



**2018**  
Impact Report



## Introduction

That time has come – join us on our journey

**Chief Executive, Ray Lock**

Our first annual report in 2013 showcased an impressive range of activities, and virtually no impact on those we were established to support, namely ex-Service personnel and their families. Changing policy and practice through evidence and influence doesn't happen overnight. In each subsequent year, we have patiently invested, waiting for the time when our report could truly speak of significant Impact. That time has come.

Across the full geographical, functional and hierarchical ranges of policy, our 2018 report describes many successes. This year, however, we've focused not so much on the changes, and how we effected them, but on the people whose civilian lives have been enhanced by our work, even if at some

remove. We haven't stopped investing in the future – our grants awarded exceeded (by number and value) those of last year – but these will rightly only emerge once they've made a positive impact in turn.

We remain though work in progress, and as we move towards fewer responsive grants and more commissions, as we bring greater coherence to all our work through our programmatic approach described on page 18, and as we explore and fund a wider range of change mechanisms to include capacity building, leadership development, and collaborative working, we expect our impact only to increase. We hope you enjoy this report and will join us on our journey.

“ We've focused this year on the people whose civilian lives have been enhanced by our work, but we haven't stopped investing in the future. ”

Shift, partner, focus

**Chairman, Hans Pung**

As we advance the work of the Trust in a more focused way, we look forward to building new partnerships, strengthening our sector's capacity, discovering new insights, and continuing to have an impact on behalf of those whom we serve – ex-Service personnel and their families, striving to make successful, sustainable transitions into civilian lives. Part of this shift will also be a greater focus on influencing, convening, thought leadership, and capacity building in addition to evidence generation, which has been the principal focus of the Trust's first seven years.

“ We look forward to new insights, and continuing to have an impact on behalf of those whom we serve. ”

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# Who we are

## FOUNDED 2012



**£35 MILLION  
ENDOWMENT**

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

### 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.



## FiMT Executive Team



**Ray Lock**  
Chief Executive



**Caroline Cooke**  
Head of Policy



**Kirsteen Waller**  
Research and Support Manager



**Rodrigo Voss**  
Operations Manager



**Tom McBarnett**  
Director of Programmes



**Clare Crookenden**  
Grants Manager



**Robert Thornburn**  
Grants Officer



**Louisa Domiguez**  
Executive Assistant



**Tina McKay**  
Communications Officer



**Isabel Summer**  
Evaluation Officer

## The Away Team



**Harry Palmer**  
Mental Health Research Programme Coordinator



**Alex Cooper**  
Director, FiMT Research Centre



**Meri Mayhew**  
Charity Advisor to the Veterans Strategy



# IMPACT

Outcome: Health and Well Being



## Stigma and Barriers to care in UK Veterans with mental health problems

18-month project • £190,595

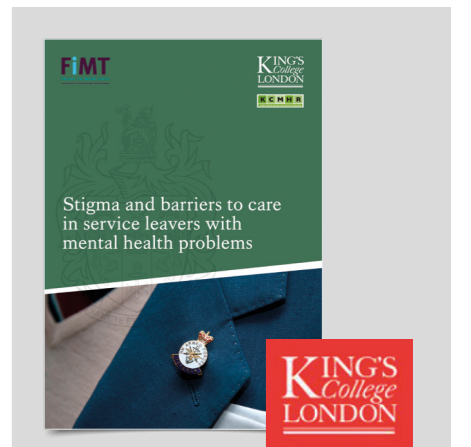
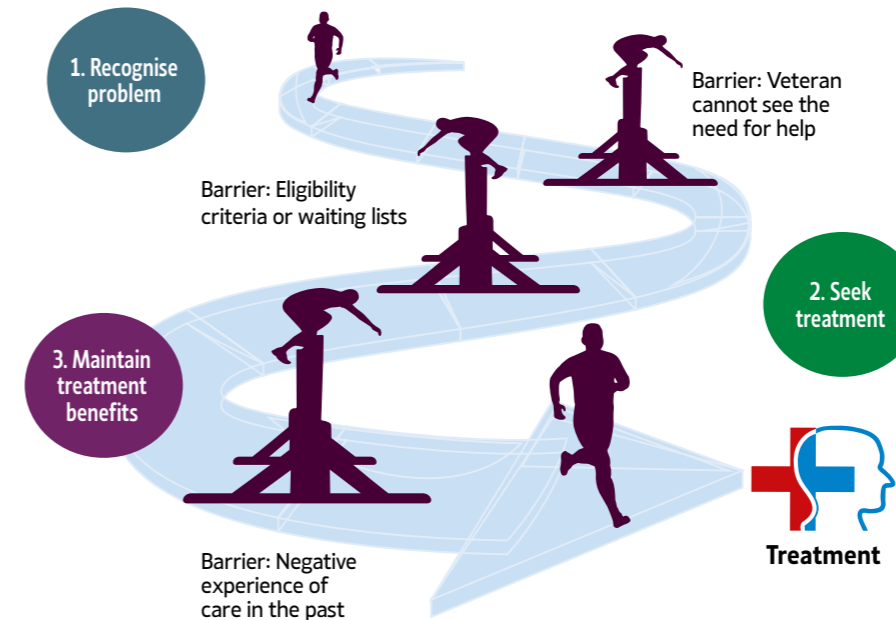
To explore the barriers and facilitators to care for the UK veteran population, as well as the dynamics between these factors and help-seeking behaviour.



The Samaritans used the report to inform changes to their military programme for supporting Armed Forces personnel, veterans and their families.

Our study informed The Royal Foundation's latest strategies to improve the Armed Forces 'Mental Initiatives' programme.

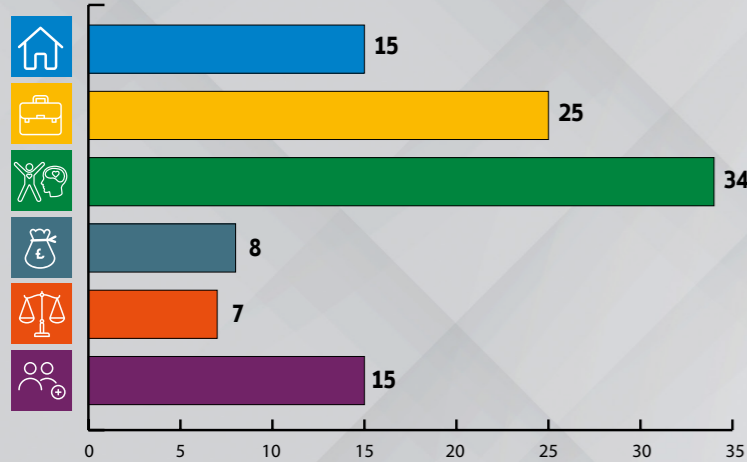
### The journey to mental health support



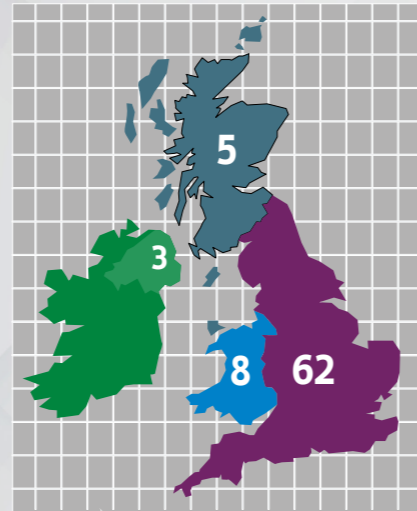
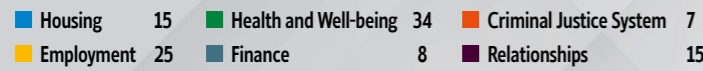
“ This research shows that the barriers to accessing mental health support are far more complex than stigma alone, and that stigma seems to play a far smaller role than previously thought. ”

– Ray Lock, Chief Executive, FiMT

# Overview of Funding 2012 – 2018

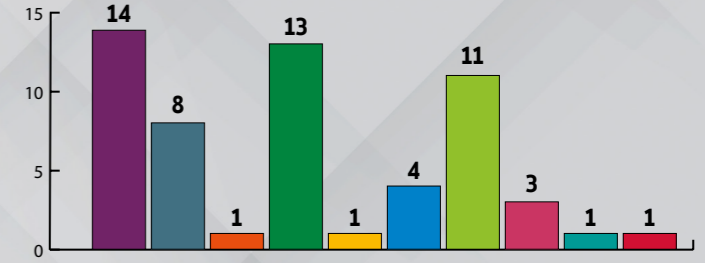


By Outcomes:

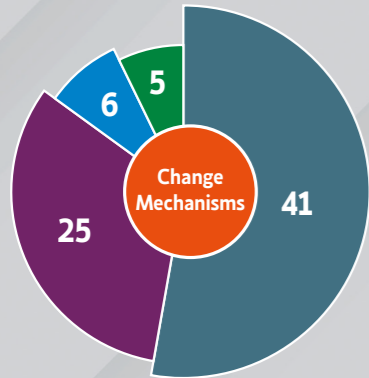


Geographical Distribution of Grant Holders

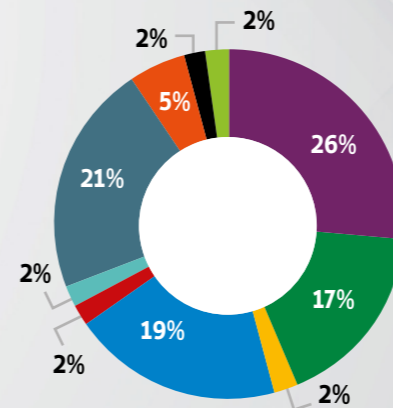
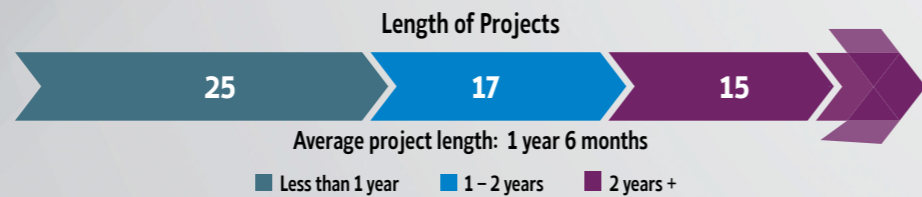
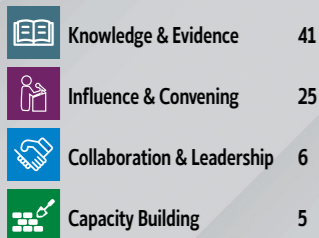
**78**  
REPORTS



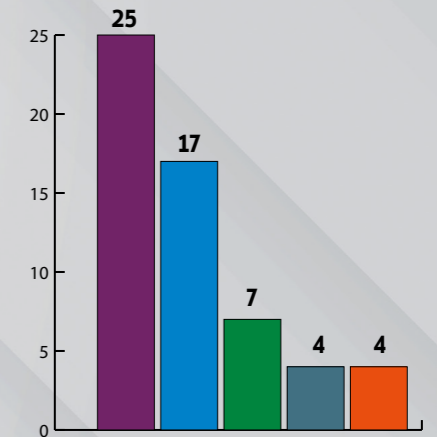
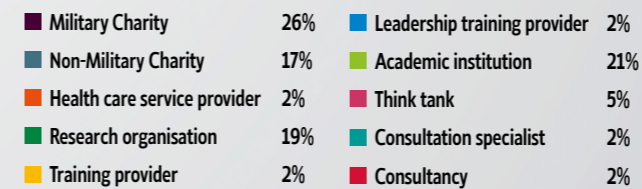
Organisation Type by Number of Projects:



By Change Mechanism:



Organisation Type by Percentage:



Value (£) of Grants Awarded

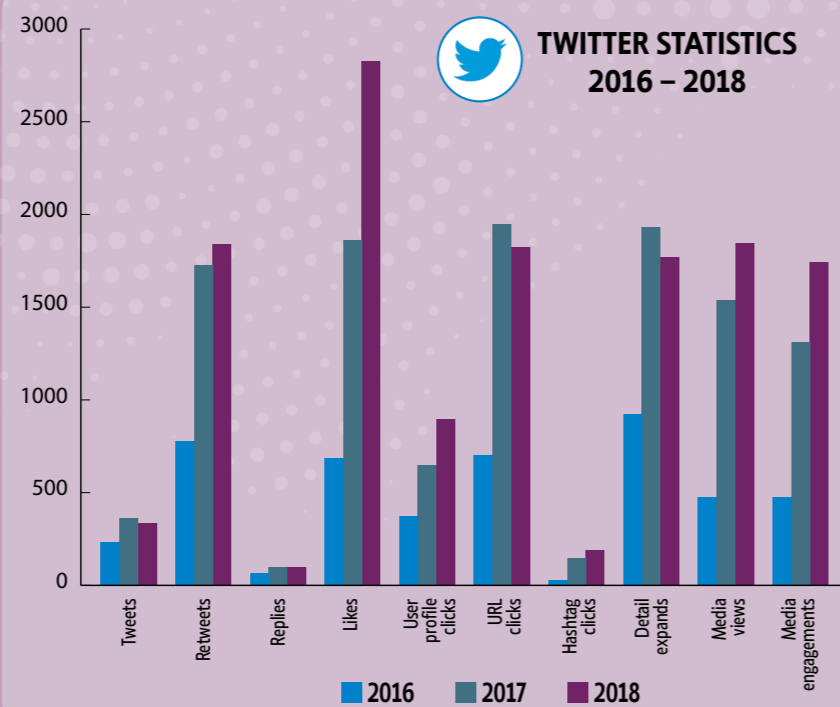
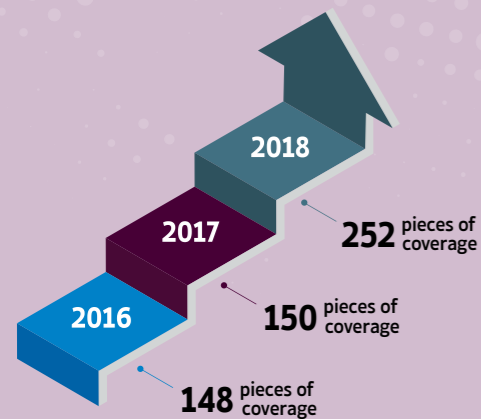


# Media Coverage



Total advertising value equivalent: **£295,842**  
 Opportunity to see figures: **35.1M people**

### MEDIA COVERAGE OVER THE PAST THREE YEARS



# IMPACT

Outcome: Housing

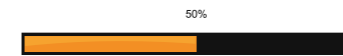


## Under-Served

4-year project • £172,626

An exploratory study into the provision of residential care for working age ex-Service personnel with long-term physical conditions, or who have been injured, to establish any gaps between the residential requirements and what personnel receive.

The Under-Served report led to the development and distribution of a care home guide – **Supporting Military Veterans in Residential Care**.



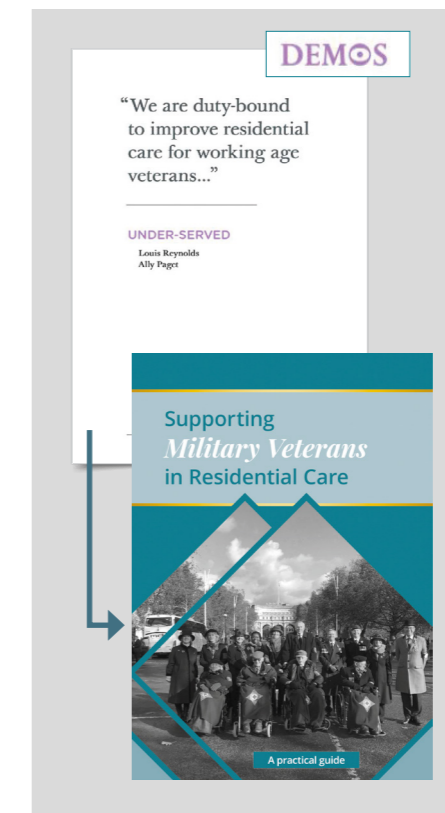
**300 in 3 weeks**

*Under-Served* was downloaded by more than 300 people in the first three weeks following its release.

**19,841 / 159**

Guide was sent to 19,841 care homes and 159 Directors of Adult Social Services at Local Councils.

Listed in NICE and SCIE evidence databases.



## Military Veterans in Residential Care

5-Step Guide

### STEP 01

#### Identify your veterans

Remember there is no national register for veterans in care, but due to long periods of National Service it is likely very many older people you support will have a military background.

### STEP 02

#### Explore their sense of identity

Discuss service, rank, deployments, memories, friendship groups. Talk to the veterans you support about how their service influences their identity, interests and friendships, and how this might influence the support you provide.

### STEP 03

#### Shape support plans

Use this information on identity, including forms of address, preferred activities, interests, routines, anniversaries and celebrations to guide the support you offer. Be sensitive to possible bereavement and trauma in veterans' past experiences, and how this may affect mental wellbeing.

### STEP 04

#### Do your research

Identify important dates and events, including remembrance services, museums, air shows, etc. to help guide conversation and organise trips out. Learn more about the different services to better understand individual veterans' needs and how you can help them.

### STEP 05

#### Reach out for help and advice

Make use of the many veterans' charities and associations (some listed in this guide) to help organise volunteers to buddy or visit the veterans you support, arrange social trips out and remembrance services, to get in touch with the wider veterans community, or to access additional resources and equipment.



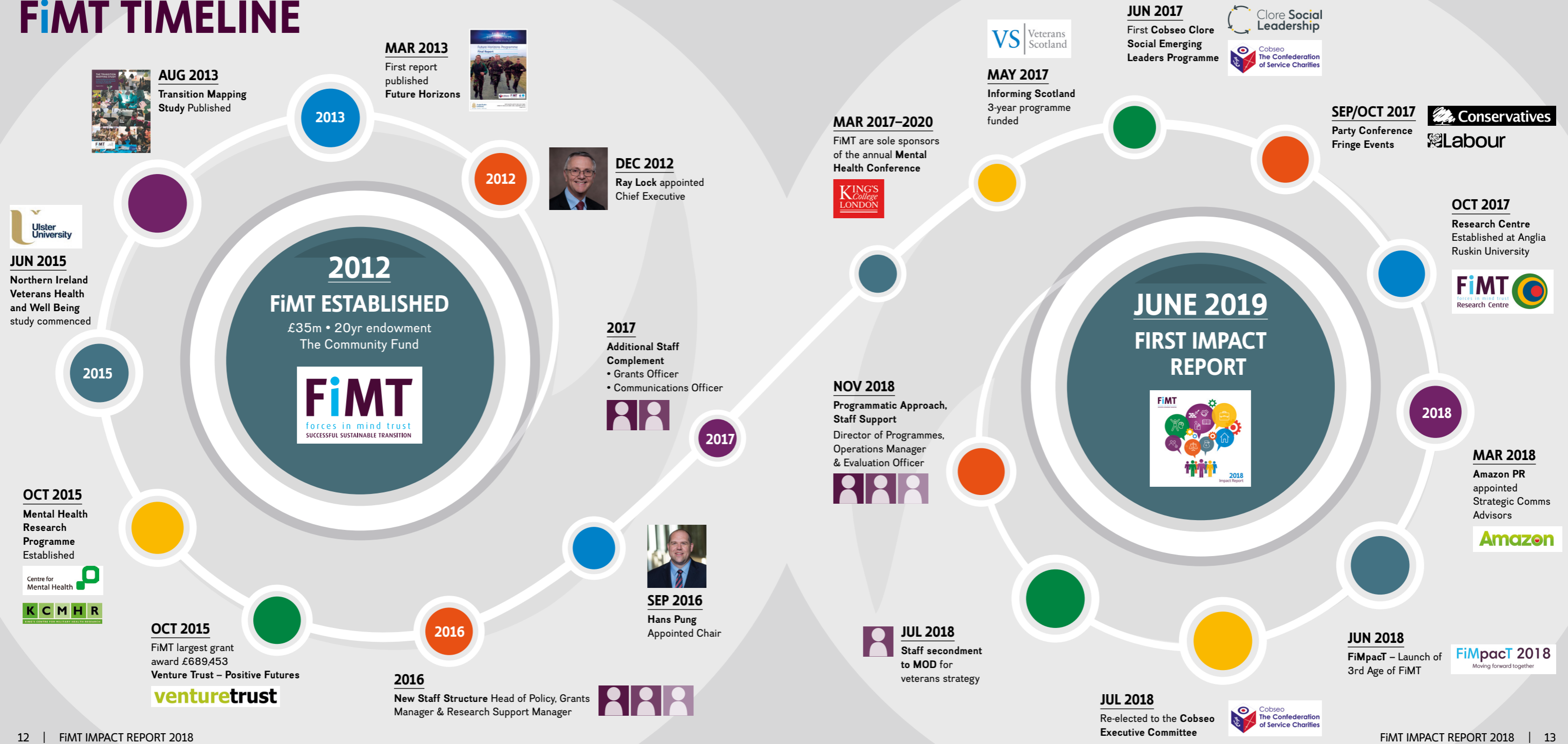
# Change Model

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.

## Change Mechanisms: The way we work

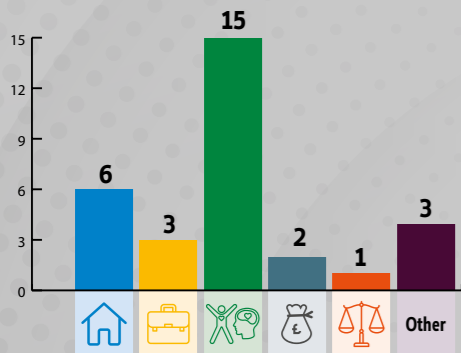


# FiMT TIMELINE

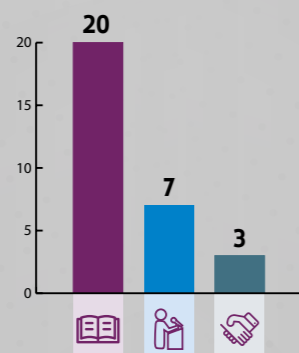




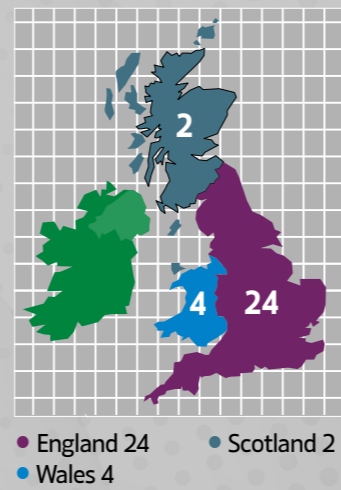
# Grants Awarded 2018



By Outcomes



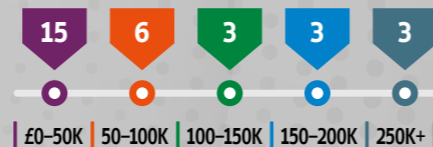
By Change Mechanisms



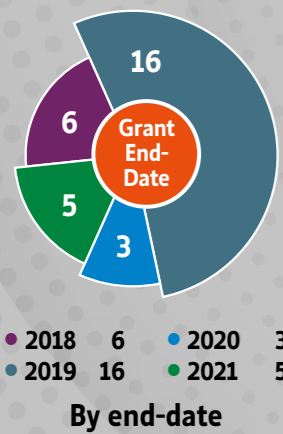
Geographical distribution



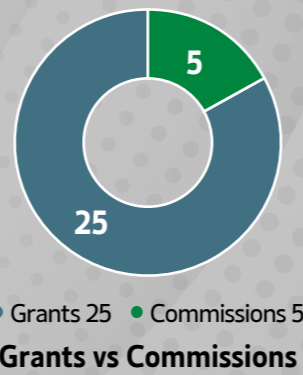
By Type of Organisation



By Value



By end-date



Grants vs Commissions

# IMPACT

Outcomes: Multiple



## Positive Futures

3-year project • £689,453

To increase understanding of the transition back to civilian life, and to evaluate the effectiveness of the Positive Futures programme in helping the transition process for some of the most vulnerable or harder to reach ex-Service personnel.

“It was the best thing that ever happened to me – if I didn’t get referred to this, God knows what I would be like. It helped me through the tough times fighting PTSD and knowing I wasn’t alone in my nightmare. I’ve now got my life back, settled into a great job and family life is much better.”

– Early Service Leaver, Army, No Criminal Justice



Participants get to grips with the Wilderness Programme.



Ray Lock and Sam Freston were able to survive a night in the elements too.

- 0% Ex-Service personnel who participated in Positive Futures have re-offended.
- 34% Homeless/insecure participants now sustaining own tenancy.
- 43% Participants who have since entered into employment, education or training.
- 95.7% More self-confident.
- 97.9% Participants more motivated.

90

Ex-Service personnel supported on the programme during evaluation from January 2016 to June 2018.



- For every £1 spent on the programme, society benefits £4.56.
- Societal gains due to reduction in need for state services and moving into work or volunteering is £2m+.
- Overall benefits to society in the region of £2.6m to £4m.



### Call to Mind United Kingdom

2-year project • £168,900

A study into how the mental and related health and social care needs of ex-Service personnel and their families across each of the devolved UK nations were being assessed, and met by the healthcare system and structures.



“ Without the independent findings in the Call to Mind report we would not have secured the NHS England commissioning of new Mental Health services for Veterans and their families Transition, Intervention and Liaison Service (TILS) and Complex Treatment Service. ”

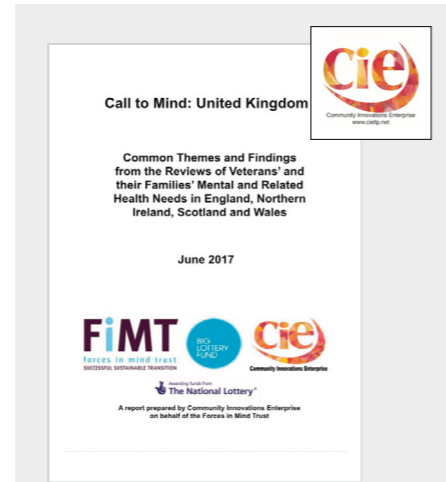
– Kate Davies, NHS England’s Director of Health & Justice, Armed Forces and Sexual Assault Services Commissioning

Call to Mind Recommended action



NHS mental Health Services for ex-Service personnel and their families. Transition, Intervention and Liaison Service.

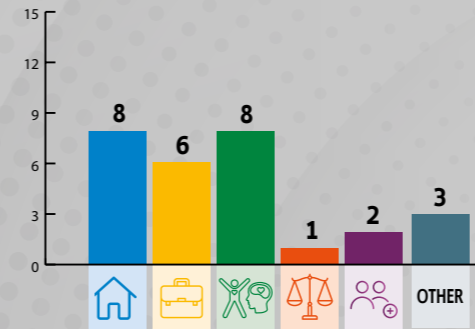
- ▶ The UK report informed both the Defence Select Committee Review on **Armed Forces Mental Health 2018**; and the NHS England Long Term Plan 2018.
- ▶ ‘Call to Mind: England’s report contributed to NHS England commissioning an additional **£10m of mental health services**, including the development of new veterans’ mental health services.
- ▶ ‘Call to Mind: Scotland’ informed a 10-year mental health strategy, and the report’s 16 recommendations were raised at a Scottish **Government debate** in September 2018 on veterans and the Armed Forces Community.



18 months

In the first 18 months, Transition, Intervention and Liaison Service has had over **3,400 referrals**

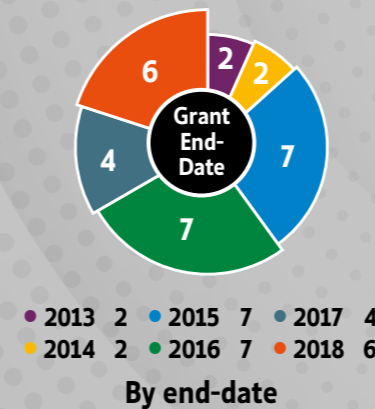
## Grants Completed 2018



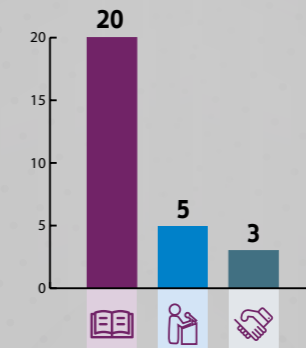
By Outcomes



By Type of Organisation

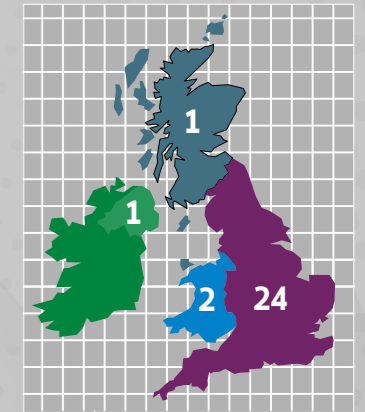


By end-date

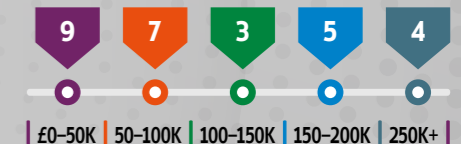


By Change Mechanisms

28



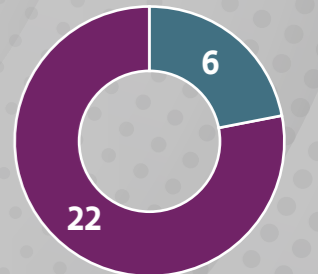
Geographical distribution



By Value



3 Mental Health  
25 Non-Mental Health



Grants vs Commissions



# Living the Third Age

## Taking Forward the Programmatic Approach

In the Summer of 2018, we brought all our former and current grant holders together, as well as key stakeholders and influencers, to launch the Third Age of FiMT. We set out the basics in our 2017 Activity Report; but this year we began to deliver it in earnest, and we coined the term 'FiMpacT' as a catchy shorthand.

At its heart is the delivery of **Impact** across all our Outcomes – we leverage evidence and work alongside stakeholders to drive change and so enable successful and sustainable transition.

We've adopted a **programmatic approach** to our work, led by our newly established Director of Programmes. This approach focuses on more strategic outcomes, increased integration of activity and better evaluation of impact.

Each FiMT programme is:

- Rooted in our theory of change.
- A coherent set of projects that use one or more of our **Change Mechanisms** to contribute a tangible impact for each **Outcome**.
- Designed so that 'the sum of the whole is greater than that of the individual project parts'.



Tom McBarnet, Director of Programmes

### Where are we now?

We've started with the **Employment** programme, and already it reflects increased and deeper stakeholder engagement, which in turn is realising partnership potential and greater coherence of activity across the sector.



### What next?

Next up will be **'Health and Well Being'**. This priority Outcome will receive the 'programmatic' treatment and the initial evaluation will be complete by the end of the year.



### Programme Activities / Enablers



Grow the evidence base supporting action



Partner with sector and domain experts to influence change



Collaborate on impactful initiatives that deliver positive outcomes



Support the growth of new measures or capacity underpinning change





### Caring and Coping: The Family Perspective on Living with Limb Loss

2-year project • £137,605

A qualitative analysis of the experiences and support needs of families of veterans living with limb loss, to inform future care and service provision.



Family supported by Blesma.



- ▶ The influence of this project extends further than the Armed Forces Community.
- ▶ The **Limb Loss Support Model** is being adopted by a number of centres within the NHS Limb Service in support of civilian and veteran amputees.
- ▶ The Royal College of General Practitioners has incorporated the Limb Loss Model into the GP training programme.
- ▶ The Model is also used at the Defence Medical Rehabilitation Centre at Stanford Hall.

#### Within Blesma:

- ▶ Increased activities for families.
- ▶ Living with Limb Loss Model incorporated into the training package for new frontline staff.

**72**

ex-Service personnel and their families took part in the study.



Since 2001

**350+**

personnel have lost limbs during their service.

**62,000**

Since WW1 Blesma has supported 62,000 limbless ex-Service personnel.

“I can't fault them. They are brilliant. When we need them, they are there.”

– Response out of one of the interviews from a partner of a veteran supported by Blesma.



Caring and Coping: The Family Perspective on Living with Limb Loss

Elly England, Keeley Fildes, Matt Fildes June 2018



### Accommodation for Single Veterans: Developing Housing and Support Pathways

4-year project • £172,626

To investigate and provide data about the housing and support provisions that are available to ex-Service personnel in England, Scotland and Wales.



Stoll Chief Executive, Ed Tytherleigh, with Veterans Josh and Tina.

#### As a direct result of this report:

- ▶ Local authorities (LAs) have changed how they identify and respond to homeless ex-Service personnel. LAs now have to report on the number of homeless ex-Service personnel they see every year.
- ▶ A national telephone and web-based support service has been created, dealing with 2,000 cases per year.
- ▶ A recent announcement by the Minister of housing, communities and local government of £1m to be invested in LAs to support homeless ex-Service personnel in their areas.

#### Brokenshire announces funding boost for homeless veterans

Veterans who have become homeless, or at risk of it, will be supported through an extra £1 million boost.

Published 20 March 2019  
From: Ministry of Housing, Communities & Local Government, Ministry of Defence, The Rt Hon Gavin Williamson CBE MP, and The Rt Hon James Brokenshire MP



- Communities Secretary announces £1 million fund to boost support for vulnerable veterans
- Investment for eleven local areas to fund access to housing advice or mental health support, reducing the risk of homelessness
- Move part of government commitment to tackle all forms of homelessness and end rough sleeping for good



“The report has been the platform for all the work of the Cluster in recent years – and the catalyst for why Veterans homelessness is decreasing at a time when it is on the rise nationally.”

– Ed Tytherleigh, Co-chair of the Cobseco Housing Cluster.

**3%**



of those accessing homelessness services in England are ex-Service personnel.



**300-400**

Approximate number of ex-Service personnel who sleep rough every year.

You are less likely to be homeless if you have served in the Armed Forces.



## Evaluation of the Ministry of Defence Spouse Employment Trial

2-year project • £199,229

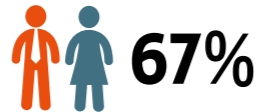
An evaluation of a Ministry of Defence-led programme to support the spouses of serving personnel looking for work.

“ I think it’s a brilliant thing. I think in terms of spouses who might not have had the confidence to, you know, to look at CV writing and employment training and everything like that, I think it’s been brilliant in empowering them. ”

– Course participant



- The report has played a formative role in shaping MOD policy on their provision of support to MOD spouses.
- The Secretary of State for Defence supported the report recommendations.
- The report contributed to the creation of the new Partner Employment Programme at the MOD.



of spouses felt more confident in their ability to obtain work as a result of participating in the Trial.



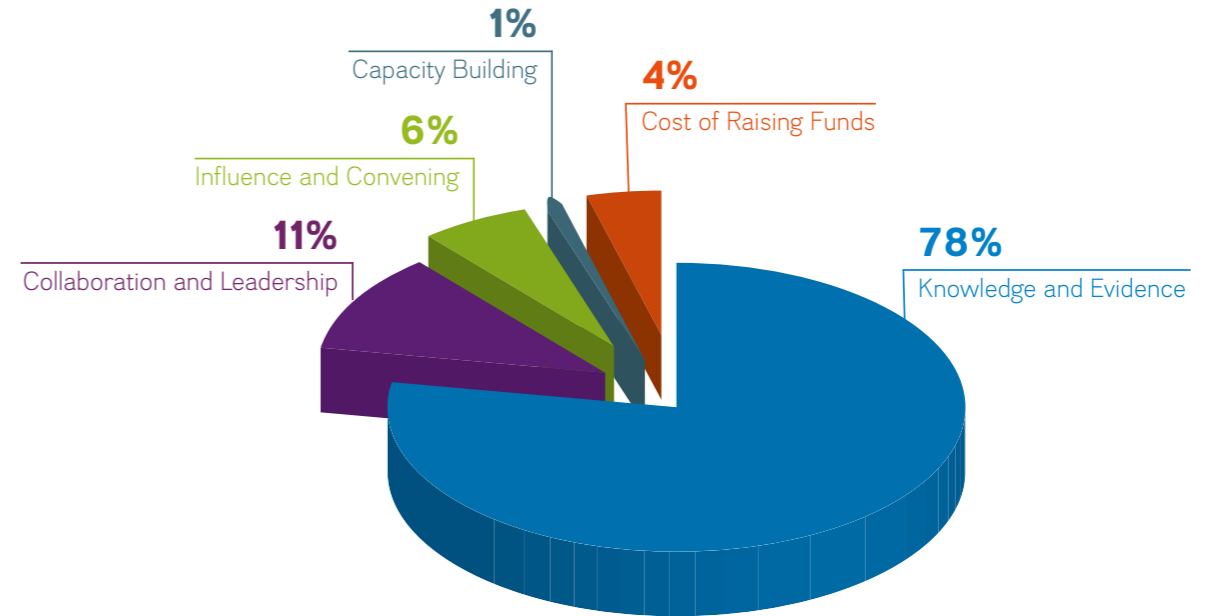
would recommend the Trial to others.



of spouses agreed the Trial had had a positive impact on their lives.



# What we’ve spent our money on



FiMT focused expenditure on the following areas of work:	
Knowledge and Evidence	£2,547,161
Collaboration and Leadership	£377,827
Influence and Convening	£188,032
Capacity Building	£27,909
Cost of raising funds	£140,684
<b>Total</b>	<b>£3,281,613</b>

Statutory accounts for the year ending 31 December 2018 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 2018	Total (£)
Total incoming resources	750,107
Total resources expended	3,281,613
Net incoming/(expenditure) before net gains / (losses) on investments*	(2,531,506)
Gain (loss) on investment assets	(1,845,788)
Net movement in funds	(4,377,294)
Reconciliation of funds	
Total funds brought forward	31,593,163
Total funds carried forward	27,215,869

\*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 2018.



## Contact Us

[www.fim-trust.org/contact-form](http://www.fim-trust.org/contact-form)

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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 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](http://www.fim-trust.org)

You can also follow us on [Twitter @FiMTrust](#)

## Directors (As of June 2019)

Isobel Brown	Anaïs Reding
Ross Campbell	Nick Roberts
Neil Greenberg	Robert Robson
Sir John McColl	Martin Rutledge
Deirdre Mills	Andrew Ward
David Murray	

## 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
Rodrigo Voss	Operations Manager
Kirsteen Waller	Research & Support Manager
Clare Crookenden	Grants Manager
Robert Thorburn	Grants Officer
Tina McKay	Communications Officer
Isabel Summers	Evaluation Officer
Louisa Dominguez	Executive Assistant



[www.fim-trust.org](http://www.fim-trust.org)

