

PROJECT DIGNITY



'Misericordia, Sustinere, Dignitatem'

Compassion
Support
Dignity

PROJECT DIGNITY

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FOREWARD

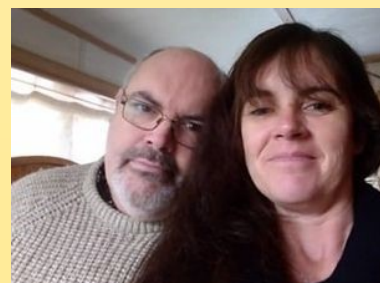
Not many of us have any concept of what it is like to be ready to die at any moment. Neither can we say how we would cope with bullets whistling past our faces at random. Imagine this... you're sitting in a derelict house next to one of your closest friends, when suddenly he explodes all over you from a projectile hitting him and exploding. Just consider that for a moment. How long before your humanity starts to fail you, how many kills...? how much suffering...? how many dead babies and children would it take to make you, so battle hardened that killing becomes second nature to you. Or the worst-case scenario; you start to come to from a rocket attack, as the dust clears, your troop are scattered about you in pieces. You cannot hear for the ringing in your ears. Muffled noises surround you. You alone in enemy territory. Bricks and body-parts everywhere. Then the worst happens... you see the enemy standing in front of you. He is shouting, but you only see his mouth moving. He takes aim and shoots. Luckily not a kill shot. You wake up in Great Britain, your wounds have healed, but your scarred. Mentally and physically. You shut your eyes and all you see are memories of hell. You sleep and are tormented with night terrors. This may be a fictional account, but every day in war torn countries this is going on. Dirty tricks like the enemy catching dogs and making them walking bombs. Men on bicycles carrying babies as shields as they peddle towards patrols.... shooting from the hip, hoping to kill as many soldiers before the child they carry as well as themselves are dead.

What must it be like to suffer the sight of such horrors? Watch your friends die, wake up in a field hospital knowing your army career is over due to your injuries. And what happens to these soldiers. The ones without families, the ones without a home to return to...Well they end up on the street, like so many bags of rubbish to be taken away. Some look at these damaged humans and dismiss them. Some give a few coppers of change and feel they have done their bit.

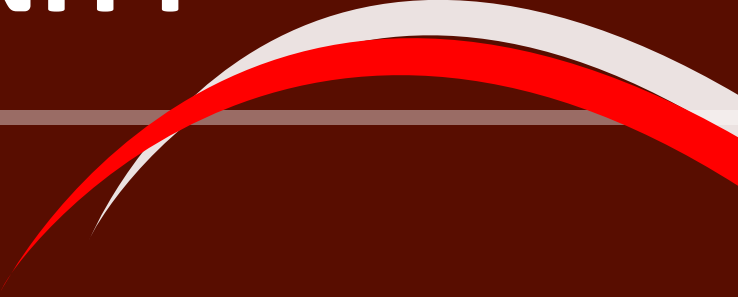
All these people need is some hope and good will and a chance to get their 'DIGNITY' back.

John Murray

Knights Templar Great Britain



PROJECT DIGNITY



INTRODUCTION

Compassion
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Serving the Ex-Service Personnel

Homelessness in the UK

Homeless charities assess there are circa 6-7000 homeless ex service personnel across the UK.

It is a travesty that people who have volunteered to serve the nation, to the point where they are willing to risk their lives are left helpless on discharge that they end up on the streets. The Armed Forces Covenant is in place to prevent this however, the focus needs to be specifically catered for the needs of the individuals. Putting some of these individuals in houses and then walking away doesn't necessarily deal with the root cause or provide stability to deal with their specific issues. Many of these individuals have challenges and without a suitable programme the risk is far too great.

The Royal British Legion try to make a difference by raising funds but these mainly focus on homelessness as one element rather than the whole piece.

It would seem that so many British charities are doing what they can with the resources they have to can offer. The problem is no one is able to offer the whole package. Yes, some offer hostel accommodation. But what happens to a homeless person who has issues, be it drug related or alcohol based? They are put in a building full of other people struggling with the same issues. Or worst still, a PTSD sufferer who feels isolated on the street is offered this accommodation. They take it, and soon discover they are now totally isolated in a small room, they have issues due to combat, so can you imagine how it must feel to a veteran who is in a building surrounded by noise and the horrors of his memories being morphed from the night noises of other residents into the noise of battle. Not far short of hell for these men. Or we could look at the third scenario, a veteran who comes to the hostel due to homelessness. Copes with the noise and the temptations of the other tenants. He cleans himself up and finds a job to go to. Bang, straight back to the streets for him. You see these hostels are designed for the unemployed and homeless. So if anyone gets a job they are given 10 days to move out. It's the rules, it's how these hostels work. So the incentive to get a job is dismissed immediately by all veterans who use these hostels.



Homelessness in the UK

I don't know about anyone reading this, but in this day and age it is no less than impossible to get the money together for a deposit and four weeks rent in advance in just 10 days. So the homeless vets find more help begging on the streets. And this is no new problem, since the early days of service call up there have been neglected veterans. Except by one military order, 'The Knights Templar' research as hard as you will, not once will you find we discard our hero's with the universal disregard of progressive world governments that do. This is because we are unique, we are sworn in the duty of God. The Templar ethos is that if a brother is willing to fight at your side then he is a brother for life. So too is the Templar attitude to all brothers in arms. Once a Knight Templar accepts you as a brother he will be just that until either's dying day. We do not see impossible situations just challenges. We are not at all like other charities, we offer the lifetime support that only a brother can offer. We will take in our forgotten brothers, we will feed them we will listen and not judge. We will offer help, not give ultimatums. We will support but never interfere.

The world has forgotten who the real Knights Templar are. We are Monks but not bible bashers, we are strong but not forceful, but most of all we care for the people who's quality of life is less than it should be. In our ranks are soldiers, legionnaires, Sailors and many others from all walks of life. Most of us have tasted loneliness and hunger. Most of us know about loss and pain, we have suffered massively in our lives, and that is why we are all dedicated to the well being of others. We are not a secret society, we don't have special handshakes but we do have humility and a need not to be praised individually for what we do for others.

Project Dignity will work, there is no other way for it, it will just work. Templars are dedicated to do Gods work here on earth and it is Gods work to help our brother soldiers who need us.



What is Project 'DIGNITY'?

Not us, not the Knights Templar Great Britain. **We** have a new crusade, project '**DIGNITY**'

Our plan is to reintegrate these hero's into society. Our crusade is in conjunction with one of our local Councillor's in South Holland, Lincolnshire. It is to help as many homeless veterans as we can. The project is to reintegrate these people through what they know. Facilities will be based on a military style barracks, which provides them with a familiar surroundings. All amenities will be provided within these barracks, alongside this they will have normal paid work through the local farming community. These farms will be the very farms that feed this country and others. We have spoken with the NFU and we understand the need for diligent skilled seasonal workers, they understand that these individuals are in need and have the desired skillset.

In principle, The Knights Templar will ask these brave men and women to come to their countries aid again. Farmers across Great Britain are beginning to see the reduction in labor for workers on the heavy machinery used in modern farming. Machinery that, for the military mind, is easy to use and handle. Engineers can build and repair, NCO's can run the work units as they would a military unit. Suddenly our soldiers are off the street, into familiar surroundings giving confidence back to them whilst they are supported by other likeminded comrades who have suffered as they have in the theatre of battle. They will have paid work but more than that we will have given them back their pride and '**DIGNITY**'.

This programme length for each ex-serviceman will be a period of 12 months, with a maximum number of 6 personnel for each course. This is a manageable number and can be scaled up and also could be lifted and shifted in different areas. However to make an accurate assessment of the program will need 36 month working with our veterans. This is a new enterprise with a totally unprecedented model to work from. For this to become a nationwide prospect we have to get it right here first. And that will take 36 months to achieve. One set of veterans cannot give us the knowledge we need to succeed.

When successful this can be extended to other sites not necessarily Gedney Hill. This could be elsewhere in South Holland, Lincolnshire, other Counties or even Countries. There has been interest in the project from as far a field as South Africa and New Zealand who can see the benefits from this concept.

The Knights Templar

The Knights Templar Great Britain are a not-for-profit religious order. We hold allegiances to no one, but our country and Queen. We hold no political views, we do not judge, we do not see colour nor race. We only see those in need, we look at the homeless and feed them. We work with some of the country's biggest hitters on the high street collecting food for community fridges, and other homeless charities. Our order does not look for personal gain, we have no expensive offices, or employees to upkeep. This means in the modern-day world of suspicion regarding what percentage of donations actually end up where they are needed, the Knights Templar Great Britain can proudly say every penny of donated money goes to exactly where you donated it to. This is what we invented over 900 years ago. Sadly, the concept of charity has changed drastically over the centuries, but we have not! And that is why we are still around today. We need the help of the British people; your donations will go towards giving a better life to those who deserve better than they've got now.

THE PROJECT TEAM

Project Dignity has a team of individuals who can cater for the needs of the individuals. This is the initial team which will expand and grow as the Project progresses.

<u>Name</u>	<u>Function</u>	<u>Status</u>	<u>Access</u>	<u>Location</u>
John Murray	Project Leader / Site Manager	Civilian	(Permanent)	Spalding
Mel Shephard	Project Leader / Horse Therapist	Civilian	(Permanent)	Spalding
Phil Green	Soldier Liaison	Ex-Forces	(Temporary)	Milton Keynes
Andrew Nassau	PTSD Counsellor	Ex-Forces	Temporary)	Bradford
Ralph Sutton	PTSD Mentor	Ex-Forces	(Temporary)	Exeter
Heidi Will-Murray	PTSD Counsellor	Ex-Forces	(Temporary)	Spalding
Neil Summers	NHS PTSD Counsellor	Civilian	(Temporary)	Cambridge
Charlotte Langridge	Horse Therapist	Civilian	(Permanent)	Spalding

Other Professional Bodies who have been engaged and form part of the Project DIGNITY wider family

Chris Carter	NFU Representative
Paul Redgate	District Councillor
Lewis Smith	Planning Agent
Rev'd Mike Ongyerth	The Elloe Fen Group Vicar—Gedney Hill
Sir John Hayes CBE, MP	MP for South Holland and The Deepings

PROJECT DIGNITY



PROGRAMME DURATION



Compassion
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Dignity

Serving the Ex-Service Personnel

How will the Project Work

The principle is that the programme will run for a period of 12 months for each veteran. We cannot put a time limit on human behaviour. So plan to run the project for a 36month period to fully asses the success of the program. This is the timescale for each veteran. However This is about reintegration not rehabilitation. This was a clear objective as part of understanding the needs and challenges this will face, by focusing initially six (6) individuals we can ensure we deal with the individuals needs on a one-to-one basis. The programme and high-level actions are show below to understand the engagement, albeit this is flexible. Also the individual sections will be expanded on further within this document to explain the process and procedures which would be followed to deliver success for the veterans



1 Month	Identification and Settlement
2 Month	Confirmation of working location
3/6 Month	Settled working plan
6/8 months	<i>Reintegration</i> increase contact and work (community)
9/10 months	Discuss exit strategy
11/12 months	Putting things in place for them to move on
12month+	Working together for the future

As part of the assessment and having open dialogue with individuals its apparent that many are not in a place where transitioning to civilian life is straight forward. Whilst there is the commitment by councils to provide housing under the Armed Forces Covenant many cannot cope with this situation through no fault of their own. Many require special and careful attention to successful move to this new way of life. Long term we would want to see them in their own accommodation but many will not be in a position to accept this which is way they fall into some of the traps exacerbating there depression and issues resulting in their homelessness.

Through a carefully managed transition we increase the chance of helping these individuals achieve a more sustainable and safer lifestyle. They find that being placed in a house in an area with limited contact a struggle so by transitioning in this environment we can work through those challenges of living alone etc and provide counselling and reassurance to them.

This will not be a modern form of slavery as ultimately the plan is for these individuals to take put proper residence either privately or through the District Council at an appropriate time.

1 Month—Identification and Settlement

Prior to the 1st month, and using local Ex-Service personnel and homeless charities we will identify those individuals who will benefit from this work.

Its important that the sourcing and locating of these individuals is crucial, this would start within Spalding and then extend out into the surrounding Lincolnshire areas in the first instance.

In order to establish there status there Service number will need to be provided to confirm they qualify for the programme. Once this has been established they will then be assessed by a PTSD professional including a mental health assessment. The evidence of homelessness will come from the local Homeless charities to confirm they are living rough/on the street. This isn't to isolate or preclude others but ultimately the basis of this programme is about homeless service personnel. Once the individual have been identified and confirmed they will be transported to the 'Barrack' and they will be provided with a safe secure environment and allowed time to settle in.

During the first month they will undertake further interviews by PTSD Counsellors. Its important that a plan to work with each individual is put in place to maximise their chance of success and reintegrating.

There will be a lot of time spent building them up to good health including good food and proper rest, a visit to Doctors, Opticians and Dentists where necessary or also to register. We will ensure that they have bank accounts created if they don't already to manage their finances. Along with any form filling that will all be required.

There will be a PTSD councillor on site during this period and available to them at all time. Some of these we have amongst our ranks but also in the village. Some of these may have drug and alcohol problems; these will need to be addressed and professional help gained through the NHS professional or other external charitable bodies.

They will begin with spending their time helping with the gardens, the animals, the vegetable growing, the charity food collections and ultimately learning to work with our horses. It may be that some may be ready to go to work very quickly, some due to health or mental problems may not. Help will be given to all to get them where they need to go. If physical farming work is not a possibility then other options will be addressed. The aim will be with all to get them in a job and back into society, with the long term backup if needed.

It is also important to understand that when these veterans arrive, they will need clothing, shoes, toiletries and good food. They will be provided with bedding and towels as well for their comfort.

This first month is critical in the assessment and getting the veterans stabilised in an environment they are used to is important. This gets them mentally in the first instance in a safe place where they can rest and recuperate to start the process of reintegrating.

2 Month - Confirmation of working location

Having settled the veterans its important that the roadmap to productivity is just as critical. At this point work will be undertaken with the NFU to identify local farmers who would benefit from these individuals but also be able to deal with their unique challenges.

Its important that both parties feel they can work together and this is critical in the success and further development of the programme.

There will be continuing assessments along with an increase in housekeeping.

We will coach the veterans on improving their lifestyle with some basics on cooking and nutrition.

Transition to working practices including timing and requirement. Provided with the appropriate PPE and equipment suitable for the environment they are working in.

During this time they will have access to the gym to rebuild up their strength as well.

Some of the activities they would be engaged with are:-

- Cooking and nutrition

- Growing vegetables

- General housekeeping—Laundry, Ironing etc

They will also be starting work with the horses engaging in the husbandry as well as a means of therapy.

3/6 Month - Settled working plan

During this period the Veterans would be expected to have settled into a normal working routine as on the farms and in the barracks. Continued counselling and developing deeper their relationship with the horses and expanding on the therapy.

Through the NFU agricultural business will be engaged and hopefully through the reintegration programme the farmers will benefit from a diligent workforce and also use the skills these individuals have to enhance areas,

At this stage of the veterans resettlement program we will discuss careers. Local colleges will be aware of the Dignity project and will be able to offer practical options suited to the skills of the individual. Retraining towards an enjoyable career has to be explored correctly. That is why we need to have a so called 'Honeymoon Period' with the new residents. We will keenly watch our veterans and evaluate their skills. Some may not even be aware that the skills they have could be enhanced towards a truly fulfilling career. We will talk with the local employers who have given our Vets work and get an idea of their skills and their negatives. There will be no scheduled group chats, there will be no set times or appointments for therapy. This kind of regime would be a reflection of the hoop's society demands they must jump through. As an order the Templars have discussed the many ways to firstly cause negative reactions, and secondly how to achieve positive ones. It is quite clear that to gain a soldiers trust you must be honest and open with them. So we plan to use casual interviewing techniques. Put a couple of men together in a field with a shovel to put in new fence posts and before long the banter starts. Maybe not the first time you work together, but slowly little comments and confessions begin to come to the surface. Before long you will learn far more about a person if they give it up without realising they are doing so. Once we are on level ground with our veterans we will know what will work best for them. Unlike any other members of society veterans will only work well and do what is required of them if they **TRUST** the person asking it of them. The whole mindset of a soldier is trust, gain that and they will walk beside you to hell and back.

Now we are ready to look at settled work. Each is an individual and as such has to be looked at in that way. It's no good placing a highly strung special forces vet with a, shall we say, less than understanding and patient farmer. So again, we go back to the first months of assessment. We may even have disabled vets who we would seek out employment more suited yet not demeaning dependant on their physical abilities. The thing is we will not know what these vet's abilities will be until we have assessed them.

My personal qualifications are City & Guilds in Motor Mechanic Technology, I have owned a large Bodyshop restoring classic cars from bare metal to concourse condition. I have experience in vehicle painting. I also hold City & Guilds in Dry Lining metal fix walls. Suspended ceilings and soundproof walling. I was trained at Knauf in this industry and hold many certificates. In 2006 I studied Legal Practice at Plymouth University. I was employed by drylining companies as not only a supervisor but also as an instructor in the industry. I redesigned a certain way to construct door framing at the metal fix level and the design was taken up by the City & Guilds instructor for Surrey to be added to their training. I hold certificates in manual handling and achieved an award in Psychology.

I feel with my skills and experience I can offer these veterans so much more than just working on farms. There is a multitude of employment available in this country at the moment. We no longer flood the workforce with European labour, and many employers are worried. But this country has trained the best and now have a place for the best back in the Great British workplace.

6/8 months - *Reintegration* increase contact and work (community)

After 6 months and given the individuals are now established and have been over the past six months engaged in restoring their self confidence and believe it is at this point that dialogue can commence on where they start to see themselves. There is an aspiration that at this point we can start planning for their future.

This will include many different options including potentially further education using Peterborough Regional College or Boston College to provide either vocational skills or elements which would assist with what they would like to do. Furthermore at this point dialogue would be opened with South Holland District Council to discuss the housing strategy for these men. Under the Armed Forces Covenant this would be an appropriate time to work on the long term. These individuals haven't ever transitioned into civilian life properly and by using this method we can improve the success.

It is about this time we will start discussing our Vet's future. Some may be at college so will need a little longer to complete the course they are studying. Others will be looking at future employment outside the farming community. We can invite advisors in from the local Job centres to discuss employment options. Some may decide they want to continue in the farming sector and we will discuss this with the farming college locally. Others may take up car restoration and work for themselves. Some may wish to continue in the building trade. But as we have said previously we are working with individuals here and we must consider each accordingly. The truth of the matter is if we remove the stumbling blocks of the vicious circle ie;

"Can't get a job without a bank account...Can't get a bank account without an address...Can't get an address without a Job"

Then we are making life that bit more manageable for these men/women. So with the confidence instilled by our regime, the support network built up around them and the options laid before them we can offer them a future filled with confidence and pride.

Up until this point our vet's have been seen in the village and also become a common sight. Weekends will be spent quietly working on the land here or litter picking in the village. They will be seen attending church and in the local shop. We must remember these individuals are used to taking orders from superior officers. To them myself and my fellow Knight Brothers will be just that, Superior officers. To the civilian this may seem a strange mentality, but it is where these guys will draw strength from. They will feel at home in not only their environment but also the regime. The whole structure of what we propose here will go massively to **reintegrate** these veterans back into society.

At around this time we feel that an afternoon meet and greet for the village is in order. By now the project will be known to the Villagers but not the people involved in it. So we will take this time to have an open door invite to anyone who wished to meet with some very special people who were once charged with their defence. I'm sure there are many in this village with some connection with the military and would welcome reminiscing and engaging in that special banter only military personnel understand and enjoy.

Moving on from the initial meet and greet, we can look at our vets offering some light work to some of the villagers struggling with age health etc. Lawn mowing. Minor repairs. Tidying gardens, or just a lean over the fence chin wag. All this will be a passive reintegration back into society for these veterans. This approach is the right approach for these people, they will always feel they have control of their life and future. We want them to feel, that all along this journey, they did it all, and be proud of that fact. We will give them the tools and work along side them on equal terms that is how to get through to a military person.

TRUST. PRIDE. RESPECT.

8/10 months - Discuss exit strategy

It is at this point now that we need to start the process of an exit strategy. This will include identifying and working on the potential new accommodation. This could be private letting or through the council.

We need to expand and work on their social skills. This will involve identifying local supermarkets and getting the veterans to start shopping and visiting locations to reintegrate.

We would also be working with the individuals to put together items like CV's should they want to explore other working environments, this would also include interview skills.

At this time we feel it will be time to make contact with the council regarding accommodation for the ones who are in employment. This has to be a slow process and eased into at the veterans pace. We are now entering into the realms of

TRIGGERS.

There are many forms of triggers, most we can train them to avoid, and some that are unavoidable. For instance the transition from Project Dignity to life as an independent citizen.

We have a strategy in place for that. We will help the veteran move on from us in slow stages. This cannot be accurately put into words because we are working with individuals with individual characters. But the basic plan would be to let the veteran decide on what he feels comfortable with. Stay one night with a mate or one of us, then return for a few days then spend a little longer. This stage is crucial and cannot be done wrong. Any form of dominance or ultimatums will ruin all the good work done by us previously. Just opening the door and saying "There you go we have done what we set out to do now your on your own" will destroy everything. The Veteran will forget everything he has worked hard for and only remember the day he left the service he was with and will just return to the streets an even more broken person.

Our door will never be closed, if our veterans know that if they feel pressurised over something, they have a lifetime home to visit for a break and refresh, then they can never feel isolated and alone again. Only the Templars can offer such lifetime care. There is no other charity based group since the middle ages able to offer such a service to our countries most deserving. Not only can we offer lines open 24/7 to take calls if needed but the Knights Templars door is never locked to ANYONE, regardless of colour or race. Everything we are offering is down to research and compassion and strength of conviction. We are Monks of the Templar order so we do not work to any set time. We are devoted to the care of our fellow man. We have each been trained and educated to fulfil this calling. And that is why only Templars can offer Project Dignity as a life devotion and not a task.

10/12 months - Putting things in place for them to move on

The veterans will be looking to move on and we would hope they would want to do this collectively or Individually. This would involve visiting their new accommodation with a phased settling, including one to two nights with another person for the first time and then on their own.

What to do if they don't want to move on

DIGNITY AFTERCARE

Transition to an independent lifestyle.

Once everyone is satisfied that the veteran is ready to move on independently and the process of **REINTEGRATION** has achieved its goals, we will then work with the veteran towards a life away from the barracks. We have offers of some help from the council through the armed forces covenant scheme, and will work closely with the council to achieve that aim.

MOVING ON AND TRIGGERS.

One main concern for us is causing such a rapid change to lifestyle that it causes a trigger. These can be;

Sudden event shock

Music memory

Feelings of abandonment

Isolation

And many, many, more. To prevent as many as can be identified, we will use the dripping tap scenario. During the last month of their time with us the individual will be encouraged to look at properties offered by the council. We will form a small decorating and moving in group to work with that veteran to personalise his residence. We will let them spend as much or as little time they want there. This will reduce greatly the sudden shock of moving on from us and the fear of isolation. We will let the veteran move on at a pace he is comfortable with. This whole Project is for our veterans to reintegrate, not have an assembly line of bodies in and out.

12month+ - Working together for the future

The programme is never over and we won't ever walk away from those we have helped.

If the individuals need any support this will be provided and they will be given all opportunities to ensure they don't end up back on the street.

We want those that have been through this to work with the next intakes as well as knowing they can come back at anytime to help in other ways.

If this is success we want to work with the veterans to understand the areas they benefited from the most and those which they feel need improving.

CONTINUED SUPPORT

The Dignity project is totally and utterly aimed at doing right by our brave and loyal veterans, and not to just offer a rest bite. So, with that in mind, we have a cradle to grave policy in place. This means that from the moment our veterans step into their new life in the barracks they become our wards for life. The Knights Templar will never turn them away if they need further assistance.

We are not inexperienced enough to believe that Project Dignity will be a miracle fix all problems solution. We are dealing with individual human beings. These veterans have different reactions to life events. They carry different emotional baggage, and they have different characters. This is why a continued helpline is essential to making this project a success. Should a relationship break down, or a family member be lost and our vets need their brothers to share their grief with, there will be a bed for them in the barracks, always.

The argument could be raised that these are fighting men who have seen some of the worst of human nature. "They should be tough enough" comes the uneducated cry. It is for exactly these assumptions we will always be there for our armed forces. The basic truth is

"Why should they have to put up with more pain and misery".

Have these heroes not suffered enough, have they not lost enough? Project Dignity is there to give them back for all they have given others.

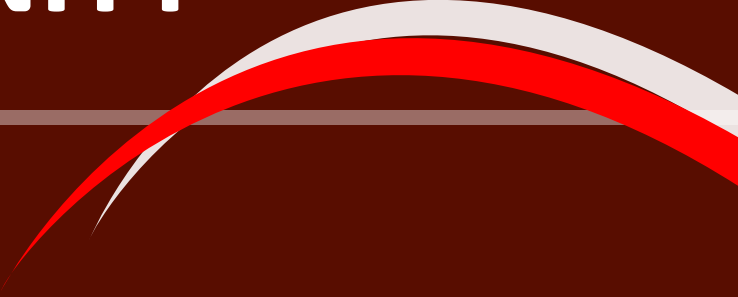
So if they have a trigger, they know they don't have to suffer it alone. They can return to barracks and spend some time with their brothers in arms who understand them. If they just have the oncome of depression, they can come and talk it out with us or other veterans. Project dignity is unique, no other charity offers a bolthole for life. There is an old adage,

'A problem shared is a problem halved'

This program is the culmination of my dream and the hopes of all Templars. It is the result of investigation, information gathering and searching for a proper solution. This was all done by talking with the right people. No special college courses, just plain talking to many many Veterans of many conflicts.

The Knights Templar will never abandon a brother of any uniform who have served our Queen and Country. We have been around for over 900 years and will still be around for at least another 1000. Project Dignity was created by the Templars and our friends, not the other way around. This means that despite age, health, or death, this Project will go on indefinitely.

PROJECT DIGNITY



DAILY REGIME

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Daily Regime -Summary

Its clear these individuals have a structure daily Regime below are the factors we have considered and also the parts which have been put in place.

Armed forces principle – structured day

Food – sustainable/healthy/carefully constructed diet/nutritional management (Local fresh produce)

Exercise - Gym, walks and other means of sport.

PTSD specialist on hand

JM available to attend and help (e.g issue at farm JM will attend), the soldier will carry a card with the contact details of John on.

Local Police to be made aware of project and individuals so if any challenges JM first port of call.

Where they will work

Local farms/colleges identified by NFU

Food Shopping

Organised and collaboration by JM

Online orders and delivery

Local shop to provide necessities or emergency

Growing food on site in small quantities

Sourced from local farms supporting the project as well – Support local businesses

Transport

Minibus provided for collective transport of the men

Managed through Knights Templar Great Britain

Confined to barracks/allowed to roam

The men are allowed to roam supervised, they will need to sign in and out with reasons

Act as visual security and deterrent

Follow Army style regime.

Everything is accountable, and recorded.

Daily Regime—Working Day

Working Day

Woken – head person identified from the the team to act as a team leader to ensure compliance

Shower – Upto individual

Breakfast – Cooked by Site Manager/Project Lead – for a defined period –

Food Hygiene certificate

Food marked up and date stamped in compliance in sealed containers

Food allergy assessment etc

Tidy Barrack

Transported to local farm for work

Farming duties supported

Collected end of shift

Returned to camp

Showered/Dinner

Social time (down time)

Social time (down time)

Daily Regime—Therapy Days

Therapy Days

Woken – head person identified from the the team to act as a team leader to ensure compliance

Shower – Upto individual

Breakfast – Cooked by Site Manager/Project Lead – for a defined period –

Individual,

Food Hygiene certificate

Food marked up and date stamped in compliance in sealed containers

Food allergy assessment etc

Tidy Barrack

Working with horses – husbandry

Mucking out

Grooming

Feeding

Site maintenance

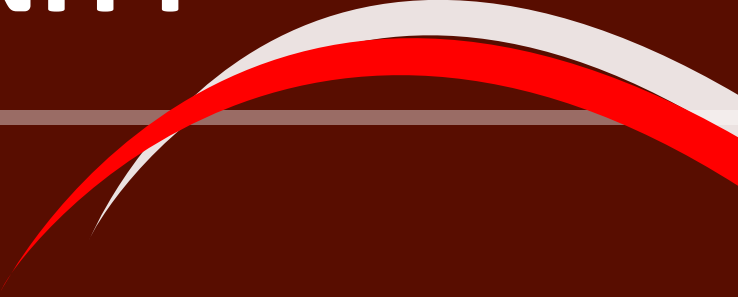
Personal time

Showered/Dinner

Social time (down time)

Counselling to be established either individual or group engagement to deal with their own challenges

PROJECT DIGNITY



PROGRAMME ACTION PLAN

Compassion
Change
Support
Dignity

Serving the Ex-Service Personnel

ACTION PLAN PHASE 1

Locating the Homeless Ex-Service Personnel

As specified earlier its important that we ensure that we understand how we identify these individuals.

We will be using local homeless charities to identify people and then confirm there Service No to ensure they are Ex-Services. Its important that they meet this criteria in the first instance.

They will then be spoken to and in an informal interviewed conducted for suitability, this is to ascertain where they are, whether they are prepared to make the change and want the assistance. This will be conducted by key individuals and a mental health assessment will follow this to establish any underlying concerns.

Once the individual is identified and both parties are satisfied they will benefit from the programme then they will be moved to the barrack.



Assessment time

During the assessment period, time will be spent slowly building these individuals back up, which will include good food and proper rest. We will also ensure they visit a doctors, opticians and dentists where necessary. We also want them to open a bank account in preparation for gaining work and we will work with them on any other form filling in order to gain any other assistance they need.

There will be visits from PTSD councillors, which will be completed by the project team. We recognised some of these veterans may have drug and alcohol problems having been on the streets or as a result of the mental health issues they have; these will need to be addressed and professional help gained through the NHS Specialists, they will be supported along with way by the team with this.

They will commence by spending time safely in the barracks, helping with the gardens, the animals, the vegetable growing, the charity food collections and ultimately learning to work with our horses.

Its clear that some of these individuals may be ready to go to work very quickly, some due to health or mental problems may not. Help will be given to all to get them where they need to go. If physical farming work is not a possibility then other options will be addresses. Having discussed it was felt that farming would best suit their transition given they will be in the open air and not confined so they can have the space they need. The aim will be with all to get them in a job and back into society, with the long term backup if needed.

Project Dignity will also be open for visits from Riding for the disabled and MacMillan cancer who have all shown great interest in our unique project. Tonic health Spalding have also shown great interest in Dignity.

ACTION PLAN PHASE 2

Social Reintegration of the Homeless Ex-Service Personnel

As the programme is all about reintegration we need to ensure that they understand that this isn't permanent resolution, however, a plan needs to be in place for each individual match their needs.

As part of the programme socialisation reintegration is key. It was felt that the most appropriate solution to deal with this would be by engaging these individuals in a local rural environment where the sense of community is important.

We feel that at an appropriate time we would want the local residents to meet and greet with the veterans.

We want the engagement with local community as part of the programme as this is critical for them to reintegrate. We can see areas such as helping with the elderly with gardening and odd jobs as well assisting keeping the village tidy.

They will also have the space and time to get out and walk and talk to the local community and engage.

We also see that key events and dates these individuals can interface with including Remembrance Sunday and also assisting at the hall.

As part of the reintegration its important that there is Gedney Hill resident engagement. We need to explain to the community how these people are treated on site and how they need to be treated when out and about. We also want to explain what they are doing both on site and also our working on farms. The Site Manager will be responsible for looking after them and act as a point of contact.

Prior to the full submission to planning there will be a meeting in the village hall to explain the project to the local community and those people engaged with helping and assisting will be on hand to explain and show people what these people will be doing. It is important that all of this is clarified and explained and any other offers of assistance be considered.

Each person will explain what they will be responsible for and how they can be contacted and engaged with. It is also important that any concerns from the local community are addressed and an action plan put in place to deal with them.

It is important to address how these people are to be treated. This project is not a prison, these are not criminals. This is a way for them to return to being productive members of society having served their country. Once again providing service in a different role for the rest of their lives.

As part of the presentation to the community we will explain what are they doing, explain role of dignity including the work and therapy these will be engaged with. Also in the first trial there will be thorough background checks of the individuals with selection on those who will benefit the most and from the opportunity. We have gained help from local charities who already know these veterans and can recommend suitable candidates.



ACTION PLAN PHASE 3

Assistance and Other Areas of Work

In our ranks we have our priest Andrew Nassau who is a suicide awareness councillor and a PTSD councillor. We have two other councillors who deal with this field. We also have the services of an outside registered councillor who has offered his services free of charge. This means that we will be unique in Great Britain in using horses to rehabilitate damaged veterans with professional mentors and councillors.

Once assessed we will then be putting them to work for local farmers. With the help of Cllr Paul Redgate and all the other contacts now made we will be in an excellent position to give help to the Veterans we take in.

Contact has been made with several veteran Charities. One in particular is Crimsham Farm in West Sussex run by Craig Pinkney. Craig is a veteran who runs a veteran rehabilitation scheme at the farm he rents. He is by far the best contact we have made. He will be our advisor and contact with veterans on the streets. Craig has run Crimsham farm for some time now and is happy to advise us on every hurdle we may come across. <https://www.facebook.com/crimshamfarm/>

We are also in contact with Rob Simpson of Tonic health who is very excited that the initiative has been taken by someone at last to give a full lifetime support to veterans struggling on the streets.

PROJECT DIGNITY



HORSE THERAPY



Compassion
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Serving the Ex-Service Personnel

THE DIGNITY HORSES

We have rescued racehorses here. These animals are not much different to the soldiers. They have been trained in a certain way, they have never known herd life, they have suddenly been cast out of their familiar surroundings for underperforming on the track or injury. Their only future is very bleak. So they come here to our land, where they are put out in a field with other horses. During this period, they have to learn to be a horse again. Much like the veterans we will be getting here. We need to let both rebuild their confidence and lives.

The ex-racehorse and the Soldier

Broken

Damaged

Hard work

Lost Cause

Useless

Unwanted

Waste of time

No future

Not worth the bother

Heard these words before, So have we!!!!

Ex Race Horses and Ex-Soldiers aren't so different. Their needs aren't so different

Understanding

Time

Space

Learning to be themselves again.

Whirl me around (Marshal)

This is the classic story. Born to race, born to run, worth a fortune. Ended on the scrap heap waiting for the end.

Marshal was born to race, good breeding, born in a good stud, started with the best of everything. As a 2 year old he had a promising career in front of him. He won a £50,000 race. He wanted for nothing, good food, good training and the best of care, then he was sent to Dubai.

Something happened out there and he was returned to England a changed horse. This happens here to, a trigger, an experience, something we may never fully understand.

Now one yard after another moved him on. Classed as too dangerous to ride as he removed every jockey in quick succession. He put up a constant fight. Different trainers tried different methods some harsh some soft. Some just put him on the walker and gave up till the next sale.

If they could get him to the stalls he then learnt to stand up and turn over backwards removing his jockey that way.



MAARSHALLS STORY Ctd.

His owners didn't want him anymore, his trainers had no more ideas. So that was the end for him. Classed as dangerous he had no future for being rehomed. The end was near.

Heard this story before but about a soldier, lead a good life, has the best training etc then sent away. What they see and experience, changes them forever. Not so different from Marshal and many other racehorses.

The soldier returns home, confused, shell shocked, the horrors he saw haunt him. He doesn't want to go out, he fights everything that resembles the horrors or brings back memories. No one understands, they keep pushing him.

He explodes and runs. No future, No help.

The racehorse and the soldier.... not so different.

Marshal came to us, unsure, lame, stiff, wouldn't leave his stable, had no idea how to graze in a field, no idea how to mix with other horses. no idea how to be a horse.

What did we do, we gave him time, we offered the hand of kindness, we listened and we used others like him to teach him how to be a horse.

It took days to get him to go leave his stable, then he would not lead. Any thought of leaving his new friends made him panic. He would reverse, rear, refuse to move, anything but not leave his comfort zone.



Then he was poorly, a case of colic and the vet called, abscess in both front feet, meant he was in pain and could barely walk, but we took our time and healed his outside wounds.

Then we tried walking him, just out of his stable to start, just away from his friends and straight back. days and days passed and it became easier. then we went into the field, once round and back to the stable. He called alot and stopped, but we spoke quietly and waited for him to be ready to move on a bit further. We walked round our big field, the first few times were stop start, panics, refusing to move, calling to his friends, but with time, no harsh words, we moved on. Weeks went by and he started following us round the field, no stopping, little calling just when he felt a bit unsure but that is ok.

A year has passed, Marshal loves life in his little herd, he comes in every day, some days we do some walking some days he doesn't want to and that is fine. He has been ridden and each time he was an angel. Putting him back into a situation that caused him so much pain mentally and maybe physically takes alot of work. but this horse keeps giving back and all he wants is reassurance that the past is not coming back.

This showed recently when my daughter came to ride him and see how he was going. He refused to leave my side.

The panic came creeping back. I walked with him stroking him and talking to him until he was ready to move away.

When he realized this riding was different he relaxed and gave everything he could.

He will be 7 in March still so young and yet he has been through so much. He has a long way to go but he has a new career ahead on the days he wants to do it.

This story is not so different from a soldier's, some days are good some are bad. Certain things bring back memories and pain and hurt.

Learning to be an everyday person with so much inside is difficult and not all can move on so easily. Working slowly and steadily you can gain ground. Bad days, good days, all are taken into consideration.

Marshal's story is not unusual but also there are others with different stories.

Marshal will become one of our horses that help with PTSD, he understands more than we know.

HORSE MANAGEMENT.

Horses are used in therapy around the country. But to our knowledge there is only one other place that uses horses to rehabilitate veterans and that is in Australia. We will be making contact with Horses for Hope to gain insight into their work with PTSD, depression, drug and alcohol related problems.

www.horsesforhope.org.au Also in the United States horse therapy is proving very successful in giving humanity and empathy back to drug addicts and patients with other dependency related problems.

The plan is that for the first month we will assess the new attendees. We will teach them horse management, how to clean stables. How to gain a horse's trust. If some feel confident, we will teach the natural horsemanship. Our farrier is ex-army, he is willing to come out and talk to them about his job. Our vet is also ex-army and on his visits they would learn how important his job is.

During this time we will get an insight into the nature and character of the veterans we take on. This will go a long way to giving them work placements.



WORK PLACEMENTS

It is becoming very clear that employing eastern European labour will be a costly and timely endeavour for farmers in 2021. The country will be out of the EU and we will have a shortage of WILLING labour. Britain has a youth culture that is used to college bursaries and loans. And are not familiar with dirty hard work, and are often inexperienced enough to do it.. Also...and rather cynically; we have a generation of solicitor chasers who believe they are owed many things and if not accommodated will find something to be offended about and protest. So due to media exposure employers may be reluctant to take on anyone who gets offended if criticized.

This is where Dignity Vets come in, Veterans by nature work hard and are willing to get their hands dirty.

They follow commands because that is how they have been programmed. Our work is to match the Vet to the farmers in such a way that everyone works well together. Characters can clash and the very nature of Dignity will quite naturally make employers a bit apprehensive. So, to ensure success I will personally meet with the farmers and talk to them, get to know them and educate myself with their way of wanting work done.

The Company Your Garden in Parsons Drove have places waiting for our veterans.

This may seem excessive, but I am fully aware that 'Project Dignity' must succeed for us and the council.

PROJECT DIGNITY



ON SITE LEARNING



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ON SITE LEARNING

As part of the programme we intend to provide additional on site training to supplement their skill and given them some pride in performing duties.

These will include

- Gardening
- Landscaping
- Fencing
- Poly tunnel growing
- tree planting
- Looking after chickens, goats
- building and maintaining a pond and waterfall
- Building and caring for an aviary
- Race car building, spraying, welding



We will also be looking for further opportunities with the programme including

- Garage with ramp, pit and spray booth
- Indoor school with stables



PROJECT DIGNITY



SITE MANAGEMENT



Compassion
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How will the Site be Managed?

How will the Site be Managed?

In order to manage what occurs below highlights the actions and processes which will be in place to manage the programme.

Site Register of who is on site

Signing in and signing out book for all project team

Security (Fencing/cameras)

Solid wooden fencing in keeping with the local area

Security cameras – 24/7 all locations including entrances and accesses

Signing in and out each day to track locations of individuals

Signing out when leaving site for the soldiers

Reason for leaving site

Expectation of when they leave when they will be back

If they go missing how will this be dealt with

Tidiness and control of site

No new buildings (caravans etc)

Barracks – Sleeping/Eating/Showers/Socialising

Indoor Riding School – Husbandry/exercise/socialing (can be used for football and sports)

The soldiers engaged to keep the area clean

Maintenance

The soldiers engaged to keep the area clean

Register for defects and damages (record and rectify)

Engagement of local business for repairs and work

Risk Assessments relating to

Accommodation

Working Environment farmers to include

Horses

A notable charity/body will be engaged to act as external assessor to the project. They will come in each month in order to assess the men each month to review the site and everything is ok and compliant. We want to ensure these people are not exploited and provided with the best standard of living given their current circumstances.

Accommodation

In the first instance the veterans need to be reverted to a comfort zone they are familiar with, somewhere they can relate to. After almost a year's investigation it has been unanimously concluded that a barrack style initial placement is essential. These Veterans have had to live in the harsh environment of the streets.

They have been targeted by drunken youths for violence and abuse. Some have been on the streets for many years. The only comfort they have is remembering their time in service with their brothers in arms. It is these very Veterans project 'Dignity' is aiming to take away from the life as a street beggar.

These men are damaged, some have drug or alcohol dependency. Therefore, it is crucial for these men to be housed in familiar surroundings with their own kind. The Knights Templar Great Britain have councillors and mentors in their ranks, we have veterans too. We are, without doubt the best equipped organization to offer a full rehabilitation program for our brothers on the streets. All vet's will be housed in barracks of no more than six men at any one time. They will have peers with them, and we will insist on a military ranking system based upon their former ranks in the Army. The Templars follow a similar ranking system and recognise its importance. This way we will have in house authority to maintain the status quo. In addition, I personally can cope with almost any situation having a background of life in the darker side of London.

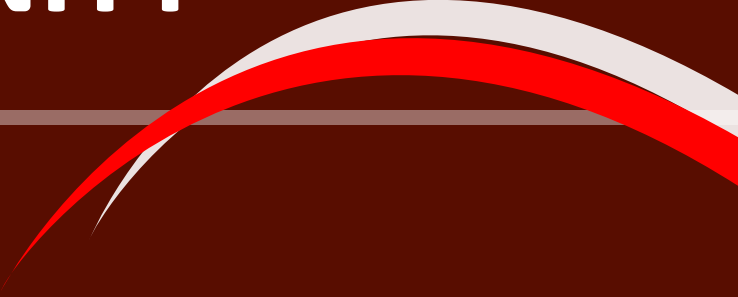
The Barracks

The Barracks will have six beds two toilets, a shower room and a basic kitchen area. The sleeping arrangements will be as they were used to, all sleeping in a small dorm together. There will be an area where they can watch tv or a quiet area for maybe computer work or studying if they should wish to take a college course.

There is always plenty to do here on the land, and evaluations can be made in a relaxed environment. The barracks will be self-styled porta-cabins. There will be needed a permanent presence by us on the land as this project is dealing with sensitive issues and people. So constant supervision is essential. Supervised work could be an option for the new members, in fact the church needs the grass cutting and tidying up.

Gedney hill often has a litter pic day, and a contribution to this would be appreciated by the residence I'm sure. After a few days of settling in time we will start to assess their needs.

PROJECT DIGNITY



THE FUTURE

Compassion
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Serving the Ex-Service Personnel

THE FUTURE

The Future

Once we have a working role model then we can move to other counties with our project. Already a contact in Surrey is interested in offering the use of some of his 200 acre site if Dignity is a success. One of our Brothers has a 400acre sheep farm in Cumbria and is more than willing to take on this project on his land. He is next door to National Trust land and there may be an opportunity for the Veterans to learn new skills there, whilst gaining confidence and experience.

The word is out now, and the interest is high. The Knights Templar Great Britain are determined to make this project work for three good reasons. Firstly, for the Veterans, secondly for this and other councils to have a model to work from and finally to do what we have always done, and that is give aid and help where it is needed.

The hope is that with local government help one day every county will have a project Dignity in place and we see an end to homeless veterans on our streets dying of cold hunger or suicide.

Other charities are now taking up the call to find work for veterans. This can only be a good thing for everyone concerned. Our country is crying out for manual and skilled labour, it makes no sense to leave a potential labour force to live on the streets without any work.

PROJECT DIGNITY



FUNDING



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FUNDING NEEDS

Barracks

These need to house the veterans, provide them with a sleeping area for 6 personnel. There needs to be toilets and shower area. A small kitchen area so they can make tea and coffee etc. A tv/lounge area and a quiet area with computers so if they wish to take a college course, they have a suitable area.

Stables and Indoor School

This is essential to the rehabilitation of the veterans. The school will have the stables adjacent to it, so during the bad weather the horses can stay inside and be taken straight from the stables to the school. Within the school area there needs to be a walkway. The other side of this will be an area for a set of toilets for public use, a full commercial kitchen for the soldiers to use for their meals and to prepare meals for those using the facilities. There will be room for training/ meeting room, which could be rented out to bring in extra funds. The soldiers can cook meals for anyone using the room.

The school can be rented out to local riders and clubs, Dog clubs and anyone wanting a large indoor area with other facilities. This will bring in extra funds and in turn use the café and meeting room. It will teach the veterans about catering and preparing food. John is a qualified Chef.

Within the stable area will be solarium and washroom and possible dog washing area. These can be rented out as well. Dog clubs could use the school as well as the facilities. So, these facilities would provide a useful area for working the horses and soldiers and extra income from its rental possibilities.

Landscaping

The site needs landscaping, to provide a quiet and settled area for them to calm down. We already have 2 ponds and Mellissa is qualified and experienced in the care of koi carp. Having run her own pet shops and gained a Distinction in Pet Store Management. Maybe an aviary as well.

We would like to get the soldiers to maintain the gardens, so they feel part of it. The poly tunnel and surrounding area can be used to grow vegetables and maybe flowers for the Church. All of this can be taken on by the soldiers. Mellissa was a manager in a garden centre for 7 years and can use this experience to encourage the veterans to learn another skill.

Vehicle

We will need a crew cab truck to get these soldiers to and from visits, meetings and eventually work. This can also be used to collect the surplus food from the supermarkets which will assist in feeding them, so costs will be kept to a minimum.

Daily and long-term funding

When these veterans arrive, they will need clothing, shoes, toiletries and good food. Bedding and towels will all need supplying and all need funding for everyone that comes to us. They will then need to claim benefits, part of which will need to go towards their upkeep and part to them for further clothing and essentials.

Equipment for the barracks and grounds, for them to use. Insurances, for the site, animals, horses, vehicles and public liability.

When the soldiers start work all wages will be paid to the Knights Templar, intern we will hold back a percentage for their upkeep and a percentage for long term. When they are ready to move on in to a flat or house, we will have an amount of money saved up for them to purchase goods and furniture and help towards a deposit as needed.

Other

Animals

We keep chickens and goats as well as the horses and general cats and dogs, and angora rabbits. Animals are the best therapy when you are feeling down and there is no shortage of them here to work with.

Celebrities

We would like to approach a celebrity Chef to use the kitchens and work with the Soldiers, hopefully giving them groundwork skills, whilst promoting the project through television. Maybe even a series.

A celebrity gardener for the grounds; another opportunity for publicity and training.

A celebrity Horse person to show how the horses can perform. Due to our daughter working on a racing yard, we could provide visits. She also competes in show jumping, so another trip out and experience.

Advertising

Any business assisting in any way could have a banner displayed in the indoor school. We have a web site and Facebook page. There will be a you tube channel as the work starts and to follow the progress of the project and individuals. All these outlets can advertise those that help. We have two Brothers that own a media company and another that is a website expert. These are currently taking on the challenge of getting our name out on social media.

This is the start of an exciting adventure and one not put together so far, but social presence and funding are essential. Grants are being applied for and people approached. The long-term benefit to the country these veterans will be once back out to work is essential to how the country progress. Why leave a superior workforce on the streets? They need a chance, and we can give it.

NEXT STEPS

Depending on the success of the project the longevity in establishing this is that some Ex-Service personnel may still struggle with the transition to civilian life. This project enhances the possibility of that that success in the future.

Working with the Armed Forces, early intervention by working with those individuals who perhaps upon leaving would not have the support network or would be highly susceptible to ending up on the street we can prevent them ending up on the streets. Through this strategy we have the potential to eliminate our service personnel ending up homeless and on the streets following their service and dedication to this country.

Funding Needs Required

Once the individuals are on site we recognise the need to provide them with a minimum standard these will include

- set of towels in their own colours.
- tracksuit trousers
- work trousers
- t shirt
- sweatshirts
- underwear
- night wear
- toiletries... in their own bag
- shoes work and trainers

We intend to source these either through other local charities or will be purchased through donations. We will need to ensure we have suitable sizing and replacement pieces for the long term.

COSTINGS—PROJECT DIGNITY—INDICATIVE COSTS

Start up costings

Land	£150,000	£150,000
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Security

Gates with security system	£10,000	£95,000
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Fence site	£25,000	
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Internal road works	£30,000	
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Cess pit for Barracks and site	£20,000	
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CCTV	£10,000	
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Other set up costs

Electric to site (upgrade)	£5,000	£22,000
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Phone/broadband to site (upgrade)	£2,000	
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Vehicle	£10,000	
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Ride on lawnmower	£5,000	
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Barracks

Buildings – containers delivered	£5,000	£47,000
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Internal work, walls, windows, doors	£10,000	
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Beds, wardrobes	£10,000	
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Wash room, toilets, showers	£5,000	
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Tv and computer room	£5,000	
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Small Kitchen	£5,000	
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Electrics	£5,000	
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Plumbing	£2,000	
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COSTINGS—PROJECT DIGNITY—INDICATIVE COSTS

Stables

Building	£30,000	£67,000
Internal brickwork/ doors	£10,000	
Concrete floor	£20,000	
Drainage/plumbing	£5,000	
Lighting (solar where poss)	£2,000	

Indoor Riding Arena

Indoor School building	£150,000	£210,000
Concrete floor	£20,000	
Drainage	£10,000	
School floor	£20,000	
Lighting (solar where poss)	£10,000	

Yard Equipment Essential

Containers for tack/feed/office/washroom etc	£2,000	£18,000
Tack	£5,000	
Yard equipment	£5,000	
Small tractor	£5,000	
Trailer	£1,000	

Other Yard

Washroom	£1,000	£14,000
Solarium	£5,000	
Outdoor School Area	£5,000	
Set of Jumps	£3,000	

COSTINGS—PROJECT DIGNITY—INDICATIVE COSTS

Other

Kitchen

1 containers	£3,000	£45,000
Commercial Kitchen	£20,000	
Equipment	£10,000	
Toilets	£5,000	
Electrics	£7,000	

Meeting Room

1 container	£1,000	£16,000
Meeting room/table and chair	£10,000	
Electrics	£1,000	
Heating /lighting(solar where poss)	£2,000	
Internal works	£2,000	

Gym/Recreation Room

Gym equipment	£20,000	£34,000
Heating	£2,000	
Lighting (solar where poss)	£1,000	
Electrics	£2,000	
TV/ sound system	£4,000	
Woodwork	£5,000	

Set up sundry costs

Office equipment	£1,000	£11,000
Computers and phones	£5,000	
Tech for computers	£2,000	
Poly tunnel cover	£1,000	
Gardening equipment plants etc	£2,000	

COSTINGS—PROJECT DIGNITY—INDICATIVE COSTS

Soldiers and Staff

Each soldier Costs, 6 Soldiers setup at a time

Clothing £1000 each start up	£6,000	£28,100
Toiletries £50 each start up	£300	
Computer Each has their own tablet £50 each	£300	
Hair cut each first one	£500	
Food £5 per day each (year)	£11,000	
Trips/petrol/entrance	£10,000	

Yearly

3 Full Time Wages

1 Office Manager	£25,000	£105,000
1 Site Manager	£25,000	
1 Equine Manager	£25,000	
NI, Pension and health care	£30,000	

Volunteer's costs a year

5 PTSD councillors costs to visit as necessary	£30,000	£41,000
Staff insurance	£3,000	
Soldier insurance	£3,000	
Visitor insurance	£5,000	

General Yearly Costs

General maintenance	£10,000	£49,000
Electric bill	£10,000	
Phone bill	£4,000	
Water bill	£5,000	
Business rates	£10,000	
Car Costs	£10,000	

COSTINGS—PROJECT DIGNITY—INDICATIVE COSTS

Equestrian Costs

Yearly

Vet 8 yearly check visits	£2,000	£42,000
Extra vet	£10,000	
Farrier	£3000	
Feed	£5000	
Hay	£6000	
Bedding	£4000	
Insurance	£2000	
Physio	£3000	
Dentist	£1000	
Tack	£2000	
Rugs	£2000	
Yard equipment	£2000	

REQUESTS FOR FUNDING—PROJECT DIGNITY

Lottery Request for Funding

Land and Barracks

Land	£150,000
Security	£95,000
Other	£22,000
Barracks	£47,000
Set up	£11,000
2 staff	£70,000
6 Soldier costs	£28,100
Volunteers	£41,000
½ year costs	£25,000
Total	£489,000

NFU Request for Funding

Stables	£67,000
School	£210,000
Equipment	£18,000
Equestrian year	£42,000
1 staff	£30,000
6 soldier costs	£28,000
½ year costs	£25,000
Total	£420,000

Other funding needed for

Kitchen

Meeting room

Gym

We will be looking for sponsorship for these rooms and further soldiers.

COSTINGS—PROJECT DIGNITY—INDICITIVE

Total Costs **£994,100**

Capital Costs

Land	£150,000	£729,000
Security	£95,000	
Other set up costs	£22,000	
Barracks	£47,000	
Stables	£67,000	
Indoor Riding Arena	£210,000	
Yard Equipment	£18,000	
Other Yard equipment	£14,000	
Kitchen	£45,000	
Meeting Room	£16,000	
Gym	£34,000	
Sundry costs	£11,000	

Soldiers

Each 6 Soldiers costs	£28,100	£28,100
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Staffing Costs yearly

Main staff	£105,000	£146,000
Volunteer costs	£41,000	

Other

General yearly	£49,000	£91,000
Equestrian yearly	£42,000	

APPENDIX A



POLICIES



Compassion
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Serving the Ex-Service Personnel

POLICIES

<i>Modern Day Slavery Policy</i>	<i>Drafted April-21</i>	<i>Approved</i>
Contract/Code of Conduct		
Equality and Diversity Policy		
Equal Opportunities Statement and Policy		
Disciplinary Procedure		
Grievance Procedure		
Prevention of Bullying and Harassment Policy		
Lone Working and Home Working Policy		
Public Disclosure (Whistleblowing) Policy		
Capability Policy		
Recruitment/Selection Policy		
Stress Management Policy		
Action Plan		
Risk Register		
Training and Development Policy		
Transparency Policy		
Freedom of Information Policy		
Financial Regulations		
Safeguarding Adults Policy		
Disability Policy		
Health and Safety Policy		
Accidents, first aid and physical and mental illness policy		
Data Protection Policy (GDPR)		
Data Protection Privacy Statement		
Privacy Policy Statement		
Data Breach Protocol		
Records Management Policy		
Complaints Procedure		
Financial Management Risk Assessment		
Procurement Policy		
Asset Register		
Community Engagement Policy		

Policies

Community Engagement Policy

Volunteer Policy

Terms of Reference

Social Media Policy

Anti-Bribery Policy

Risk Assessment Register

Hand & Arm Vibration Policy

Snow Clearing Policy

All policies are available on request, these are date stamped and signed every year following a review.

APPENDIX B



QUALIFICATIONS



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Mellissa Shepherd.

- 1/ City & Guilds Pet store management (Distinction)
- 2/ Mental Health awareness level 2.
- 3/ Diploma in counselling.
- 4/ Equine assisted Psychology.
- 5/ Business management level 5

John Murray

- 1/ HNC Legal Practice
- 2/ City & Guilds in drywall construction and technologies.
- 3/ City & Guilds Drywall instructor
- 4/ City & Guilds Motor Technologies level 1
- 5/ Self harm and suicide awareness level 2
- 6/ Introduction to psychology.
- 7/ NVQ Level 4 Caterer

APPENDIX C



SUPPORT



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SUPPORTING BODIES

Letter from Sir John Hayes CBE, MP

Letter from Cllr Paul Redgate

Verbal support from NFU

Verbal support from Royal British Legion

Limited Company No: 13388260, Knights Templar Order Limited

THANK YOU

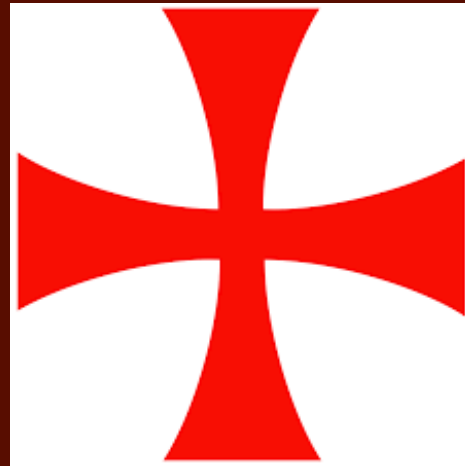
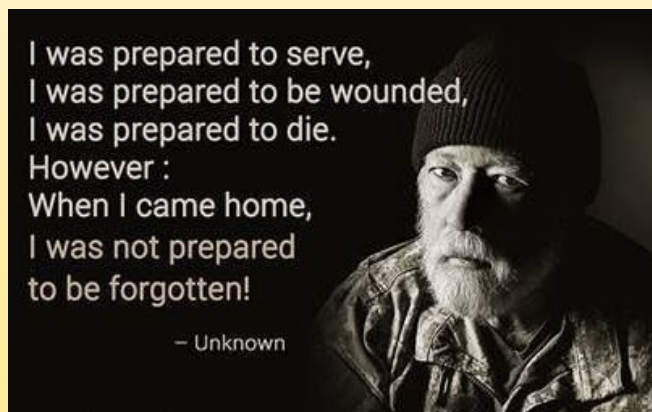
We want to make a difference to the lives of these veterans. By providing safe accommodation, paid work, safe social environments we stand a strong chance of these individuals reintegrating back into society and making their lives happier.

They have served their country once and they can once again serve their country again and have pride.

Finally, this is all about giving these people their 'Dignity' back.

Thank you for taking the time to read this

The Knights Templar Great Britain



PROJECT DIGNITY

PROJECT DIGNITY

Teremok
Station Road
Gedney Hill
Spalding
PE12 ONP

01406 330455
Projectdignity2@gmail.com
Knights Templar Order Limited
www.templarstoday.org
facebook.com/knightsTemplarGreatBritain
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