

WATERLOO UNCOVERED

Patron: The Duke of Wellington

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VETERAN AND SERVING MILITARY PERSONNEL (VSMP) SUPPORT PROGRAMMES 2021 SUMMARY OF PARTICIPANT OUTCOMES

To support the evaluation of the broad range of outcomes available to participants engaging in a Waterloo Uncovered programme a number of themes have been identified to support personal development. Within each theme are a set of potential outcomes that participants may look to achieve whilst engaging in their chosen programme. These themes sit within one of five defined Pillars around which the programmes are developed:

- **Recovery (physical & mental)** – return to a desirable state of health, mind, or strength
- **Health & Wellbeing** – being comfortable, healthy, or happy
- **Transition into Civilian Life** – the passage from military to civilian life
- **Education** – learning new things (formally and informally)
- **Employment & Vocation** – employment or an equivalent outcome such as volunteer work (real prospects and skills as well as valuable new insights)

The programmes available to participants are:

(1) VSMP Excavation Programme; (2) VSMP Finds Programme; (3) VSMP Creative Arts Programme

The following table outlines the themes, aims and potential outcomes for participants, which are linked to the Pillars outlined above but are not categorised within the pillars as some outcomes are relevant to more than one pillar/goal:

(To support these outcomes, a Goals Document for each programme has been created, which enables participants to select the goals that best match their expectations to give a structure to their engagement in their chosen programme. The Goals documents are available on request.)

	THEME	AIM	PARTICIPANT OUTCOME(S) ACHIEVED BY:
	Resilience	To enable a participant to improve personal independence and resilience, developing 'tools' to help overcome/manage life challenges	It is hoped that improvement in personal resilience will be achieved by participants engaging in key areas within each programme, including peer support; developing new interests; improving practical and social skills; physical activity (where appropriate); personal/professional development through opportunities to learn; improving overall wellbeing and personal independence
1	Completing application and interview process	Requires an individual to: <ul style="list-style-type: none"> • Acquire basic information about the project • Engage with a process and make decisions • Complete paperwork and take part in on-line interviews 	<ul style="list-style-type: none"> • Develop and put into effect communication, negotiation, problem solving, planning and organisational skills • Work independently, and within time limits
2	Goal Setting	In identifying the wish to participate, individuals will need to consider and realise their own targets and goals throughout the programme	<p>An important opportunity for the individual to take responsibility and control of their own well-being. Participants are encouraged to move from dependence on external agencies towards a greater sense of independence and interdependence by:</p> <ul style="list-style-type: none"> • Setting some rehabilitation goals • Engaging with the rehabilitation process • Identifying their own needs • Reflecting on any difficulties and limitations • Identifying strategies for practice or engagement • Learning to ask for advice or help from others with similar lived experience • Promoting a sense of shared experience and not mental or physical isolation
3	Fundraising	Participants will be asked to raise awareness of the work Waterloo Uncovered does, and where possible, take part in fundraising activities that are appropriate to their programme. The process is supported by WU staff, and any targets set are considered achievable.	<ul style="list-style-type: none"> • Engaging in supporting a project and process • Removing the passive or dependency role, leading to improved self- efficacy and esteem • Promoting responsibility • Making a plan and setting financial targets • Engaging with family and friends positively, and maybe the wider public, about a new activity and past military experience

4	Travel	The individual may need to travel to events, and/or meeting points, using a variety of travel methods (i.e., road, coach, rail and sea (where applicable)).	Planning and timekeeping to work to set timings. <ul style="list-style-type: none"> ● Organising a travel plan: packing-list, timings, food ● Successful independent travel to point of rendezvous with group ● Practicing travelling as part of a group -which may previously be a point of anxiety ● Sometimes having to consider others needs before your own
5	Mobility	The programmes are suitable for participants who are independently mobile in a wheelchair or who make use of other mobility aids. Where hotel accommodation is booked, there will be full mobility access. Nevertheless, the programme will set some important challenges for individuals with injuries or disabilities to overcome.	<ul style="list-style-type: none"> ● Practicing mobility in a non-familiar environment, including various means of travel required to get to venues/meeting points ● Practicing mobility in a new environment which requires problem-solving by the individual to overcome any difficulties
6	Physical Challenge	The programmes (particularly the excavation) may provide a more challenging physical environment than participants are used to as they are exposed to new routines. * *Support is readily available to those who find themselves tired or facing difficulties, including reducing working times, changing working location and activity, or taking a break when needed. The programmes work to the needs and speed of individual participants, not a higher deadline.	<ul style="list-style-type: none"> ● Experiencing an increase in physical activity throughout the programme(s) (subject to individual abilities)* ● Practicing managing one's own symptoms as required in an unfamiliar environment* ● Practicing planning and following an appropriate work-flow suitable to one's current capabilities* ● Experiencing the challenge of adjusting to a new work capacity as part of a team* ● Reaching pre-set targets participants might have agreed as part of a 'Support Programme'*
7	Personal Administration & Care	Engage in daily living away from home or care environment. (Where needed a care/support worker is able to travel with the participant)	<ul style="list-style-type: none"> ● Practicing being away from their normal 'safe' environment ● Administering their personal Activities of Daily Living (ADLs) e.g. setting alarm, getting washed, getting dressed appropriately ● Packing own day sack with appropriate items for their day
8	Sharing a Meal	Informal and formal events, and residential stays will promote communal eating at set mealtimes. NB: Specific dietary requirements can be met where relevant.	<ul style="list-style-type: none"> ● Keeping to timings ● Develop and practice tolerance of a group ● Fostering identity, belonging and promoting communication/ socialisation ● Taking responsibility for one's own diet

9	Maintaining Wellbeing	<p>No clinical input is provided on the programmes however pastoral and well-being support is available.</p> <p>For the VSMP Excavation Programme there is a robust medical plan (including dental) for any issues. This may include repatriation if required.</p> <p>The programmes do not provide formal counselling but there are experienced mental health professionals and welfare workers available who are able to support and guide to assured support services if required.</p>	<ul style="list-style-type: none"> • Recognising where participation might evoke difficult issues and taking responsibility to seek support • Operating in a supported but non-clinical environment. VSMP can practice/challenge their own coping strategies as they transition from rehabilitation environments • Supporting transition from reliance on the medical model to that of self-care and independence for a life beyond the limits of their illness or disability • Improve wellbeing by actively engaging in the programme(s) and with fellow participants
10	Mindfulness Support	<p>Participants are working in a supportive, holistic and empathic environment. Although a structure is essential, all are aware of individual needs and the importance of allowing people to operate at a different pace as able. Pacing, both mental and physical, is facilitated. There is ample free time and personal space for such things as reflection and relaxation. The value of such is key to the rehabilitative process. A meditation course is run on site (VSMP Excavation Programme).</p>	<ul style="list-style-type: none"> • Providing a safe environment to attempt new or develop existing mindfulness activities and break habits and patterns
11	Operating within a planned working day/programme	<p>Working responsibly and safely within a large, highly coordinated group of people with assigned tasks and duties. This can be face-to-face or across a digital platform (Finds & Creative Arts programmes).</p>	<ul style="list-style-type: none"> • Working to timings • Being aware of personal impact on a larger group • Ensuring personal organisation, equipment, clothing and other specific needs • Confidence-building in carrying out successfully tasks assigned • Learning new skills • Practicing personal physical and mental pacing
12	Renegotiating a familiar environment	<p>Waterloo Uncovered was established by serving military and ex-military personnel and is staffed by a mix of ex-military and civilian personnel.</p> <p>Whereas the overall composition and culture is</p>	<ul style="list-style-type: none"> • Feeling safe and reassured • Validation of military career/experience • Providing an environment and opportunity for reflection and change, with the potential to move forward

		<p>multi-disciplinary, some of the language, planning, conduct, execution, administrative paperwork and structure of the trip will be familiar to anyone who has, or is still, serving.</p> <p>The overall structure is however far more flexible and less rigid, with the focus on the individual and their own engagement on a personal level.</p> <p>It should also be noted that whilst previous rank and experience are acknowledged and respected, they do not influence the assigned roles within the team structures created within the programmes.</p>	<ul style="list-style-type: none"> • Opportunity to engage with others from different military and civilian backgrounds
13	Work Experience	<p>Participants work closely alongside professional practitioners from a range of disciplines including archaeology, photography, creative arts, media, teaching, museum curators, welfare.</p>	<ul style="list-style-type: none"> • Encouragement, advice and direction • Acquire practical skills – including digital skills
14	Working within a larger group	<p>From the start, the individual will work, travel and socialise as part of a larger group including colleagues from other nationalities and other disciplines (see below).</p>	<ul style="list-style-type: none"> • Working together to group timings • Fostering a sense of belonging and identifying with the wider group • Learning to support others in need (a powerful way of de-centralising your own worries but recognising others- an important step towards well-being) • Practicing tolerance and inter-personal skills • Managing unhelpful thoughts and emotions • Conflict resolution or problem solving • Using reflection and evaluation to recognise success or try other strategies • Gaining confidence from the contribution the individual can make to the group
15	Working within a mixed environment	<p>The programmes are delivered by a deliberate mix of VSMP participants, archaeologists, artists, WU staff and students (excavation programme only). The programmes will feel structured however the overall 'feel' of the programmes has a civilian</p>	<ul style="list-style-type: none"> • Exposure to a diverse, non-military environment and culture - this can be good practice for transition • The opportunity to experience working alongside other nationalities and a more balanced mix of gender • Chance to see and learn from other approaches to problem-

		rather than military focus.	<p>solving</p> <ul style="list-style-type: none"> Working with students and academics may give an insight into education, and motivate to take interest further Opportunities for encouragement, advice and direction
16	Socialising	<p>There are opportunities for participants to mix and develop networks of friendship and support during the course of the programmes both as part of the official programme and socially during free-time and whilst in residency at the hotel (where relevant).</p> <p>There are extra-curricular activities for participants to engage in on a voluntary basis (programme specific).</p>	<ul style="list-style-type: none"> Improving communications skills Challenging anxiety with social settings Improving interpersonal and negotiation skills Exposure to different culture and environment Opportunity to learn new skills in informal setting Opportunity to forge new support networks from peers
17	Making Presentations/ Showcase events	<p>Participants will be encouraged to share their WU experience with others by engaging with visitors, which may include members of the public or VIPs.</p> <p>Both the Finds and Creative Arts programmes will end with 'Showcase' events where participants will be encouraged to take active roles in sharing their experiences.</p> <p>Support will be available to any participant who wishes to use this as an opportunity to develop their skills and build their confidence and is a great way for everyone to have their thoughts heard.</p>	<ul style="list-style-type: none"> Organising and providing a presentation Sharing experiences and knowledge with others Public speaking and confidence building Confirming learning
18	Exposure to the Arts	<p>The Creative Arts Programme gives participants opportunities to engage in virtual workshops covering several disciplines including art, writing and poetry, culminating in a Showcase event at the end of the programme.</p> <p>The Excavation Programme will also have arts</p>	<ul style="list-style-type: none"> Engaging in a new activity (that might not have been considered before) with a chance of developing a new interest, skill or hobby Opportunity to engage with the military and war experience (including their own) from a different perspective and with appropriate support An alternative activity to archaeology

		activities on site, supported by, and in support of, the archaeology. These include introductions to battlefield art and poetry, photography, and creative writing. All participants are encouraged to take part.	
19	Being part of, and contributing to, an academic project	<p>All WU programmes are run by leaders in the field of archaeology and creative arts.</p> <p>The Excavation Programme is internationally renowned and provides the opportunity for participants to make a necessary and valuable contribution to the archaeological practical effort, bringing a unique and beneficial insight into the interpretation of battlefield finds, often drawing on their own military and battlefield experiences.</p> <p>The Finds programme provides the opportunity to develop new skills in the archaeological finds process.</p> <p>The Creative Arts programme provides the opportunity for participants to explore archaeology through art, writing, poetry etc.,</p>	<ul style="list-style-type: none"> • Feeling of purpose and pride • Validation of military career • Motivation to take part in other academic activities • Develop practical skills • Develop creative skills
20	Developing an understanding of history	<p>Many participants come to the programmes with an interest in military history. Others gain new insights into the experience of soldiers in a different era. There are many opportunities to learn from experts and enthusiasts alike.</p>	<ul style="list-style-type: none"> • Initiating or developing an interest that might promote further enquiry and learning • Opportunity to reflect on their own experiences in a wider historical context, sometimes enabling them to confront difficult or painful experiences in their own lives
21	Engaging with Education – Entry Level (Excavation Programme only)	<p>The practice of Archaeology. WU programmes provide VSMP with the opportunity to acquire real skills, experience and qualifications. Participants can work to achieve a BAJR skills passport - an industry-recognised way to record archaeological</p>	<ul style="list-style-type: none"> • Learning new skills and gaining new qualifications • Feeling a sense of achievement and recognising potential • Use the experience to explore potential career/further education opportunities

		skills practiced on the excavation.	
22	Engaging with Education – Higher Level (Excavation Programme only)	University level study of Archaeology. The summer excavation is accredited by Utrecht University, and participations can result in 1 ECTS (transferable European university credits). WU has a relationship with Winchester University Archaeology department that can and has led to placements – not dependent on academic experience	<ul style="list-style-type: none"> • Gaining 1 ECTS (transferable European university credits). Possible assisted place on Winchester University BA Archaeology Course • Receiving advice and support from project academics on the best way to proceed • Realising the potential to commence, or continue with, education after engaging with and working alongside students