives for cultivating and empowering women in leadership positions;
- Review policies relating to paid parental leave;
- Build upon good work in developing flexible working by working with women to ensure what you do reflects their needs and makes your organisation a better workplace.

#### LOOKING AHEAD:

This report is just the start. It is a rallying call for the transport sector to do better for women. There are challenges to overcome and systemic barriers to knock down, but the benefits of being an active champion in gender equity are too good to resist. Women in Transport invites you all to join in shaping a more inclusive and equitable transport industry.

The launch of the report also signifies the announcement of the 2024 Index Survey and Report. Building upon the impactful revelations of 2023, the upcoming report will delve even deeper, offering a year-over-year evaluation with the aim of propelling the industry into a new era of gender equity. The full report can be downloaded here <https://womenintransport.com/equity-index>

Sonya Byers, CEO of Women in Transport, said, "Our report is a wake-up call. The UK transport sector needs urgent and drastic changes to become a beacon of gender equity. It's time for the sector to move beyond lip service and embrace transformative actions for a fair and inclusive future. This can only be achieved through cross-sector collaboration".

Sue Terpilowski, OBE Equity Index Lead, added, "The Women in Transport Equity Index exposes the uncomfortable truths the industry is facing. It's not just a report; it's a call to arms. We cannot allow gender inequality to persist in a sector pivotal to our nation's growth and economy."



Image: Sue Terpilowski OBE, Equity Index Lead presents the 2023 Women in Transport Equity Index Report in London in March 2024





# SKILLS AND DIVERSITY TRAINING TO ORGANISATIONS

MERCHANT NAVY WELFARE BOARD  
C188 Training

THE MISSION TO SEAFARERS  
Suicide Prevention Training

STELLA MARIS  
Enhancing the quality and consistency of  
care provision to seafarers

Image: Stella Maris

## PROJECT REPORT MERCHANT NAVY WELFARE BOARD C188 TRAINING PROJECT



»GRANT AWARDED: £6,000 »PROJECT DELIVERED UK WIDE

Following the UK Government's ratification of the Work in Fishing Convention (C188), MNWB, on behalf of The Fishermen's Mission, developed and published the easy to use guide entitled "Work in Fishing Convention (C188) – Everything you need to know but were frightened to ask!"

Following publication, it became apparent that a short, in-person training course based upon this booklet and aimed at a UK audience, would underpin the knowledge already gained by reading the booklet.

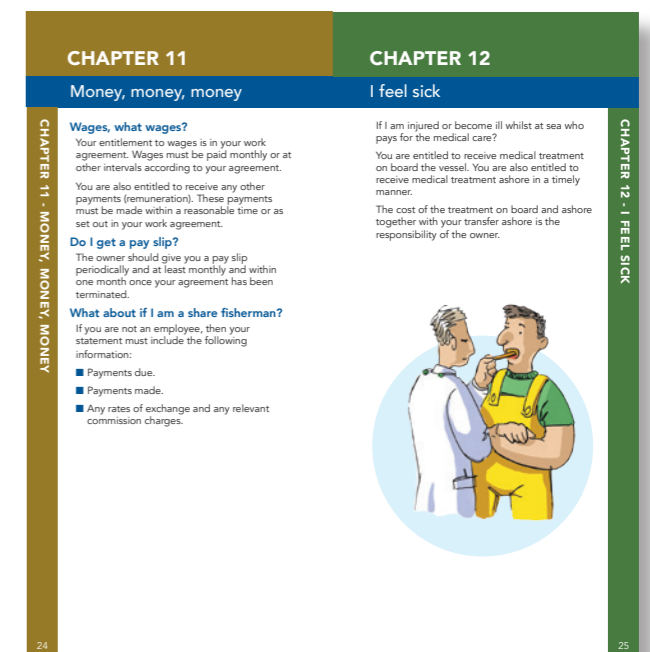
The bespoke course was delivered to Port Chaplains and Ship Visitors of organisations that provide welfare services to the fishing industry. The training aimed to equip participants with sufficient background knowledge and understanding to allow them to provide meaningful advice to fishermen, on such matters as the fishers' work agreements and how to deal with complaints about fishers' working and living conditions. The training would also help to ensure that there is a degree of consistency in the advice given by Ship Visitors.

The training courses have been well attended and feedback has been overwhelmingly positive. In total, 4 training sessions were held between January and March 2023; 2 in Southampton, 1 in

Fraserburgh and 1 in Troon. 69 people attended and feedback from those who have participated supported the development of the existing face to face training into an online course to be made available to a wider audience via MNWB's website.

Funding for the next stage of this project has since been awarded and the online training will be made available in 2024. The online training course will be targeted at all ship visitors that either volunteer or are employed by bona-fide UK seafarer welfare visiting organisations providing welfare services to the fishing industry, fishers, PWC members; and those working in fishing ports and harbour locations including boat owners, Harbour Masters, Police and Border Force.

The C188 leaflet is available to [download here](#).





# PROJECT REPORT

## THE MISSION TO SEAFARERS

### SUICIDE PREVENTION TRAINING



»GRANT AWARDED: £46,475 »PROJECT DELIVERED IN IMMINGHAM, GOOLE, LONDON, SOUTHAMPTON, LIVERPOOL & HULL

The primary objective of the project was to promote the prevention of suicide in the maritime industry, with emphasis on serving seafarers, with direct achievements as follows:

#### 1) Delivered 5 SafeTALK courses in Immingham, Goole, City of London, Southampton & Liverpool

During the project period 5 SafeTALK courses were delivered and 64 Suicide Alert Helpers were trained. These included representatives working for ship management companies, maritime charities, port authorities, and port-based businesses across five UK ports. Of the SafeTALK participants surveyed in those five courses:

100% agreed the course would have a positive effect on their life and they'd tell others to attend in the future.

On completing SafeTALK 66% surveyed felt well prepared to talk to someone openly and directly about suicide.

The remaining 34% felt mostly prepared, providing they had time to digest and practice the course methods.

Notable comments from participants included "We need to get this onto the ships!", "Excellent content and delivery. Trainer was sensitive to people in the room and the material. I felt empowered to be able to intervene" and "SafeTALK should be free within the community".

#### 2) Delivered 3 ASIST courses in Hull, London & Liverpool

During the project period 3 ASIST courses were delivered using MNWB funding. In addition, a fourth ASIST was completed in Middlesbrough outside of MNWB funding. As a result, 42 Suicide First Aiders were trained: 10 Mission to Seafarers employees including Port Chaplains and Centre Managers, 19 representatives from port-based businesses, and five representatives from maritime corporations including Bernard Schulte and the UK P&I Club.



ASIST course participants, Middlesbrough

**ASIST was rated 9.6/10 with 100% recommending ASIST to others.**

Before the course just 30% of participants felt prepared and confident providing support to someone with thoughts of suicide.

After the course 100% of participants felt prepared and confident.

An employee of ISWAN's SeafarerHelp helpline commented "In my company I am the one who will be contacted in case of a red flag sent through our helpline for seafarers. Before ASIST this thought got me panicking but I feel much more confident now I feel I would be able to get into this situation with a lot more ease".

In total just over 100 people have been trained this year. Each of them has daily interaction with numerous serving seafarers and the skills they have now gained will benefit many hundreds of seafarers each year. A number of Mission to Seafarers Port Chaplains attended the training. Between them they conduct 100s of ship visits each year where they encounter 1000s of seafarers.

The training courses were attended by representatives from other organisations too, who have chosen to adopt the skills and methods learned into their work culture and policies.

#### 3) Developed 12 SafeTALK course vignettes to maritime themes

12 maritime themed vignettes were published in November. A trailer featuring these can be watched on YouTube ([click here](#)).

#### FUTURE ACTIONS

The Mission to Seafarers' priority in the UK is to continue SafeTALK courses. Under the WeCare programme The Mission to Seafarers shall launch the new SafeTALK Marine course.

In 2024 The Mission to Seafarers intend to promote SafeTALK to maritime institutions and businesses.

Develop SafeTALK Trainers Portfolio – To increase training capacity and the services provided by The Mission to Seafarers, the plan is to work in partnership with Livingworks to deliver Training for Trainers courses in the UK.



Images: The Mission To Seafarers - Safetalk course trailer 2024



# PROJECT REPORT

## STELLA MARIS

### ENHANCING THE QUALITY AND CONSISTENCY OF CARE PROVISION TO SEAFARERS



»GRANT AWARDED: £17,000 »PROJECT DELIVERED IN LIVERPOOL, PORTSMOUTH, BELFAST, GLASGOW, HULL AND BRISTOL

#### The grant was used to deliver two distinct activities:

The first, a three-day workshop for chaplains to better understand Stella Maris beneficiaries, the role of the chaplain and the tools available to them. It will also mean that, at any UK port where Stella Maris is present, there will be consistency in the type and level of care seafarers receive from the charity. In this way, seafarers visiting UK ports will be better and more consistently supported, giving them the confidence to approach Stella Maris chaplains anywhere in the UK if they need our help. This programme was the result of a global 18-month research project.



Image: Stella Maris Workshop

The second was a series of six workshops across the UK on modern slavery, trafficking and forced labour in the maritime and port environment. The pandemic highlighted the importance of these issues on the sector as Stella Maris saw a significant increase in seafarers approaching their chaplains who are victims of abuse, forced labour, trafficking and modern slavery. On average, Stella Maris support these victims for 18 months, a significant commitment to the individual chaplain and to Stella Maris. It was recognised too that Stella Maris alone cannot solve these issues and must work in partnership with other stakeholders to address these issues in the maritime environment. To that end, these workshops were opened up to all stakeholders in the ports, primarily identified through port user groups and the port welfare committees.

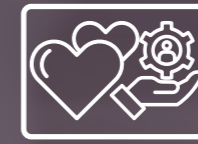
#### LESSONS LEARNT AND OUTPUTS FROM THE WORKSHOPS

##### The workshops highlighted a number of issues and difference in focus and approach throughout the industry, including:

- Many participants found the workshop to be very informative and a good use of time: it was recognised that most people had blind spots within their knowledge of the topics so that the breadth of discussion was of great benefit.
- While most agencies represented had clear policies on modern slavery and anti-trafficking, knowledge of how best to report or share information was less clear, which could lead to opportunities to tackle modern slavery being missed.
- Many companies and port authorities focused on the issue of people being trafficked through the port, but had not considered forced labour within it.
- There is a lack of understanding as to roles and responsibilities within the maritime environment or knowledge of where to signpost victims for support and advice.
- There was a strong desire from participants to take the conversation further.
- Following the Liverpool workshop, the Liverpool Police and Crime Commissioners Human trafficking taskforce will include the maritime setting in its remit, now understanding the role the ports play both as a place of risk of abuse and of transit into the country.

#### NEXT STEPS

Working with Align, Stella Maris wishes to use this project as a launchpad for a deeper level discussion with those most interested from the workshops to look to proactively address the issues of forced labour and modern slavery rather than identify the signs of abuse.



## PEOPLE WELFARE SERVICES & FACILITIES FOR SERVING SEAFARERS

**QVSR SEAFARERS' CENTRES**  
2 Year Assistant Operations Manager  
Seafarer Centre Refurbishments – Humber,  
Bristol, London Tilbury & Felixstowe

**STELLA MARIS**  
Northern Ireland Ship Visiting Team

**THE MISSION TO SEAFARERS**  
Core Funding – South West & Wales,  
Southampton, North East & Scotland

**MERCHANT NAVY WELFARE BOARD**  
UK Port Welfare MiFi Partnership Project  
NSWB Help Centre & Port Visitor Platform

Image: QVSR



## PROJECT REPORT QVSR SEAFARERS' CENTRES ASSISTANT OPERATIONS MANAGER - 2 YEAR FUNDING



»GRANT AWARDED £65,000 (2023-2025) »PROJECT DELIVERED IN HUMBER, BRISTOL, LONDON TILBURY & FELIXSTOWE

### SUPPORT THE DELIVERY OF THE REFURBISHMENT PROJECTS AT IMMINGHAM, FELIXSTOWE AND BRISTOL

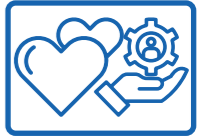
Working in close liaison with Blagbrough contractors to oversee the refurbishment at Immingham, the Assistant Operations Manager visits the site and co-ordinates all the project administration. As the project moves on to Felixstowe, the Assistant Operations Manager will spend more of the working week at this centre, and has already been involved in preparing work schedules with the contractors.

### PROMOTE AND DELIVER THE VISION OF "SEAFARERS FIRST" AT OUR CENTRES BY ENSURING WE OFFER A WARM WELCOME AND A COMFORTABLE AND RELAXING ENVIRONMENT

The Assistant Operations Manager has worked closely with the staff at Felixstowe with regards to the day to day running of seafarer centre operation but has also made several trips to the other centres. Staff are also encouraged and motivated to provide the very best service for seafarers.



## PROJECT REPORT QVSR SEAFARERS' CENTRES REFURBISHMENTS



»PROJECT DELIVERED IN HUMBER, BRISTOL, LONDON TILBURY & FELIXSTOWE

### HUMBER SEAFARERS' CENTRE REFURBISHMENT PROJECT GRANT AWARDED £173,178

*"QVSR is delighted to be at the helm of improving our seafarers' centres welfare facilities here in the UK. There is a need for seafarers' centres to maximise their use of technology to provide the very best connectivity for seafarers visiting our ports – this is what we are doing on the Humber.*

*"There is also a need to provide the very best modern spaces for seafarers to relax in, we believe that the Immingham Seafarers' Centre sets the standards for such facilities, we want seafarers on ships berthing in the UK to experience the very best facilities, the Humber now has a first-class seafarers' centre. There is a need for seafarers' centres to provide 24 hour access, as ships and crew can arrive in port at any time. The Immingham Seafarers' Centre will have a 24-hour seafarers' lounge as part of the improvements.*

*QVSR is fully committed to driving forward with a programme of improvements that will see our seafarers' centres here in the UK amongst the very best in the world. We would like to thank DfT, MNWB and Associated British Ports for their support in making our vision a reality."*

**Alexander Campbell OBE, CEO of QVSR Seafarers' Centres**

*"Seafarers are the backbone of international trade and work long shifts – often months at sea away from their loved ones. When coming ashore, havens like the Immingham Seafarers' Centre provide them the space to recharge and reconnect with their families. I'm delighted to see the centre will now stay open 24/7 thanks to Government funding.*

*Since 2021, we've invested £2.2 million to protect the wellbeing of seafarers so centres like Immingham can ensure seafarers have a dedicated place to unwind."*

**Maritime Minister Lord Davies**

The refurbishment works at Immingham were undertaken by Blagbrough contractors and began in July 2023. Estimated to be completed by the end of September 2023, working around keeping the centre operational meant the schedule was extended and the majority of the work was completed by the end of 2023. The works included a new communication pod; new roofing, windows, plants and furniture in the atrium and a new office space. The restaurant has been refurbished with new flooring, wall art and furniture; the shop modernised and both ladies and gents toilets have been renovated with new fixtures and fittings. An electric charging point is to be discussed with Port Authorities.

An official ceremony took place on 19th January 2024 to officially re-launch the centre.

### OUTCOMES (IMMINGHAM)

#### Welcome / Wellbeing:

The refurbishment of the seafarers' centre at Immingham now provides seafarers with a much more welcoming and comfortable environment in which to relax and unwind away from their ship. The significant improvement of the facilities offers a home away from home where seafarers can take time to refresh and reinvigorate themselves before returning to duty, thus improving their general wellbeing.

#### Sustainability:

Receipt of the grant has allowed the centre to remain "fit for purpose" and to continue to provide essential services to seafarers for the foreseeable future, QVSR would not have had the resources to do the refurbishment otherwise.



**Collaboration:**

The creation of a general office offers Chaplains and other external parties a base where they can carry out their daily tasks, encouraging other maritime charities and organisations to feel welcome and part of QVSR's services. This space also provides an opportunity for seafarers to have confidential and private meetings when necessary. The improvements made to the function room (flooring, lighting, new technology) will provide users with an enhanced event experience.

**Inclusion & Diversity:**

QVSR Seafarers' Centres welcome everyone from all parts of the world to enjoy the services the centre offers.

**Climate Change:**

QVSR plan to install the electric charging point and remains committed to taking action that will reduce carbon emissions. The refurbishment of the centre has included the installation of energy saving lighting and windows which open more easily to provide better ventilation.

**BRISTOL SEAFARERS' CENTRE REFURBISHMENT PROJECT**

**GRANT AWARDED £63,070.00**

**PROJECT DELIVERED IN PORTBURY AND AVONMOUTH**

At Bristol the implementation of the Fibre Optic Broadband is complete, the ladies and gents toilets have been refurbished and the Communication Pod has been ordered. The refurbishment of the shop and seating areas has gone out to tender.

**LONDON TILBURY COMMUNICATION SPACE PROJECT**

**GRANT AWARDED £11,351.00**

The Communication Pod at Tilbury was delivered in January 2024.

**FELIXSTOWE SEAFARERS' CENTRE REFURBISHMENT PROJECT**

**GRANT AWARDED £114,988.00**

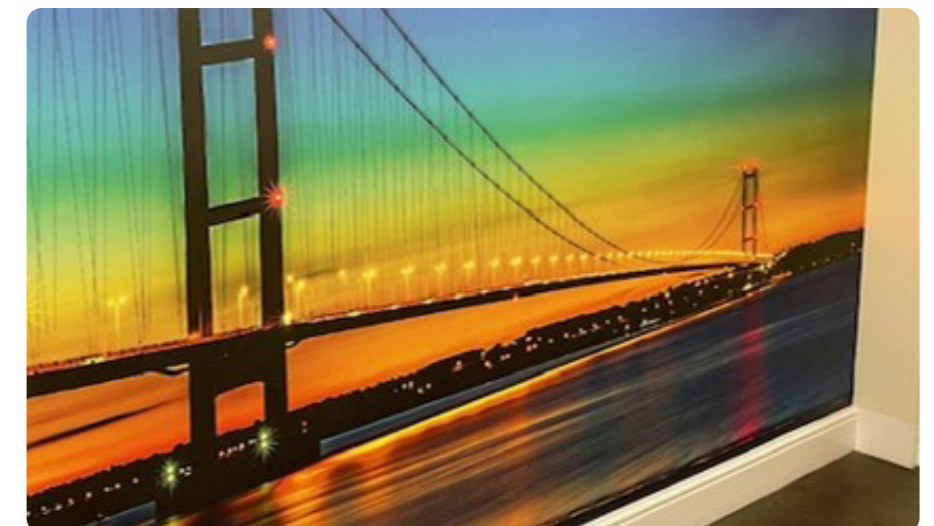
The refurbishment works were due to commence 22nd January 2024 and include a communication pod and refurbishment of: the bathroom facilities, main lounge, kitchens on the ground and first floor, office and library, stairs, conference room, Chaplain's office, Chapel, Finance Officer's room and new flooring. This will create an improved environment where seafarers can relax and unwind so that they can continue with their work safely and productively. Part of this project will include enabling the centre to provide 24 hour accessibility.



Image: QVSR - Seafarers enjoying the refurbished Immingham Seafarers' Centre



Image: Immingham Lady Mayor, Karen Swinburn and MNWB Chair, Capt. Andrew Cassels cutting the ribbon at the official re-launch of the refurbished Immingham Seafarers' Centre



Images: QVSR - pictures from various refurbished Seafarers' Centre



# PROJECT REPORT

## STELLA MARIS

### NORTHERN IRELAND SHIP VISITING TEAM



»GRANT AWARDED £56,777 »PROJECT DELIVERED IN BELFAST, KILKEEL, ARDGLASS, AND PORTAVOGIE

The request for a grant had been in response to growing engagement for Stella Maris in the province, particularly since the pandemic.

The fishing community in Northern Ireland were particularly affected by the pandemic, with the region under lockdown conditions such that fishers could not go to sea and earn a living. This has left many in debt, unable to pay for courses to become re-certified, leaving them with the choices of falling into greater poverty, leaving the industry, or illegally fishing to generate an income. Migrant fishers without a safety and support network within the community of Northern Ireland were similarly hit hard, and given Stella Maris' experiences in Scotland with migrant fishers, they were encouraged by the Catholic Church in Northern Ireland to increase their footprint and delivery of services in the province.

This grant was designed to build upon this initial work to develop a full-time chaplaincy service, including a full-time chaplain and team of volunteers. A new chaplain for Northern Ireland has been recruited and Stella Maris has grown the number of volunteers in Belfast to 6 active volunteers. All volunteers have benefited from training through the MNWB online course, and a Stella Maris vehicle has been positioned in Belfast for volunteers to help support seafarers in and around the port. Volunteers provide the bedrock of Stella Maris' work, with 55% of all visits in the UK being led by volunteers.

Recognising the need to develop activities to new ports in 2024, Stella Maris aims to grow the number of volunteers to 8-9.

### SHIP VISITING AND SUPPORT TO SEAFARERS AND FISHERS

Over 300 ship visits were carried out in Northern Ireland between March and December 2023, supporting an estimated 5,500 seafarers and fishers in the ports of Belfast, Portavogie, Kilkeel and Ardglass.

Stella Maris supported the crew of a ship which lost a colleague in the port of Belfast.

This including hosting a remembrance service with the deceased's colleagues, which was attended by the MAIB investigators and port authorities and police. At the request of the family, prayers and a blessing were also delivered at the police morgue. Through the global network of Stella Maris, the family in Manila was also supported, including the provision of a hardship grant.

In the fishing sector Stella Maris has supported several fishers who are victims of modern-day slavery and supported them through their time in the NRM by providing a small stipend to help them support themselves and their families back home. Stella Maris also supported a fisher who requested help after falling ill, is currently receiving treatment and being supported with accommodation and has also been accompanied to every hospital appointment and course of treatment.

Through the Senior Chaplain and volunteers, Stella Maris has developed a strong working relationship with the seafarers' centre in Belfast, and plays an active role in the Port Welfare Committee in Northern Ireland.



# PROJECT REPORT

## THE MISSION TO SEAFARERS

### CORE FUNDING FOR PORTSIDE ACTIVITIES IN 2023



### REGION 1: SOUTH WEST AND WALES

#### GRANT AWARDED £19,752

This region covers seafarer welfare work in Fowey, Falmouth, Avonmouth and Portbury, South Wales ports (including Newport, Barry, Bridport, Briton Ferry, Cardiff, Neath, Swansea), Port Talbot, Milford Haven and North Wales.



As usual, The Mission to Seafarers teams have been welcoming seafarers at the 4 centres in Fowey, Falmouth, Newport, and Port Talbot throughout 2023. Significantly more seafarers visited the centres during the year than anticipated. In August the Tall Ships event called into Falmouth which brought many additional seafarers into the port.

*"I was informed by Rev Jeremy Hellier of a ship incoming the next day to Fowey and the Cook had died on board impacting two crew members more so than the others. One was a long-standing colleague and the other a Cadet.*

*When the vessel arrived, I was unable to board but managed to speak to several of the crew including the friend and cadet. The friend seemed to be more distressed by his friend's death than the Cadet. I had a good long, long chat with them. The Captain sent the Cadet to talk to me too. The death didn't seem to unsettle him but more that death could happen on his first ever passage, and questioned if this was the life at sea. We chatted for some time also discussing how they managed for the few days without a cook. I later returned and delivered pizza, salad, fruit and soft drinks. It was very welcomed."*

**Evette Hall, Port Welfare Officer, Fowey, August 2023.**



The grant received amounted to £19,752, which, considering The Mission to Seafarers encountered around 13,000 seafarers across the South West and Wales regions, equates to a grant of £1.52\* per seafarer encountered.

Images: Left - The Mission to Seafarers stand at Tall Ships, Falmouth in 2023. Right - Penny Phillips, Falmouth Centre Manager (far left), delivers presents to seafarers in December 2023.

\*approximate figure



**REGION 2: SOUTHAMPTON**  
GRANT AWARDED £14,034

During the year Port Chaplain, Revd James Mosher, has been very active serving seafarers visiting the port and to assist him with his workload a ship visitor was appointed in Autumn 2023, as planned for.



The grant received amounted to £14,034. During the year, The Mission to Seafarers has encountered around 5,000 seafarers while visiting their ships arriving in Southampton and transported approximately 285 seafarers to and from their ships; this equates to a grant of £2.65\* per seafarer encountered.



**REGION 3: NORTH EAST**  
GRANT AWARDED £36,785

The Mission to Seafarers has a very active presence in the North East across several ports namely; Humber, Hull, Immingham, Groveport, Seaham, North Tees, Tyne & Wear and some additional smaller ports too.

During 2023 The Mission to Seafarers has continued core welfare and support activities of ship visiting, seafarer transportation and welcomed visiting seafarers to the centres in Groveport, North Tees (Stockton), South Tees (Middlesborough) and South Shields.

The number of ship visits was slightly less than expected, but the number of seafarers transported was nearly 3 times higher than thought due to increased demand and more flexibility post Covid by the ship's captains, allowing crew off the ships during down times.

*"This last month was dominated by the sinking of the Verity. We met several times with the crews of two sister ships, the Vitality and the Ventura, who were in port. We also met one of the directors of Faversham Ships, who managed the Verity and local staff of Casper Shipping, the owners. Aside from frequent visits, we also led a short service of prayer and remembrance for crews and staff. They all know each other, and it could have been any of them on the Verity when it sank. Credit to David Truby, our honorary chaplain, who put himself out for the crews of those ships."*

*There has been lots of positive work this month also. David met a seafarer who needed to send money home to pay for his sick daughter's hospital treatment. His wife was needing the money urgently, but the seafarer had more or less given up hope of being able to make the transfer, such as his schedule. David turned up providentially at just the right moment and was able to arrange the transfer – right place at the right time."*

Revd Tim Linkens, Port Chaplain, Humber, October 2023.

During the year, across the region, The Mission to Seafarers has encountered around 18,000 seafarers, either through ship visits, our transportation services, or by greeting seafarers at the centres. The grant of £36,785 equates to £2.05\* per seafarer.



**REGION 4: SCOTLAND**  
GRANT AWARDED £4,429

During 2023 the Revd Tim Tunley and his volunteers continued to serve seafarers visiting the Scottish ports of Grangemouth, Rosyth, Dundee and Braefoot Bay. Through a combination of ship visiting, transportation and seafarers attending the centre in Grangemouth they have had a very busy year.



During the year The Mission to Seafarers have reached c7,200 visiting seafarers, either via ship visits, transportation, or visits to the seafarer centre in Grangemouth. The grant of £4,429 represents 61p\* per seafarer encountered.



Images: Mission To Seafarers Portside Activities. Opposite page: Top - Southampton, this page - top left & right Scotland, bottom left South Wales, bottom right North East

\*approximate figures

\*approximate figure



# PROJECT REPORT

## MERCHANT NAVY WELFARE BOARD

### UK PORT WELFARE MIFI PARTNERSHIP PROJECT



»GRANT AWARDED: £4,500 »PROJECT DELIVERED UK WIDE

This successful project, jointly funded by the Department for Transport, The Seafarers' Charity and MNWB has been running on an annual basis since July 2020 providing seafarers and fishers visiting UK ports with access to free internet to connect with their families and friends.

The top-of-the-range mobile hot spots each have unlimited data plans and can support up to 20 users at a time. This allows them to contact home, stream films or simply catch up with what is going on in the world. Free Wi-Fi is easily available in towns and cities, but few ports - and even fewer vessels - provide seafarers with free access to the internet, which is what makes this project so important for seafarers' welfare.

The MiFi units provide crucial social connectivity for seafarers who are unable to disembark their vessels or access shore leave during fast turnaround times. Being able to

connect with loved ones can help to alleviate the unique pressures and feelings of isolation experienced by those working at sea.

#### EVIDENCE OF NEED FOR CONNECTIVITY

In total 39 MiFi units were deployed throughout the UK to the following Maritime Welfare Charities (MWCs): Aberdeen Seafarers' Centre, Stella Maris, The Fishermen's Mission, Liverpool Seafarers' Centre, The Mission to Seafarers, Queen Victoria Seamen's Rest, Sailors' Society and Invergordon Seafarers' Centre.



Images: MNWB - Seafarers with their mobile hotspot 'MiFi' units

#### CASE STUDIES

In February this year, Sailors' Society Port Chaplain, Frans Sahetapy, visited a big bulker in Southampton with a Filipino crew to collect a MiFi unit he had lent to the crew a few days prior.

*"I met the Cook who gave back the MiFi. We started to chat but he was not comfortable to talk. I tried my best to ask and later he mentioned that his unborn son had just died yesterday at home. That was his second child and he felt helpless to do anything, but I believe the MiFi I lent to the crew, he used to call home and support his wife and his family in this difficult time. Before I left, we prayed together. I also mentioned to some of his crewmates to support him and keep him company."*

Frans Sahetapy, Port Chaplain – Southampton, Sailors' Society.

*"In early 2023 the Platform Support Vessel (PSV) Energy Scout was sold and renamed Atlantica Server by the new owners. It was in Aberdeen for several weeks getting re-fitted and having repairs done.*

*During this time there was no Wi-Fi available on the ship and Aberdeen Seafarers' Centre were able to provide them with one of the Netgear routers provided by MNWB. This was really appreciated by the 13 crew from Bulgaria, Poland and Latvia. They commented on how good the 4G connection was, even when the ship was sometimes lying at anchor out with the harbour and were rather sad when it was time to return the unit."*

Steve Murray, Port Chaplain – Aberdeen Seafarers' Centre.

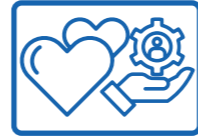
#### LOOKING AHEAD

The Board and the MWCs are grateful for the support of the funders which has allowed the project to continue. With shorter turnarounds and smaller crews, seafarers have less opportunity to go ashore to access Wi-Fi. The MiFi Partnership project therefore continues to be a lifeline for seafarers and fishermen visiting our ports. This is evidenced by the survey findings and feedback from ship visitors and seafarers themselves. We would like to extend our thanks to the Department for Transport and Trinity House who have confirmed funding for the project to continue into its fourth year.



# PROJECT REPORT

## MERCHANT NAVY WELFARE BOARD DEVELOPMENT OF NATIONAL SEAFARERS' WELFARE BOARD HELP CENTRE AND PORT VISITOR PLATFORM



»GRANT AWARDED: £148,620 »PROJECT DELIVERED UK WIDE

The goal of this project is to position the UK as the leading nation on maritime welfare among the 101 Member States that have ratified MLC, 2006, through the development of resources and tools that support the objectives of the National Seafarers' Welfare Board (NSWB).

MNWB recognises the importance of national seafarers' welfare boards in building the network of local welfare boards. It is through raising awareness of the needs of seafarers at national level that the establishment of local initiatives will be encouraged. To that end, MNWB is collaborating with other Member States of the ILO to promote the welfare of seafarers and fishers at sea and in port and establish national seafarers' welfare boards. This fulfils our obligation under the terms of our MoU with the MCA.

This initiative positions the UK Government – and specifically the Department for Transport – at the forefront of maritime welfare development. More importantly, it demonstrates to the International Labour Organisation that the UK is a leading Member State that has a significant contribution to make in the global maritime sector.

The NSWB Help Centre will provide access to resources, such as business plan templates, case studies, 'how to' guides and a directory of all national, regional and local welfare boards globally.

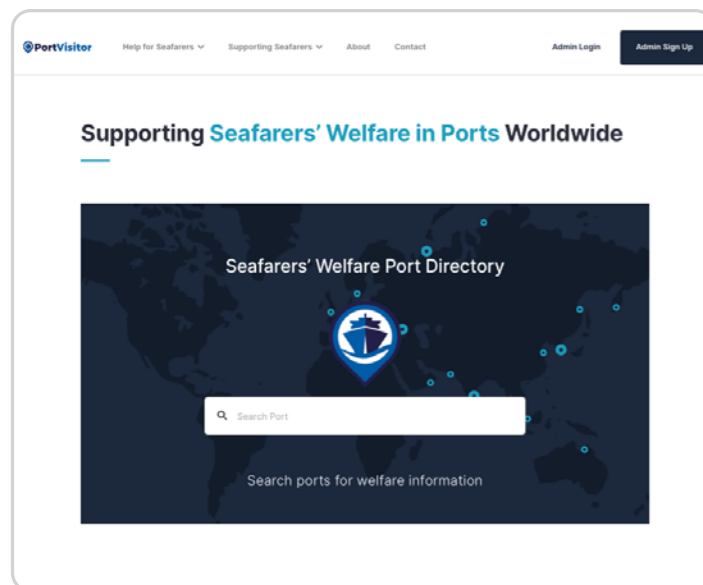
*"Unlike other MLC member states, the UK has a network of PWCs and established infrastructure to ensure that the welfare of seafarers and fishers is delivered to a high standard and that adequacy of provision is monitored and regularly reviewed.*

*The reporting process provides regular input to two working groups that review and discuss the broader issues affecting the welfare of seafarers and fishers: the Serving Seafarers Forum and the Older Seafarers & Families Forum. These forums provide an opportunity for constituent organisations, MCA and DfT to meet and discuss sector wide challenges rather than the localised matters raised at PWCs. This is a fully integrated approach that connects government to front line delivery and is a mechanism for positive change."*

**Stuart Rivers, CEO, MNWB**

The Port Visitor platform brings the whole sector together by providing a set of tools for national seafarers' welfare boards, port welfare committees and front-line welfare providers. It has been developed by MNWB to make it easier to track progress of welfare provision, identify gaps in services and assist the UK Government with Article 22 reporting into the ILO by the UK Government. The platform provides intelligence about ports, welfare provision and ship movements that enables multiple stakeholders to be better informed about the needs of seafarers.

The role of the NSWB is now more defined as a result of the project, which means that there is an opportunity to work even more closely with key stakeholders.





PEOPLE  
**WELFARE SERVICES  
& FACILITIES FOR  
RETIRED SEAFARERS**

ROYAL ALFRED SEAFARERS' SOCIETY  
Belvedere House Modernisation

NAUTILUS WELFARE FUND  
Funding of two caseworkers



# PROJECT REPORT

## ROYAL ALFRED SEAFARERS' SOCIETY

### BELVEDERE HOUSE MODERNISATION



»GRANT AWARDED: £65,217 »PROJECT DELIVERED IN BANSTEAD, SURREY

MNWB awarded The Royal Alfred Seafarers' Society a grant of £65,000 in 2022 towards mitigating the costs of the Society's nursing care home modernisation project, which has taken 2.5 years and £6.5m to complete.

Taking the unique opportunity presented at the start of the pandemic, and without time for a more conventional approach, the Society undertook this most rewarding building project in order to modernise its Nursing Care Home to be fit for another 25 years of service to the seafaring community.

Principally, this entailed working within an already operational care home albeit at a necessarily reduced occupancy, in order to enlarge each of the 68 resident rooms and give each an ensuite shower room and air conditioning, plus improving additional facilities and staff support areas. In order to effectively facilitate the modernisation without undue disturbance to current residents whom RASS continued to care for, and to allow gainful access for the builder, around half the Home's potential occupancy was suppressed to ensure empty rooms where needed.

#### CASE STUDY

*"I am so pleased I was able to become a resident at Belvedere after four happy years as a tenant in Weston Acres. The transition went so smoothly, my new accommodation is perfect, and the staff are ever ready to help when needed. My family is relieved of any worries they may have about my well-being and I am so content with my good luck."*

Belvedere House resident



Image: Stuart Rivers, CEO of MNWB with Commander Brian Boxall-Hunt OBE FNI, CEO of The Royal Alfred Seafarers Society, outside Belvedere House in December 2022.

# PROJECT REPORT

## NAUTILUS WELFARE FUND

### FUNDING OF TWO CASEWORKERS



»GRANT AWARDED: £75,700 »PROJECT DELIVERED IN NEWCASTLE AND CARDIFF

From January to October 2023, the caseworker services for Cardiff and Tyne and Wear assisted 224 retired and needy seafarers and their dependants.

Visiting mariners in their own homes, the caseworkers ensure they can access state welfare benefits they are entitled to, as well as health, housing and social care support. The caseworkers provide benefits information to help clients access all the benefits and public services they are entitled to including help with rehousing, accessing occupational therapy and physiotherapy services, as well as GP support. This might also include help with applying for Nautilus Welfare Fund grants and helping clients find other organisations which provide independent living support.

In addition to assisting with welfare benefits, caseworkers can also help access grants to

help with essential household items and repairs. If needed, they can even assist with completing and submitting the required application forms.

During a caseworker visit, the caseworker will also check on the general wellbeing of the retired seafarers and their dependants and advise them on any other groups or activities which could help them enjoy a happy and healthy retirement.

The caseworker service is free and they carry out visits in the privacy of the mariner's/ dependant's own home.

#### CASE STUDY

##### Caseworker, Tyne and Wear

Mr D has significant mental health issues causing him to isolate himself. Mr D had continually missed appointments with his CPN, GP and Benefit appointments. Several home visits were arranged and an application was submitted with the support of the caseworker, which was ultimately successful. Enhanced rates of PIP were awarded, resulting in an annual benefit gain of £8,158.80. PIP arrears of £1,905.21 were received and an extra Universal Credit gain of £3,608.80. UC Benefit arrears were also received totalling £832.80.

As a result of trust being gained, Mr D agreed to see his GP, allowing the caseworker to support him and be present with him. This had been a huge step for Mr D as he had never previously attended any appointments and had suffered with severe anxiety and panic attacks at the thought.

Mr D advises that knowing there is an organisation that understands the needs of ex seafarers has been life changing and feels his situation will continue to improve knowing there is someone out there to support him. It is hoped in time, he will be agreeable to more social involvement. Ongoing support is in place from the caseworker to support Mr D to achieve this goal.



Image: Gwen Rayner, the Nautilus Welfare Fund caseworker serving the Tyne and Wear area, receives the Lord Lewin Award for outstanding service to the community from the Shipwrecked Mariners' Society, in 2023.





## PEOPLE MENTAL HEALTH, HEALTH & WELLBEING

**THE FISHERMEN'S MISSION**  
Kilkeel Outreach Programme  
Newlyn Outreach Programme  
Fairwinds Mental Health Project  
Bridlington Health Project  
Shout Mental Health Project

**SEAFARERS HOSPITAL SOCIETY**  
Defibrillator Project Scheme  
Seafarer Fast Track Physiotherapy Project  
Seafarers Dental Project – Smiles at Sea  
Seafarers Dental Project – Emergency  
Dental Grant Scheme

**SAILORS' SOCIETY**  
UK Peer Support Groups for Seafarers

Image: The Fishermen's Mission

## PROJECT REPORT THE FISHERMEN'S MISSION THE KILKEEL OUTREACH PROGRAMME



»GRANT AWARDED: £54,000 »PROJECT DELIVERED IN KILKEEL, COUNTY DOWN, NORTHERN IRELAND

The Fishermen's Mission is the only UK charity specifically for fishermen and their families. Underpinned by Christian principles, the charity maintains a presence in fishing communities throughout the UK, providing financial, practical, welfare and pastoral support. With centres at key locations and through a network of staff and volunteers in over 80 ports and harbours, The Fishermen's Mission delivers a unique service to make a life-changing difference for active and retired fishermen throughout England, Scotland, Wales and Northern Ireland.

During the grant period of 1 November 2022 to 31 March 2023, The Fishermen's Mission:

- Provided help to more than 280 active and former fishermen (clients), with many more family members also benefiting as a result.
- Began offering help and support to 11 new clients.
- Interacted with clients on 618 occasions, helping with matters such as financial issues, pastoral support following a bereavement or offering a "listening ear" for those struggling with the pressures of earning a living.
- Facilitated financial support for clients, by securing six grants totalling more than £2,300. This support was key in helping to overcome the risk of eviction and homelessness for fishermen and their families.
- Secured grants for 23 retired fishermen or their widows of state retirement age who are on a low income. Typically around £800 per annum, these regular grants are a lifeline for people in later life.
- Made 42 visits to fishing harbours such as Kilkeel, Portavogie, Bangor and Ardglass, to keep abreast of current issues among local fishing communities and to offer support where needed. In doing so, the team "clocked-up" over 2,200 miles in their "MNWB cars".

### CASE STUDY

Lesley Hammond, Mission Area Officer based in Kilkeel told us about one fisherman she was able to help, thanks to the support of the Merchant Navy Welfare Board:

*"A local skipper was having severe back problems and couldn't work. He came to us for help, and after a long chat we completed a referral form to ascertain his current situation and immediate needs. It transpired that he was a single parent looking after three children, one being autistic. He just wanted to look after his children.*

*After the paperwork was completed and sent to the various sponsors for help, this family was helped amazingly by each grant. From this one interaction, the family received a computer for their home to help the children with their schoolwork and grants were given to help the family buy food, heat the house and get the children much needed items for school. A grant was also provided to help with a family holiday.*

*The skipper was amazed by the support he received while unable to fish due to his back problems. He has now had an operation on his back, and when he is ready, he will return to work on a part-time basis, until he is fully capable of working full-time again."*



# PROJECT REPORT

## THE FISHERMEN'S MISSION

### THE NEWLYN OUTREACH PROGRAMME



»GRANT AWARDED: £32,000 »PROJECT DELIVERED IN NEWLYN, CORNWALL

**During the past year, The Fishermen's Mission has concentrated on core service delivery, ensuring Port Staff have been able to focus on providing direct support to fishermen and their families in a rapidly changing economic and regulatory climate.**

During the reporting period, it was clear that the rising cost of living is having a significant impact on the everyday lives of fishermen and their families. Household incomes have been squeezed, resulting in three times more emergency grants being awarded in December and January 2023 than during the same time the previous year.

Due to the stigma historically attached to mental health – which can be seen as a “sign of weakness” - there remains a reluctance for fishermen to seek support. Thankfully, this attitude is changing, helped by the high level of respect which the fishing community holds for our Port Staff. The Fairwinds Mental Health Project based in Newlyn is playing a vital role in this regard.

Thanks to this grant funding, The Fishermen's Mission has been able to provide active and former fishermen and their families with a range of help, including:

- **Help in times of emergency:** Fishing is the most dangerous peacetime occupation, meaning that sadly, accidents and injuries occur at sea. A Port Officer is on-hand to provide a “round-the-clock” response for both the fishermen and their families, when an emergency arises.
- **Welfare support:** We know that fishing is an uncertain profession, with fish stocks, weather conditions and demand-led prices all affecting a fisherman's income. With links to many organisations, The Fishermen's Mission's knowledgeable team can help secure emergency funding for fishermen when times are hard.
- **Mental health support:** Responding to a survey, 95% of fishermen indicated they regularly suffered from stress. The

Fishermen's Mission staff are trained Mental Health First Aiders and will be the first port of call for fishermen seeking help.

- **Family support:** Fishing is a stressful job, and this impacts the family too. Long antisocial hours, days away, and unpredictable income can make family life difficult. The Fishermen's Mission can provide a range of support for the partners and families of active and former fishermen and source regular grants to support children up to the age of 19, as well as helping with those extras that school life brings e.g. school trips, uniforms.

#### During the grant period (1 November 2022 to 31 March 2023) The Fishermen's Mission:

- Provided help to more than **190** active and former fishermen (clients), with many more family members also benefiting as a result.
- Began offering help and support to **20** new clients.
- Interacted with clients on **624** occasions.
- Facilitated financial support for clients, by securing **50** grants totalling more than **£11,670**.
- Secured grants for **26** retired fishermen or their widows of state retirement age who are on a low income.
- Made **126** visits to fishing harbours such as Newlyn, Newquay, Looe, Padstow and Mevagissey, to keep abreast of current issues among local fishing communities and to offer support where needed. In doing so, the team “clocked-up” over **2,650** miles in their “MNWB cars”.

The outreach programme is varied, and no two days are quite the same for The Fishermen's Mission's port staff. It's not just active fishermen they are reaching out to and being available for, but also the community of former fishermen in the Newlyn area. This was particularly important during the colder winter months, with the increased challenges of being able to afford to have the heating switched on.



Images: The Fishermen's Mission - Newlyn Outreach Programme



# PROJECT REPORT

## THE FISHERMEN'S MISSION

### THE FAIRWINDS MENTAL HEALTH PROJECT



»GRANT AWARDED: £9,801 »PROJECT DELIVERED IN CORNWALL

The dangerous and erratic nature of the fishing industry means many of those working in it experience poor mental health. If not addressed, the situation becomes more acute, potentially leading to the individual contemplating suicide. Cornwall is an area of particular concern. Cornwall Council has reported a suicide rate higher than the average for the South West and England. On average, more than one person dies by suicide every week.

Having identified this need for mental health support for Cornwall's fishing communities, The Fairwinds Mental Health Project was launched in 2018 as part of The Fishermen's Mission SeaFit Programme.

Fairwinds provides 1:1 personal support and signposting for individuals, according to their personal need.

During the three months ended 31 March 2023, the project exceeded the anticipated number of beneficiaries and delivered the following outcomes:

- 13 fishermen engaged with Fairwinds during outreach work at Hayle, St Ives and Newquay
- 12 referrals for mental health support were made to Fairwinds
- 43 counselling sessions were provided
- Three multi-agency meetings / training sessions were attended by the programme's Mental Health Practitioner, promoting her work among the fishing community
- Requests from other bodies e.g. social prescriber, for information about services provided by the programme's Mental Health Practitioner to fishermen.

Whilst the nature of this service means all activities are confidential between Fairwinds and the individual, the project will have the following impact on the lives of fishermen and their families:

- Less financial hardship and reduced deprivation – better mental health is likely to translate into sustained and uninterrupted hours at sea, resulting in improved income
- Improved home life for the whole family, through better mental health and greater financial stability
- Kickstarting a culture change among this predominantly male workforce, by encouraging them to recognise poor mental health and take action to address the issues
- Greater mental health self-management skills, leading to higher levels of independence and greater feelings of empowerment and wellbeing.



Image: The Fishermen's Mission

#### CASE STUDY

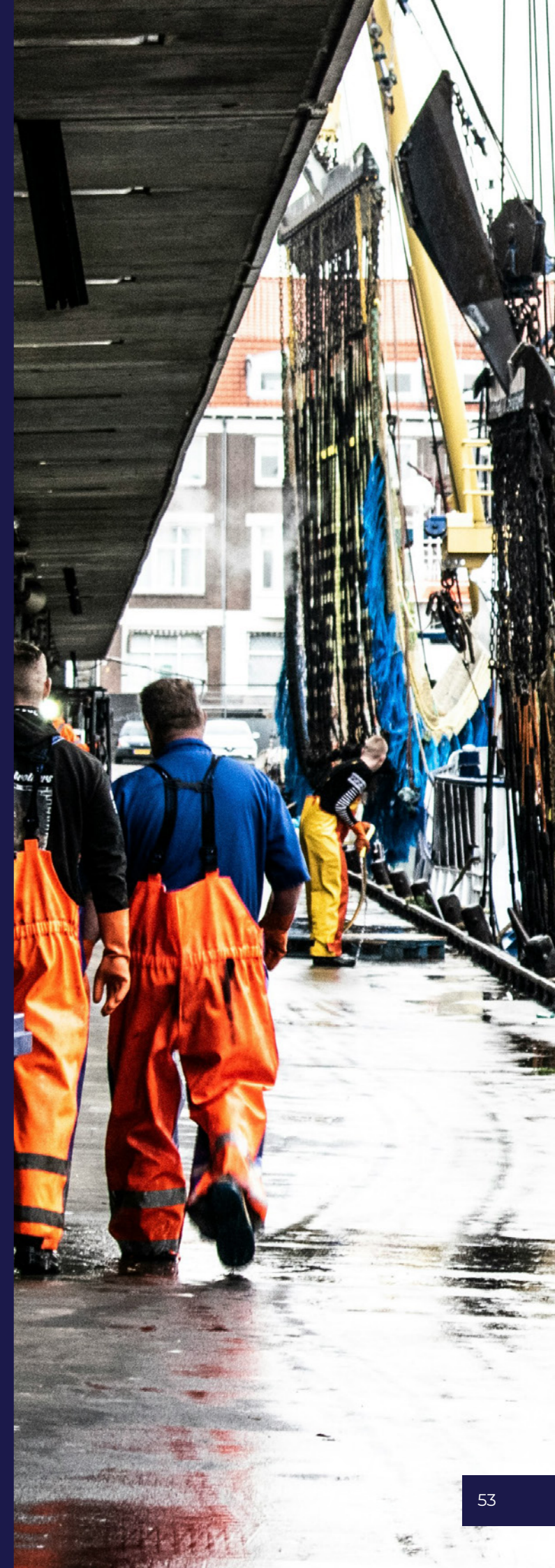
One such person supported by The Fairwinds Mental Health Project is a successful skipper, that Mission Area Officer Mike Dale had spoken to many times over the course of his time in Newlyn. He and Mike had chatted about the fishing, his boat, sports and the fact that he was away from home working. He had always been positive and they sat chatting over cups of tea in the wheelhouse, while he explained some of the challenges the fishing presented.

Mike takes up the story: *"Late one afternoon the fisherman gave me a call, it was unusual to hear from him on the phone. He proceeded to tell me that he felt like he was having a nervous breakdown and was feeling suicidal."*

*"I talked through this on the phone with him, making sure he was in a safe place and had not already taken any steps to end his own life. We made a plan for the evening and booked an appointment for him to come to the office the next morning. He had all of the numbers for organisations that we would signpost to when clients are struggling with poor mental health and those that could support him through a point of crisis such as Samaritans, our new mobile phone text-based SHOUT and the local mental health crisis team phone number."*

*"First thing the next morning he attended the office, and we talked through everything that was going on for him, the pressures and stresses that he was facing that had led him to this point. We supported him locally with a referral through our Fairwinds counsellor and making sure he was aware of the local help. We supported him to make a safety plan of who he would call in moments of crisis and made sure we organised touching base daily for a while through him coming to the office, me visiting the boat, or WhatsApp messenger."*

*"I am pleased to say that, although he is no longer local, he is still fishing, skippering a boat closer to home and nearer to his family and support network. His mental health is better, and he is accessing ongoing support to ensure he maintains his wellbeing."*





# PROJECT REPORT

## THE FISHERMEN'S MISSION

### THE BRIDLINGTON HEALTH PROJECT



»GRANT AWARDED: £15,144 »PROJECT DELIVERED IN BRIDLINGTON, HOLDERNESS COAST

**Accidents and injuries at sea are commonplace, but due to the need to “earn a living” fishermen will often continue to work through the “pain barrier.”**

This approach can exacerbate damage caused by their injury, which may contribute to poorer health outcomes in later life. Alongside this, the long hours spent at sea will often lead to an unhealthy diet which in time can lead to potentially long-term health conditions including diabetes and high blood pressure, increasing the risk of heart attack and stroke.

Lifestyle choices can have a major bearing on the overall health of fishermen, with smoking a particular cause for concern due to the well-documented links to serious health issues. The irregular working pattern of fishermen means it is difficult for them to plan – and keep – appointments for routine medical check-ups, meaning issues are unlikely to be detected at an early stage. It may not be until an emergency arises, that a major health issue is discovered.

Acutely aware of the need to “reach out” to fishermen to promote a more healthy lifestyle, provide health checks and advice, and encourage improved self-management of their health, there was a clear need to take services to the quayside to fit around their working pattern and improve accessibility to services. Against this background, the Bridlington Health Project was launched in 2018 as an integral part of the charity’s SeaFit initiative.

The project is delivered in partnership with the Seafarers Hospital Society (SHS), Humberside Teaching NHS Foundation Trust (HTFT) and the Yorkshire Wildlife Trust (YWT). Although initially centred on Bridlington due to the high levels of deprivation seen in some parts of the town (compared to East Riding as a whole), the project incorporates Flamborough, Bridlington, Hornsea and Withernsea with

one day per month in Scarborough. Services have also been extended to Hartlepool, due to the issues being experienced by fishermen following the crustacean die-off along that part of the northeast coastline.

Designed to fit around a fisherman’s lifestyle, the service is delivered for two days per week directly from the quayside via a mobile unit or via local community facilities. The Health Trainer provides advice and support to fishermen on a 1:1 basis, across a wide spectrum of health and lifestyle topics, for example: weight management; healthy eating; smoking reduction / cessation; blood pressure monitoring; cholesterol; diabetes screening; physiotherapy; dental care; mental health. Fishermen are able to pre-book appointments lasting one hour, with up to eight sessions available to each person.

Thanks to this grant funding, during 2023, the following activity has been reported:

- **449 engagements between fishermen and the Health Trainer**
- **130 health checks provided**
- **270 conversations and provision of advice to support self-management of health**
- **47 referrals to other health services / agencies e.g. physiotherapist, dentist, GP.**



Images: The Fishermen’s Mission - Top - Health providers at Whitby, Middle - Scarborough health event, DFT IMPACT REPORT 2022-2023 Bottom - Whitby fishermen waiting for medicals



# PROJECT REPORT

## THE FISHERMEN'S MISSION

### THE SHOUT MENTAL HEALTH PROJECT



»GRANT AWARDED: £14,607 »PROJECT DELIVERED UK WIDE

The 2018 Fishing for a Future report published by Seafarers UK (now The Seafarers' Charity) highlighted evidence of mental health issues and depression experienced by fishermen, with over 95 per cent of respondents indicating they regularly suffered from stress. Research by Ipsos in 2022 confirmed mental health issues were poorly understood among seafarers, and indeed the maritime industry more widely, with suicide a serious issue.

When tragedy strikes, those losing colleagues, friends and family often experience Post Traumatic Stress Disorder (PTSD). Losing a loved one at sea – especially for their body never to be recovered – can have a profound effect on both the immediate family and entire communities.

The Fishermen's Mission Port Officers are all trained Mental Health First Aiders, but recognise that due to personal pride and the stigma which is often associated with mental health, fishermen need an alternative way of accessing mental health support. A service also needs to "fit-around" their erratic working pattern.

This led to the decision to launch a text-based service available via mobile telephones, to allow fishermen to discreetly seek help from anywhere and at any time of the day or night.

The SHOUT Mental Health Project was officially launched on 5 December 2022 for 12 months.

SHOUT is provided by a charity, Mental Health Innovations, which was founded in November 2017, with the support of the Royal Foundation of The Prince and Princess of Wales.

Shout is the UK's first and only confidential, 24/7 text messaging support service for anyone who is struggling to cope. Fishermen can access the service by texting FISH to 85258 from their mobile phone. It's totally free and, as you'd expect, completely confidential.

### THE IMPACT OF YOUR SUPPORT

The project will have the following impact on the lives of fishermen and their families:

- **Reduced risk of suicide among fishing communities, by offering a free, 24/7 service, that can be accessed wherever the person is located and whenever they need to reach out for help.**
- **Less financial hardship and reduced deprivation because improved mental health is likely to translate into sustained and uninterrupted hours at sea, resulting in improved income.**
- **Improved home life for the whole family, due to the individual having the opportunity to share their emotions with a trained counsellor, leading to finding ways of coping with, and reducing, stress and anxiety.**
- **Kickstarting a culture change among this predominantly male workforce, by encouraging them to recognise poor mental health and take action to address the issues.**
- **Greater mental health self-management skills, leading to higher levels of independence and greater feelings of empowerment and wellbeing.**

Currently, The Fishermen's Mission is providing active support to around 200 clients experiencing poor mental health. However, informal discussions at the quayside reveal that many more fishermen are living with stress and anxiety on a daily basis. For this reason, the charity has committed to renewing its contract with Mental Health Innovations to provide the SHOUT service for a further 12 months.



Image: The Fishermen's Mission collect the Innovation of the Year Award for the SHOUT project at the Fishing News Awards in May 2023. L-R: Chief Executive Capt Marc Evans RN, Seafit Programme Manager Carol Elliott, Superintendent Miriam Kemp and Chair Michael Vlasto OBE



# PROJECT REPORT

## SEAFARERS HOSPITAL SOCIETY

### DEFIBRILLATOR PROJECT SCHEME



»GRANT AWARDED: £56,000 »PROJECT DELIVERED UK WIDE

According to the WHO, heart disease is one of the greatest killers globally. In the UK 460 people die every day from heart or circulatory problems, and Merchant Navy seafarers and fishermen are among those numbers. Many deaths remain preventable, and SHS's goal is to minimise loss of life by providing life-saving equipment.

In this project Seafarers Hospital Society (SHS) has placed Defibrillators (AED) in 20 seafarers' centres/ports across the UK. The project is about saving lives and aimed at preventing heart-related fatalities in seafarers, having identified a growing prevalence of heart disease in coastal communities. The project builds on the success of a pilot project conducted by SHS and the NHS in 2021.

Treatment with a life-saving shock from an AED is a key factor in increasing a person's chance of survival. They are compact, portable and require little maintenance and can be used effectively without training.

An important and vital part of this project is the training element. Defibrillator training, also known as Automated External Defibrillator 'AED training', provides users with the skills and knowledge to operate a defibrillator effectively. Alongside the provision of AEDs and training, SHS has been

conducting a campaign on Heart Health which includes a press release, webinar, short video and promotional material for social media use. The webinar can be found here <https://vimeo.com/836145051>

To ensure project sustainability and success SHS has set up MoUs with each centre, to make sure that training is conducted once the device has been installed. SHS also makes certain that regular maintenance and status checks are carried out on the devices so that the device is rescue ready. New batteries and pads are supplied every year for five years by the Community Heartbeat Trust.

*"A fisherman died a year ago because we didn't have access to a defibrillator and it had a profound effect on our staff and the other people using the port. Now we have a defib and feel more prepared to respond in an emergency".*



Images: Pictures of the installed devices at Groveport Seafarers' Centre and QVSR

# PROJECT REPORT

## SEAFARERS HOSPITAL SOCIETY

### SEAFARER FAST TRACK PHYSIOTHERAPY PROJECT



»GRANT AWARDED: £147,100 »PROJECT DELIVERED IN GLASGOW, HULL, HUMBER AND TYNESIDE

Seafarers Hospital Society (SHS) has extended the Physiotherapy Network geographically UK wide with 19 new clinics and 90 physiotherapists, offering working seafarers and fishermen free, fast-track access to treatment to keep them working at sea. SHS has since helped 165 seafarers across the country with a total of 660 sessions of treatment throughout from the start of the project.

#### KEY ACHIEVEMENTS

1. SHS continued to provide much-needed physiotherapy sessions in order to keep seafarers fit to work at sea.
2. Physiotherapy Network expanded beyond expectations in size and extended to the areas in which the service is offered nationally and to help more seafarers access physiotherapy.
3. Five videos were produced featuring preventative exercises to reduce seafarers' injuries. These are accessible online and were introduced with social media campaigns throughout the year promoting increased musculoskeletal health in seafarers.

During visits the physiotherapists were able to support with musculoskeletal issues on site with immediate Occupational Health advice.

The project is ongoing and will continue into 2024.



Physiotherapists visited ports to promote the service and other stakeholders such as the GPs, Port Seafarer welfare providers and Port Welfare Committees to ensure awareness and promotion of the service. SHS provided a welcome pack to each new clinic that included introduction letter templates to be used as a first contact.

#### CASE STUDIES:

Ally, who works for Calmac presented to Ruth Sunderland, a member of the SHS Physiotherapy Network in Fort William, after being signed off work with a serious calf strain. Ruth identified some residual inflammation, calf shortening and calf weakness alongside an altered gait, and worked with Ally over a few months to aid his recovery and get him safely back to work.

Ally is very grateful for the Seafarers Hospital Society for fully funding his physiotherapy sessions.

Additionally, a fishermen recently posted this message, "One year ago a hip fishing injury forced me to give up running but thanks to physio sessions provided at the Harbourside Clinic I was able to start running (slowly) again and finished running a 11 mile trail - Thank you all!"





# PROJECT REPORT

## SEAFARERS HOSPITAL SOCIETY

### SEAFARERS DENTAL PROJECT – SMILES AT SEA



»GRANT AWARDED: £50,350.70 »PROJECT DELIVERED IN POOLE, NEWHAVEN, TROON, TILBURY, PORTSMOUTH, GRIMSBY, LIVERPOOL, SHOREHAM

The shortage of NHS dental appointments has impacted people on low incomes hardest, meaning they are less likely to have dental treatment than those on higher incomes which essentially is driving health inequalities higher. There are continued regular requests from seafarers and fishers and their families as to how to find and access dental treatment.

The long waiting lists are especially difficult for seafarers as they may not be able to make an appointment due to being at sea and many cannot afford the immediate costs of private treatment.

Dental health is just as important as physical and mental health but when seafarers are out at sea it is often not a priority. If they can't get to see a dentist, or they neglect their teeth it can lead to significant problems later on. This is why the Seafarers Hospital Society has partnered with The Fishermen's Mission and community dental provider Dentaid and Smile Together, to take dental health services into the seafaring community through the SeaFit Programme.

Free dental checks are provided and immediate treatment for fishers and their families at a variety of harbourside locations as part of SeaFit health events, using state of the art mobile dental units to provide high quality dental care where it's needed. Seafarers Hospital Society, through the SeaFit Programme, has successfully engaged with over 4,500 people living and working in fishing communities by taking health services to ports and quaysides.

Seafarers Hospital Society also received funding for an Emergency Dental Grant Scheme to provide Emergency Dental grants to seafarers to access urgent dental treatment which they cannot access on the NHS.

#### KEY ACHIEVEMENTS

- All targets were achieved and 300 seafarers' oral health and hygiene were provided through:
  - Full dental examinations, oral cancer screening, treatment to relieve any immediate dental problems including

Simple tooth extraction, Simple permanent fillings, Simple scale and polish.

- 600 Home Education Packs were given out to all seafarers, fishers and their families who attended the events.
- Services were extended to merchant seafarers and visits to ports and seafarers' centres to provide urgent and immediate dental care for seafarers from a mobile dental to great success.

Seafarers Hospital Society engaged in an excellent oral health campaign to encourage sustainability of good oral health care.

#### THE PROJECT HAD 2 ELEMENTS:

##### ELEMENT 1

Working in partnership with the Dentaid Charity to provide Dental health events in 2023 in:

- 11 May – Poole
- 18 May – Newhaven
- 16 June – Troon
- 16 June - Tilbury
- 5 July – Portsmouth
- 14 September – Grimsby
- 10-11 October – Liverpool Seafarers' centre
- 17 November – Shoreham

Eight dental tours, in ports listed above which included Liverpool, Portsmouth, Tilbury and Shoreham with treatment (specifically for Merchant Navy seafarers) including:

- Dental examinations
- Oral cancer screening

- Oral health education
- Treatment of any immediate dental problems including:
  - Simple tooth extraction
  - Fillings
- Provided home education packs with information on diet, oral health, tooth brushing timer, toothbrushes and toothpaste.

##### ELEMENT 2

MDU Tour of Harbourside locations in Cornwall and Devon  
Smile Together Smiles At Sea Tour  
September-December 2023

In partnership with Smiles Together, Seafarers Hospital Society undertook a 4 month tour of 8 prime harbourside locations:

- 14-15 September - Newlyn
- 29 September - Mevagissey
- 12 October - Padstow
- 19-20 October - Brixham
- 9 November - Hayle
- 23 November - Newquay
- 7 December - Looe
- 14 December - Plymouth

This provided check-ups, oral cancer screening, oral health advice and guidance, and immediate urgent care (extractions and fillings).

**18%** of patients seen haven't visited a dentist for 5 years or more, 8% for more than 10 years.

**97%** of patients seen would come back and see us again next year.

**97%** of patients have rated our harbourside service as 3 out of 3 stars.



Image: MNWB attend a SeaFit dental event with Seafarers Hospital Society and The Fishermen's Mission at Poole Harbour in May 2023



# PROJECT REPORT SEAFARERS HOSPITAL SOCIETY EMERGENCY DENTAL GRANT SCHEME



»GRANT AWARDED: £30,000 »PROJECT DELIVERED UK WIDE

Throughout 2023, SHS provided emergency dental grants to 20 working seafarers and fishers to help them secure urgent dental care that they could not access via the NHS.

A successful marketing campaign was also undertaken to encourage sustainability of good oral health care. In total, SHS have funded a total of £30,126.90 worth of dental treatment, helping 20 seafarers with much needed treatment.

A fisherman said, "I had my second appointment yesterday, teeth now out and plate in. I have another appointment in 2 weeks to reseat plate and then all done! So back at sea and grafting in Brixham. This treatment has made such a difference to my life, I'm pain free and my mental health is improving each day! Thank you!"

A Merchant Navy seafarer suffered a fall which led to loss of her top front teeth. She was unable to access urgent treatment on the NHS and applied to SHS for an emergency dental grant. The dentist was able to remove the roots of the broken teeth and a dental plate was made to replace the missing teeth. She said "I can't tell you how much I appreciate this; I thought I would never be able to get the treatment and would have to live without my front teeth. This grant has transformed my life. A Thousand Thank Yous!"

**ORAL HEALTH IS IMPORTANT!**

That's why we have partnered with Dentaid, a charity which uses state-of-the-art mobile dental units to deliver high-quality care at the quayside.

Emergency Dental Grants are also available for working seafarers in need of urgent treatment which they cannot access on the NHS.

For more information contact [admin@seahospital.org.uk](mailto:admin@seahospital.org.uk).

Seafarers Hospital Society | Dentaid The Dental Charity

**QUAYSIDE DENTAL SERVICES**

Dentaid's mobile dental units are able to offer a range of treatments, including dental examinations, oral cancer screening and oral health education.

They can also provide treatment for immediate dental problems including simple tooth extraction, fillings, hand scale and polish, or referrals through NHS or private routes if more complex oral surgery is required.

Seafarers Hospital Society | Dentaid The Dental Charity

# PROJECT REPORT SAILORS' SOCIETY UK PEER SUPPORT GROUPS FOR SEAFARERS



»GRANT AWARDED: £10,000 »PROJECT DELIVERED UK WIDE

Peer Support Groups are safe spaces where members can swap stories, ask for assistance or advice, and chat about their day-to-day lives and experiences.

Through regular contact the aim is to build relationships, provide a social support network, and promote access to welfare services. Groups are WhatsApp or Telegram based, consisting of no more than 20 participants and two trained Sailors' Society moderators. Members are asked to comply with a set of group rules, including confidentiality. The moderators monitor the groups, post wellness-related subject matter and help stimulate conversation. They also provide help and can refer anyone in need of further support to Sailors' Society's Crisis Response Network or other Sailors' Society services.

*These lead the way in our plans to make female-only peer-to-peer support available worldwide, alongside a dedicated helpline for female seafarers, supporting this group and encouraging the next generation into the industry. We are creating safe spaces where women, like their male counterparts, can talk, ask for advice and share from their own experiences. These are places to turn for support when needed."*

Sara Baade, CEO, Sailors' Society

Sailors' Society recognises the particular needs of cadets and female seafarers and having bespoke Peer Support Groups is a way to help address their specific challenges.

*"This year we launched our all-female peer-to-peer support groups.*

*It's often helpful to talk to other people who have lots in common with you - that's why we originally set up these WhatsApp groups. And so far they have proved hugely popular with male seafarers globally who are now in touch with other crews around the world, sharing joys and challenges and getting advice and thoughts from others in the same position.*

*Historically, there has been pressure for women to put up with certain inappropriate behaviours and demands, and to become 'one of the guys' to fit in. Women have been reluctant to speak up about these things for fear of losing respect, or even their jobs. We knew this meant they would be more comfortable having a dedicated space to themselves and, thanks to Merchant Navy Welfare Board funding, we have been able to set up the first UK female-only peer-to-peer support groups.*

Please can you help us support seafarers through a Christmas without their loved ones?

[sailors-society.org/give](https://sailors-society.org/give)

**We've created a safe space just for you.**

Female-only Peer-to-Peer Support Groups  
[sailors-society.org/p2p](https://sailors-society.org/p2p)

*"Cadets are future seafarers and future leaders in the industry, so providing support and helping retain them has a long-term positive impact for the entire maritime industry. Women in maritime are at risk of leaving the industry, so having a support network for them also has a long-term positive impact."*

**Beth Courtier, Head of Development, Sailors' Society**



# MEDIA COVERAGE

## DfT FUNDED PROJECTS 2022/23

SOURCE: SIGNAL AI MEDIA BULLETINS 2022/23

### MARINE SOCIETY & SEA CADETS

#### MEP Programme

Southampton Daily Echo



### MARITIME UK

#### Roadshows for Girls

Safety4Sea  
World Ports  
BBC Radio Solent  
The Seafarer Times  
Nautilus International  
'On the Wight' Isle of Wight News  
UK Daily News



### WOMEN IN TRANSPORT

#### Transport Equity Index

All About Shipping  
Sea News  
Safety4Sea  
Forwarder Magazine  
www.sailor.news  
Maritime Business World  
World Ports  
Xinde Marine News  
World Ports.org  
Cyprus Shipping News  
Nautilus Telegraph  
Hellenic Shipping News Worldwide  
Marine Insight  
Southampton Daily Echo  
Highways Magazine  
My Logistics Magazine  
Ship Management International

### MNWB

#### UK Port Welfare MiFi Partnership Project

Safety4Sea  
Nautilus International  
Sailor  
All About Shipping  
Southampton Daily Echo



### QVSR

#### Humber Seafarers' Centre Refurb

Ship Management International  
ITV News  
Nautilus International



### THE FISHERMEN'S MISSION

#### Shout Mental Health Project

BBC Radio Solent  
Greatest Hits Radio  
Fish Focus  
Fishing Daily  
All About Shipping  
Marine Industry News



### CORNISH FISH PRODUCERS ORGANISATION

#### From Deckhand to the Wheelhouse - Supporting Careers in Fishing

Cornish Guardian  
BBC News (website)  
West Briton  
Heart Hampshire  
BBC Radio Cornwall  
BBC News Cornwall  
BBC Radio 6 Music



### SEAFARERS HOSPITAL SOCIETY

#### Defibrillator Scheme Project

Safety4Sea  
The Fishing Daily  
www.sailor.news  
Hellenic Shipping News  
Southampton Daily Echo  
New Forest Post  
Yahoo News  
Fish Focus  
Ship Management International  
MarineInsight  
Maritime-Network.com  
Nautilus International  
That's TV  
Dispatchist



### STELLA MARIS

#### Modern Slavery Workshops

International Shipping News  
Dispatchist  
WorldPorts.org  
Marine Insight  
The Maritime Executive  
InfoMarine.net  
The Seafarer Times  
Cyprus Shipping News  
Mfame  
The Tablet  
Dispatchist  
Nautilus International  
Southampton Daily Echo  
All About Shipping  
Independent Catholic News  
Hellenic Shipping News  
BNN News  
The Maritime Executive



### SEAFARERS HOSPITAL SOCIETY

#### Smiles at Sea

The Fishing Daily  
The Probe  
British Dental Nurses' Journal  
Dental Review News  
The Dentist  
Dental-Nursing.co.uk  
Growth Hub  
British Dental Journal



### SAILORS' SOCIETY

#### UK Wellness at Sea Resources

Nautilus Telegraph





## THANK YOU

Thank you to all of the funded charities and organisations who have contributed to this report by completing our grant evaluation survey and submitting written reports and photos. These charities and organisations continue to make a big impact in support of seafarers' welfare.



Thank you also to the Department for Transport for their generous funding and support throughout the funding period.

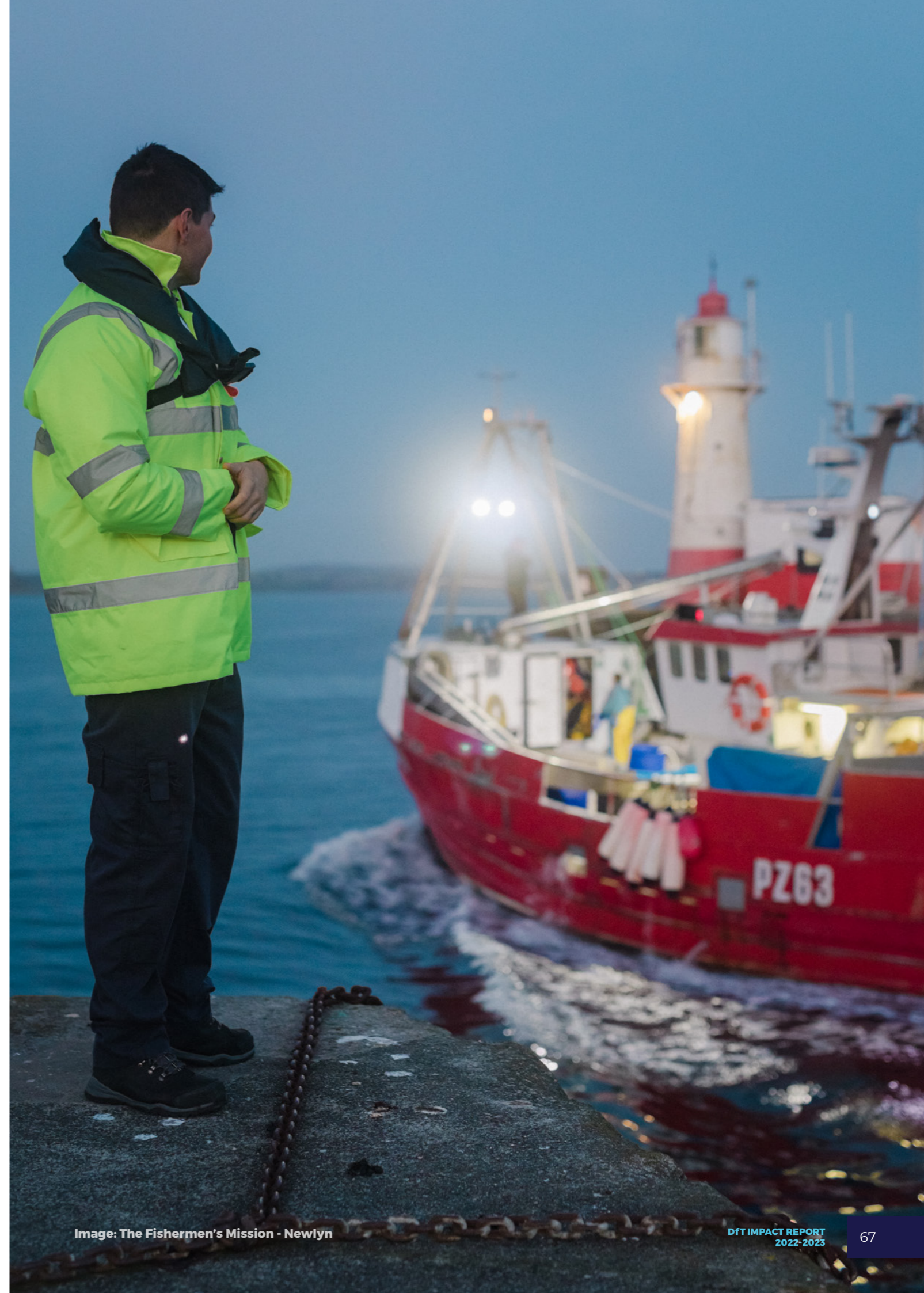


Image: The Fishermen's Mission - Newlyn





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