



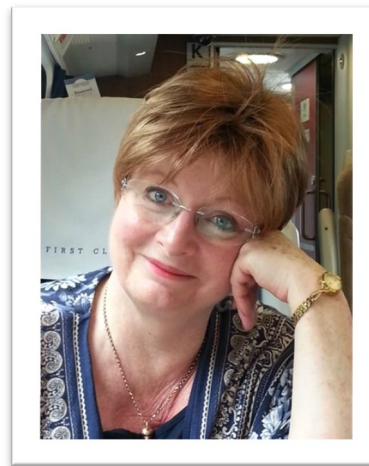
ANNUAL REPORT 2020-2021



a symbol of our tangled times



Robert Rendall, Chairperson



Maureen O'Neill, Director

OUR BOARD

Bob Rendall (Chair)
Richard Baker
John Gillies
Francesca Greenwood
Harriet Harris
Jo Hockley
Su Millar
Rohini Sharma Joshi
Calum Strang
Lynda Wright

Paul Bannon (Treasurer)

Retiring Board Members

Harriet Harris
Jo Hockley

THEOLOGICAL ADVISOR

John Swinton

FiOP ASSOCIATES

Nancy Adams
Ruth Aird
Marion Chatterley
Lesley Greenaway
Jenny Henderson
Simon Jaquet
Diana Kerr
Mary Marshall
Mike Nicholson
Lynda Wright

OUR STAFF

Maureen O'Neill
Director 2007-

Mary Wilkinson
Administrator 2015-2018
2019-



Our aim

- to develop a stronger understanding of the importance of the spiritual dimension to the wellbeing of older people

Our objectives

- to raise awareness and to provide education and training to enable a better understanding of the nature of spiritual care
- to influence policy and practice development in spiritual care
- to continue to build the capacity and efficiency of the organisation

Chairman's Report 2020-2021



It was a privilege to be invited to continue serving Faith in Older People (FiOP) as Chairman during 2020/21. Although we have all experienced the strangest of years when the norms of 'working or meeting at the office' was denied, the FiOP year again proved to be a fruitful one during which we had the opportunity to learn to work remotely, attend Zoom meetings, trainings and conferences and during which we even held our first Zoom AGM. All these successes have helped us to learn important lessons about how we can work more efficiently in a 'blended' future but also allowed us to contribute more fully to existing and new partnerships which hitherto have been impossible due to time and distance limitations. Therefore, I believe that it is accurate to state that the charity has grown in stature as a Third Sector organisation contributing to the life and soul of the Scottish nation.

Trustees met four times via Zoom during the year giving us the opportunity to receive routine progress and financial reports, monitor FiOP's fundraising activities, increase our knowledge and understanding of the charity's work and ensure that FiOP was

meeting its key objectives as well as responding in relation to issues arising that it could appropriately address during both the first and second lockdown. Key areas of work highlighted at Trustees' meetings included:

- A confidential Listening Service was set up and widely advertised to support care workers who may have felt overwhelmed by the trauma of many bereavements and the need to juggle their own health with the health of Care home residents and their own families. As the year concluded FiOP was able to undertake an independent review of the 'Listening Service' and to make recommendations relating to how this important work should be carried forward in the context of ensuring the wellbeing of staff in the future.
- Although it was not possible to hold a traditional 'Strategic Planning Away Day', Trustees and staff members made valuable and positive contributions to how they would like to see FiOP's future work develop over the next three years.
- The Trustees also conducted an annual Review of potential risks to the charity.
- A Scoping Exercise on spiritual care education for nurses in Scottish Universities which FiOP was commissioned to do by NHS Education was completed and submitted.
- The On-line Courses on 'Spiritual Care Matters' have been updated and the potential for further improvements have been

incorporated into the new Strategic Plan.

- There continues to be very positive feedback regarding the two-weekly newsletter, and the FiOP blogs have proven to be of great interest to both long-term and new readers.

On behalf of Board members and employees, I would like to take this opportunity to thank those Trustees who have reached the end of six years of active Board membership and are due to leave us. We therefore bid a fond farewell to Jo Hockley and Harriett Harris. It has been our privilege to serve alongside you and we thank you for all that you have so ably shared that will be of lasting benefit to unseen beneficiaries through FiOP's work. None of the important and groundbreaking work that FiOP does could be done without the competence of our enterprising and creative staff, associates, and volunteers to whom we say thank you.

As Chairman, with the agreement of Trustees past and present, I would commend FiOP's innovative and timely work to you. We have no doubt that FiOP's contribution to national life, whether engagement is at the physical, intellectual, or spiritual level, is key to ensuring that spiritual care finds its natural place at the heart of person-centered care for all older patients or clients wherever they may live in Scotland.

Robert Rendall
Chairperson

Introduction

FiOP, like many organisations, saw changes to its planned programme of work; adjusted its working practice and adopted digital connection. It has been a strange year for everyone, and we feel fortunate that we were able to continue with two significant projects while we found new ways of working. We are perhaps fortunate that we did not have a major service to sustain, and the continuing work ensured that the two part-time staff members were occupied maintaining the work and developing new strands, but that in the event of being affected by Covid we could still function with our experienced associates who were leading on different pieces of work. The year embraced continuity and innovation.

FiOP was also fortunate to receive a core grant from the Scottish Government as well as new grants to enable new projects with one having a focus on the impact of the pandemic. This security for a small and very focussed organisation was a great comfort.

WHAT HAVE WE ACHIEVED DURING THE YEAR?

Spiritual Care Education

Since its inception FiOP has had a strong focus on spiritual care education for care home staff, nurses and pastoral carers. We have run courses and produced reports and articles. Critical to developing a better understanding of the importance of spiritual care for those who are in health and social care has been the extent to which the issue is covered in the curriculum for nurses in our Scottish Universities.

FiOP received a grant from NHS Education to undertake a 'Scoping Review of Spiritual Care Education' for nurses in Scottish Universities.

The aim of scoping exercise was to make an inquiry into identified Health and Social Science Faculties in Scottish HEIs to determine the definition and teaching of SC that is available to nursing students. The exercise encompassed the inclusion of all faiths and none using the definition of the NHS Spiritual Care Teams of 'what gives meaning and purpose to someone's life' (Levison 2009), drawing on the definition of SC and its relationship to religious care as set out in the Scottish Executive Health Department 2002:

- **Spiritual care is usually given in a one-to-one relationship, is completely person-centred and makes no assumptions about personal conviction or life orientation.**
- **Religious care is given in the context of shared religious beliefs, values, liturgies, and lifestyle of a faith community.**
- **Spiritual Care is not necessarily religious. Religious Care at its best should always be spiritual.**

Ten interviews were undertaken with identified staff in Schools of Nursing by Ruth Aird, our researcher, together with a literature review. We are indebted to:

- **Rev Alan Gibbon**, Head of Spiritual Care NHS Tayside
- **Professor Angela Kydd**, Clinical Professor in Nursing, Robert Gordon University and NHS Grampian, Robert Gordon University
- **Rev Iain Macritchie**, Programme Director for Chaplains and Spiritual Care (NES)

for their honesty and devotion in searching for the truth and their ability to articulate with clarity the critical points raised during the scoping review.

The report was published in November 2020 and is available from the FiOP website Scoping Review: Spiritual Care Education—[Scoping-Review.pdf \(kinstacdn.com\)](https://kinstacdn.com/Scoping-Review.pdf)

The review demonstrated that there was no specific focus on spiritual care education but that it was embraced in different ways using different language. However, there was interest in considering how it could be more significantly highlighted in the curriculum in the future. FiOP plans to disseminate the findings more widely and to encourage debate around the focus on spiritual care education.

A grant from NHS Education was received in February 2021 to undertake a similar review in Further Education Colleges for Health and Social Care students.

Spiritual Care Education



FiOP continues to offer these on-line courses which are eligible for **An Open Badge** from the **Scottish Social Services Council**.

The course was taken up by 143 individuals.

I enjoyed the easy pace of the course and the choice of listening to audio presentations or reading

Evaluation of Life Changes Trust Funded Befriending Projects

FiOP was pleased to undertake the evaluation of the seven befriending projects for people experiencing dementia and those who care for them, funded by the LCT around Scotland with a £650,000 investment during the timeframe 2015 – 20. Each project had a different approach to befriending for people living with dementia. The Team was able to visit each of the projects twice and to meet with staff, people with dementia, carers, and partner organisations.

We were fortunate in being able to undertake the majority of these visits before the Corona-Virus halted such activity, as Scotland went into lockdown.

The projects were diverse, and the staff committed to supporting people living with dementia. We were very grateful to the project staff for their openness and the lessons learned from the evaluation will contribute to the Learning Resources being developed by the LCT.

The evaluation was undertaken by **Simon Jaquet, Mike Nicholson and Jenny Henderson**.

FiOP and The Church of Scotland Guild

This group has been meeting for three years during which it has discussed a range of important issues – loneliness and isolation; end of life and supporting people with dementia. During the year we met on one occasion by Zoom to share the responses from different congregations to the pandemic. It was good to hear how people were faring. We had planned to hold a conference in Inverness in the autumn of 2020, but a further meeting was planned for April 2021 which would also be held by Zoom. The work had originally been funded by Action on Churches Together, but it was agreed that the Ecumenical Group contributed to the work of both the Guild and FiOP and that we should continue with it to enable a forum to discuss issues of importance to older people within the churches.

The Group is co-ordinated by **Maureen O'Neill** (FiOP) and **Iain Whyte** (Church of Scotland Guild).



Accounts: Income Account: for the year ended 31 March 2021

	2021	2020
	£	£
Income (Notes 3-5 in Accounts)		
Donations	1,435	1,724
Sales and events	227	4,654
Scottish Government	28,000	28,000
Hunter Foundation	8,000	-
Scottish Episcopal Church	5,000	5,000
Baird Trust	-	10,000
Souter Trust	-	3,000
NHS Education	7,100	-
Other	600	-
Life Changes Trust	3,500	36,325
Action of Churches Together in Scotland	-	8,000
Interest received	-	-
Total income	53,862	96,703

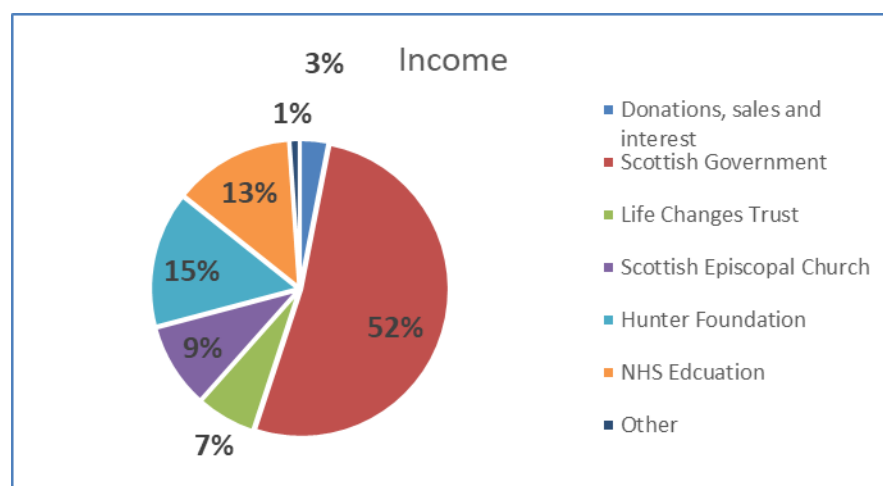


Fig 1. Income

The above accounts are an extract from the full statutory accounts which are available on request.

Statement by the Trustees

The accounts set out above are a summary of information extracted from the full accounts. For a full understanding of the financial affairs of the charity, the full Report and Accounts for the year should be consulted. These are available from the principal address of the charity at 21a Grosvenor Crescent, Edinburgh EH12 5EL.

The full accounts have been independently examined, in accordance with Scottish charity law, by David Jeffcoat of Alexander Sloan, 50 Melville Street, Edinburgh EH3 7HF. The independent examiner's report on the accounts was unqualified.

Accounts: Expenditure Account and Balance Sheet at 31 March 2021

	2021	2020
	£	£
Expenditure (Note 6 in Accounts)		
Staff costs	41,818	40,365
Projects and activities costs	27,960	29,955
Premises costs	1,824	2,794
Running costs	5,661	4,969
Motor and travel costs	-	1,622
Legal and professional	3,262	2,807
Interest and charges	72	72
Independent examination	1,650	1,590
Governance costs	803	2,663
Total expenditure	83,050	86,837
Surplus/(Deficit) for the year	(29,188)	9,866

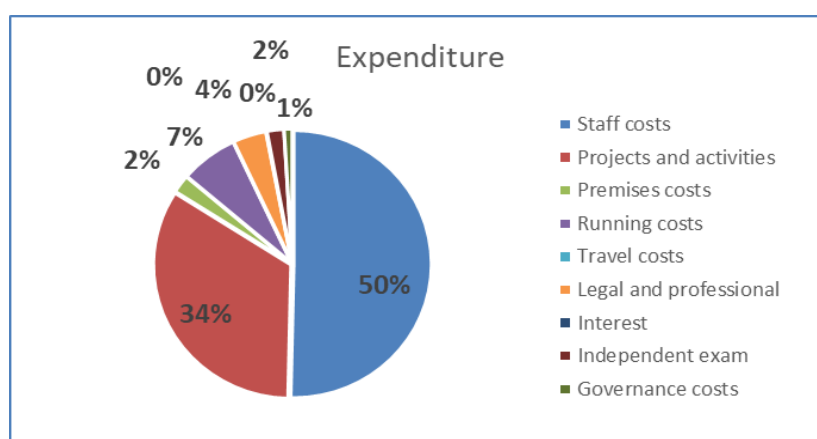


Fig 2. Expenditure

BALANCE SHEET			FREE RESERVES	
	2021	2020		
	£	£		
Assets				
Debtors	1,266	1,174		
Bank	47,155	61,399		
Liabilities				
Creditors and accruals	(16,686)	(1,650)		
Total Funds	31,735	60,923		
<i>Split:</i>				
Unrestricted Funds	26,735	42,113		
Restricted Funds	5,000	18,810		

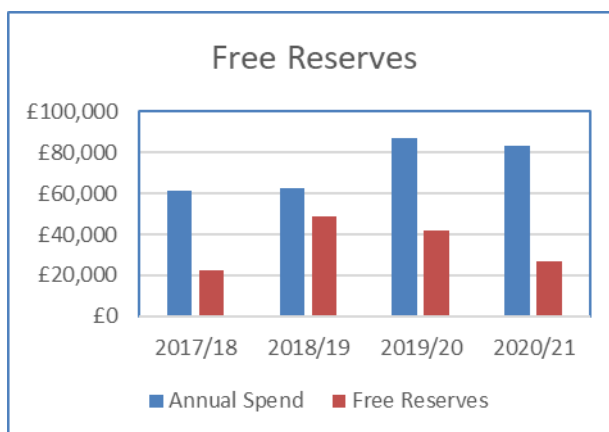


Fig 3. Free Reserves

Mental Health and Older People

Addressing mental health challenges within our congregations was identified by the FiOP Board as a priority. Whilst mental wellbeing is much to the fore at the present time, enduring serious mental health challenges remain for many people. FiOP has been working with Voluntary Health Scotland to better understand the extent of the issues and the responses from our health and social care services.

[Falling Off a Cliff at 65: Discussion Paper and Evidence \(vhscotland.org.uk\)](https://vhscotland.org.uk)

FiOP has participated in two roundtable discussions and a further two on-line discussions in conjunction with VHS and the Open University. The aim of the discussions was to scope what happens to people with mental health conditions other than or alongside dementia once they become 65. The issues being explored included:

- under-diagnosis
- under-provision
- poor transitions from 'adult' services to 'older people' services
- discrimination
- flouting of human rights

It is said that for some people with serious mental health issues, their 65th birthday is like 'falling off a cliff' in terms of service provision.

FiOP's aim is to enable faith communities to better understand the issues and how they can respond. A series of on-line seminars was organised with the first being given by Professor John Swinton entitled 'Spirituality and Mental Health'. 60 people were registered.

“Brilliant and thought provoking.
(Participant)”

Slide from the presentation made on 16th March 2021—
Mental Health and Older People by Professor John Swinton
[Mental Health and Faith Communities \(faithinolderpeople.org.uk\)](https://faithinolderpeople.org.uk)

Mental Health: Theological and Spiritual Implications

- Mental health is not the *absence* of anything; it is the *presence* of God
- Mental health is not an ideal, a concept or a goal, it is a *relationship*
- Mental health is a *theological* concept
- The presence of God is often revealed through human relationships



Professor John Swinton

Four further seminars will be held with ideas for future ones later in the year.

A NEW SERVICE—LISTENING AND CARING IN CONFIDENCE

Listening and Caring In Confidence

FiOP wished to respond to the stress experienced by care home and care at home staff who were at the front edge of caring for people during the pandemic. The Care Inspectorate invited FiOP to set up a 'Chaplaincy Listening Service' for its staff and this was subsequently rolled out to all care home and care at home organisations in June 2020 as a listening service. The aim was to set up a confidential, free on-line listening service for staff which would be provided by experienced and trained volunteers.

A grant was received from the Scottish Government via the Hunter Trust to develop an on-line system. The service was widely publicised and welcomed by the Care Inspectorate, Scottish Care, Royal College of Nursing as well as featuring on the Scottish Government Wellbeing Hub.

It was disappointing that the service was very little used and it was felt to be important to review the service to understand what the barriers might have been. This Review, funded by a grant from the Scottish Government, was undertaken in early 2021. The Report highlighted a number of reasons why the service might not have been used. One of the recommendations was to convene a group of individuals and organisations to consider these issues to better inform future service development in support of care staff. Scottish Care kindly agreed to convene this group.

We are very grateful to our Listeners for the gift of their time and patience.

Listening and Caring in Confidence **A free, confidential, service for Staff**



- **Would you find it useful to have a non-judgemental space to talk?**
- **Would it help to offload some of the emotional and isolating impact of the current situation?**

Sometimes it is hard to talk about how you feel when surrounded by trauma and anxiety; Faith in Older People has set up 'LISTENING AND CARING IN CONFIDENCE' – a free on-line service for care home and care at home staff. **FiOP also recognises that those providing pastoral care over the last few months have also faced sadness and stress and the service is open to all those providing such vital support.**

END OF LIFE MATTERS

Whilst we had to cancel the planned workshops for clergy on death and dying during the year, it is planned to hold further sessions in the autumn of 2021.

The theme of bereavement, loss and grief is a key theme for FiOP and we work collaboratively with the Scottish Partnership on Palliative Care and their project “Good Life; Good Death; Good Grief”. In considering palliative care, we emphasise the importance of including spiritual care and how this is important in the training of nurses and health and social care staff.



FIOP CONTRIBUTES TO THE WORK OF OTHER ORGANISATIONS

Whilst it has not been possible to meet in person, the opportunities presented by Zoom and Teams has enabled FiOP to participate in a range of meetings which would not have been possible because of distance, time and cost.

Voluntary Health Scotland

FiOP collaborates with VHS and its member organisations on mental health and older people.

Scottish Older People's Assembly

FiOP contributed to the series of short films on 'Top Tips' during the pandemic.

[Catalyst Top Tips - Scottish Older People's Assembly](#) | [Facebook](#)

Scottish Partnership on Palliative Care

FiOP has worked collaboratively on several events and participates in consultations around end of life matters.

Presentation to the Scottish Parliament Cross Party Group on Palliative care on 'Spiritual Care Matters'.

Scottish Government Older People's Strategic Action Forum

This Forum has enabled the sharing of information, resources, and ideas across a range of organisations concerned with older people

and their support. Being able to connect with colleagues has been of great benefit in addition to participating in discussion around strategic issues, human rights, and various consultations.

AGE Scotland

FiOP will be participating in the strand of work on 'Faith, belief and dementia' which was scheduled for 2020 but will now take place in 2022.

Christians on Ageing

Zoom has enabled us to participate in many of their on-line discussions which have been very thought provoking and we have included information about the organisation and these discussions in our Newsletter.

Interfaith Scotland

We have held collaborative conferences over the years and members of Interfaith Scotland will be contributing to the FiOP series of webinars on mental health providing different faith perspectives.

Edinburgh Interfaith Association

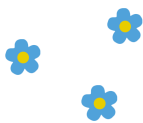
We have worked with EIFA over the years, and it was good to be able to discuss our respective responses to assist residents of care homes and staff by providing listening opportunities.

OUR BLOGS

During 2020 to 2021 we published **33** blogs from invited contributors.

We thank them for their insights and ideas.

All our blogs are available at
www.fiop.org.uk



OUR NEWSLETTERS

From April 2020 to March 2021, we distributed 19 newsletters to our 750 regular subscribers. The information shared was well received by many.

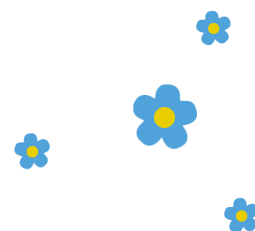
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“*Thank you so much for this newsletter It makes for some very inspirational reading ... the reflections are full of wisdom and hope!*”

THE FUTURE

FIOP WILL:

- continue to develop the theme of supporting older people with mental health challenges
- develop its work on end of life matters
- further develop its education and training
- organise the annual Malcolm Goldsmith Lecture
- continue to foster collaborative working
- continue to highlight and develop awareness of the contribution of older people within our faith communities and wider society
- continue to promote spiritual care education for our health and social care staff
- continue to develop and disseminate the newsletter
- continue to invite contributions to our regular blog



FUNDING SUPPORT

Faith in Older People is dependent upon the support of Trusts, public funding and individual donations.

We are very grateful for the support we have received from:

**The Scottish Government
Scottish Episcopal Church
Life Changes Trust
The Hunter Trust
NHS Education
and individual donations**

Our Associates

Our Listeners

Marion Chatterley, Esther Elliot, Nancy Adams, Cath McManus

Our membership of **FRIENDS OF FAITH IN OLDER PEOPLE**

Edinburgh Diocesan Office (for their support and companionship)
and many other individuals



We would also like to acknowledge the support of
Form and Function for their on-going website support and to
the Listening and Caring in Confidence Service
vCita Scheduling Service for assistance in setting up the On-Line
Booking for Listening and Caring in Confidence Service
SARN for their continued IT support



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