

Fife
Employment
Access
Trust

annual

report

2017 - 2018

6-8 Hanover Court, Glenrothes, Fife KY7 5SB
Scottish Charity Number: SC022263
Company Limited by Guarantee registered in Scotland Company No: SC394284
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ABOUT FIFE EMPLOYMENT ACCESS TRUST (FEAT)

FEAT is a registered charity first established in 1994 by a group of people who were concerned at the lack of employment opportunities for people with a disability or mental health problem living in Fife. Today, we work to support people with mental health issues to find, get and keep a job they want, and challenge the attitudes that prevent so many from achieving this. We also deliver a range of services aimed at improving the mental health and wellbeing of people across the Kingdom.

AIMS

FEAT's vision is to "enable and support individuals to reach their full positive mental well-being in a culture where there is no stigma". Employing an inclusive, non-judgmental approach to prepare, support, and empower people to flourish by managing their mental health for life – whatever life does, by:

- Working with others to eliminate the stigma on mental health in the workplace and communities.
- Providing service-users with strategies and tools to improve their resilience and employability.
- Creating safe, nurturing, supportive and compassionate environments to encourage personal growth.
- Developing strategic partnerships with complementary and diverse organisations that share our vision.
- Supporting the welfare and continuous professional development of staff and volunteers so they may continue to provide exceptional services.

Through its current services FEAT focuses its support on people disabled through a mental health problem who find it particularly difficult to find and retain employment, whilst also continuing to educate the wider community about the importance of mental health and wellbeing through a combination of training and awareness-raising.

FEAT's Board of Directors during this reporting year were:

Douglas McPhail (Chair), Michael Sutherland (Treasurer), Wendy Simpson, Helen Lawrenson, Rose Duncan, Brian Robertson, Norma Clark, John Kerr and Michelle Austin

Board members are recruited and appointed according to the terms laid down in our articles of association. There is an induction pack in place for new members as well as access to training. All trustees give their time freely and no trustee received remuneration or expenses in the year. These trustees have been supported by a link officer from a statutory agency who attends in an advisory capacity. During 2017/18 this role was taken by Jim Davies of Fife Health & Social Care Partnership. The financial management of FEAT has been overseen by accountants Harley Hepburn and auditors Paterson Boyd.

The day to day operational management is delegated to the staff team. The following staff were employed during the period 2017/18:

Duncan Mitchell	–	General Manager
Wendy Barbour	–	Assistant Manager
Pat Rose	–	Financial Administrator & Company Secretary
Elaine Richards	–	Fife ETC Team Leader
Inga Davidson	-	Occupational Therapist/Team Leader (Employ your Mind)
Luis Calabria	-	Learning Coach
Aleks Atanasova	-	Learning Coach
Pamela Bruce	–	Learning Coach
Toni Clark	-	Learning Coach
Joanne Koziel	-	IPS Team Leader
Liz Gibson	-	IPS Learning Coach
Lisa Watson	-	Employment Specialist
Anna Bennett	–	Life Coach/Trainer
Kelly Laing	-	Mindfulness Tutor
Andy Blyth	-	Trainer/Life Coach
Stephanie Whitelaw	-	Clerical Assistant
Ewen Beckles	-	Clerical Assistant

Left during the year

Hamish Kidd	-	Trainer/Life Coach (left April 2017)
Neil Ross	-	Learning Coach (left June 2017)
Bill Paterson	-	Trainer/Life Coach (left June 2017)
Jack Cochrane	-	Clerical Assistant (left August 2017)
Keith McGeoch	-	Employment Specialist (left September 2017)
Lynsey Speirs	-	Employment Specialist (left September 2017)
Olivia McKendrick-Brown	—	Clerical Assistant (left July 2017)
Anais Durand	-	Research Internship (left January 2018)
Steven Simpson	-	Clerical Assistant (left March 2018)
Vicky Stodart	-	Employment Specialist (left March 2018)

Tina McGuff, author and mental health campaigner, continued her role of Patron of the Charity during the year.

Charitable activities

2017/18 represented another busy year in our history. Our achievements for each project are listed below. In May we expanded our premises to include Unit 8 in Hanover Court and this has become the base for the Fife IPS Service. The annual IPS Fidelity Review in May saw us increase our score to 113/125, maintaining our "good" rating and moving to within 2 points of the exemplary standard. We are now the highest ranking IPS service in Scotland despite only operating since April 2015.

We created a new Team Lead role for our Fife ETC provision in April and have been piloting different approaches to encourage participants in the programme to engage and sustain their attendance.

Our first year of delivering the Our Minds Matter programme of mindfulness in schools was successful despite an early staff change that resulted in a series of sessional workers delivering the provision up to the autumn term. However, with a dedicated staff member now in place the programme is going from strength to strength. Our Employ your Mind programme continues to attract interest globally and we welcomed staff from WISE Employment in Melbourne to our offices for training during the year, with a reciprocal visit planned for 2018.

Employ your Mind

We have worked with 9 cohorts of student over the past year which totalled 79 new students and 19 returning students. We have worked in partnership with NHS Fife adult mental health and CAMHS (Child & Adolescent Mental Health Services) to recruit and deliver EYM to individuals with complex mental health difficulties. All of our students have been working towards an SVQ Level 3 in Personal Development and/or Work Experience. Many of our students have completed work placements and moved onto to further education, volunteering or paid employment. We have been revising how we deliver our Young Persons cohorts and exploring working to 'intervene earlier' by working more closely with NHS CAMHS newly developed Primary Mental Health worker roles. We have been supporting our students to develop their thinking skills through the use of the Cognitive Remediation Therapy aspect of the programme and have been developing our expertise and quality of delivery of this.

Fife IPS

Our provision has been greatly hampered this year with a shortage of staff however we did support 81 participants during the year, 25 of these being new registrations, with 25 people also moving into work. Cumulatively In the 3 years we have been operating we have achieved 126 registrations and 80 job outcomes which is an excellent return.

Hopeful of recruiting additional staff, subject to funding, in the coming year, the first job is to begin to tackle the current waiting list of 28 people.

With support from a University of St Andrews internship programme we have also begun to develop a new cognitive remediation therapy CRT course for those clients who have been looking for employment for more than 12 weeks or may have been struggling to sustain employment. The group aspect of the course will run for 16 weeks and will look at specific topics relating to thinking skills, weekly structure and job searching and how these can be improved to help with finding and keeping a job. Alongside this there will be sessions of computer based cognitive remediation therapy that clients will complete three times per week.

Journey to Work (Fife ETC)

Our role within the Fife Employment & Training Consortium is preparing people to move through the pathway and onto more focused jobsearch activities with other partner organisations. In this year we directly supported 83 people, with 18 moving into employment – which exceeded the expectation of job outcome numbers. We also had 39 pathway referrals (moving people on from our programme to another partner), and had 2 more referred on to services outwith the pathway.

In addition, the project team met 13 people for an initial assessment who were referred on to either Employ your Mind or Fife IPS as they met the criteria for these programmes. The Consortium as a whole also met all funding targets for the year.

During the course of the year we have been experimenting with aspects of our provision and have included more one-to-one work into the programme, which was largely group based previously. We aim to continue to add further one-to-one sessions in the coming year and build on a small pilot of solution-focused conversations with 3 clients that produced excellent results.

Our Minds Matter

Mindfulness classes have been offered at both primary and secondary schools across Fife during the year with a total of 21 x 8-week mindfulness courses delivered in schools to 214 individuals. These included eight groups with teachers/school staff (91 individuals), five groups of parents (46 individuals), three groups of primary school children (40 individuals) and five groups of secondary school pupils (37 individuals).

External evaluation was undertaken by Dr Julia Neufeind and her report outlined that the quantitative results from the parent, staff and primary school pupils indicated that on average, the cohorts experienced wellbeing levels that were slightly below the population average before the 8 week mindfulness classes. However, at the end of the 8 week sessions, their wellbeing scores had increased significantly and were above the population average. The wellbeing results for the secondary school pupils were more complex, in that scores varied, but no significant patterns were detected. It should be noted that the secondary school pupils displayed relatively low levels of wellbeing on all measures before the mindfulness sessions.

Qualitative feedback was very positive throughout; almost all participants indicated that they enjoyed the courses and that they found the mindfulness techniques helpful in their lives. Positive comments about the trainers were also common, with a variety of FEAT staff and independent self-employed practitioners delivering the programme.

Highlights and Year Ahead

The charity has been taking time to review and refresh the strategic plan over the past year and this work will continue into the first half of 2018/19, with a series of joint board and staff sessions organised to focus on this.

Demand for employability services for people with mental health conditions has been high throughout Fife in recent years and increasingly it has become recognised that the largest cohort of unemployed people in Fife are those citing mental health as a primary barrier to their return to work. As a result, Fife Council have secured additional funding to focus on generating new ideas to support the client group gain successful employment outcomes and FEAT will have a key role in contributing ideas from our years of specialist knowledge. We are hopeful this will lead to an increase in funding and activity for the charity, however it will benefit our client group widely as a number of other local organisations will also be adapting their services to better cater for those with mental health issues.

The future of funding after 2019 remains somewhat uncertain – it is expected that funding will continue in the UK through to 2022 regardless of an earlier exit from the European Union, however this is yet to be formally confirmed. We will remain in regular dialogue with representatives from Fife Council and the Scottish Government about funding from 2019-2022, and also the plans for funding beyond this point.

The interest in our Employ your Mind programme continues and the approach has been successfully replicated by WISE Employment in Melbourne, Australia. We have provided a range of support and consultancy and during 2018 at least one member of FEAT staff will travel to Melbourne to deliver on site training and support to their team.

Whilst our subsidiary company, FEAT Trading CIC, has been leading on developments and planning for Silverburn Park's regeneration, the coming year will see us apply to the Heritage Lottery Fund for a large percentage of the total cost of the refurbishment plans of the former flax mill on the site. The application will be submitted by the charity, rather than the Trading Company, and the outcome will shape the future planning of both organisations.

Finance : 1 April 2017– 31 March 2018

Income

Voluntary Income	£ 540,647
Activities & generating funds	£ 20,311
Investment Income	£ -
Total	£ 560,968

Expenditure

Charitable Activities	£ 541,672
Governance Costs	£ 7,176
Total	£ 548,848

Balance Sheet

Fixed Assets	£ 100
Current Assets	£ 196,818
Creditors	(£ 22,465)
Net Assets	£ 174,353

Funds

Unrestricted	£ 93,707
Restricted	£ 80,746
Total	£ 174,453

Net Incoming resources: **£ 12,110**

The full audited accounts are available from the FEAT office on request.



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AND FINALLY: A BIG "THANK YOU"

from the Board of Directors of FEAT to all our staff, partners, funders, volunteers and supporters for their continued hard work and support over the past year.