

Project Dignity

Teremok

Station Road

Gedney Hill

Spalding

PE12 ONP



Overview

Directors – Position and experience

Site income and funding

Associations and support letters

Emergency Procedures

Policies

Start-up Procedures

OVERVIEW

We are not and never will be a Mental Health facility. We do not cover mental or clinical problems, we provide support to those who are already in the system. We are working closely with specialists such as Tonic Health, Willow Tree and the NHS, to take in Veterans that want to look forward and move forward.

With our partners in Celtrain and Curo-Lincs we can provide a training and support facility in basic horticulture and animal care. We will be working with the Lincolnshire Outdoor training trust to supply training and help in horticulture.

In time we will be able to provide training in Car body work.

We will have a full and productive vegetable garden; this will provide training in growing. The crops will be produced for sale at farmers markets and on our own site, this will provide training in retail production, sales, costings and budgets. They will learn how to display and have training in food hygiene, and for those interested go on to learn catering skills.

We could look to opening a café run by the Veterans. I have contacted [REDACTED] Manager and they are interested in filming a series with the Veterans. This would provide jobs for the Veterans and income for the site, while teaching valuable skills that they can take forward in their lives. Various qualifications can be taken to enhance their skills.

We have spoken to Every-day to arrange a meeting here at the end of February with all interested parties to look to a future partnership, this will include Tonic Health, Curo-lincs and others.

Training in animal care and land management can be run on site. This in turn provides skills and confidence for the Veterans to move forward and gain work in other areas. I have a distinction in Pet Store Management and many years experience training staff in animal care and horticulture from my years as a manager in a London Garden Centre. Lincolnshire Outdoor trust will be using these skills as a Project Manager for their project on our site.

With the local Police Officers joining us regularly for a chat, this may encourage some to want to move into that field.

Working relationships with other groups, and charities etc are paramount.

DIRECTORS

John Murray – Director, Site Manager, Safeguarding Qualification

██████████ – Director – Operations Manager, Mental health Awareness
Counselling

Grief Counsellor

Pet Store Management Distinction

██████████ – Director – Equine Specialist

██████████ – Director – PTSD mentor and past sufferer,

Royal Navy Veteran

Anglican Priest

██████████ – Director – Former PTSD sufferer after serving in Special Forces and Foreign Legion.

On call for help with all Veterans and for listening

SITE INCOME

We have through Curo-lincs and NHS Shine been awarded a share of £10,000. This has provided the funding for the stables and associated works. It also funded the delivery of the portacabin that was donated from a veteran. This portacabin will provide a valuable space for the toilets as well as a warm dry space for meetings, training and lunches etc. Wicks have donated all the piping for the toilets and wood for the roof repair. This will then mean we can start supporting Veterans from Associations such as Tonic Health for day visits. This will then open us up for more funding as many Grant schemes require you to be up and running to provide any money.

Once resident veterans are pointed out to us, they will have an initial assessment. Initially we will only take in day visitors. Once running we can then apply for funding for the Veterans accommodation.

The site will be funded in the long term by several funding streams such as Farmers Markets, café, shop, grants awarded, working with other associations to provide training and therapy.

Once the Veterans are working in one of the outlets, they will then be provided with a wage in line with Government guidelines and taught budgeting, they will then have to pay for their board and lodging from this. This will put them in good standing for moving into their own property, which we will be working towards.

We will constantly look for eco-friendly systems to keep the site costs to a minimum. Installing solar panels, rain water harvesting for plant watering etc. Reusing and recycling where ever possible.

FUNDING

Grants applied for

National Lottery - £10,000 funding applied and waiting.

Delamere Dairy Foundation – applied and waiting

Shine - have approved Curo-lincs with funding to start our project.

Applying again for £10,000 in February.

Ashley Family foundation – applied and waiting

Bishop of Lincoln Social Fund. - applied and waiting

Forces in Mind – Expression of interest applied

Wind farm - applied and waiting

ASSOCIATES AND SUPPORT LETTERS

Willow Tree Counselling Service

March,

Cambridge

[REDACTED]

I personally have over 10 years military experience and can offer support to both Serving and Ex-military personnel as well as their family members with general life problems, anger, bereavement (loss & grief), crises, separation issues, mental health & PTSD.

NHS, Veteran Mental Health Service.

First port of call for Veterans not already in the system. Provides mental health counselling, Doctor support and full back up service. We are working with them to be a signposted unit for them.

Lincolnshire Police

Support email on planning application

From: [REDACTED]

Sent: 24 August 2022 08:58

To: [REDACTED]

Cc: [REDACTED]

Subject: FW: Project Dignity

Dear John

Many thanks for your email and for introducing your charity project.

I can confirm that in the event of a violent resident, the advice is to call 999. Our force control room would assess the threat, harm and risk posed and direct the appropriate response to that. The more information that the caller would be able to pass, such as the person's previous military service, specialist skills, any weapons, any health concerns, any medications, any addictions etc, then the more informed the police assessment could be.

Project Dignity

We have many veterans on the neighbourhood policing team and I would like to introduce Sergeant Rick Mosley by way of email. As well as being ex-RAF, Rick is the neighbourhood policing Sergeant based at Holbeach Police Station and I'm sure would be happy to visit when you are up and running.

Thanks again for reaching out to us and I wish you the very best.

[REDACTED]

[REDACTED]

Inspector

South Holland Neighbourhood Policing Team

Boston & South Holland TASER SPOC

[REDACTED] [REDACTED]

[REDACTED]

Spalding Police Station, Westlode Street. Spalding. PE11 2AF

www.lincs.police.uk

[@SpaldingPolice](https://twitter.com/SpaldingPolice)

[South Holland
Police](https://www.southhollandpolice.co.uk)

[@LincsPolice](https://twitter.com/LincsPolice)

nextdoor.co.uk

Spalding Police

From: [REDACTED] >

Sent: 29 August 2022 09:47

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Project Dignity

Good morning John,

Thank you for contacting Lincs Police to inform us of your project. I would be happy to be a point of contact for you and to visit once you are set up and running. Below are my contact details.

Kind regards

[REDACTED]

[REDACTED]

South Holland Neighbourhood Policing Sergeant

Neighbourhood Policing

[REDACTED]

[REDACTED]

Holbeach Police Station, Edinburgh Walk, Holbeach, PE12 7AP

www.lincs.police.uk

[@SpaldingPolice](#)

[South Holland
Police](#)

[@LincsPolice](#)

nextdoor.co.uk

WORKING TOGETHER TO MAKE LINCOLNSHIRE THE SAFEST PLACE TO LIVE, WORK AND VISIT

Curo-lincs

Letter of recommendation available

www.curo-lincs.co.uk

[REDACTED]

[REDACTED]

Tonic Health

From: [REDACTED]

Sent: 24 May 2022 14:41

To: [REDACTED]

Subject: RE: Therapeutic Equine stuff

Project Dignity

Hopefully the below should help...

To whom it may concern,

My name is [REDACTED] and I am currently the Veterans Support Coordinator for Tonic Health in Spalding, the area I cover is from Stamford to Skegness and everything South down to Sutton Bridge. I have been in contact with Project Dignity since early last year...and fully support their idea, I am a veteran myself, having served for over 23 years and have seen first hand the difficulties the veteran community face.

The idea of a safe and welcoming environment in a rural location, with the plan of work, shelter and ongoing training is a win for those that have been lost to the system, and having that safe place for our veteran community would be an asset to any village/local community. The idea of working with animals and in particular horses, has proven to help veterans mental health, which in the current climate is particularly apt.

The plan from John and [REDACTED] should be lauded, and supported from the community and afar.

On 19/05/2022 16:46 [REDACTED] > wrote:

Royal Forces Employment Agency

Good morning [REDACTED]

Thank you for resending the information and if you have any veterans that need support with finding employment, they can contact us.

Please see for future reference the information detailing our support :

We exist to provide life-long, life-changing support, jobs and training opportunities to service leavers and veterans who have served in the British Armed Forces.

If clients are within 2 years post discharge then support would normally be through the Career Transition Partnership (CTP), <https://www.ctp.org.uk/>, and thereafter through the RFEA.

Clients over 2 years post discharge can register for support via our RFEA Ex Forces Programme.

<https://www.rfea.org.uk/jobseekers/register/>

Please note they will also be asked for proof of service, and details of how to obtain this if they don't currently have it are at the top of the form.

Once the registration and proof of service have been received and processed we will be able to either signpost to the correct team or put in contact with an RFEA Regional Employment Advisor who will be able to assist.

Project Dignity

Our Regional Employment Advisors are available for help, support and guidance on the following:

- Assistance with job search – including use of RightJob the online jobs board
- Advice and guidance on interview techniques and approaches to employers.
- Guidance in the preparation and development of a CV.
- Advice on local networking.
- Advice on local training and education opportunities.
- Individual needs assessment to identify vulnerability.
- Signposting to assistance on local housing, education and welfare.

Kind regards

[REDACTED]

Hello [REDACTED]

I hope you're well.

Thank you for your email. My apologies for the delay in getting back to you.

This sounds bloody amazing! I'd love to get involved with this and help in any way that I can.

Would you be happy to arrange a date and time to talk more about this?

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

Multi Award-Winning Public Figure

[REDACTED]

[REDACTED]

National Ambassador & Trustee for Kidscape Charity - <https://www.kidscape.org.uk>

Seed Cooperative, Gosburton

From: [REDACTED]

Sent: 19 July 2022 08:45

Project Dignity

To: [REDACTED]
Subject: greetings from the seed cooperative

Good morning [REDACTED]

Thank you for your email, yes we can help with all of that and it would be our pleasure to do so. I am also ex military myself.

Lets arrange a meet up to discuss properly? We also have a public open day this weekend (sat 23rd 1000-3pm) if you or any of your vets would like a less formal introduction to the site. Hope to see you soon.

kindest wishes and its a great thing your doing!

[REDACTED] General Manager Seed
Cooperative Gosberton

EMERGENCY PROCEDURES

We have spoken in depth to many homeless Charities such as The Ferry Project, Wisbech, Emmaus, Willow Tree, Tonic Health and the Police. The approach by all these professionals is that if there is a physical or mental situation on site that cannot be dealt with in the first instance, then 999 is your first call.

We aim not to have anyone on site that would involve a situation like this, but anyone at any time can be put into this situation so plans have to be in place.

There will always be someone on site from the Management team. They will have basic first aid and hold a safeguarding certificate, as well as required security checks, as recommended and is the standard procedure.

If there is an emergency then 999 is dialled and the situation stated. We will be registered with the local mental health team and they will be aware of those on site. The local Police Officers will also be familiar with the site and have visited the Veterans to make them a familiar face. This should prevent any further escalation of a situation.

Again, we state Project Dignity is not a Mental Health facility and can and will only take those that are in a position to take up work after an initial assessment and reintegration programme, they will be recommended to us by other recognised Charities.

OPERATIONAL DETAILS

It's going to be difficult in the conceptual phase for anyone to really know all the day to day operational details and needs. All policies etc will be reviewed regularly and adjusted as necessary. We work with specialists such as Emmus, Tonic Health and Willow Tree who will advise as the Project evolves.

Start-up procedures

action	funded	Ideal start	Ideal complete	finished
Tea and training room	yes	asap		
Driveways				
stables	yes	asap		
Cess pit				
Barracks in				
Electrics				
water				
Fit out barracks				
Fence site				
New gates				

Plant hedgerows and trees				
Plan gardens	done			
Start vegetable garden	in hand			
Ensure all policies etc are completed	yes	done		
Site visits from specialists	in hand			
Review of site and policies	done			
Speak to relevant associations for suitable veterans	done			
Move veterans in				
Review systems				

POLICIES

Attached are the main policies, others are available on request.

Drug and alcohol Policy

General Safety Policy

Workplace Violence Prevention

Project Dignity

DRUG AND ALCOHOL POLICY

TERMS

Project Dignity

Our policy is to have a centre free from alcohol abuse or the use of illegal drugs. Project Dignity takes drug and alcohol abuse as a serious matter and will not tolerate it. The company absolutely prohibits the excess use of alcohol or non-prescribed drugs at the Centre. It also discourages non-work place drug and alcohol abuse. The use, sale or possession of alcohol or drugs while at the Centre either on or off site, will result in disciplinary action, up to and including termination of the Centres contract with yourself, and may have legal consequences.

Veterans on or off site and staff and volunteers are expected and required to report to work on time and in appropriate mental and physical condition for work. It is our intent and obligation to provide a drug-free, healthful and safe work environment. Project Dignity reserves the right to demand a drug or alcohol test of any member based upon reasonable suspicion. Reasonable suspicion includes, but is not limited to, physical evidence of use, involvement in an accident, or a substantial drop off in performance or attitude to the Centres ethics. Failure to take a requested test may lead to discipline, including possible termination.

Please inform the Operations Manager of all medication you are on, prior to working. Prescribed or over-the-counter medication may affect your performance and any reaction may need to be acted on and reported to the relevant medical authority.

All members must report any conviction under a criminal drug statute for violations occurring on or off the Project Dignity's premises. A report of a conviction must be made within one day after the conviction. Project Dignity will make every effort to assist its employees who wish to seek treatment or rehabilitation for drug or alcohol dependency. Conscientious efforts to seek such help will not jeopardize any members position and will not be noted in any personnel record. You may also be required to agree to random testing and a "one-strike" rule.

If you have a drug or alcohol problem, please ask for our help! We are not a medical facility but will be able to refer you to the relevant association. If you take up offers of help and show progress you may not have to leave the centre.

EMPLOYEE AGREEMENT ON DRUG AND ALCOHOL POLICY

I have read, understand, and agree to comply with the foregoing policies, rules, and conditions. I am aware that violations of this guideline may subject me to disciplinary action, including termination from the Centre, legal action and criminal liability. I further understand that I have responsibility to maintain a positive representation of Project Dignity and govern myself accordingly. Furthermore, I understand that this policy can be amended at any time.

Dated:

MEMBER

PROJECT DIGNITY PERSONELL

Authorized Signature

Authorized Signature

Print Name and Title

Print Name and Title

Project Dignity

VIOLENCE IN THE WORKPLACE PREVENTION POLICY

ZERO TOLERANCE

Project Dignity has a policy of zero tolerance for violence. If you engage in any violence on or off the site, or threaten violence on or off the site, your contract will be terminated immediately for that cause. You will be returned back to the service that recommended you originally immediately. No talk of violence or joking about violence will be tolerated.

"Violence" includes physically harming another, shoving, pushing, harassing, intimidating, coercing, brandishing weapons, and threatening or talking of engaging in those activities. It is the intent of this policy to ensure that everyone associated with this business, including Veterans, visitors, volunteers, employees and customers, never feels threatened by anyone's actions or conduct.

WORKPLACE SECURITY MEASURES

In an effort to fulfill this commitment to a safe work environment for Veterans, employees, customers, and visitors, a few simple rules have been created. These are:

Access to the company's property is limited to those with a legitimate business interest.

All employees and employee vehicles entering the property must display company identification.

All visitors and visitor vehicles must register and display identification while on the property.

ALL WEAPONS BANNED

The company specifically prohibits the possession of weapons by any one while on company property. This ban includes keeping or transporting a weapon in a vehicle in a parking area, whether public or private. Veterans are also prohibited from carrying a weapon while off the company's premises.

Weapons include guns, knives, explosives, and other items with the potential to inflict harm. Appropriate disciplinary action, up to and including termination, will be taken against anyone who violates this policy.

INSPECTIONS

Desks, telephones, and computers are the property of the business. We reserve the right to enter or inspect your work area including, but not limited to, desks and computer storage disks, with or without notice.

Project Dignity will carry out inspections of personal cupboards, lockers and property should they feel that there is a weapon or drugs being concealed. A formal letter of intent will be produced and presented to the person with two appropriate signatures and there will be at least one witness plus the two signatories in attendance during the search.

A formal report stating the reasons for the action, names do not have to be given if evidence has been presented to warrant the search.

Action will be taken if anything is found to be against our policy in either a weapon or a form of drug or alcohol.

If nothing is found then this will be recorded. At no time will anything be damaged by any party present or removed without photographic evidence and witness statement and signature.

Project Dignity have the right to carry out these searches and will as necessary to protect all involved.

REPORTING VIOLENCE

It is everyone's business to prevent violence on the site. You can help by reporting what you see in the workplace that could indicate that a co-worker is in trouble. You are in a better position than management to know what is happening with those you work with.

You are encouraged to report any incident that may involve a violation of any of the company's policies that are designed to provide a comfortable workplace environment. Concerns may be presented to your supervisor.

All reports will be investigated and information will be kept confidential.

VIOLENCE PREVENTION TEAM

We have created a violence prevention team to create and implement our workplace violence prevention program. The team will also handle the consequences of any incidents of violence that we experience, providing assistance to employees and information to the media. The team will take the steps necessary to continue or resume business. We believe that a multidisciplinary approach is best suited to handle workplace violence problems.

If you have suggestions for ways to improve the safety and security at the Centre, please pass them along to the Operations Manager

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INCIDENT MANAGEMENT

In the event of a major workplace incident that affects, or has the potential to affect, the mental health of our workforce, we will provide initial counseling and support services to you and your immediate family members.

As the crisis passes and support systems are put into place for individuals affected by the incident, the Centre will make every effort to return to normal operations. A reasonable effort will be made to notify all members, and others who need to know of the status of business operations directly whenever possible.

By signing this, I agree to a non Violence Centre and will do my utmost to uphold this policy.

Signed, Print and date

Member

Signed, print and date

Operations Manager project Dignity

Project Dignity

GENERAL SAFETY POLICY

SAFETY – GENERAL POLICY

Providing a safe working centre for all members and visitors is of continual concern. In this regard, it is important that adequate policies and procedures be developed and adhered to in order to ensure safe, efficient operating conditions, thereby safeguarding all members, visitors and facilities.

The Company will not knowingly permit unsafe conditions to exist, nor will it permit members to indulge in unsafe acts. Violations of Company rules and regulations will result in expulsion from the Centre.

The Centre believes that the safety of members and physical property can best be ensured by a meaningful program.

Members

Since the member on the job is frequently more aware of unsafe conditions than anyone else, members are encouraged to make recommendations, suggestions, and criticisms of unsafe conditions to the Operations Manager so that they may be corrected.

Operations Manager

Is responsible for the working conditions within the Centre generally. The operations Manager should remain alert at all times to dangerous and unsafe conditions, so that he/she may recommend corrective action, discipline employees who habitually create or indulge in unsafe practices, assess new or changed situations for inherent dangers, and follow up on Member suggestions for corrective action so that unsafe conditions are not instituted or permitted to exist.

INJURIES

Project Dignity

All members and visitors are required to immediately report all occupational illnesses or injuries to the Operations Manager, no matter how minor, and complete an occupational illness or injury form.

Please refer to risk assesment for each operation before acting, and ensure is is signed.

Signed, print and date

Member

Signed print and date

Operations Manager

Day's activities

1 st Day	Introduction meeting Site tour Introduction to others on site Health and support meeting on site. Cover site support and policies.	
1 st week	Meeting for finances NHS veteran support meeting Meeting with Willow Tree Training meeting	
2 nd week	Finances in place Support package in place Met with local Police Training package in place and started if appropriate	
1 st month	Health care in place, Finances in place Training started Site work started Review meeting	

6 month	Review meeting- to cover health, support network, finances, training. Work review, List needs now and review date. If possible move into work programme.	

Daily

<i>Monday</i>	Breakfast – assess daily work- allocate Problems – list and sort Review plan for week. Dinner time – debrief day and sort for tomorrow.	
<i>Tuesday</i>	Breakfast – assess daily work - allocate Meet with all on site Veterans review plans, agree targets, discuss needs. Dinner - debrief	
<i>Wednesday</i>	Breakfast - assess daily work – allocate Problems – list and sort Dinner - debrief	
Thursday	Breakfast – assess daily work – allocate Problems – list and sort Dinner - debrief	
Friday	Breakfast – assess daily work load – allocate Problems – list and sort Dinner – debrief, plan weekend work if needed. Plan for next week.	
Saturday	Own time unless we have farmers market or shop open.	
Sunday	Own time unless we have farmers market or shop open.	