

FiMT

forces in mind trust
SUCCESSFUL SUSTAINABLE TRANSITION



2019 Impact Report



INTRODUCTION

Chief Executive, Ray Lock

Looking back at our achievements in 2019 whilst navigating the Covid-19 crisis of 2020 seems surreal. It is important though that we record the ever-increasing impact our activities have had on those we were established to support, and as we scan the turbulent waters beyond the current storm, we can still reflect with some satisfaction on 2019. Effecting positive change in the realms of policy and practice is never a quick endeavour, especially when it is underpinned by rigorous evidence-based research. However, after many years of determined work, we are seeing the fruits of our collective labour more than ever. Our research continues to be highly impactful, benefiting the lives of ex-Service personnel and their families.

With our programmatic approach now well embedded, the targeted awarding of grants and commissions has enabled us to focus our work streams much more effectively. Our Employment Programme has been particularly successful, and I am optimistic that our Housing Programme will be even more so. As ever, though, much work remains to be done. During 2020 we will continue to invest where we know we can make an impact, mindful that the post-pandemic environment will be a very different one to today's.

I do hope you enjoy this report. We look forward to continuing our journey with you over the coming years.



Celebrating the National Lottery's 25th Birthday at the FIMT Employment Senior Leaders' Dinner, hosted at the RAF Club, in October.

Chairman, Hans Pung

2019 has been another year in which we advanced the work of the Trust in an ever more deliberate manner. We continued to successfully generate the evidence base and research that are used to support members of the ex-Service community to successfully and sustainably transition into civilian life. The Board is determined to increase our focus on influencing, convening, thought leadership, and capacity building. Only in these ways will we deliver the impact and fulfil the potential of our endowment from the National Lottery Community Fund.

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WHO WE ARE

REGISTERED IN
2012


**£35 MILLION
ENDOWMENT**

VISION

All ex-Service personnel and their families lead fulfilled civilian lives.

MISSION

To enable successful and sustainable transition.

STRATEGY

Commission and fund evidence generation to influence policy makers and service providers, and improve the capability of the Armed Forces charities sector.

MEMBER



15,000

Service leavers per year and

8,000

families per year.



1 Patron • **10** Staff Members
1 Protector • **14** Board Trustees



FiMT Executive Team



Ray Lock
Chief Executive



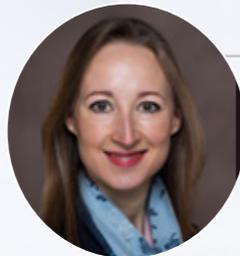
Tom McBarnet
Director of Programmes



Caroline Cooke
Head of Policy



Rodrigo Voss
Operations Manager



Kirsteen Waller
Health Programme Manager



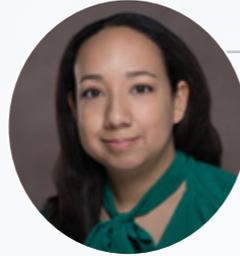
Clare Crookenden
Grants Manager



Robert Thorburn
Grants Officer



Isabel Summers
Evaluation Officer



Louisa Dominguez
Executive Assistant

FiMT Research Centre



Alex Cooper
Director



Michael Almond
Professor of Veterans and Families Studies



IMPACT CASE STUDY: HEALTH

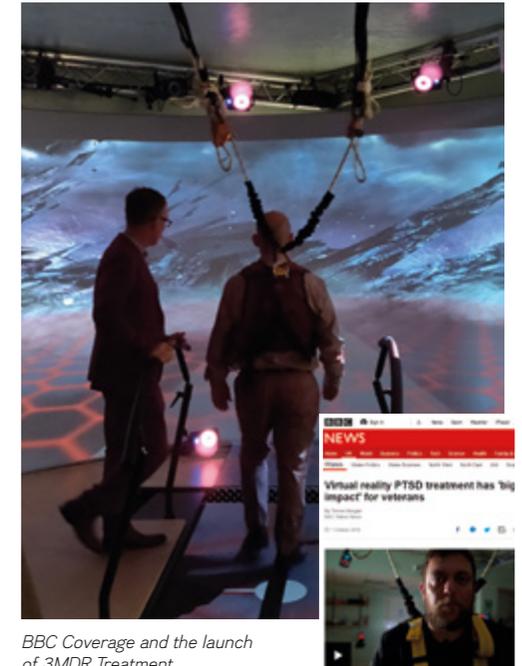


RCT of modular motion-assisted memory desensitisation and reconsolidation (3MDR) for treatment resistant PTSD

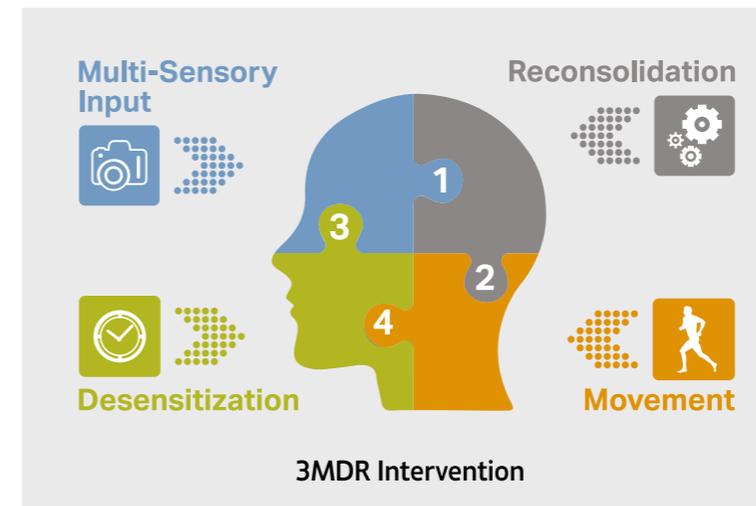
A two-year project, awarded to Cardiff University for £200,000, for a Randomised Control Trial (RCT) of 3MDR for ex-Service personnel with treatment-resistant PTSD.

Impact:

- The RCT had promising results, showing that 3MDR can reduce symptoms of PTSD in some ex-Service personnel who had not responded to previous treatment.
- Following the treatment participants described being able to better handle situations, being less angry and less on edge, being a better and happier person, learning more about themselves and their character, being more open with others and sleep improvements.



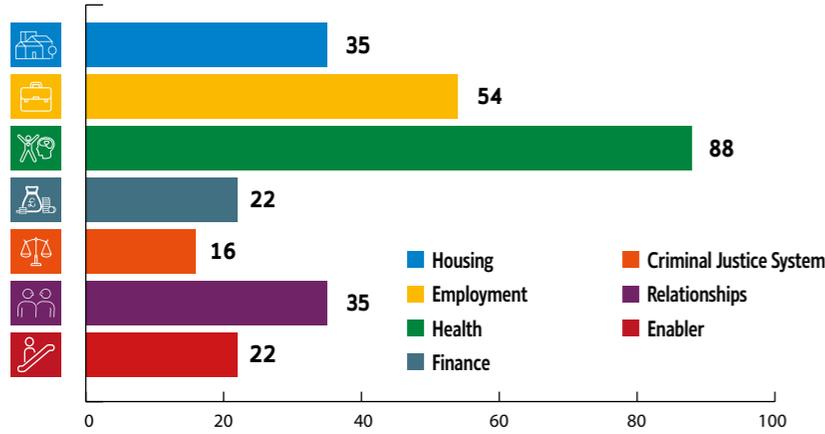
BBC Coverage and the launch of 3MDR Treatment.



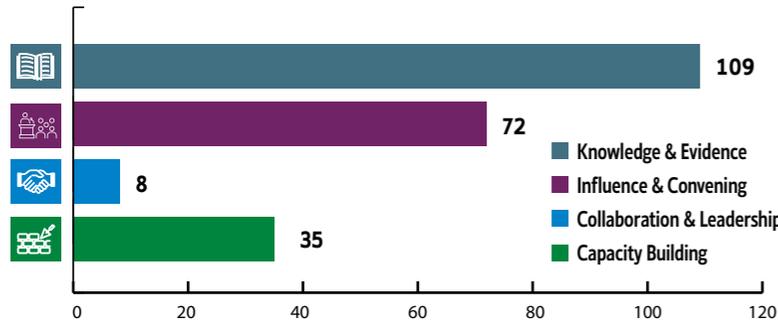
“ About session three it was like my brain was being rewired, it’s very hard to describe it but there was something happening in my brain and I was feeling, I was feeling better, even though I got a bit upset now but that’s, but something was happening in my brain and I was feeling better. It’s very hard to put my hands on it but the result is I am sleeping, I am not getting half as upset, and my mood is generally good. ”

— Veteran participant

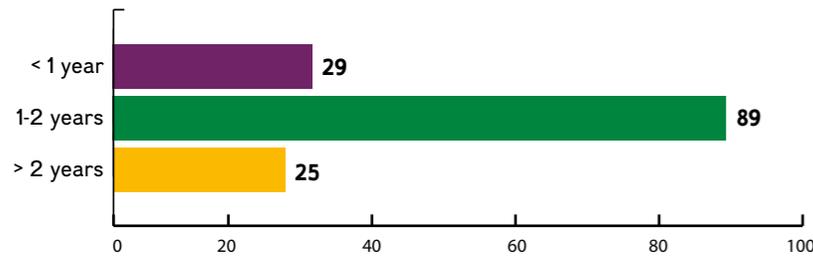




Number of Projects by Programme



Number of Projects by Change Mechanism



Number of Awards by Duration

Total amount awarded
£18.8m

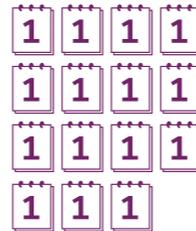
£96 000

Average
Value of Award

25
Awards made under the Mental
Health Research Programme

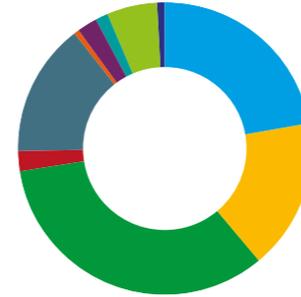


15 months



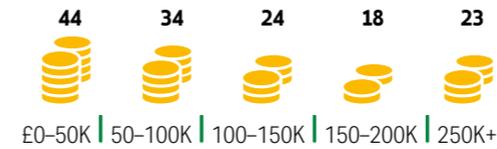
Average Length
of Project

143
projects

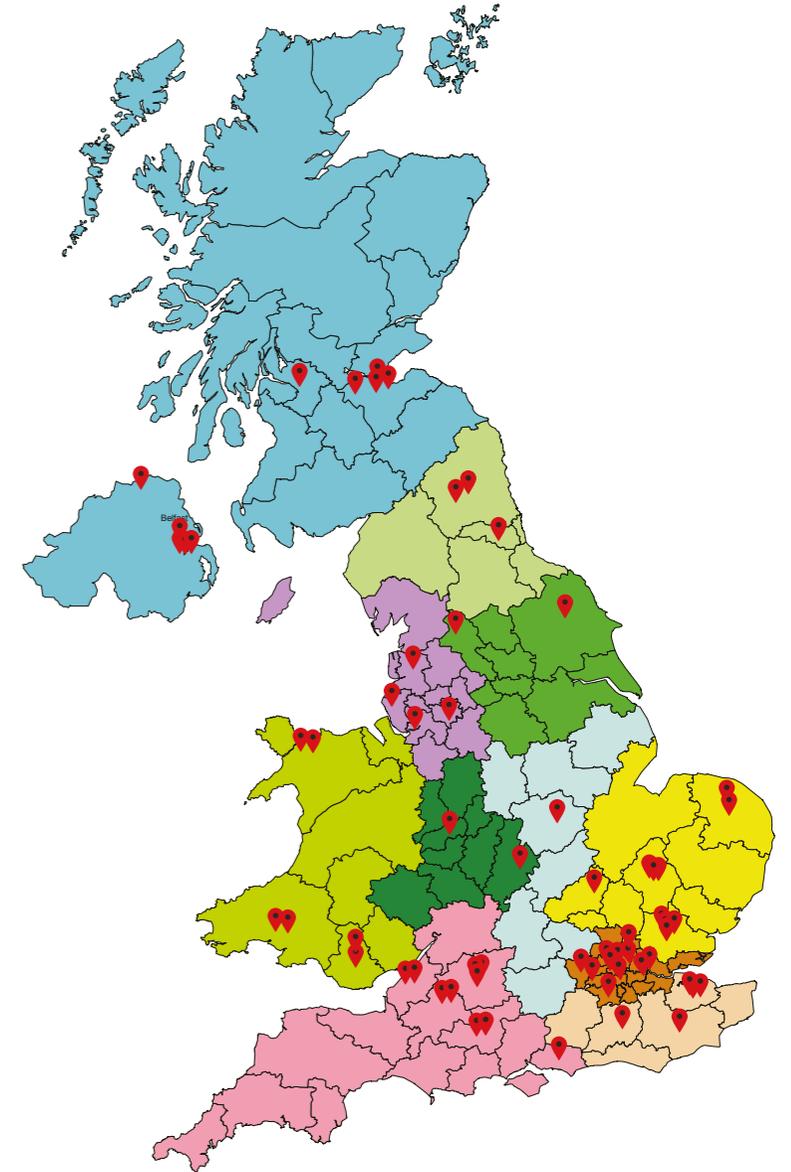


Projects by Type of Grantee Organization

Military charity	32
Third sector organization	24
Academic institution	48
Think tank	3
Independent research organization	21
Employers' association	1
Non-profit organization	3
Government organization	2
Leadership training provider	8
Health care service provider	1

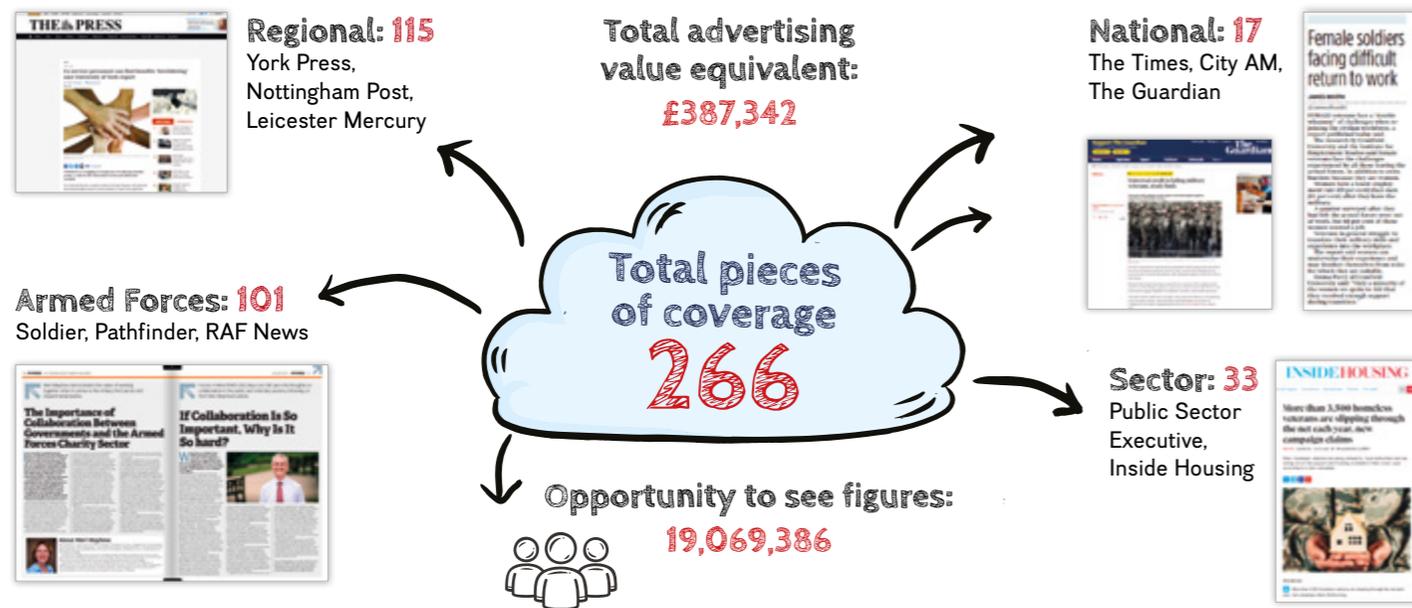


Number of Awards by Value



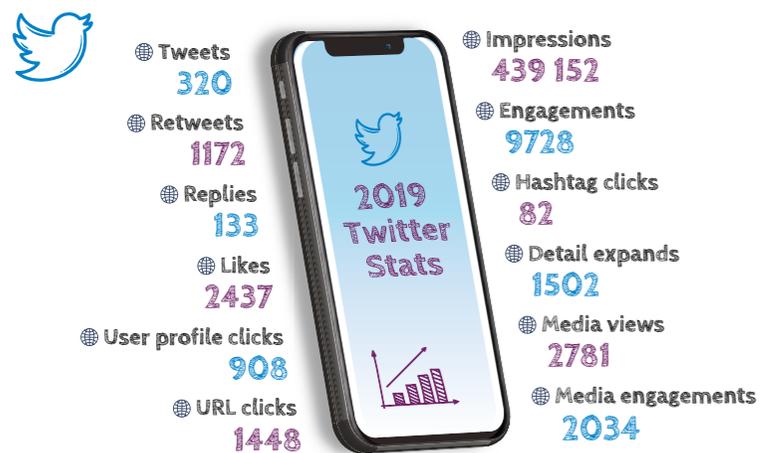
Location of Grantees





Media coverage over last 4 years:

	2016	2017	2018	2019
	148	150	252	266



Meeting the needs and providing effective services for ex-Service personnel serving criminal sentences

A three-year study, conducted by the Probation Institute for £147,000, to examine the composition and needs of ex-Service personnel under probation supervision, the effectiveness of services available, and the development and roll out of training materials.

Impact:

- > The project opened up opportunities for the Probation Institute to help probation services and the voluntary sector to better identify and engage with the needs of ex-Service personnel.
- > The E-Learning tool has been distributed by the National Probation Service to all staff as continuous professional development and 40 users per month access the training.

“ Having a refresher on what works best when working with veterans and also having a concise resource list detailing services available to veterans is extremely useful. The fact that the course is free of charge and is available to everyone is fantastic. ”

— Kent, Surrey and Sussex Community Rehabilitation Company

“ The e-learning tool provides vital insight into the benefits of, firstly identifying veterans in the CJS, and then hooking them up with support networks aimed specifically at ex-military personnel. ”

— Veteran from Tom Harrison House, Liverpool

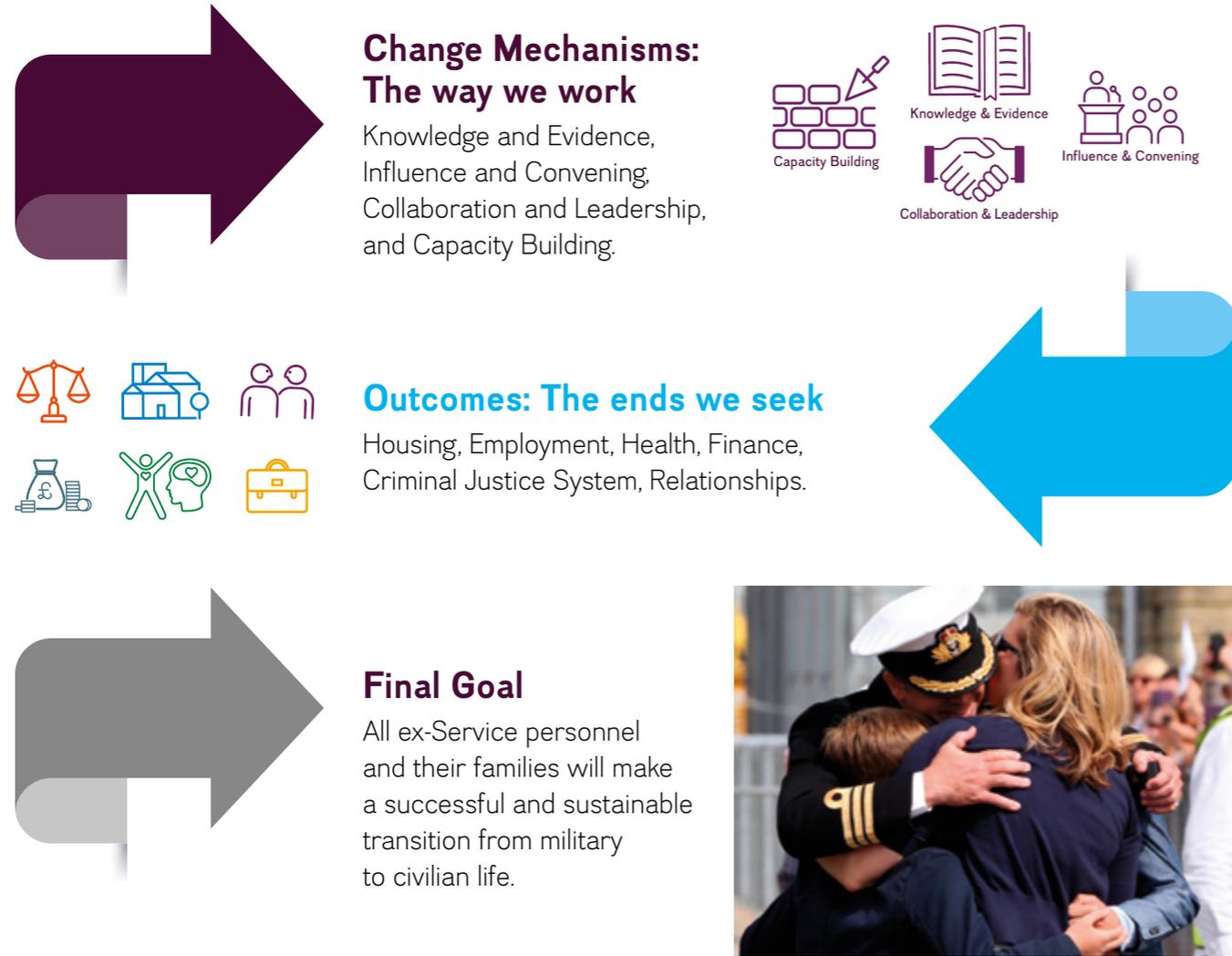
Probation Institute **FiMT**
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WORKING WITH EX-ARMED SERVICES PERSONNEL UNDER SUPERVISION

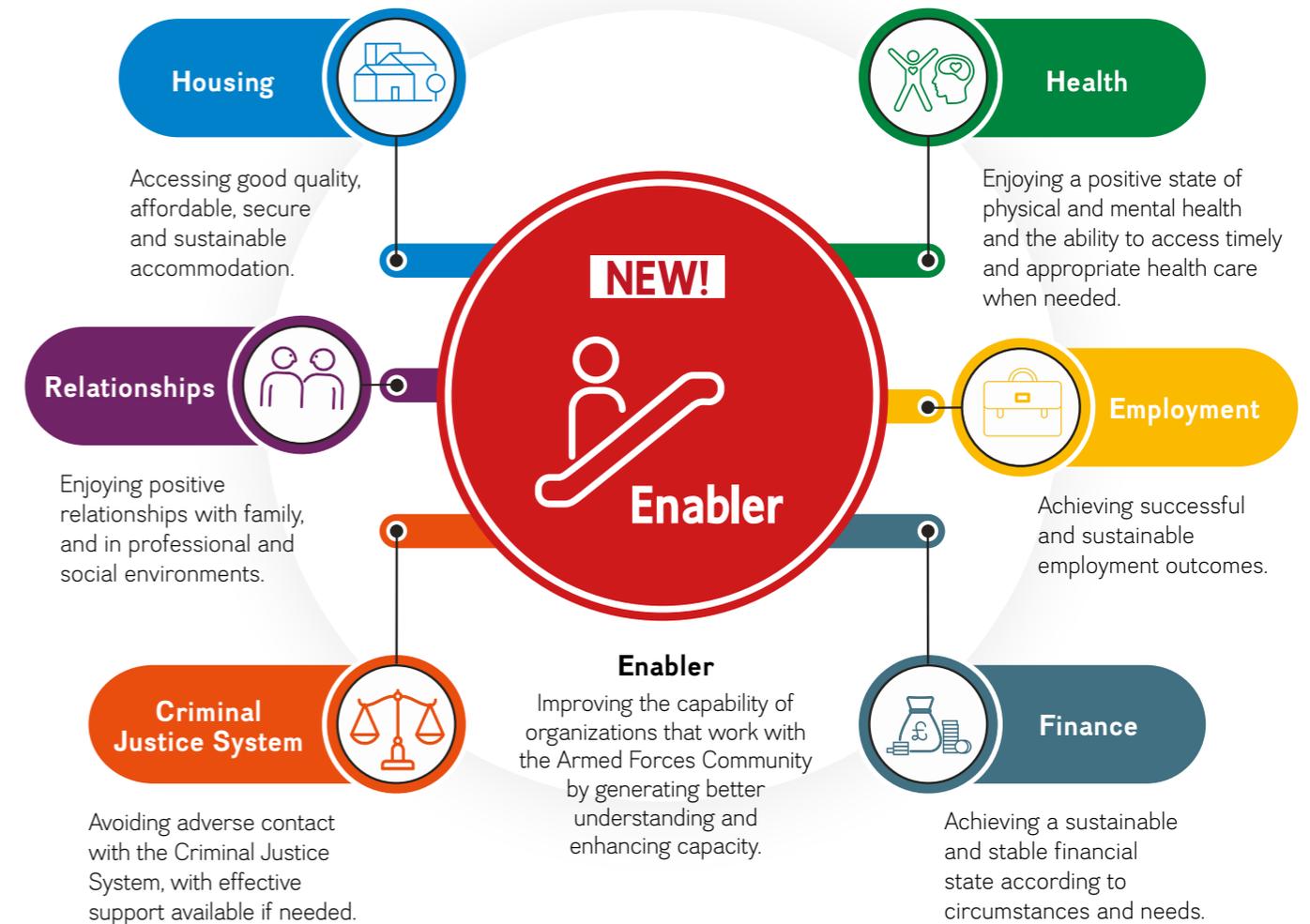
Select anywhere to begin!



We use our Change Model, based on a Theory of Change, to realize our vision and conduct our mission. We consider transition around six Outcomes that outline the ends we seek, and we fully appreciate their interconnectedness. Our Change Mechanisms demonstrate the way we work. This is a summary of our Change Model.



Based on the outcomes we seek, we work under seven Programmes of work: **Housing, Employment, Health, Finance, Criminal Justice System** and **Relationships**. We created our seventh Programme this year, the **Enabler Programme**, to reflect the work we fund in supporting the Armed Forces charities sector. All our Programmes cover ex-Service personnel and their families.



Activities and Achievements in 2019



- Five FiMT-funded reports were cited at the Armed Forces Covenant Annual Report Defence Committee oral evidence session.

February



- We sponsored the King's College Veterans' Mental Health Conference 2019.

March



January



- We launched our **Benefit not Burden** report at the House of Commons.

April

- We celebrated collaboration by awarding Unforgotten Forces the FiMT **Working Together** Award at the Soldiering On Awards.



June

- We attended the APPG Armed Forces Covenant Showcase at Westminster, hosted by Ruth Smeeth MP.



- The FiMT Research Centre released its first animation: **Housing Snapshot**.



July

- We chaired the parallel plenary session at the Local Government Association's Annual Conference. Panel members included CEOs from Stoll and the RAF Families Federation, Cllr Izzi Secombe OBE and a senior official from the Ministry of Defence.



September

- We held the inaugural FiMT Research Centre Conference.



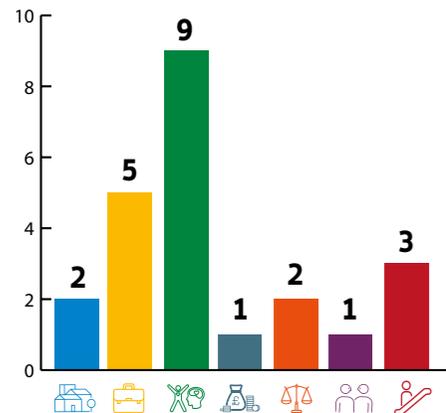
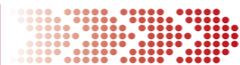
October

- We celebrated The National Lottery Community Fund's 25th Birthday with our grant holders.

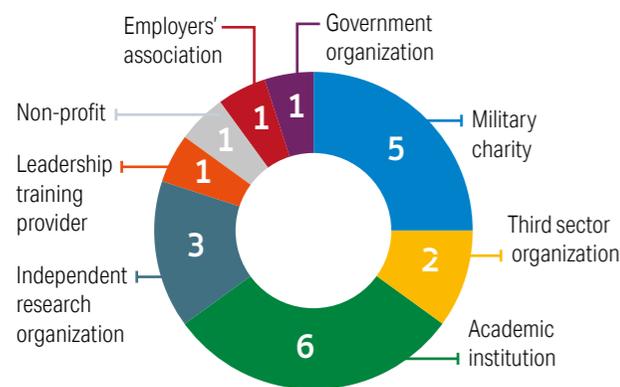


- In partnership with Roche, we held an Employment Summit, **Changing Our Approach to Veterans' Employment**.

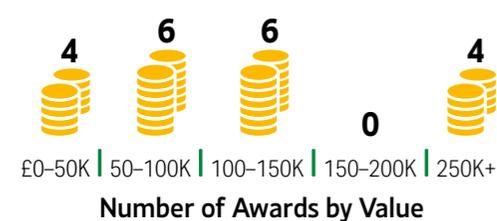




Number of Projects by Programme (projects can cover more than one Programme)



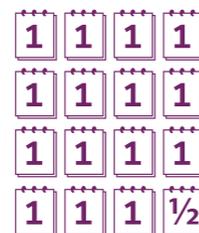
Projects by Grantee Type



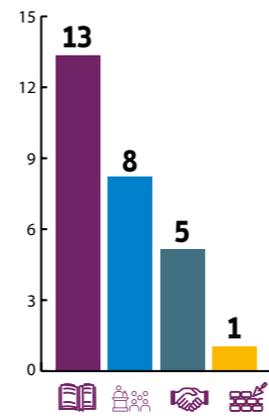
Number of Awards by Value

20

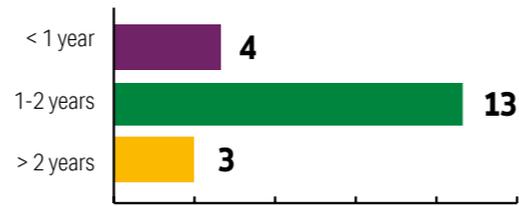
15 1/2 months



Average Length of Project



Number of Projects by Change Mechanism (projects can cover more than one Change Mechanism)



Number of Awards by Duration

£106 000

Average Value of Award



Cobseo Emerging Leader Programme

A 6-month intensive programme at a cost of £120,000 for 21 emerging leaders from the Armed Forces charities sector. This Programme was established by Cobseo, FiMT and Clore to help increase the sector's effectiveness and ultimately improve outcomes for beneficiaries.

Impact:

- › Fellows reported more confidence, resilience and self-awareness, as well as better leadership skills and increased collaboration with other leaders in and outside the military sector.

“Impartial advice from others is incredibly powerful and that's been the single most effective thing on this course.”

— James Grant from SSAFA



Cobseo Emerging Leader Programme

“The Programme has enabled me to be in a better position to influence change. It has also helped me to empower those people around me who make up the organization.”

— Prema Nirgude from The Royal Air Forces Association

Clore Social Leadership — Experienced Leader Programme

A year-long leadership programme at a cost of £21,000 for six of Cobseo's experienced leaders to promote leadership, develop connections and share learning between and within the military charity and other social sectors, resulting in a better led and hence more effective Armed Forces charities sector.

Impact:

- › Fellows reported increased confidence, leadership skills, collaboration and an increased ability to manage change.
- › Inspired by the positive feedback, a military charity has set up their own in-house leadership programme.

“I believe that we have all 'grown' as a result, to the benefit of our organization. We are certainly more outward-looking and more collaborative with other organizations. We are more ambitious in terms of setting goals that will benefit our beneficiaries.”

— Anna Wright, CEO of Naval Families Federation





Meeting the needs of Commonwealth personnel and families: An audit of service provision

A one-year grant of £29,000 awarded to Anglia Ruskin University, in partnership with the Cobseo Non-UK Cluster, to conduct an audit of service provision specifically for Commonwealth personnel and their families.

Impact:

- › The creation of the MOD Tri-Service Non-UK Working Group to take forward a number of the report's recommendations.
- › More information and resources for Non-UK personnel is now available on Service websites.
- › The research, together with data from the Cluster, helped form the basis of The Royal British Legion's **Stop the service charge** campaign which has been backed by more than 165 MPs.
- › The Armed Forces Covenant Fund Trust made funds available to train an additional Caseworker at the Army Families Federation.
- › Provided evidence to support discussions between the MOD and UK Home Office regarding immigration and visa issues affecting Non-UK personnel and families.
- › Cited in the 2019 MOD **Armed Forces Covenant** report.
- › Led to an in-depth qualitative study, conducted by Anglia Ruskin University, to examine the experiences of Non-UK Service families.

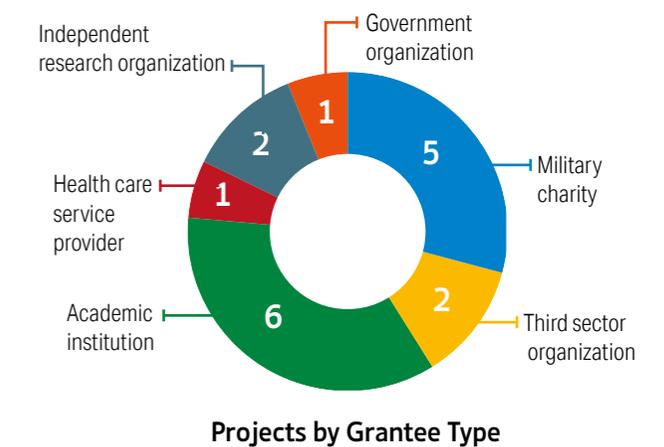
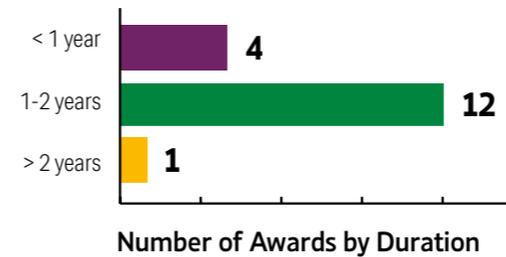
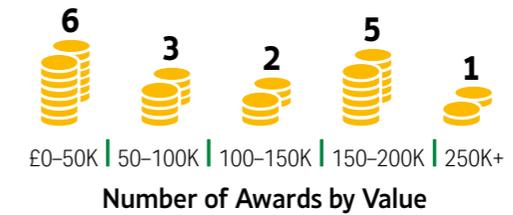
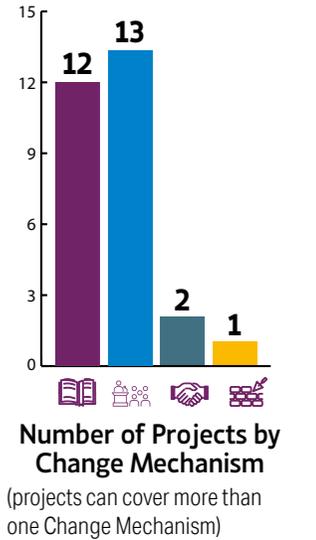
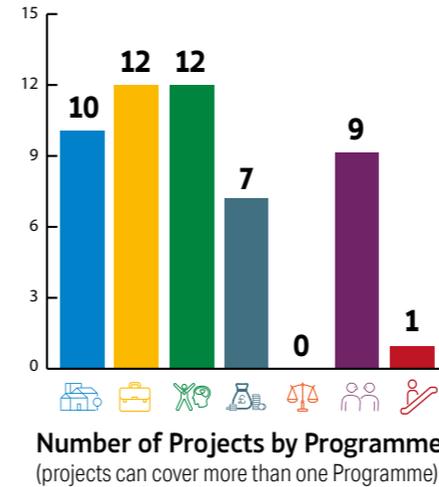


Cost of settlement in the UK for an individual Service member.



Cost of settlement in the UK for a family of four.

PROJECTS COMPLETED 2019





What the Future Holds

– A Chief Executive’s view

The world in which our 2019 Impact Report is being published looks very different to the one in which we started writing it. **Coronavirus** – the pandemic that brought the United Kingdom’s economy to a halt, and killed tens of thousands, proved ultimately less deadly than Hollywood had made us fear. Yet the empty shelves and deserted streets we saw during ‘lockdown’ were just the tip of the impact iceberg.

As with every organization on the planet, at FiMT we asked ourselves two questions: how has this changed the world; and what must we do not just to adapt, but to thrive?

To the former, I suggest probably less than you might think. Our work has always focused on successful transition, and we see no quantitative changes to outflow from the Armed Forces, or radically different characteristics of Service leaver. Nor do we see additions (or deletions) to the fundamental Outcome areas on which our Programmes are based.

No doubt the Housing and Employment fields will present new challenges. Likewise for Health. And the impact of an inevitable economic recession will put extra strains on Finance and Relationships. Sadly this might lead some to come into contact with the Criminal Justice System. But we will still be seeking to deliver successful and sustainable transition, and we retain our vision that all ex-Service personnel and their families live fulfilled civilian lives.

The initial success of our third age strategy, with its focus on impact, coherence and evaluation,

is one we intend to capitalise upon. Data and evidence, and their application to support public policy decisions, have been at the forefront in recent months. This matches neatly with our own well-established approach.

So what indeed will we be doing to ensure that we thrive? Our commission on Future Trends ticks two boxes. First, it’s certainly ambitious; but it sits comfortably within our framework of how we work. And second, it will enable an entire stakeholder eco-system – policy maker, service provider, community member alike – to understand what the next decade could look like. I see it as being one of the most important projects we undertake.

Our ability to make systemic change depends upon the application of our resources (people and money) and our power of influence; the two are completely interdependent. Unconstrained by the need to raise funds (we are a spend-out Trust by design), we are able and intend to maximize the impact of our endowment.

This means seeking out the most disadvantaged. Only funding projects that will deliver significant impact. Maintaining productive relationships with the highest levels of governments. Investing staff time in understanding the problem. Working through representational bodies to reach the widest possible audience. Calling out work that misleads. Speaking uncomfortable truths to power. Broadcasting the foreseeable, and searching for what is not.

The next decade will see global challenges across every domain – from the environment to the economy. We at Forces in Mind Trust serve members of the Armed Forces Community as they have served our country, and we are just as determined to succeed in our mission.



Ray Lock, Chief Executive, FiMT





Sanctions, Support and Service Leavers

A two-year study, conducted by the University of Salford in partnership with the University of York, and awarded for £172,000. It was the first qualitative longitudinal study to examine the impact of the benefits system on ex-Service personnel and their families.

Impact:

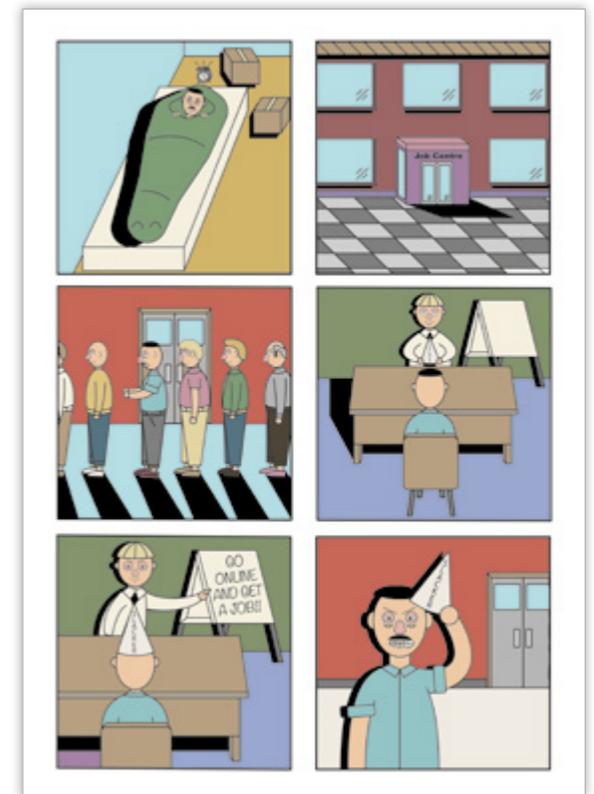
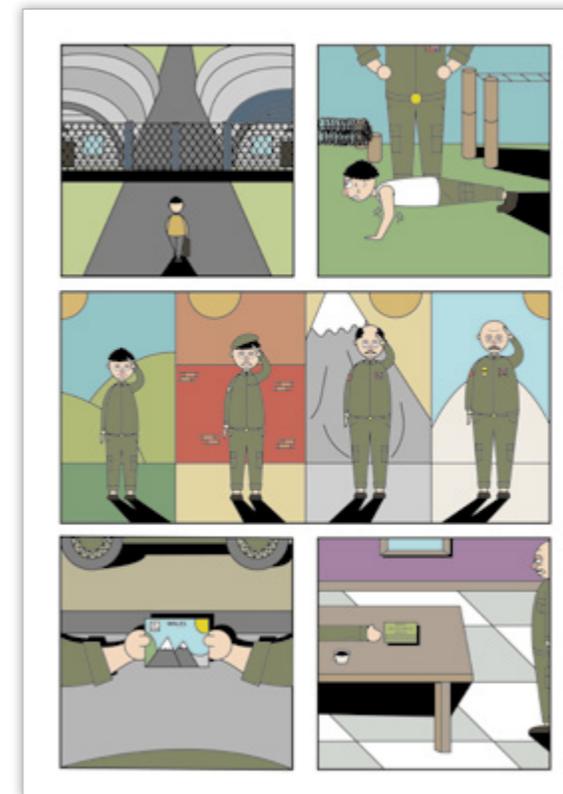
- An additional £5 million provided to the DWP to establish the Armed Forces champions (AFCs) network, dedicated to supporting former Service personnel and their spouses within the benefits system.
- DWP and MOD working together to ensure that guidance on the benefits system is provided as a routine part of resettlement support.

- A new training module to help assess specific health issues related to service.
- A new and improved job description for the DWP AFC role to ensure national consistency.
- Cited in the House of Commons Work and Pensions Committee report, **Benefit Sanctions**, and the United Nations Special Rapporteur on Extreme Poverty and Human Rights report, **Visit to the United Kingdom of Great Britain and Northern Ireland**.

A graphic novel, **Navigating a different minefield**, was created by students at The School of Arts and Media at the University of Salford to accompany the report.

“It has been rather eye opening to learn of the difficulties Service leavers face when trying to transition back into civilian life. We hope this will open other people’s eyes too.”

— Isabel Dane and Dylan Worthington, Illustrators



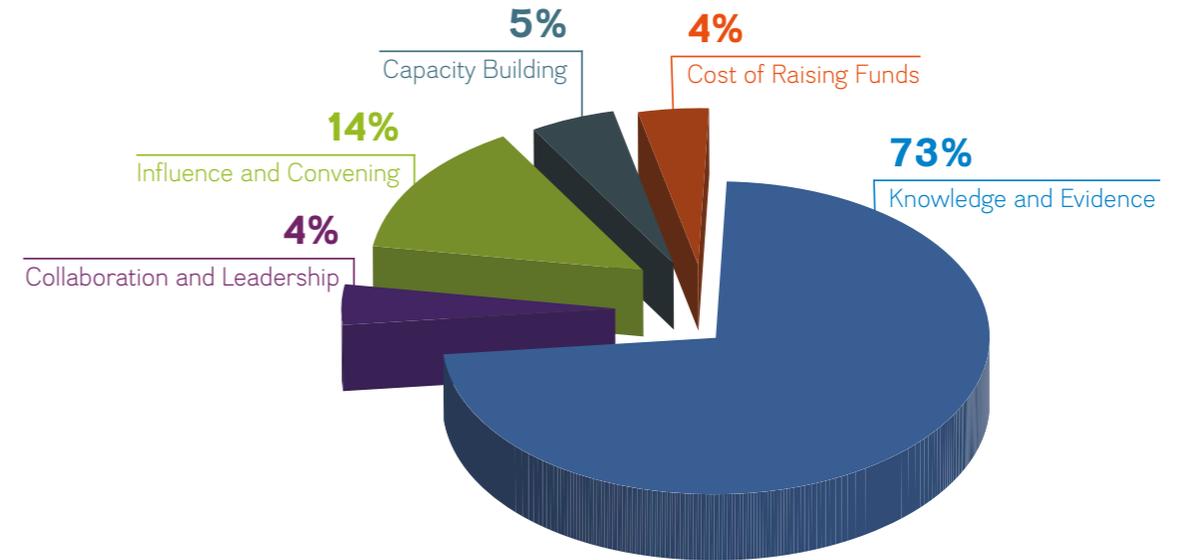


Armed Forces Transition Liaison — Supporting transition for Armed Forces families

A two-year project awarded for £156,000 for the provision of a Transition Liaison Officer for each of the Families Federations to help design and implement a families transition strategy.

Impact:

- › Learning has been embedded into each of the Families Federations, with improved website transition pages and new staff transition training.
- › The Liaison Officers worked closely with the MOD on the new Defence Holistic Transition Policy to ensure that families were appropriately considered in the transition process.
- › The project's **Lifting the Lid** report was cited in MOD's new Defence Holistic Transition Policy (JSP 100).



FiMT focused expenditure on the following areas of work:

Knowledge and Evidence	£2,687,322
Collaboration and Leadership	£139,943
Influence and Convening	£503,472
Capacity Building	£166,650
Cost of raising funds	£139,834
Total	£3,637,221

Statutory accounts for the year ending 31 December 2019 have been audited by Sayer Vincent LLP, and are available in the annual report.
 Non-grant expenditure is allocated proportionally across change mechanisms.

Statement of financial activities 2019

Statement of financial activities 2019	Total (£)
Total incoming resources	628,687
Total resources expended	3,637,221
Net incoming/(expenditure) before net gains / (losses) on investments*	(3,008,534)
Gain (loss) on investment assets	2,985,519
Net movement in funds	(23,015)
Reconciliation of funds	
Total funds brought forward	27,215,869
Total funds carried forward	27,192,854

*We do not solicit donations or fundraise.



PARTNERS

Thank you to our partners

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



Those who have supported us

Our thanks to some of the organizations who have supported our work through various awards and commissions in 2019.



Contact Us

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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 life 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 fulfil our charitable aims.

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

You can also follow us on Twitter @FiMTrust

Directors (As of June 2020)

Adrian Bell	Anaïs Reding
Ross Campbell	Nick Roberts
Richard Harries	Martin Rutledge
Sir John McColl	Andrew Ward
Deirdre Mills	

Chairman

Hans Pung

Protector

Simon Martin

Patron

Admiral of the Fleet the Lord Boyce KG GCB OBE DL

Honorary President

Air Vice-Marshal A J Stables CBE

Executive Team

Ray Lock	Chief Executive
Tom McBarnet	Director of Programmes
Caroline Cooke	Head of Policy
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Kirsteen Waller	Health Programme Manager
Clare Crookenden	Grants Manager
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Louisa Dominguez	Executive Assistant



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