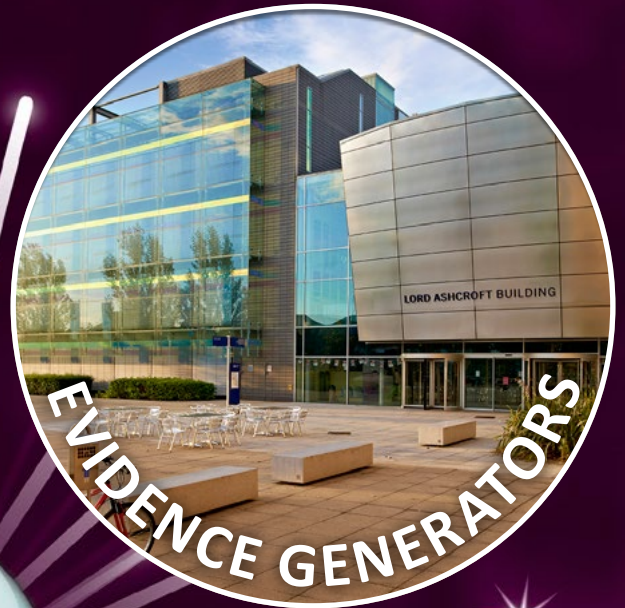




POLICY MAKERS



EVIDENCE GENERATORS



FiMT
forces in mind trust
SUCCESSFUL SUSTAINABLE TRANSITION



SERVICE DELIVERERS



EX-SERVICE PERSONNEL

Forces in Mind Trust
2014
IMPACT REPORT



PATRON – Admiral of the Fleet the Lord Boyce KG GCB OBE DL

The intensity of operations to which our Armed Forces have been committed over the last decade may have reduced, but the need to support those facing difficulties in their transition into civilian life has continued. The welcome focus brought by Lord Ashcroft's review, and the increasing role of Forces in Mind Trust, have together demonstrated that better informing policy makers leads to better policies. I commend the Trust's work to all.



CHAIRMAN – Air Vice-Marshal A J Stables CBE

This has been a period of exciting growth and development as both work and purpose of the Trust become more widely known and the results of our early research programmes are published. Since our formation in 2011, we have awarded £4.4 million in grants and commissions of which around £2 million was committed in 2014. While our programme of grants has so far had a measurably positive impact, I am mindful of the need for the Trust to engage in significant and sustainable projects that make a difference. Transition is generally held to be successful for most people; we must strive to ensure that it is successful and sustainable for all.

ABOUT FORCES IN MIND TRUST

This impact report marks the third year of Forces in Mind Trust, an independent UK-wide Trust which was founded on an endowment of £35 million by the Big Lottery Fund in 2011. The aim of the Trust is to provide an evidence base that will influence and underpin policy making and service delivery in order to enable ex-Service personnel and their families to lead successful civilian lives. Each year approximately 20,000 people leave the UK Armed Forces and, for the vast majority, they transition successfully into the civilian world, their lives having been enormously enriched by their time in service. However, some need additional support, and it is these most vulnerable people that Forces in Mind Trust exists to help.

Through a programme of generating evidence, changing through delivery and building for change, Forces in Mind Trust makes a positive and transformational contribution to the work of those involved in supporting the Armed Forces community.

MORE WORDS FROM THE CHIEF EXEC

More money awarded in grants than last year, and a lot more applications. More projects underway, more staff employed, more evidence published. More sector briefings, more really important people visited, more media coverage. But to what purpose?

We want to make change, and that change has ultimately to be for the benefit of ex-Service personnel and their families. The long list of 'mores' is actually no more than a list of inputs, impressive sounding but utterly meaningless. More modest are our claims to have had an impact, described over the next half a dozen pages.

These stories though mask the true picture – which is one of building our own capacity to effect change, and to do so in a proactive, targeted, intelligent manner. It is inescapable that any impact report highlights obvious success stories, and you will find plenty here too. The ground-breaking approach we took to understanding families; our innovative social investment strand; our influence on policies; and our contribution to a research hub. These are achievements to be proud of, and we are.

Look beyond these early pages and you will read about our future direction. Of the sector, and working with the sector; but also independent, evidence driven and determined to use our funds to deliver positive change. Our role informing and perhaps catalysing members of the Confederation of Service Charities (Cobseo), and influencing policy makers across the UK, is one we feel increasingly confident of playing, and we are grateful to all those who have heard our evidence and reacted to it. For those doubters, we aim to prove our credibility through our words and our actions.

Three years down the road, and 'successful sustainable transition' has become our key determinant of successful civilian life after service. Working together, we can turn it into a reality for everyone.

Ray Lock
Chief Executive



Cobseo 20th Anniversary, HRH Prince of Wales, Board Director (and Chairman of Cobseo) Sir Andrew Ridgway, Ray Lock

OUR STORY SO FAR...

Linking the activities we fund with the impact we achieve is a challenge, in part because of the time lag between awarding funds and seeing positive change as a result. Not being a service deliverer, we cannot easily demonstrate a single year's impact without taking account of previous years' work, made more difficult because of our short life so far. So before we even begin the story of 2014, it is worth reflecting on our whole time as an active Trust. Since 2012, we have:

- Established our credibility and hence our influence, and have demonstrated by our actions real innovation and collaboration; our seminal Transition Mapping Study was the subject of a House of Lords debate, and is widely cited, such as in Lord Ashcroft's Transition Review.
- Supported 104 people on a mentoring trial and helped SSAFA secure a large LIBOR grant to expand the programme.
- Used our Futures 4 Forces study to help Deloitte (who we also funded) influence Business in the Community, under the patronage of The Royal Foundation, to improve employment opportunities for all Service leavers.
- Directly persuaded the MOD to include Early Service Leaver resettlement provision in the recently renewed core Career Transition Partnership contract. The Future Horizons Programme that produced the necessary evidence also provided 1249 Service leavers with additional resettlement support.
- Assisted 147 ex-Service personnel (the majority being wounded, injured or sick) through challenge activities, by funding The Royal Foundation's Endeavour programme.
- Enabled the development of Big White Wall's iOS application, which was used by 2585 individuals in only its first year.
- Invested nearly £4½ million in change activities in just 3 years.

We have 25 projects currently underway that will influence and underpin policy making and service delivery across the full constituent parts of successful civilian life. Our governance is robust but adaptable and we have a dedicated Board and Executive Team with a growing reputation for independent and credible work.

FiMT

IMPACT: HOW WE INFLUENCE POLICY

Stoll/Riverside

We awarded a grant to Stoll and Riverside in 2013 to fund research (carried out by the University of York) into housing issues affecting single veterans, and into homelessness. The first report – 'Meeting the Housing and Support Needs of Single Veterans in Great Britain' – was published in November 2014 and provided thorough and robust evidence for all those involved with veterans' housing. The report, available to download from our website, was the subject of a Parliamentary discussion attended by four Ministers in December. A second study, which compares outcomes from generic and bespoke housing support services for veterans, is due to be published in 2016.



Stoll and Riverside Parliamentary discussion (Photo copyright Andrew Wiard)

The Royal British Legion

We also awarded a grant to The Royal British Legion (TRBL) to co-fund the latest version of their Household Survey. This enabled an expanded number of people to be included in the survey and so provided a much more robust report than previously. Entitled 'A UK Household Survey of the ex-Service community', it was launched in November 2014 and is available to download from our website. The report covers the profile and needs of the ex-Service community in the UK and will provide a valuable resource for any organization working to support this community. It has already been widely used by a myriad of organizations for planning and other decision making.



TRBL UK Household Survey launch (Photo copyright David Oliver)

IMPACT: INNOVATIVE SOCIAL INVESTMENT

St George's House

We held a 24-hour consultation entitled "Back to Civvy Street: How can we better support individuals to lead more successful civilian lives after a career in the UK Armed Forces?" at St George's House, Windsor. Thirty-five stakeholders attended from across the Ministry of Defence and other Government Departments, the employment and military charity sectors, businesses and training providers, to discuss and recommend improvements to transition-related issues around employment, social networks and societal perception. The report is available to download from our website and has stimulated new networks and original thinking.



St George's House consultation



Clore Social Leadership Fellows 2015

Clore Social Leadership Programme

To help foster and promote leadership connections between military charities and the wider social sector, we awarded a Specialist Fellowship to Dr Jane Rowley as part of the Clore Social Leadership Programme's 2015 Fellowship. This two-year programme identifies, connects and develops aspiring leaders in the social sector working for the benefit of individuals and communities across the UK. We are committed to funding a further 3 Fellowships in the coming years. Read about Jane, her progress through the year, and her aspirations on our website.

SkillForce

We awarded a small grant to SkillForce to co-fund production of a short film about a vulnerable teenager assisted by SkillForce. 'Beth's Story' aims to inspire Service leavers by communicating the positive opportunities in transition, and raises awareness of how SkillForce supports Service personnel in the workplace, whilst also helping young people succeed. The film has been seen by a wide range of audiences from school children to Royalty.



Beth's Story, SkillForce

IMPACT: FAMILIES

The Forces in Mind Trust has always considered the 'family' (in its broadest sense) to be an integral component of successful transition for Service leavers returning to civilian life. Our Transition Mapping Study (August 2013) made specific recommendations on how to better support families during and after transition in order for the whole family to achieve a successful and sustainable transition.

We are keen to ensure that any research or pilot projects that we fund or commission around families are based on a good understanding of the issues faced, and the priority support needs. To achieve this we undertook a stakeholder engagement programme to understand more about what support already exists for families, and where more may be needed. This programme involved a series of UK-wide workshops held between October 2014 and January 2015, and an online submission, so that we could learn from as many of the organizations involved with families as possible.

This first stage of increasing our understanding is complete, and our engagement programme report entitled 'Better Understanding the Support Needs of Service Leaver Families' is available to download from our website. This report is helping us shape our strategy for funding and commissioning work around families for the next couple of years – further details will be published on our website.



IMPACT: ESTABLISHING THE TRUTH – THE FUTURE OF RESEARCH

The idea of a Veterans Research Foundation was one of four strands in the business plan that constituted our original programme with the Big Lottery Fund. To develop this concept, we partnered with Anglia Ruskin University’s Veterans and Families Institute and Lord Ashcroft’s Cayo Foundation, with the aim of establishing a ‘Veterans Research Hub (VRH)’, a comprehensive online resource for research into all aspects of military veterans and their families.

Our role in this project is to support the recruitment and funding of a VRH Project Director for a two-year period, a key position that will lead the initiative and be responsible for bringing the VRH concept to initial operating capability. A formal progress review will take place at the end of year one which will feed our considerations at the end of the two-year period when, in our capacity as a funding partner, we will have the option of continuing our support.

The importance of the VRH lies in its potential to bring together UK and international literature and research resources on military veterans and their families. It will be readily accessible and aimed at stimulating research, with the purpose of informing policy and improving delivery of services. A financial structure will be developed to ensure that the project is sustainable beyond the first two years. You will find the original press release on our website.



Lord Ashcroft (centre) at the launch of the VRH with FiMT’s Chairman and Chief Executive (left) and Vice Chancellor of Anglia Ruskin University Professor Mike Thorne (far right) with colleagues Matt Fossey and Professor Jamie Hacker Hughes

IMPACT: SHINING A LIGHT ON OUR SECTOR

Directory of Social Change

In order to increase understanding of the Armed Forces charitable sector, we awarded a grant to the Directory of Social Change to provide an analysis of the Sector, and an online searchable database. The ‘UK Armed Forces Charities: An overview and analysis’ (available to download from our website) and the accompanying web portal www.armedforcescharities.org.uk were launched together at a well-attended event at the Royal United Services Institute in November 2014. The online database is funded for a further 2 years to ensure it will remain up-to-date during that period. A wide variety of users has already found it a useful source of independent information, and we continue to promote the resource widely.



Debra Allcock Tyler, CE Directory of Social Change, with Lord Craig of Radley



Cobseo’s new website – Research Cluster area

Cobseo (The Confederation of Service Charities)

We awarded a small grant to Cobseo to co-fund an upgrade to their website (www.cobseo.org.uk) which has delivered much greater functionality around the cluster group members. This will help drive broader and deeper collaboration across the sector.

Northern Ireland Visit

In September 2014 the FiMT team went to Belfast to host a sector briefing event, including the delivery of a presentation providing information about what FiMT is and does, and how to submit an application. This visit continues our programme of UK-wide engagement.

Integrated Support Network Study

Our Transition Mapping Study suggested that those trying to access the Information, Advice and Guidance (IAG) support system, which is available to serving and ex-serving members of the Armed Forces community (including their families), find the system confusing and difficult to navigate. To build a detailed understanding, we commissioned Manchester Business School to study this IAG network, obtaining both users’ and service providers’ perspectives. The report, with recommendations towards an ‘ideal’ state of delivery, is available on our website, and we are working hard with Cobseo to identify how to take it forward.



Integrated Support Network Study

IMPACT: HELPING THOSE MOST VULNERABLE TO FAILED TRANSITION

Victor Project (Royal British Legion Industries)

This pilot project in Kent (RBLI in partnership with BlueSky) is helping ex-Service ex-offenders make a more successful transition to civilian life. The appointment of a dedicated Project Manager has enabled a greater number of veterans to receive this valuable help and support.

Finchale College

The Joint Transition Support Service being run by Finchale College is a pilot project offering support to veterans with mental health difficulties and their families who are settling in the North East of England. This is predominantly an outreach service with some delivery at Finchale College.



Finchale College



Veterans Transition Service

Veterans Transition Service – West Midlands (Stonham Home Group)

This pilot project is based at Roland Elcock House in Wolverhampton (officially opened by the Mayor of Wolverhampton in September 2014). As well as providing temporary accommodation for 14 veterans, Elcock House is also a hub for the provision of support services for veterans who need additional support in making a successful transition. An outreach team is also based here to support veterans residing in the local area.

Randomised Control Trial (RCT) of the Warrior Programme

A RCT of the Warrior Programme (carried out by the University of Southampton) was completed in Summer 2014. The report was published recently and is available on our website.

Wiltshire Mind

Wiltshire Mind (with Healios providing clinical delivery) is delivering a clinician-led online support service to carers and families in the Armed Forces community in this Wiltshire-based pilot project.

The Poppy Factory

This project involves research (by the Centre for Mental Health) into the employability of veterans with mental health problems, and the development of a toolkit for employers.

Shoulder 2 Shoulder Erskine (TimeBank)

This pilot programme was the first award we made to a project in Scotland. It is a mentoring scheme to support veterans with mental health difficulties.



Shoulder 2 Shoulder Erskine

ONGOING PROJECTS: IMPACT IN THE MAKING

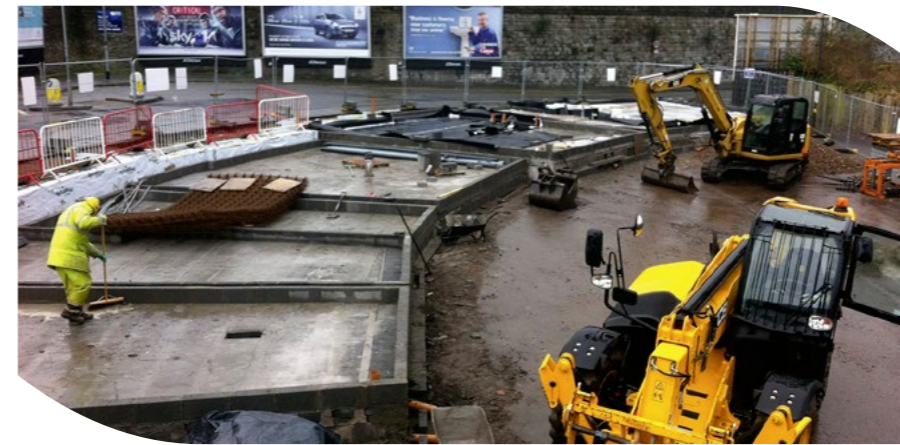
Here are some projects we began in 2014 which will have an impact in subsequent years.

Institute for Local Governance

A study, in the North East of England (carried out by Newcastle University) of the information capacity and needs of agencies supporting ex-Service users, to gain a better understanding of how to share data to improve services.

University of the West of England

Research into the effectiveness of self build (and self help more broadly) schemes for veterans. The research team are using two self-build schemes in Bristol as the basis for this research programme.



Self-build scheme University of the West of England

Bath Spa University

Identification of barriers to the 'Access to Higher Education Diploma' for adults with a Service background.

Stoll (Transition pilot)

An outreach pilot to offer support to those going through the transition process in London who require additional support.

Soldiering On Through Life Trust award

Sponsorship of a 'Working Together' award for 3 years which recognizes an individual, team or organization that has demonstrated an enduring commitment and approach to collaboration within the sector.

King's College London (Professor Edgar Jones)

Research into how people adjust to civilian life post combat experience.



Professor Edgar Jones

Centre for Social Justice

Research into military families and transition.

Project Nova – RFEA The Forces Employment Charity

Research (carried out by Anglia Ruskin University), and an early intervention pilot project, in Norfolk and Suffolk supporting veterans in police custody.

University of Portsmouth

An evaluation of the Veterans Outreach Support service in Portsmouth in terms of effectiveness and cost-effectiveness.

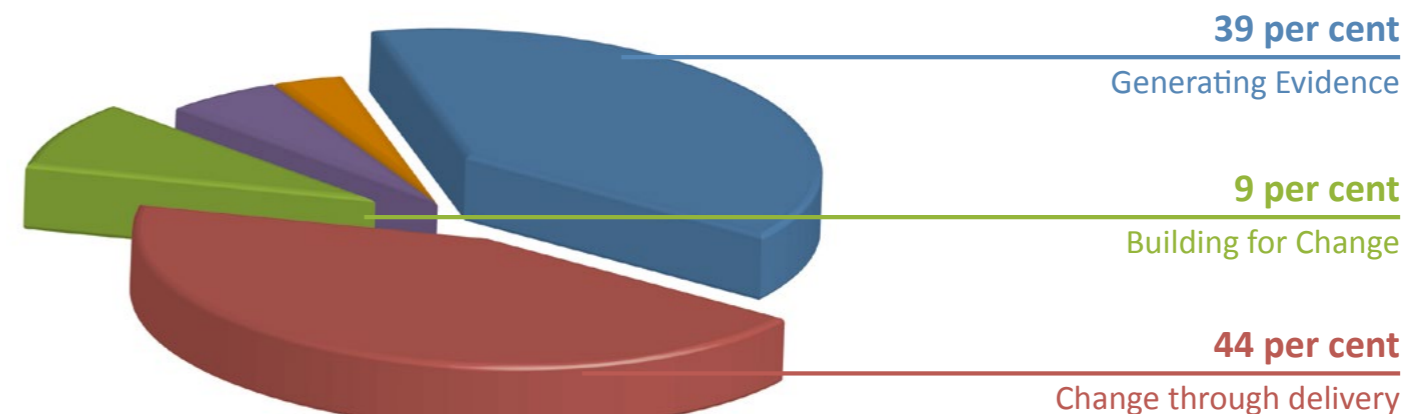
STATEMENT OF FINANCIAL ACTIVITIES

This covers the 12-month period 1 January 2014 to 31 December 2014.

Statement of financial activities 2014	Total (£)
Total incoming resources	976,853
Total resources expended	2,461,271
Net incoming/(outgoing) resources before transfers*	(1,484,418)
Gains on investment assets	810,171
Net movement in funds	(674,247)
Reconciliation of funds	
Total funds brought forward	35,976,347
Total funds carried forward	35,302,100
* We do not solicit donations or fund raise (all income is from investments). As a spend-out Trust we are required to have expended our endowment and any income generated by November 2031, and plan for annual deficits to meet our future strategic direction, described on page 14.	

Accounts for the year ending 31 December 2014 have been audited by Sayer Vincent LLP

WHAT WE'VE SPENT OUR MONEY ON



FIMT focused expenditure on the following areas of work:

Generating Evidence	£954,152
Change through delivery	£1,075,954
Building for Change	£218,314
Governance Costs	£132,285
Investment management	£80,566
Total	£2,461,271

The vast majority of the resources we used in 2014 (83%) was devoted to producing evidence of how better to support ex-Service personnel and their families lead successful civilian lives. Our largest 3 grant awards were all for 'Change through delivery' projects – Finchale College, Stoll (transition) and Addaction – illustrating the range of our interests and our determination to support those most vulnerable to failure.

Our smallest grant (less than £7500) was the co-funding with the Officers' Association of a major upgrade to the Cobseo website. This has dramatically increased the ability of the Confederation to work collaboratively and to share information and knowledge and could, arguably, have a more profound and enduring impact than all our other grant awards combined.

Maintaining strong governance is key to our independence and credibility, and we are satisfied that the 5% cost represents excellent value for money. It is worth reflecting too upon the significant amount of unpaid time our Directors voluntarily give, which passes largely unrecorded, but without which we would achieve simply nothing.

FUTURE DIRECTION

“ As 2014 drew to a close, we knew we had to invest in thinking time that would allow us to shape our work with greater awareness, more coherence, and a clearer focus. Our Board of Directors reviewed and restated our strategy:

‘The Aim of the Forces in Mind Trust is to provide an evidence base that will influence and underpin policy making and service delivery in order to enable ex-Service personnel and their families to lead successful civilian lives.’

We have set ourselves the ambitious target of switching from being mainly a reactive funder to one that intelligently and proactively commissions work in the knowledge of where the need lies. To deliver this change, we will establish a Policy, Influence and Evaluation area and recruit one or two additional staff.

However, we have also recognized that our current conceptual model is inadequate; and so we are developing a full ‘Theory of change’ model that is based upon the charity sector’s best practice, but is pragmatically modified to suit our requirements. At the top level, we have established our logic train:



We are working hard now to establish the activities and enablers that will deliver the outcomes that we have already identified will lead us to our goals. Our Grants and Commissioning Plan for 2015 will be directly linked to this framework. ”

COLLABORATION IN PRACTICE: THANK YOU TO OUR PARTNERS

Our thanks as always go to those who have contributed to our work.



THOSE WHO HAVE SUPPORTED US

Here is a selection of some of the organizations who have supported our work through various awards and commissions in 2014.



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Email Enquiries

enquiries@fim-trust.org

Charity Number

1145688

Company Number

07855145

Registered Office

Alexandra House
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Salisbury
SP1 2SB

Operational Address

Mountbarrow House
6–20 Elizabeth Street
London
SW1W 9RB

Where to go for more information

FiMT is always looking to hear from applicants and stakeholders who have an interest in and believe as passionately as we do about promoting a successful transition to civilian street for Service leavers and their families.

We would be happy to discuss your interests and where you wish to make a difference in helping us to fulfil our charitable aims.

Please visit us in the first instance at www.fim-trust.org

You can also follow us on Twitter [@FiMTrust](https://twitter.com/FiMTrust)

Directors at 1 July 2015

Andrew Barnett
Isobel Brown
Barry Bryant
Andrew Cowan
Neil Greenberg
David Lyon
Michael Morley
Chris Nickols
Sir Andrew Ridgway
Martin Rutledge
Melanie Waters

Chairman

Air Vice-Marshal A J Stables CBE

Patron

Admiral of the Fleet the Lord Boyce KG GCB OBE DL

Principal Staff

Ray Lock CBE	Chief Executive
Meri Mayhew	Head of Policy
Kirsteen Waller	Research and Support Manager
Ree Begam	Executive Assistant

