



ANNUAL REPORT AND ACCOUNTS

YEAR ENDING 31 MARCH 2014

WEL THURSDAY



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Foreword

Oh what a busy year – the Commonwealth Games and the Referendum will have caught the major headlines but Veterans have been pretty busy themselves. The combination of the UK's key Armed Forces Day staged in Stirling with smaller events around Scotland and events to mark the start of the First World War have all had Veterans front and centre. I was honoured to address the Armed Forces Day in Edinburgh together with the Lord Provost and my central theme was pride, something I will return to later. After the Drumhead Service on the Edinburgh Castle Esplanade I am pretty certain that I detected a considerable sense of pride as we Veterans led the Parade down the Royal Mile and past the saluting dais in Holyrood Palace.

Thanks to support from the Scottish Government Veterans Scotland has enjoyed much needed reinforcement to enhance its efforts to co-ordinate, consult and communicate. Martin Gibson and Jim Wilson have now been joined by David Cowin, Claire Birch and Karen Stock along with Neil Morrison providing a permanent focus on health and well-being as well as running a most successful programme of Roadshows and coordinating Armed Forces Day. There has been encouraging progress on the housing front with major grants secured from the banking scandal fines – clouds and silver linings spring to mind. More generally I would like to register my personal thanks to the team at Veterans Scotland for maintaining the pressure on Government, and to our Pillar Heads who give generously of their time in addition to their 'day jobs' which directly serve our community.

I said that I would return to pride, not that self-weaning pompous pride, but that quiet sense of doing a job well or of belonging to a great organisation like the British Armed Forces or on a smaller scale to a ship, regiment or squadron with a distinguished history. In my view pride is something closely allied to comradeship and to self-esteem: this is something all too easily lost when you leave the Armed Forces. Housing, health (in the narrowly defined medical sense) and employment are self-evidently important and rightly the focus for most of the work carried out by Veterans Scotland member organisations and the lobbying carried out with the Scottish Government. I feel that special mention of comradeship is merited: something at the heart of good morale and effective units but not simple to encourage as the veteran moves into civil society. The work spearheaded by Kevin Gray and Legion Scotland is praiseworthy and it is good to see the broad geographic ambition.

So looking back, a year of achievement, a year in which we can take some quiet satisfaction. However, as military people or those who have worked closely with the military we all know that this is a potentially dangerous time. Whilst the first principle of war is selection and maintenance of the aim so too is asking Question 4 – has the situation changed. That is why in the course of the next year Veterans Scotland will be reviewing its strategy – we should be good at this! Fundamental is clarity on what we are trying to achieve, the 'end state', the ways we are going to achieve that 'end

state' and ensuring that we have the **means** at hand. Without turning this into a course in operational planning we must set out measures of effectiveness both to understand progress or lack of it and to justify the support of those who give us the resources we need and those we serve. It does not sound complicated but requires a degree of 'brain sweat'. By way of starting the debate let me offer a possible end state which is lifted from the World Health Organisation of Health – **a state of complete physical, mental and social well-being** and not merely the absence of disease or infirmity. Pulling of this trick will require every bit of communication, consultation, coordination and cooperation that Veterans Scotland can offer and provide a worthy exemplar to society at large.

Lieutenant General (Retired) Robert Baxter CBE DSc FIET FBCS CITP

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2014

President: Lt Gen Robert Baxter CBE

Executive Committee:

Col Martin Gibson OBE DL Executive Chairman

Gp Capt Phil Cox Scottish Veterans' Residences
(replaced Lt Col Iain Ballantyne in year)

Commodore Barry Bryant Seafarers UK

Brig Barry le Grys BLESMA
(replaced Lt Col Jerome Church MBE in year)

Lt Col Steve Conway Erskine

Col Barney Haugh ABF The Soldiers Charity
(replaced Col Paul Cummings in year)

Mr Kevin Gray MM RBLS

Mr Richard Hellewell Scottish War Blinded

Group Captain Bob Kemp CBE RAF Benevolent Fund

Mr Ian McGregor PoppyScotland

Mr Peter Minshall Scottish Veterans Garden City Association

Lt Col Peter Poole Combat Stress

Mr Robert Robson RNRMC

Col Robert Steele HHQ RHF / SCOTS

Ms Cathy Walker SSAFA

Company Secretary: Col Jim Wilson

Registered Office: New Haig House
Logie Green Road
EDINBURGH
EH7 4HR

Company Number: SC 239808

Charity Number: SC 033880

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2014

The Directors have pleasure in presenting their annual report on the activities of VETERANS SCOTLAND for the period between 1 April 2013 and 31 March 2014.

Reference and Administrative Details:

VETERANS SCOTLAND is a Company limited by guarantee (Company number: 239808). The Company was established under a Memorandum of Association which sets out the objects and powers of the charitable Company and is governed under its Articles of Association. In the event of the Company being wound up the liability of each member is limited to £1. The Company is allowed to dispense with the word "limited" in its title. The Company is recognised as a charity (Scottish Charity No SC033880) and is registered with the Office of The Scottish Charities Regulator (OSCR). It has its registered office at New Haig House, Logie Green Road Edinburgh EH7 4HR.

Structure, Governance and Management:

VETERANS SCOTLAND is governed by Trustees who are Directors in terms of the Companies Act. The Directors of the Company are also under the Company's Articles known as Members of the Executive Committee. Membership of the Executive Committee is for 3 years and at each AGM one third of the Members shall retire but shall be eligible for re-election for a further 3 years.

Organisation:

Day to day management and operations are delegated to the General Secretary who is accountable through the line management structure to the Executive Chairman and the Executive Committee.

Directors are elected at the Annual General Meeting, or are co-opted. Board members have no beneficial interest in the Company. They have only the powers their positions on the Board allow them.

Veterans Scotland exists

- To encourage cooperation and coordination between the ex-Service charities in Scotland
- To engage, where appropriate, with the UK and Scottish Governments on matters relating to veterans affairs.
- To act as a point of contact for Government and other agencies for all matters relating to veterans policy.

In achieving these aims we will deliver to our Vision of being the acknowledged "voice" of the Scottish Veterans in matters of policy and in respect of issues of general concern. Veterans Scotland will work closely with member charities to achieve

maximum benefit to the Veterans community by bringing to bear the collective and unified views of all those who work on behalf of Scottish veterans.

The Veterans community is defined as:

Men or women who have at any time served with any branch of the Naval, Military and Air Forces of the Crown or her allies; Men or women who have at any time served with the Merchant Navy or the Nursing Services who have been involved in active service; Wives, widows, husbands, widowers, partners, children and dependants of any of the above.

Risk Management:

The Directors have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the organisation, and are satisfied that systems are in place to mitigate our exposure to the major risks.

Aims & Activities 2013 - 2014

The reports of the Chairman and Pillar Heads are shown below.

CHAIRMAN'S REPORT

Veterans Scotland continues to go onwards and upwards as we strive to ensure that veterans and their families across Scotland are not disadvantaged through their service. We continue to focus our activity through engaging, influencing, communicating, encouraging and demonstrating to all our stakeholders the merit of adopting a truly holistic approach - with our beneficiaries at the centre of our efforts.

At the strategic level Veterans Scotland as well as being a permanent member of the Confederation of Service Charities' Executive Committee we are valued members of the UK's MOD and Charities Partnership Board; this participation enables MOD's veterans policies to be influenced and to reinforce that devolution has been in place since 1999. We welcomed the Scottish Government's decision, in January 2014, to appoint a Scottish Veterans Commissioner to further hasten the pace of their delivery of their 2012 Armed Forces Commitments Paper and very much look forward to working closely with Eric Fraser CBE who assumed the appointment in August. We value the continuing close relationship with Keith Brown MSP, the Scottish Government Veterans Minister, who approved both the 50 per cent increase to the Scottish Veterans Fund and the Catalyst for Change funding which has enabled Veterans Scotland to up its game on behalf of our veterans.

The Catalyst for Change initiative has already improved both communication and key office activity and housing support activities; and ahead the recruitment of support and health & wellbeing officers will provide much needed resource to the respective Pillar Heads.

Veterans Scotland very much values the membership of the major UK-wide services charities who do so much to support the veterans community in Scotland. Together with our Scottish charities we are driving forward through the robust, positive relationships that have been developed with: the Scottish Government and its officials; local authorities, NHS and DWP champions as well as the recently appointed Police Scotland champion.

Lord Ashcroft's February 2014 Transition Study Report provided an excellent summary of both the successes and shortfalls experience with the present arrangements. The MOD's response is awaited with interest. Veterans Scotland continues to work very closely with the three Services in Scotland, through Firm Base, in pursuit of the vision of a seamless transition for those leaving the services.

Ahead, planning is well advanced for what promises to be a particularly high profile Stirling Council led UK Armed Forces Day and the World War Centenary Commemorative events.

Finally, I would like to offer my sincere thanks to the four very busy leaders of the Veterans Scotland Pillars who over and above their 'day jobs' manage to provide that drive , communication and encouragement that is vital to Veterans Scotland's collective delivery of its objects to benefit veterans of all ages across Scotland.

Colonel (Retired) Martin Gibson OBE DL

REPORT ON VETERANS SCOTLAND ACTIVITIES

During the year, Veterans Scotland has co-ordinated a number of activities in order to raise the profile of matters affecting veterans in Scotland. Whilst continuing to represent those organisations that are members, wider understanding of veterans needs has been promoted through our Roadshows and through the Cross Party Group on Veterans that meets in the Scottish Parliament four times a year.

Roadshows

During 2013 – 2014 Roadshows were delivered in seven local authority areas promoting veterans needs and raising awareness of the impact of service on veterans as well as an explanation of the Armed Forces Covenant. The local authorities visited were Scottish Borders, Fife, Falkirk, South Lanarkshire, Dumfries and Galloway, Argyll and Bute and Orkney. It is our contention that structures and services are in place across the country and that veterans are able to find support and assistance in all areas. However the understanding of the potential disadvantages that may be faced by veterans and the reasons behind such disadvantage are not as well understood as they could be; by providing the opportunity to consider these, services for veterans improve at a local level.

Attendance at roadshows averaged around 80 and all roadshows had representation from officials from statutory organisations involved in Health, Housing, Criminal Justice, Council, Education and Employment as well as charities, welfare organisations and 'movers and shakers' within the areas visited. MP's, MSP's and members of the Scottish Youth Parliament also attended many of the roadshows; school pupils also attended. Feedback provided at the time of the roadshows indicates that the information provided is well received and that we achieve our intention of raising awareness of veterans needs. It is felt that this will result in better levels of service through greater understanding.

It is our intention that roadshows will continue to be delivered across the country with local authorities being revisited every three years or so.

Cross Party Groups

Four Cross Party Groups took place during the year, ably chaired by Mr Alex Fergusson MSP. The topics included in the discussions were 'Housing', 'Mental Health', 'Veterans in the Criminal Justice System' and 'Transition'. Each meeting has three or four 'lead speakers' with expertise in the main topic being considered, often this involves 'mythbusting' some of the inaccurate impressions one may have about ex-service personnel. Fourteen MSP's are members of the group and are invited to attend each meeting, the meetings are also attended by members of Veterans Scotland and others with an interest in veterans matters.

Scottish Government's Matrix for Engagement in Support of the Armed Forces and Veterans Community in Scotland

The Scottish Government Matrix for Engagement in Support of the Armed Forces and Veterans Community in Scotland covers many areas across the ex-Service sector. Veterans Scotland has liaised with The Scottish Government in the development of this matrix which should be regarded as the 'work in progress' of each Department but it has also been considered at Cross Party Groups; elements of it have formed the focus at meetings with the Minister for Veterans.

HEALTH AND WELL-BEING PILLAR REPORT

The Health and Well-being Pillar is open to any Veterans Scotland organisation, and is supported by local and national service providers. The Pillar meets quarterly to share information, promote an understanding of each other's' activities, and to share and encourage best practice by learning from each other's experience. As the membership of the pillar is made up of individual organisations there is no formal set of objectives for the year, but if issues are raised and are applicable to several service providers then there is an opportunity to discuss them in this forum.

In outline the meetings this year have provided an opportunity to

- Develop relationships with the wider third/voluntary sector
- Better understand the operation of the various member organisations
- Share veterans expectations and preferences
- Identify trends of changing need and demographics
- Assess whether services are fragmented or duplicated and identify opportunities for member organisations and agencies to act in collaborative or coordinated ways
- Understand service gaps and barriers to access

Developments in Service Provision

A summary of the services and developments provided during the year by organisations that are members of the Health and Well-Being Pillar is attached at Annex A.

SUPPORT PILLAR REPORT

The Support Pillar is chaired by the CEO of Poppyscotland and over the year its activity has primarily centred on work undertake by 4 working groups considering the areas of Grants to Individuals, Grants to Organisations, Supported Employment and Advice. These groups met periodically with the aims of:

- getting to know representatives of organisations delivering similar services.

- exchanging information and sharing best practice as well as gaining a knowledge of successes and failures.
- developing new ideas and tackling issues which are prevalent for the client group.
- better informing the Executive Committee of Veterans Scotland of the needs of the client group.

The membership of these groups is not restricted to veterans charities and includes both other Third Sector organisations and representatives from public sector bodies. In addition, organisations connected to the Pillar participate actively in work in support of Veterans in the Criminal Justice System, though not as a formal working group under the Veterans Scotland Support Pillar.

A Summary of the work of each working group is attached at Annex B.

General

Issues of more general interest and relevance to the Support Pillar have included the production of Lord Ashcroft's report. The thrust of the report has been well received overall and recommendations on: an improved transition support package for all Service leavers; the creation of Personal Development Plans early in the careers of those in uniform so that they are better prepared for entering Civvy Street; and the development of a work placement scheme to give Service leavers practical experience of civilian work, are particularly welcome.

Veterans Scotland also, through its Support Pillar, supported and contributed to a Scottish version of the Royal British Legion's Best Practice Guide to Community Covenants, a guide produced to share best practice on how local authorities and local communities could contribute to supporting the Armed Forces community.

HOUSING PILLAR REPORT

The Housing Pillar met several times during the year and is developing a series of workstreams that are shown in the matrix attached at Annex C to this report. Phil Cox, CEO of SVR and the lead on the Housing Pillar also attends COBSEO Housing Cluster meetings.

COMRADESHIP AND REMEMBRANCE

Over the last three years, the Comradeship Pillar of Veterans Scotland has recognized that comradeship is much more than veterans meeting up in November each year to pay their respects to the fallen. The pillar now undertakes a much more holistic approach, with emphasis being placed on providing those things that are missing from the comradeship needs of veterans. This is not as straightforward as may first be assumed; veterans and their families all need, receive and recognize comradeship in their own unique way.

In the armed services community, comradeship comes from that bond of friendship, teamwork and mutual respect that is the backbone of all activity; this is taught and instilled from the moment an individual becomes part of the unique family that is the armed forces. The longer a person serves and the more they are exposed to

operations and harsh environments the greater the understanding and reliance on military teamwork, and thus comradeship. It is not uncommon for the team to share their most intimate thoughts with each other, some of which would be a surprise to their own families! This protective bubble of comradeship is relatively easy to maintain while serving, but we must consider what happens when the protective bubble is removed and the service person and their family returns to a world that they are not used to, comfortable with and in some cases have no experience of. The effect of this transition may be compounded by many factors including the age, the mental and physical wellbeing of the person as well as their family circumstances. Having someone to whom you can relate and who has been through the process can alleviate many of the issues that may be faced.

In order to meet some of these comradeship needs we have established veterans groups, most notably in the Edinburgh area, that enable likeminded individuals to meet up and discuss topics that are important to them whilst ensuring their service has been recognised. We have adopted a tri-service approach to how we do business, considering the importance of the intangible merits of comradeship and how these may be met. While we still have much to do in achieving Scotland wide activity that is truly consistent, some excellent models have been developed that could easily be replicated. We will continue to engage with Regimental Associations and their Naval and Air Force equivalents to ensure that good practice is shared across the veterans community.

The level of need will largely depend on the circumstances through which the person left military service whether it was the end of their service, as an early service leaver, if services were no longer required, through medical discharge etc. The transition process will play an important part in the success or otherwise of a move to the civilian environment. This is one area that the veterans community could play a more prominent role and we are considering ways in which recent service leavers and their families may assist those in transition. Recent service leavers have been through the process first hand, they know what works, they may have experienced what does not work, and can advise on what is needed; importantly we must use the old adage that its not what you know but who you know that is important. Some thought should be put to establishing transition teams made up of veterans who are able to brief from a position of experience and knowledge.

The importance of the part played by comradeship should not be underestimated. Comradeship can deliver information, advice and guidance to those individuals and families transitioning out of the services at a point before an issue becomes a problem, comradeship improves the quality of life for people and it is through comradeship that we capture the needs of the veteran. The importance of being able to meet and relate to like-minded people who have shared similar experiences, who are not judgmental, who are honest and trustworthy and who can guide and advise through experience must not be underestimated. The ex-service community across Scotland has an important part to play in ensuring that appropriate levels of comradeship is available where it is needed, the Comradeship Pillar seeks to deliver this.

FINANCIAL INFORMATION AND ACCOUNTS

Financial Review

Total income and expenditure amounted to £185,421 and £167,202 respectively resulting in net incoming resources of £18,219 for the year under review.

Unrestricted funds

Voluntary income amounted to £79,271, an increase on 2013 reflecting a higher level of support from supporting organisations.

Expenditure amounted to £55,279, of which £32,750 was spent in administering, representing and promoting the aims and objectives of the company with the balance of £21,721 and £808 reflecting the value of the accommodation and facilities made available by Poppyscotland and governance costs respectively.

Restricted funds

Incoming resources amounted to £106,058 with £111,923 being expended in furtherance of the funding aims agreed with the grant-giving organisations. A balance of £29,820 will be carried forward to fund the agreed outstanding activities.

The source and application of funding as recorded in Note 8 of the Statement of Financial Activities is as scheduled below:-

| | Income | Expenditure | Purpose |
|---|----------------|----------------|---|
| Scottish Veterans Fund | £83,658 | | |
| Royal British Legion Scotland | | £7,000 | Providing funding to support Comradeship Activity |
| Royal British Legion Scotland | | £6,000 | Welfare Officer |
| SSERSA | | £2,000 | Employment Advice |
| Gardening Leave | | £9,258 | Lifestyle training for vulnerable veterans |
| Action on Depression | | £7,500 | Lifestyle - Health&Well Being |
| Horseback UK | | £6,000 | Verterans' courses |
| Scottish Veterans Residences | | £7,200 | Family support – travel costs |
| Tayforth Veterans | | £6,200 | Comradeship activities |
| Thistle Foundation | | £10,000 | Lifestyle – Health & Well Being |
| Veterans Scotland | | £7,500 | Veterans Assist Media Campaign |
| Veterans Scotland | | £10,000 | Veterans Awareness Roadshow |
| Veterans Scotland | | £ 5,000 | General Administrative Support |
| Scottish Veterans Fund sub-total | £83,658 | £83,658 | |
| Scottish Government | | | |
| | £22,400 | £12,232 | Catalyst for Change programme |

| | | | |
|--|-----------------|------------------|-----------------------------|
| Balance to carry forward | | £10,168 | |
| Queen's Jubilee Fund b/forward | £12,396 | | |
| Queen's Jubilee Fund c/forward | | £12,396 | |
| Falkirk Council | | | Funding a Veterans' adviser |
| Balance brought forward | £23,289 | | |
| Expended | | £16,033 | |
| Balance to carry forward | | £ 7,256 | |
| Statement of Financial Activities | | | |
| Income received (refer Note 3) | | | |
| Expenditure (refer Note 4) | | | |
| Funds brought forward | £ 35,685 | | |
| Income received | £106,058 | | |
| Expenditure | | £ 111,923 | |
| Balance carried forward | | £ 29,820 | |

Funds

Total funds at 31 March 2014 amount to £84,157 representing £54,337 and £29,820 of unrestricted and restricted funds respectively as per Note 8 of the Statement of Financial Activities and are held as current assets, including cash balances of £82,480 at the year-end date of 31 March 2014.

Reserves policy: The Directors have reviewed the reserves of the charity. The review examined the nature of income and expenditure streams and the need to ensure the availability of sufficient reserves to meet future demands. The Directors concluded that the level of reserves is appropriate to support the current level of work undertaken by the organisation. Continuing support from membership organisations or other sources of revenue may become necessary to support any increased levels of activity considered by the directors as necessary to advance the interests of the ex-Service community in Scotland on an ongoing basis.

Investment policy: The Directors consider that available surplus funds should be held in an interest bearing bank account.

Plans for the Future: To continue to represent the Veterans Community in Scotland ensuring they are treated fairly and equitably with no disadvantage.

Statement of Directors' Responsibilities: The Directors are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year in accordance with UK Generally Accepted Accounting Practice (UK Accounting Standards and applicable law) which give a true and fair view of the state of affairs of the Company and of the surplus or deficit of the Company for that year. In preparing these financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of Disclosure of Information to Independent examiners:

In so far as the Directors are aware:

There is no relevant audit information (as defined by section 234ZA of the Companies Act 1985) of which the charity's independent examiners are unaware

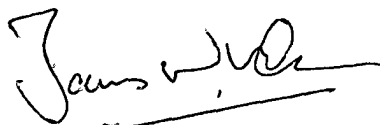
The Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.

The directors confirm their compliance with these requirements and with the Company's constitution.

Independent examiner: The independent examiner will be proposed for re-appointment in accordance with section 385 of the Companies Act 1985.

This report has been prepared in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

BY ORDER OF THE BOARD



James LN Wilson
Company Secretary
September 2014

VETERANS SCOTLAND

(A Company limited by Guarantee)

Statement of Financial Activities (incorporating the Income and Expenditure Account)

For the year ended 31 March 2014

| | | 2014 | 2014 | 2014 | 2013 |
|--|-------|---------------|----------------|----------------|----------------|
| | | Unrestricted | Restricted | Total | Total |
| | Notes | Funds | Funds | Funds | Funds |
| | | £ | £ | £ | £ |
| Incoming resources | | | | | |
| <u>Incoming resources from generated funds</u> | | | | | |
| Voluntary income | 2 | 79,271 | - | 79,271 | 57,566 |
| Investment income | | 92 | | 92 | 81 |
| <u>Incoming resources from charitable activities</u> | | | | | |
| Grants | 3 | - | 106,058 | 106,058 | 165,000 |
| Total incoming resources | | 79,363 | 106,058 | 185,421 | 222,647 |
| <hr/> | | | | | |
| Resources expended | | | | | |
| Charitable activities | 4 | 54,471 | 111,923 | 166,394 | 190,245 |
| Governance costs | 5 | 808 | | 808 | 6,103 |
| Total resources expended | | 55,279 | 111,923 | 167,202 | 196,349 |
| <hr/> | | | | | |
| Net incoming/(outgoing) resources | | 24,084 | (5,865) | 18,219 | 26,308 |
| Transfer between funds | | | | | |
| Funds brought forward at 31 March 2013 | | 30,253 | 35,685 | 65,938 | 39,630 |
| Funds carried forward at 31 March 2014 | 8 | 54,337 | 29,820 | 84,157 | 65,938 |
| <hr/> | | | | | |

VETERANS SCOTLAND**(A Company limited by Guarantee)****BALANCE SHEET**

| <u>As at 31 March 2014</u> | Notes | 2014 | 2013 |
|---|----------|---------------|---------------|
| | | £ | £ |
| Current Assets | | | |
| Prepayments | | 4,979 | - |
| Cash at bank | | 82,480 | 80,257 |
| | | <u>87,459</u> | <u>80,257</u> |
| Creditors: amounts falling due within one year | 6 | 3,302 | 14,319 |
| Net Current Assets | | <u>84,157</u> | <u>65,938</u> |
| Total assets less liabilities | | <u>84,157</u> | <u>65,938</u> |
| Funds | 7 | | |
| Restricted Funds | | 29,820 | 35,685 |
| Unrestricted Funds | | 54,337 | 30,253 |
| | | <u>84,157</u> | <u>65,938</u> |

For the year ended 31 March 2014 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

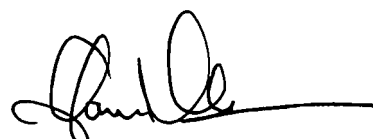
These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

These financial statements were approved by the directors and authorised for issue and are signed on their behalf by:

28 October 2014

M F Gibson

Director



I McGregor

Director

VETERANS SCOTLAND

(A Company limited by Guarantee)

Notes to the Financial Statements

For the year ended 31 March 2014

1 Accounting policies

(a) Accounting convention

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). They comply in every material respect with the Companies Act 2006, the Statement of Recommended Practice – Accounting and Reporting by Charities (revised 2005 and the Charities Accounts (Scotland) Regulations 2006.

(b) Income

Income streams are recorded in the financial period to which they relate and in accordance with any implied restrictions.

Interest is credited to the Statement of Financial Activities on an accruals basis.

(c) Expenditure

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure.

All costs have been directly attributed to one of the functional categories of resources expended in the Statement of Financial Activities.

The company is not registered for Value Added Tax and accordingly expenditure is shown gross of irrecoverable Value Added Tax.

(d) Support costs

The Earl Haig Fund Scotland provides accommodation and administrative services for and on behalf of Veterans Scotland. The cost associated with these services is valued at £21,721.

(e) Grants

Grants are treated as receivable or expended when the conditions relating to the underlying funding have been met.

(f) Cash flow statement

The company is a small company as defined by S247 of the Companies Act 1985 and is entitled to exemption from the preparation of a cash flow statement under FRS1. Consequently a cash flow statement has not been prepared.

| | 2014 | 2013 |
|-------------------------------|---------------|---------------|
| | £ | £ |
| 2 Voluntary income | | |
| <u>Unrestricted</u> | | |
| Member subscriptions | 47,550 | 30,200 |
| Donations | - | 200 |
| | <u>47,550</u> | <u>30,400</u> |
| <u>Grants</u> | | |
| Poppyscotland | 21,721 | 22,166 |
| The Robertson Trust | - | 5,000 |
| Help for Heroes | 10,000 | - |
| | <u>31,721</u> | <u>27,166</u> |
| Total Voluntary Income | <u>79,271</u> | <u>57,566</u> |

Member organisations are expected to contribute towards the costs of supporting the work of Veterans Scotland.

Poppyscotland provided accommodation and administrative support with an imputed value of £21,271 (2013: £22,166).

3 Incoming resources from charitable activities

Restricted

| | | |
|---|----------------|----------------|
| Scottish Veterans Fund | 83,658 | 85,000 |
| Queen's Jubilee Fund | - | 50,000 |
| Scottish Government Funding (Catalyst for Change) | 22,400 | - |
| Falkirk Council | - | 30,000 |
| | <u>106,058</u> | <u>165,000</u> |

Veterans Scotland receives monies from various sources, which are ring-fenced and applied to projects agreed with the funders for the benefit of specific Veterans' groups.

Cost in furtherance of the charity's activities

Unrestricted

| | | |
|--|---------------|---------------|
| Employee costs | 26,968 | 29,976 |
| Chairman's expenses | 3,701 | 3,784 |
| General expenses | 2,081 | 4,994 |
| Accommodation and administrative support | 21,721 | 22,166 |
| | <u>54,471</u> | <u>60,920</u> |

Poppyscotland provided accommodation and administrative support with an imputed value of £21,721 (2013: £22,166).

| | | | |
|---|--|----------------|----------------|
| 4 | Cost in furtherance of the charity's activities | 2014 | 2013 |
| | <u>Restricted</u> | £ | £ |
| | General support costs | 5,000 | 5,000 |
| | Catalyst for Change | 12,232 | |
| | Veterans' adviser – Falkirk | 16,033 | 6,711 |
| | Queens's Jubilee initiatives | - | 37,604 |
| | Grants distributed on behalf of the Scottish Veterans Fund | 78,658 | 80,000 |
| | | <u>111,923</u> | <u>129,315</u> |

In his capacity as chairman, one of the directors was remunerated for his activities on behalf of the company during the period under review. These costs related to the following items:-

| | | |
|-----------------------------------|---------------|---------------|
| Salary and social security costs | 14,342 | 11,942 |
| Travel and accommodation expenses | 3,701 | 3,784 |
| | <u>18,043</u> | <u>15,725</u> |

No other director was reimbursed for expenses during the period under review (2013 – same).

| | | | |
|---|---|---------------|---------------|
| 5 | Governance | | |
| | Independent examination | 620 | 323 |
| | Meetings | 163 | 2,286 |
| | Bank charges | 25 | 45 |
| | | <u>808</u> | <u>2,654</u> |
| 6 | Staff costs | | |
| | Salaries including NI and pension contributions | <u>36,547</u> | <u>28,300</u> |
| | Staff numbers | No. | No. |
| | Permanent | 4 | 4 |
| | Project | 1 | 1 |
| | | <u>5</u> | <u>5</u> |

All staff work on a part-time basis for Veterans Scotland.

| | | | |
|----|---|--------------|---------------|
| 7. | Creditors: Amounts falling due within one year | | |
| | Accruals and deferred income | <u>3,302</u> | <u>14,309</u> |

| | 2014 £ | 2014 £ | 2014 £ |
|--------------------------|---------------------------|---------------------|----------------|
| | Un Restricted Funds | Restricted Funds | Total Funds |
| 8. Funds | | | |
| Balance at 1 April 2013 | 30,253 | 35,685 | 65,938 |
| Net movement in funds | 24,084 | (5,865) | 18,219 |
| Balance at 31 March 2014 | 54,337 | 29,820 | 84,157 |

| Restricted Funds | Scottish Veterans Fund | Falkirk Council Fund | Queen's Jubilee Fund | Catalyst for Change | Total Restricted Funds |
|---------------------------------|------------------------------|----------------------------|----------------------------|---------------------------|------------------------------|
| Opening balance at 1 April 2013 | - | 23,289 | 12,396 | - | 35,685 |
| Incoming funds | 83,658 | - | - | 22,400 | 106,058 |
| Outgoing funds | (83,658) | (16,033) | - | (12,232) | (111,923) |
| Balance at 31 March 2014 | - | 7,256 | 12,396 | 10,168 | 29,820 |

Restricted funds are provided to Veterans Scotland to deliver specific projects on behalf of the Veterans community. Such funds were provided by the above-scheduled third parties for the following projects:-

The Scottish Veterans Fund provided an annual grant of £83,658 to support initiatives on the basis of funding applications for funding from veterans' organisations submitted by Veterans Scotland to the Fund; included within the annual allocation is a sum of £5,000 towards the general support costs incurred by Veterans Scotland.

Falkirk Council provided £30,000 in the period ending 31 March 2013 to fund a locally based Veterans Champion for a 12-month period.

The Queen's Jubilee Fund provided £50,000 to fund improved communication, promotion and advertising of the Veterans Assist website and the development of Roadshows.

The Scottish Government agreed to provide funding over a 3-year period until March 2016 to fund support posts within Veterans Scotland to enhance the level of support to Housing, Health and Well-being and general support across the Veterans' community.

The balance of £29,820 carried forward at 31 March 2014 relates to monies received for specific projects not completed by 31 March 2014. Unrestricted funds represent those funds which the directors are free to use in accordance with the objects of the charity.

| | Unrestricted Funds | Restricted Funds | Total Funds |
|--|-----------------------|---------------------|----------------|
| 9. Analysis of Net Assets by Fund | | | |
| Fund balances are represented by:- | | | |
| Current assets | 57,639 | 29,820 | 87,459 |
| Current liabilities | (3,302) | - | (3,302) |
| Total net assets at 31 March 2013 | 54,337 | 29,820 | 84,157 |

10. Share Capital

Veterans Scotland is a company limited by guarantee and accordingly has no share capital.

Each member of the company undertakes to contribute £1 to the company's assets should the company be wound up during their period of membership or within one year after their membership ceases.

VETERANS SCOTLAND
Company Number SC239808
Scottish Charity Number SC033880

INDEPENDENT EXAMINERS REPORT

Independent Examiner's Report to the Directors of Veterans Scotland

I report on the accounts of the charity for the year ended 31 March 2014.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the directors concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep proper accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulationshave not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



D J BROTHERSTON TD BSc CA
Chartered Accountant
3 Walker Street
EDINBURGH

23 October 2014

A Summary of Services Delivered by members of the Health and Well-Being Pillar

Combat Stress

Combat Stress continues to see a year on year increase in its caseload and now has almost 900 clients in Scotland receiving both welfare support and clinical treatment for a range of mental health problems including PTSD, depression, low mood, anxiety and substance misuse. Welfare and clinical services continue to be provided both in the community through two Community and Outreach Teams in Scotland and/or at the Hollybush House Residential Treatment Centre where efforts are now focussed into three main programmes. Clients suffering PTSD are attending a well-established Intensive Therapy Programme (6 week duration) which is commissioned by Scottish Government. Those requiring other forms of support are undertaking therapies to promote wellbeing and rehabilitation through Transdiagnostic Treatment Programme. Some veterans require additional support prior to undertaking the Intensive Treatment Programme, for those that do a two week Stabilisation Programme is offered. In order to deliver this care pathway, Combat Stress continue to receive funding from the Scottish Government via a service level agreement, and also rely heavily on fundraising and donations etc to ensure that all veteran clients within Scotland receive a high quality service. Combat Stress is currently leading a pilot programme supporting veterans living within Glasgow city with substance misuse difficulties. This service is working closely with local voluntary and statutory substance misuse agencies to promote the needs of veterans in order to both monitor and manage their treatment through appropriate services.

A further key priority for Combat Stress this year is building on existing relationships, as well as developing new relationships, with statutory colleagues within the NHS and local authorities across Scotland, as well as other third sector colleagues, to ensure that veterans receive co-ordinated welfare and clinical support. Earlier this year Combat Stress agreed co-location with Poppy Scotland in the West End of Glasgow, and now delivers clinics there on a regular basis as a result. Finally, efforts continue across Scotland to raise awareness of mental health issues amongst members of the Reserve Forces and their chains of command, as well as amongst NHS health professionals. In this context Combat Stress is seeing a small increase in the numbers of currently serving Reservists seeking support and treatment.

Poppyscotland

Poppyscotland has carried out extensive research into the viability of establishing a Break Centre in Scotland but have concluded that the demand for this type of service is

insufficient to make this a cost effective proposal. Poppyscotland will, therefore, not be pursuing this topic any further but will continue to provide breaks to the Armed Forces community in Scotland via Break Centres run elsewhere in the United Kingdom by RBL. In addition, they will also continue to provide access to Haven and Parkdean holiday parks where family breaks have proved to be very popular this year.

Scottish War Blinded

Scottish War Blinded has begun the expansion of its network of outreach workers planned for this year. Our worker in Inverness is in place serving the Highland area, and a further member will join the team in the autumn, probably in the West of Scotland.

The Linburn Centre is working at its full capacity, and our newly developed secluded garden area has been a good addition. Our new recreation hall and four small housing units are in the course of obtaining planning approval and should commence construction in the autumn. At the same time we are undertaking a refurbishment of our 17 existing houses on the Linburn estate to improve their heat efficiency. We have reviewed the allocation criteria for our housing, so that from now on if we have a vacancy that we cannot allocate to one of our members, we will look to offer it to a non-visually-impaired service veteran in housing need.

Our first member conference was held in May, and was a great success, giving us a wealth of ideas for the future design of services and for reaching potential members. The next major development on the horizon is the development of a new centre similar to the one at Linburn for the West of Scotland. At the time of writing we are in negotiation to purchase a plot of land in Paisley for this purpose. This year's programme of member reunions is well under way, and we are putting together plans for celebrating our imminent centenary.

Blind Veterans UK

We continue to focus our efforts on recruiting new members. We have a national campaign "No One Alone" to raise awareness of the charity.

The Community Project was launched earlier in the year and is addressing how we can deliver specialist services, usually provided in our centres in the community. Approximately 60% of our members attend one of the 3 centres to undertake training and rehabilitation. In order to provide more service delivery options, to those unable to attend a centre, we are testing new services in the South West of England.

In common with Scottish War Blinded our charity also has its centenary next year. Plans at a national level are in hand and we anticipate a lot of local events too.

Following the recent death of Robert Leader, Blind Veterans UK has appointed Major General (Rtd) Nick Caplin CB as its Chief Executive. Nick will begin work at the national charity for vision-impaired ex-Service men and women on 13 October 2014.

SSAFA

SSAFA's volunteer network continues to provide bespoke, practical advice and support to our eligible beneficiaries. The network is supported by a team at the SSAFA Central Office in London, together with a new field-based team of Volunteer Support Network and Liaison Managers that are currently being recruited. These posts will be regionally based and will provide support to volunteers supporting beneficiaries both inside and outside the wire.

The Central Office Welfare Team continues to be as busy as ever in supporting volunteers with casework and welfare enquiries. Ten SSAFA branches are now conducting a trial to establish whether StepChange should be used as the preferred provider of debt advice for SSAFA beneficiaries. The relationship with Indesit continues from strength to strength and the roll-out of tablet technology for casework (supporting the Casework Management System- CMS) is imminent.

SSAFA's Prison In-reach (PIR) service is focussing on developing the support to PIR caseworkers through establishing a PIR Focus Group. The group, comprised of volunteer representatives from across the UK, will shape and inform the development of PIR training, publicity and policy as well as helping to ensure that our corporate knowledge, and consequent support, is up to date and relevant.

SSAFA sits on the Veteran Offenders Working Group (VOWG), and is working closely with members of the VOWG to complete a submission for The Review of Veterans in the Criminal Justice System by Rory Stewart MP for the Lord Chancellor, Chris Grayling.

SSAFA, in partnership with Glasgow City Council, continues to provide support to the Armed Forces and Veterans Community in Glasgow through Glasgow's Helping Heroes. This is effectively a division of SSAFA's Glasgow branch providing specialist services to those eligible for SSAFA's support in the Glasgow area; including housing, debt and substance abuse advice and support.

BLESMA

There are currently 227 Blesma Members in Scotland, supported by Peter Shields, BSO(NE England and Scotland). In addition to carrying out his "routine business" of visiting Members in their homes and carrying out the requisite follow-up actions (for example liaison with the Limb Service and other agencies; acquisition of mobility and

disability aids; advice on benefits and allowances) he attended the RBLS Annual Conference and the National Armed Forces Day event in Stirling.

Nationally, key issues are:

- Working with devolved Administrations on the development of "Murrison" equivalent policy for attributable amputees in Scotland and Wales
- Working with NHS(E) and MOD to address provision of wheelchairs to attributable amputees and veterans with attributable loss of use of limbs. This issue will also be addressed with the devolved Administrations
- Working with the MoD to address the issue of disparity between the award of AFIP and WPMS to lower limb amputees
- The support that BLESMA gives to the current generation of wounded who are in receipt of AFCS Awards is often headlined, but we are also working in support of our War Pensioners and this is demonstrated by our work with Veterans UK to resolve the issues surrounding the reduction in number of awards of Convalescence and Respite supplementary allowances to eligible War Pensioners, and in assisting those Members who live overseas to access Veterans UK funding for costs incurred during medical treatment for their accepted disabilities

We also made submissions to the UK Government's consultations on the next AFCS Review and AFPS 15, and NHS England's Draft Armed Forces Health Strategy.

Veterans First Point

A total of 153 veterans were referred to the service in 2013-2014 and we continue to receive high numbers of self-referrals (53%) through our accessibility at 'Drop-In' and over the phone when people have been signposted by partners. Our colleagues in the NHS also continue to recognize the strength of the Peer Support Team in offering credible welfare support and advice as well as assessment and treatment through our clinical team which as of Friday 1st August has another half-day input from Dr Alex Quinn, Consultant Psychiatrist. We intend to recruit a Band 7 Psychological Therapist in the near future.

The walking group runs fortnightly with varying degrees of challenges to the outings. A 'Keep Well' nurse runs monthly drop-in clinics and our partnerships with CAB and Veterans UK remain popular with 80 and 37 appointments attended respectively in 2013-2014. We are currently running a music group and will run another in the Autumn.

Work on the website continues with focus groups planned for the start of the Autumn term in schools with high military family attendance.

In wider update The Development Team continues to recruit and liaise with potential partners in other areas of Scotland about the 'Roll-out' of V1P.

Breathing Space/NHS 24 Update

Breathing Space continues to develop formal partnerships with the following Veterans organisations: Veterans First Point, Glasgow's Helping Heroes, Poppy Scotland and Combat Stress. All partners are invited to take part in biannual Partnership Network meetings, the most recent of which took place in May 2014.

An E-learning module for use by Breathing Space staff as well as the wider NHS 24 workforce is currently being developed in partnership with Veterans First Point and will be available for staff to complete in September 2014.

An entry has been put forward to nominate NHS 24 for a Military Civilian Health Partnership Award in recognition of its work to promote Veterans' health and mental wellbeing.

NHS 24 and Breathing Space have supported, and disseminated health information at, many veterans' events. Breathing Space also continues to promote the service in various veterans publications.

Gardening Leave

Gardening Leave will be opening its new site in Dundee in the later half of the year thanks to funding from LIBOR, MiracleGro and ISS landscape and facility management. The site will be twinned with a new Horticultural Therapy Garden for veterans opening in North Carolina USA. We will be recruiting a CPN and two Horticultural therapists in the area. Work on developing the kitchens at Erskine and Ayr has meant our work to use the harvesting preparation and eating of fruit and vegetables to improve veterans diet is beginning to work well.

Erskine

Erskine continues to experience a reduction in the number of referrals for nursing care, largely due to the policy of providing care to people in their own homes rather than in a care home setting. This has resulted in there regularly being between 20 – 30 empty rooms across the 5 homes, but this downturn is not being experienced for dementia care and all our dedicated dementia units are full.

Erskine has bid for the Glasgow City Framework contract to provide nursing and dementia services within the City boundaries. This was a lengthy tender exercise, which has been fairly controversial with Scottish Care considering legal challenge. This will replace the National Care Home Contract and other local authorities will follow by Spring next year as they are required to enter into joint local commissioning with the NHS.

Our partnership with Timebank to operate the Shoulder to Shoulder volunteer mentoring service is now underway, and the project manager is visiting several veterans'

Summary of the work of each of the working groups of the Support Pillar

Grants to Individuals

Membership of the working group comprises representatives from: ABF The Soldier's Charity, Help for Heroes, Legion Scotland, Regimental Associations, Royal Air Forces Association, Royal Air Force Benevolent Fund, Royal Caledonian Education Trust, Royal Marines Benevolent Fund, Royal Navy Benevolent Trust, Royal Navy and Royal Marines Charity, Scottish War Blinded, SeafarersUK and SSAFA.

The group meets on an annual basis and serves as a useful opportunity for organisations that provide funding to support individuals to exchange best practice and learn from the experience of others. It also serves as a vehicle to update grant givers on developments with the Casework Management System and to learn what the practices and parameters are for those organisations that provide financial support to individuals.

The group this year met in September 2013 where it approved terms of reference, agreed a briefing sheet for caseworkers highlighting the composition of the Scottish Regimental system, fed into the development of the Casework Management System and shared knowledge about forthcoming research.

Grants to Organisations

Membership of the working group comprises representatives from ABF The Soldier's Charity, Help for Heroes, Poppyscotland, Queen Mary's Roehampton Trust, Royal Air Force Benevolent Fund, Royal Navy and Royal Marine's Charity, Scottish War Blinded and SeafarersUK.

This group meets on an annual basis and serves as a vehicle for sharing experiences and practices of organisations that provide grants to other organisations which in turn deliver a wide range of services to members of the Armed Forces community. By getting together periodically grant-giving organisations are able to understand the parameters within which comparable organisations are operating and also share knowledge on funding requests that they have either approved or are considering.

The group this year met in September 2013 where it agreed to investigate the potential for training for those applying to organisations for funding. Each organisation also provided updates on their activity in the field of grants to other organisations. This

served as a useful exercise in alerting group members to challenges other grant-giving organisations face and also to the range of applications they are considering or in response to which they have awarded funding.

Supported Employment

Membership of the group comprises representatives from: Combat Stress, Department for Work and Pensions (DWP), Glasgow's Helping Heroes, Lady Haig's Poppy Factory, Mark Wright Project, Officers Association Scotland, Poppyscotland, Regular Forces Employment Association, Scottish Association for Mental Health and Scottish Veterans Residences.

The working group maintains a rolling programme of objectives and met 3 times during the year. In September 2013 it agreed its priorities for the following 12 months. These were as follows:

- Creation of a common employment matrix outlining the *detail* of who does what in terms of employment support for veterans. It is hoped that in identifying the detail that organisations will recognise where a service can offer 'additionality' and consider cross-referring clients who may benefit.
- Improving engagement with Job Centre Plus. Creating a fixed plan to extend information awareness sessions to relevant DWP employees in all areas of Scotland (4 Districts and 5 Veterans Champion Coordinators).
- Improved communications/awareness of the range of employment support services for veterans, possibly including:
 - A programme of short secondments or visits to help group members better understand the work of other employment organisations
 - Improving and updating websites, including: developing a common set of web-links for employment advice and support organisations and, ensuring easier access to employment information generally on all relevant websites.
- A shared tracking system/database for organisations to log the journey and outcomes of clients accessing employment support services.
- Consider re-visiting the 'Research into the Employment Needs of Disabled and Vulnerable Veterans in Scotland' undertaken in 2009.
- Consider how to influence the need for the DWP client-induction process to include a 'tick box' alert to remind Advisors to ask whether or not a client has served in the UK Forces.

No doubt due to the effort of many others but helped too, by the efforts of those in the working group, DWP introduced a change to their computer system in order to track veterans who reach DWP offices. The categories covered will be HM Forces Service Leaver, Early Service Leaver, spouse/partner of Service Leaver and reservist. This service went live in April 2014.

Funding was also secured from the Scottish Veterans Fund to re-visit the 2009 research into the "Employment Needs of Disabled and Vulnerable Veterans in Scotland". The report into this will be published in January 2015.

Advice

Membership of the working group comprises representatives from: Citizens Advice Scotland (Armed Services Advice Project), First Base Dumfries, Glasgow's Helping Heroes, Mark Wright Project, Poppyscotland, Tayforth Veterans Project, Veterans First Point, Veterans First Point Ayrshire and the Veterans Welfare Service.

Progressing the work of the Advice working group has, in contrast with the work of the Support Pillar's 3 other working groups, proved much more problematic, despite very evident mutual goodwill and intent on the part of its constituent members. Competing priorities, combined inter alia with slight but significant variations in members' methods of working, have conspired to hinder the Advice group's progress and, for example, frustrated attempts to produce common statistics for members' levels of service uptake by their clients. Through the latter part of 2013 and the first quarter of 2014 the VS Advice Provider sub group was unsuccessful in progressing collaborative work, with a majority of its members proving unable to commit to, or more importantly, act to develop and progress agreed, ostensibly achievable goals which nonetheless proved much less easy attainable in practice. The group has had persistent difficulties over the two years of its existence and an attempted re-launch in January 2014 failed to reverse this trend.

As a result, and with the agreement of the Chairman of Veterans Scotland, it was decided in April 2014 that due to this lack of progress and engagement within the Group it would be dissolved with immediate effect. This was a disappointing conclusion but one that had to be made so as not to waste the time of the willing. It has been hard to pin down quite why this group found it so difficult to pursue what was a modest progressive agenda, but the fact is that it has. It has thus been decided that an extended pause for reflection is the best course of action, with a view to considering at a later date whether or not to again seek to revive the group and have another go at progressing collaborative work through it.

Veterans in the Criminal Justice System

Whilst this is not a formal working group of the Veterans Scotland Support Pillar there has been a significant amount of activity in this area. For many years the topic of Prison In-Reach has been on the agenda but ex-Service organisations are often limited in the support that they can provide to individuals depending upon where an individual is in a custodial sentence. It was therefore felt that the debate should be widened.

Examples of wider activity include:

a. Cross-Party Group. In November 2013 the topic for the Scottish Parliament Cross Party Group on Veterans Issues was Veterans in the Criminal Justice System. It was hoped that by giving the subject a broader heading (ie. other than purely covering Prison In-Reach) discussion would be commensurately wide-ranging, but unfortunately this did not really come about. Though a wide-range of presentations were given outlining the positive work being done by many to support those in the criminal justice system, the subsequent debate was inconclusive and there were no clear actions agreed. Progress in this area has however, been made in other ways as set out below.

b. Veterans in the Criminal Justice System Conference. Poppyscotland has received funding from the Scottish Veterans Fund to lead on the delivery of a 'Veterans in the Criminal Justice System' conference. The conference will take place in March 2015. Poppyscotland will work with partners in the field to deliver the conference. The aims of the conference are to:

- i. raise awareness and share current good practice in how to support veterans in the Criminal Justice System (CJS);
- ii. inform any current and relevant research into reducing reoffending that may benefit veterans and those agencies involved in supporting them and their families;
- iii. discuss and agree future opportunities for developing appropriate services and initiatives across Scotland; and
- iv. help improve the public perception and understanding of veterans in the CJS.

A report on the conference will be produced with the aim of progressing agreed actions arising from it.

c. Engagement with Police Service of Scotland. Following an approach by the Police Service of Scotland last year about developing a referral system for veterans who come into contact with the Police, discussions took place which involved Poppyscotland, ASAP and Citizens Advice Direct. This resulted in a pan-Scotland service being launched in April 2014. The service enables veterans who are identified as such when they come into contact with the Police to be offered the opportunity to be referred to the ASAP helpline. The helpline then considers the individual's welfare needs and where applicable helps them on to the most appropriate pathway of support. The service was formally launched in June 2014 and early levels of uptake have been promising. If it works as intended, it has the potential to be of significant utility in preventing those who are in trouble getting more deeply so, and in helping victims of crime and others to access the help they need.

Representatives of organisations involved in Veterans Scotland continue to participate in a Scottish Prison Service lead Prison In-Reach Working Group. This group acts as an opportunity for the Veterans in Custody Support Officers (VICSO) in each prison to share best practice and link in with representatives from ex-Service organisations such as Legion Scotland, Poppyscotland, Regular Forces Employment Association, Scottish Veterans Residences and SSAFA.

Scottish Government's Matrix for Engagement in Support of the Armed Forces and Veterans Community in Scotland

The Scottish Government Matrix for Engagement in Support of the Armed Forces and Veterans Community in Scotland covers many areas across the ex-Service sector. Many of the areas are generic and apply across the sector therefore are not solely relevant to the Support Pillar. Examples of where the Support Pillar has engaged in activity listed in the matrix include:

- participation in the Scottish Prison Service's Prison In-Reach Working Group.
- receipt of awards from the Scottish Veterans Fund to:
 - host a conference to consider the requirements of Veterans (and their families) in the Criminal Justice System.
 - carrying out an update into the 2009 research into the "Employment Needs of Disabled and Vulnerable Veterans in Scotland", the results of which should be known in early 2015.
- engagement with Police Scotland to create a referral pathway for veterans who come into contact with the Police.

Matrix of Activities carried out by members of The Housing Pillar

VETERANS SCOTLAND HOUSING PILLAR DECISION/ACTION MATRIX

OUR VISION

‘TO HOUSE VETERANS IN SAFE, AFFORDABLE AND APPROPRIATE ACCOMMODATION – WHATEVER AND WHEREVER THE NEED’

MEETING HELD 5 MARCH 14

| Action | Owner/Remit Date | Update | Complete |
|--|---------------------|--|----------|
| Examine how the Veteran's 'landscape' is liable to evolve in the coming years. | VS | The aim is to understand the short, medium and long term requirements. This would need to detail numbers and the types of housing required ie supported/adapted etc | Ongoing |
| | Chairman | PC is planning to engage with FiMT directly | |
| | FiMT | 8 Apr: The gap in the 'Market' and 'Availability' is a continuing concern. Need to seek greater understanding of the need | Ongoing |
| | All | All available sources of 'intelligence' should be used to describe the position in Scotland and the data should be shared amongst the Pillar PC will be seeking to see FiMT shortly | |

| | | | |
|--|----|---|--|
| | | <p>22 Jul: PC has engaged with the head of the Veterans Agency (AVM Paterson) who has agreed to examine how this work is being taken forward.</p> <p>AVM Paterson had also agreed to look at how providing formal notice of veterans status could be speeded up to assist charities seeking to house veterans at short notice</p> | <p>Work in hand</p> <p>Ongoing</p> <p>Ongoing</p> |
| <p>Enhancing the Veteran's understanding of what is available to them, how they can apply for it and the limitations that may apply to some housing availability</p> <p>Enhancing 'sign posting'</p> | VS | <p>Better knowledge available from the bespoke web sources and other forms of communication.</p> <p>Enhance the methods of delivering information to Veterans. Identifying all the sources of contact in order to ensure that Serving/Veterans are able to make housing choices at the appropriate moment</p> <p>8 Apr: VS to conduct focus groups on Veterans Assist website.</p> <p>Liaise with Prison Service to determine value of access to the site</p> <p>PC to provide update</p> <p>Similar activity to be considered for Common Housing Register's current users</p> | Complete |

| | | | |
|---|--|---|------------------------|
| | | | |
| <p>Conduct a review of the Central Housing Register in order to:</p> <p>Enhance access</p> <p>Ensure the application are submitted and remain valid</p> <p>Is all the available housing recorded/when it might be available</p> | <p>VS Chairman VSGCA HOS</p> | <p>Long term we need to examine qualification criteria and points allocation</p> <p>8 Apr: Examine other CHR formats and approaches</p> <p>Invite SWB to include their data</p> <p>Housing Options Scotland (HOS) to consider placing availability onto the VS CHR</p> <p>Chairman to approach Scottish Housing Associations to determine whether availability could be placed in the VS CHR</p> <p>Is it possible to build a common allocations policy?</p> <p>22 Jul: Discussion here became to flow around the Common Housing Register which is recorded later under new business.</p> | <p>Ongoing</p> |
| <p>Collaborative application to the new LIBOR housing fund to support a supported</p> | <p>Chairman SVR SVGCA</p> | <p>Briefings being held in London and Edinburgh in the coming weeks will test the validity and possibility of this action</p> | <p>Complete</p> |

| | | | |
|---|--|---|---------|
| housing/tenancy facility similar to Bell Rock Close for roll out elsewhere across Scotland | | <p>8 Apr: Some observations have been raised by 51 Bde. The Chairman will follow up through engagement with Col Bates</p> <p>For 2014 submissions (at least) the Pillar members will be driving their own bids. Broader collaboration is constrained due to the timescales imposed by the bidding process.</p> <p>Awaiting outcome from London</p> <p>22 Jul: The first element of the LIBOR Housing Fund allocation has now been made. PC reminded the members that MOD had set aside £10M pa for spending on Veterans issues in the years to come and that bids for future activity might wish to include an element of funding from this source.</p> | Ongoing |
|---|--|---|---------|

MEETING HELD 8 APRIL 2014

| Action | Owner/Remit Date | Update | Complete |
|---|------------------|---------------------------|----------|
| Invite RAFA, through a letter from Chairman VS, to consider allowing non RAF veterans access to housing if it becomes available | VS | Chair will update meeting | Complete |
| Determine whether the LIBOR accommodation fund judging panel will have a VS member on it | VS | It did | Complete |

| | | | |
|--|-----|---|---------|
| Set the key activities for the Housing Pillar's output for the next 3 months as: | All | | |
| - Enhancing communications and access to information and advice on Housing support issues for Veterans through improvements to our current website and other data sources | | VS to provide update | Ongoing |
| - Enhancing knowledge and use of the Common Housing Register | | Action item for meeting on 22 Jul. See notes from meeting held 22 Jul | Ongoing |
| - Create greater access to housing across Scotland through engagement with Councils, Housing Associations, the private sector and other potential social housing providers in order to achieve and maintain the Housing Pillar Vision. | | Subject of further work | Ongoing |

MEETING HELD 22 JUL 2014

| Action | Owner/Remit Date | Update | Complete |
|------------------------------------|---------------------|--|----------|
| Common Housing Register next steps | VS Chairman | <p>A detailed discussion about the CHR elicited the following points/actions:</p> <p>The CHR is not meeting its stated remit of allowing all veterans to apply for and gain access to housing. It is also not providing the data necessary for housing providers to make offers of housing to all veterans who apply.</p> <p>The CHR needs an overhaul and refresh, specifically it must be:</p> | |

| | | | |
|---|--|---|----------------|
| | | <ul style="list-style-type: none"> - User friendly. - Provide clear data on housing availability. - Eligibility criteria must be provided with the housing availability data. - Housing providers should be provided with comprehensive lists of those who have applied with matched suitability criteria - Transparent data protection criteria needs to be adhered to but the system must be as open to scrutiny as possible <p>Next Steps:</p> <ul style="list-style-type: none"> - The current review of the CHR needs to be complete soonest. - Specialist advice should be taken on how to update the website, specifically to enhance the usability for applicants and the accessibility of data for housing providers. - Gain a better understanding of the confidentiality issues governing access to the site. - A 'guinea pig' Veteran should be invited to test the site to provide a coherence check on whether the system is working and viable. | Ongoing |
| Next Pillar Head Review and VS Executive meeting briefings. | Chairman Pillar Members | Briefings have been prepared by Haig Housing, RAFA and SVGCA and updates were provided by Pillar members at the meeting. | Ongoing |
| Information is required to support the above activities | | The Chairman was delighted to welcome the Scottish War Blinded (SWB) representative for the | Ongoing |

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|---------------------------|----------|---|---------|
| | | <p>first time who provided information on available housing within SWB. Discussion was also held on how available housing stock would be made available through the CHR. This work needs to be taken forward and the Chairman will seek to work with SWB over next steps.</p> <p>The RAFA desire to offer potential access to Veterans from other Services to Dowding House in Moffat was discussed. Although this provides a limited opportunity to additional housing it is a warmly welcomed initiative.</p> | Ongoing |
| Lady Flora Hastings Homes | Chairman | <p>Work is currently underway with the Trustees of this charity in order to provide access to a house and a number of flats in Colinton. The Charity has some work to complete re its constitution but the Chairman is working with the Lady Flora Trustees and charities supporting vulnerable Veterans to identify potential tenants.</p> | Ongoing |
| DONM | All | <p>The next meeting is anticipated to take place after the VS AGM expected sometime in the Autumn. However, Members will be updated on CHR issues on a regular basis.</p> | Ongoing |