

Employee Benefits

What it's like to work at Seamab — the practical detail, alongside the things that matter to us.

Working week

For Teachers we mirror SNCT conditions — 35 hour working week, over 40 weeks per year.

Holidays

The holiday year for Teachers is in line with the academic year, September to August, there are 40 days annual leave per year, which includes public holidays. Pro rata for part-time working patterns.

Induction

New employees are provided an induction plan, to support them joining our teams. We work over three locations, the Seamab School and Seamab Care Campus and our Home at Linlithgow.

Probationary Period

New employees are employed on a probationary period of five months.

Sick Pay

Teacher's Occupational Sick Pay mirrors SNCT conditions as follows:

SERVICE AT COMMENCEMENT OF ABSENCE FROM DUTY	FULL SALARY FOR A PERIOD OF	HALF SALARY FOR A PERIOD OF
Less than 18 weeks	SSP only	SSP only
18 weeks but less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

Healthshield

Seamab provides employees with a Level 1 health cash plan. This includes access to mywellness online tools and information, 24/7 counselling and support helpline, face to face counselling, mindfulness app and online health assessments.

Pension

Teachers are eligible to join the Scottish Public Pensions Agency scheme. Membership starts after 3-months service.

Ongoing Learning

Employees have access to the Charity Learning Consortium and additional opportunities are provided, related to development needs.

Salaries

Salaries are paid by bank transfer on the 28th of each month.

Our Mission

Seamab is a place where possibilities open up. A place where children can feel proud of who they are, and excited about who they might become. Here, every voice matters, and every individual is supported to live and learn in the way that works best for them. At Seamab, each day is filled with challenge and adventure — with opportunities to take risk safely, try new things, and create happy memories. Met with unconditional love, the children begin to build strong relationships, to trust and be trusted, to feel safe, and to have fun.

As they discover their interests and strengths, the young people take on responsibilities, grow in confidence, and learn to believe in themselves — to stand a little taller. Surrounded by rolling hills, fresh air, opportunities and belief, Seamab is the perfect place for resilience to take root, and ambition to stretch upwards. It's also a pretty great place to build a den.

Our Values

Nurturing

We all work with acceptance, love and care — supporting the children and each other to create a warm, nourishing place to live and learn.

Ambitious

We believe in the children, and each other, and take pride in constantly raising expectations, pushing ambitions, and striving to do things better.

Playful

We approach each day with lightness, openness and a sense of fun — using our creativity to make sure the children enjoy their days, make happy memories and build confidence.

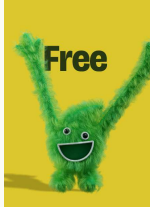
Courageous

Unconditional love and a tenacious spirit run through everything we do — we know how hard things can be at times, but we will never give up.



The Sea Changers

For privacy reasons we can't show the children's or young people's faces in promotional material to tell their specific stories which in turn made it difficult to engage with the outside world. The Sea Changers are a set of characters who give Seamab an endearing voice to tell their story.



Free has lived at Seamab since forever

He loves climbing trees, running around and he's the most confident lad you could ever meet. Some of the kids are afraid of Free at first. They think Free could get them hurt again. They think they don't deserve to know him. Every child deserves to know Free and with your help we can make them great friends.



Calm is an influential figure at Seamab

Sometimes it seems like Calm is never around, but when the children need him he's always there for them. A lot of our kids had never met Calm until they came to Seamab — now they're roommates, classmates and playmates. Calm can help our children to settle down and focus on a brighter future. You can help too.



Brave keeps a wonderful eye over Seamab

He always stands up for himself and everyone else and he loves to try new things. He really believes in himself and that's something that rubs off on the kids. Of course, they're scared of him at first — they don't know you were even allowed to be so confident. Brave helps our kids to do anything they dream of. Help us to make their dreams a reality.



Hug's always around at Seamab

He really cares and he just loves to help make the children smile. Some of the kids love Hug from day one and can barely let go of him. Others are a bit shy if they've never met anyone so caring before so we give them time to learn to trust him and learn to smile. Hug can help our kids through some really tough times and so can you.



Joy has always lived at Seamab

When some kids arrive here, they can't seem to find her. They've never met her before, and they don't really know what she looks like. When they are introduced to her, they can be hostile at first — she is a stranger after all. Given enough time, care and attention, every one of our kids can get to know Joy. Help us to make that happen.



Hope is never lost at Seamab

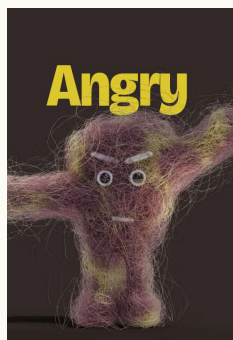
She's lived here for a long time, and she knows the place like the back of her hand. She picks the kids up when they fall and she's always showing them how good tomorrow could be. When the world seems really dark, Hope gives the kids a loan of her torch. Without Hope our kids wouldn't stand a chance. Help us to keep her around.



Safe lives happily at Seamab

She's warm and friendly and a great listener. She tucks the kids in at night and stays by their sides when they're afraid. Some kids like to hold Safe's hand, some like to hide behind her, and some are just so happy to know she's there for them. Safe should be there for every child. Help us make sure she is.

...and the Unwelcome Visitors



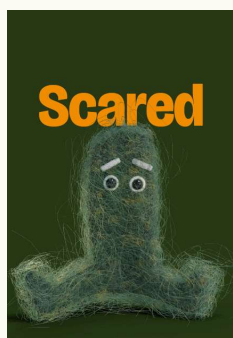
Angry sometimes barges into Seamab

He can be unpredictable and mean. When he gets out of hand, he makes a real mess and he makes people upset. It's okay if Angry comes to visit now and again — we help our kids learn to understand him and how to calm him down. You can help too.



Sad sometimes visits Seamab

Sometimes the new children carry him on their backs. Sometimes he sneaks in when nobody's looking. We don't ignore Sad, but we do help the kids to say goodbye to him. Sometimes it is hard to say goodbye.



Scared visits Seamab from time to time

She's usually alone and some of the kids don't even notice her. We find her hiding in the corners of rooms, curled up under tables, lying silently under the bed. Sometimes it's good to listen to what she has to say, but sometimes she just wants to make trouble, especially when she gets together with Angry and Sad. Help us to stop them causing trouble.

Children and staff developed Sea Changers with StudioLR.