



LIFE BEYOND THE MILITARY –
OUTDOORS

CORPORATE OVERVIEW

April 2019

HighGround, London Scottish House, 95 Horseferry Road, London, SW1P 2DX
Charity registered in England and Wales 1151225. Company limited by guarantee: 0823 6843.





LIFE BEYOND THE MILITARY –
OUTDOORS

THE NEED

Approximately 14,000 members of the Armed Forces leave every year. It is well recognised across a wealth of research that employment is a critical component of successful transition to civilian life and more importantly that those [individuals] who choose a job as part of a career path, are more likely to be motivated and feel they are progressing. Forces in Mind Trust, (2013) Understanding the transition process for Service personnel returning to civilian life.

Those who join HM Forces are predominantly outdoor people and the land-based sector offers an ever-increasing variety of opportunities for Service Leavers, Reservists and Veterans to use their unique transferable skills learned in the military to pursue jobs, careers and vocational opportunities in the land-based sector in the UK and beyond.

One of the principal challenges to face Service Leavers and Veterans is to be able to identify their transferable skills and then market themselves effectively to employers. In addition there are those for whom the transition to civilian life is not smooth and additional help, guidance and information is required.

VISION

Our vision is to be the leading organisation for the provision of land-based opportunities for all ex-military personnel and Reservists.

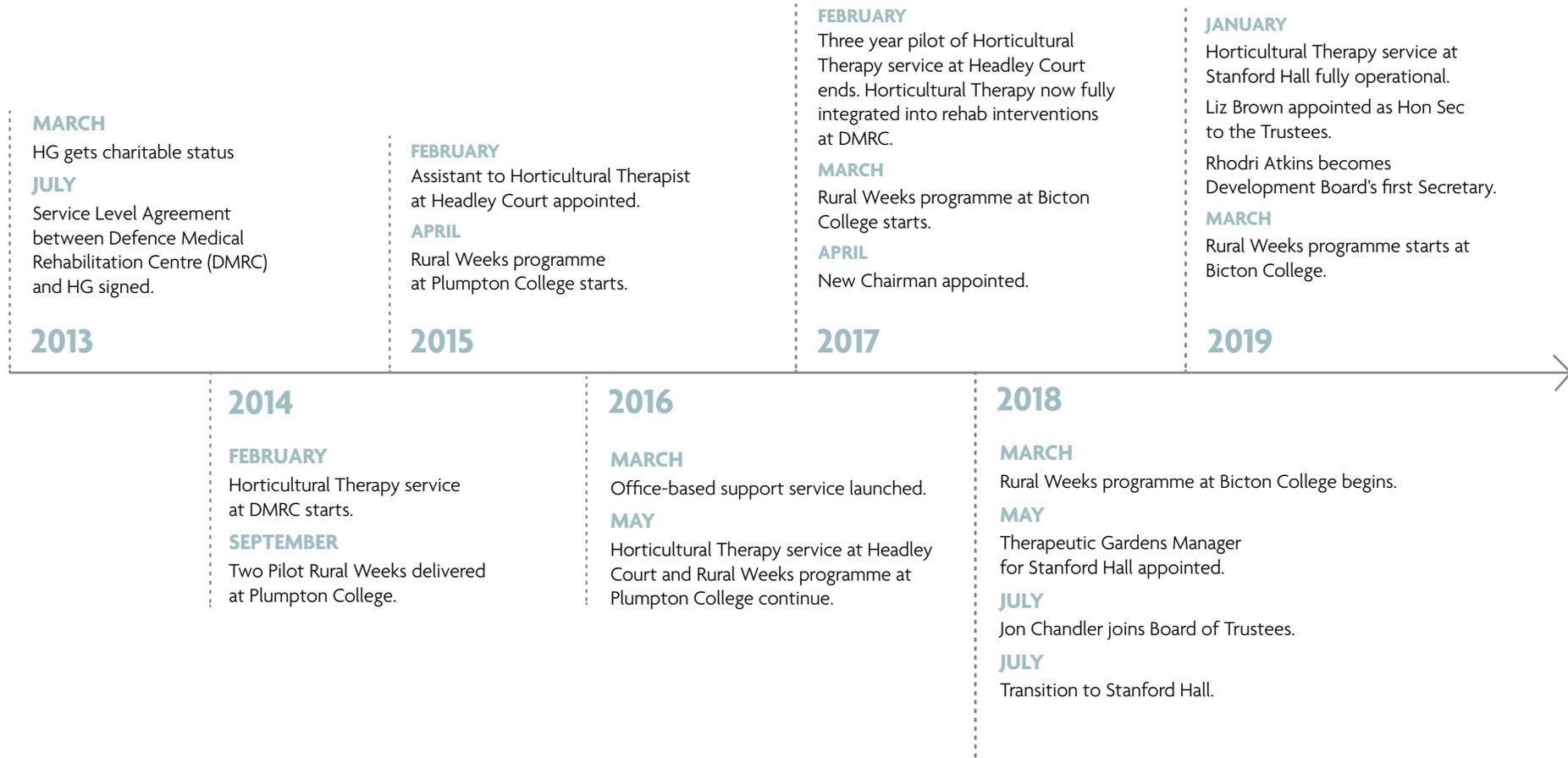
The organisation is positioned as a forward-facing destination where beneficiaries can be assured of understanding, assistance and long-term support and advice to help sustain their successful transition to civilian life.

In particular HighGround will:

- > Following the successful transition from Headley Court, provide a Horticultural Therapy service to patients at the new Defence Medical Rehabilitation Centre (DMRC) at Stanford Hall.
- > Develop Rural Weeks for Service Leavers, Reservists and Veterans to provide access to expert advice about land-based jobs, careers and vocational opportunities.
- > Provide ongoing formal and informal support for HighGround beneficiaries (HighGrounders) as they continue their journey through transition into civilian life.
- > Collect an evidence base to increase awareness of transition challenges, needs and outcomes which will inform the development of appropriate services.
- > Partnership working is at the core of HighGround's vision and the Charity is developing relationships with further education, work experience, training and employment providers in the land-based sector and is working closely with other Service charities to develop resources for this unique client group.



TIMELINE OF OUR ACHIEVEMENTS



WHAT WE DO

Land-based employment, self-employment and vocational opportunities service including Rural Weeks.

WHAT IS THE LAND-BASED SECTOR?

This is a generic term which covers outdoor industries including Land Management; Environmental (outdoor) Design, Production and Leisure; and Animal Care with a special focus on food production.

WHY ARE EX MILITARY PEOPLE SO WELL SUITED TO THE LAND-BASED SECTOR?

Military life teaches motivation, problem-solving, teamwork, resilience and adaptability in sometimes rough and often unfamiliar environments. HighGround helps Service Leavers, Reservists and Veterans to work out what military skills and experience they have, how they will map into the land-based sector and how to access the many opportunities it offers for employment and self-employment.

We have pioneered Rural Weeks, 5 fully residential days at an agricultural college for 10 Service Leavers, Reservists and Veterans to learn about what the land-based sector looks like from subject matters experts; how to access them. Rural Weeks are run by our Careers Manager in conjunction with the delivering agricultural college.

Since we piloted Rural Weeks at Plumpton College in Sussex in 2014, we have delivered 25 Rural Weeks. The Rural Weeks programme at Bicton College is in its 3rd year and plans for roll out to other Landex colleges throughout the UK are in early stages of development.

Outcomes following a Rural Week include identifying volunteering or work experience or in the case of those who are still serving, gaining knowledge and information to assist the decision-making process when they begin their resettlement.



OUR FUNDERS



We recently launched the Friends of HighGround (FHG) to bring together individuals and companies who have expressed an interest in supporting HighGround.

For more information about how you can become an FHG, please visit highground-uk.org

HORTICULTURAL THERAPY

Can be defined as ‘The use of plants by a trained professional as a medium through which certain clinically defined goals can be met.’

(THRIVE conference 1999).

In 2014 HighGround started a 3 year pilot at the Defence Medical Rehabilitation Centre (DMRC) Headley Court to test Horticultural Therapy as an intervention to be used in the rehabilitation of injured service personnel.

It was proven to be highly effective with referring Occupational Therapists reporting in an independent service evaluation by Zoe Morrison, Professor of Human Resources and Organisational Behaviour at the University of Greenwich that they now consider Horticultural Therapy to be an important part of patient care. As an additional modality for treatment, mindfulness and for non-clinical (outdoor) skills development, Horticultural Therapy has now been fully integrated into the range of rehabilitation options available for DMRC Stanford Hall.

The Horticultural Therapy service at DMRC Stanford Hall is funded by a grant from the Chancellor’s LIBOR fund

During the 3 year pilot funded by The Soldiers’ Charity, the Westminster Foundation and several other generous donors, our Horticultural Therapist delivered 4,072 sessions of Horticultural Therapy to 1,316 patients and the Surgeon General, the Defence Authority for Healthcare in the Defence Medical Services Department has now recognised Horticultural Therapy “As a valuable component of the holistic package of rehab interventions which DMRC delivers to its patients.”

Following a grant from the Chancellor’s LIBOR fund and support from Help4Heroes, HighGround has successfully transitioned from Headley Court to the new DMRC and the service is now fully operational.

There are three patient groups at DMRC:

- > Complex Trauma (amputees)
- > Neuro (head injuries)
- > Force Generation (joints and spines).

Everyone who attends Horticultural Therapy must be referred by their Occupational Therapist.

Reasons for referral include:

- > Improve standing tolerance and endurance
- > Increase fine motor skills and cognitive processing
- > Improve confidence and self-esteem
- > Encourage social interaction
- > Promote transferable skills.

Dr Sue Stuart-Smith, Psychiatrist and Psychotherapist says:

“The garden at Headley Court, which I have visited, provides a valuable resource as a peaceful space that is distinct from the hospital environment. It also gives the servicemen and women something positive in the form of gardening skills which they can take home afterwards and this can help with the process of reconnecting with families through gardening at home. Gardening is an inclusive activity and combats isolation through feelings of connecting to nature as well as sharing with others the pleasure in the produce and the beauty of the garden.”

Headley Court patients commented:

“Horticultural Therapy has helped my standing tolerance and walking on different surfaces, giving time away from a clinical environment. Therapy by stealth – you enjoy it so much you don’t notice the pain.”

“I have vastly improved physically and emotionally. I’d overlooked my emotional needs to concentrate on the physical. Horticultural Therapy has helped me with functional skills such as bending and picking things up from different heights. You find yourself talking to other patients as a bit of self-therapy too, it’s good to offer others an ear to just listen.”

FUNDRAISING

The Charity's 2 core services are funded in different ways.

It will cost £1,360 per head to deliver the 2019 Rural Weeks programme at Bicton College.

Service Leavers (those still serving in HM forces but in the transition period from military back to civilian life) now have MoD approval to use their Resettlement allowance to help us fund their Rural Week and fundraising to cover the shortfall, and the entire cost for veterans, continues apace.

We are very proud that The Royal Foundation has chosen to support Rural Weeks and continue to be very grateful to the Service benevolent funds and other generous donors who continue to support our Rural Weeks programme.

We gratefully acknowledge the support of Help4Heroes to fund our transition from Headley Court to Stanford Hall. From 1st April the Horticultural Therapy service will be funded with a grant from the Chancellor's LIBOR fund and we are now focused on establishing an Endowment Fund to ensure the long-term sustainability of HighGround's Horticultural Therapy Service at Stanford Hall.

All charities need to raise funding for core costs, however dull they may sound as without them, it would not be possible to deliver any services.

Our overall Budget for FY 2019/2020 is £315,250 of which only £37,801 is operational overheads.

The Friends of HighGround is in its early development stages, and we welcome any donations large or small to help us to continue our work with those who have served their Country.

You can see our current Partners and Funders here: www.highground-uk.org/partners-and-funders and for more details about how you can join them, please contact Anna anna@highground-uk.org or **07951 495 272**



GOVERNANCE

HighGround has seven Trustees; the Board is chaired by Air Commodore (Ret'd) Ian Elliott and meets quarterly.

The other Trustees are Tim Eastwood, Georgina Brown, Julian Browne, Michael Ward, Jon Chandler and John Kerner. Liz Brown has now joined us as Hon. Sec to the Trustees.

There is also a Development Board drawn from a wide range of experts in the land-based sector which meets regularly to advise HighGround about opportunities and developments in their individual sectors to help HighGround with its mission to deliver Life beyond the military – Outdoors.

The Development Board is chaired by Ian Elliott and Rhodri Atkins has agreed to become its first Secretary.

Anna Baker Cresswell is Executive Director and Director of Operations. She is responsible for fundraising and the day-to-day running of the Charity.

Accountants and auditors: Ryecroft Glenton
Legal advisors: Bates Wells Braithwaite LLP

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