

**WATERLOO**  
**UNCOVERED**  
PEACE FROM WAR

**Waterloo Uncovered**  
Impact Report 2019

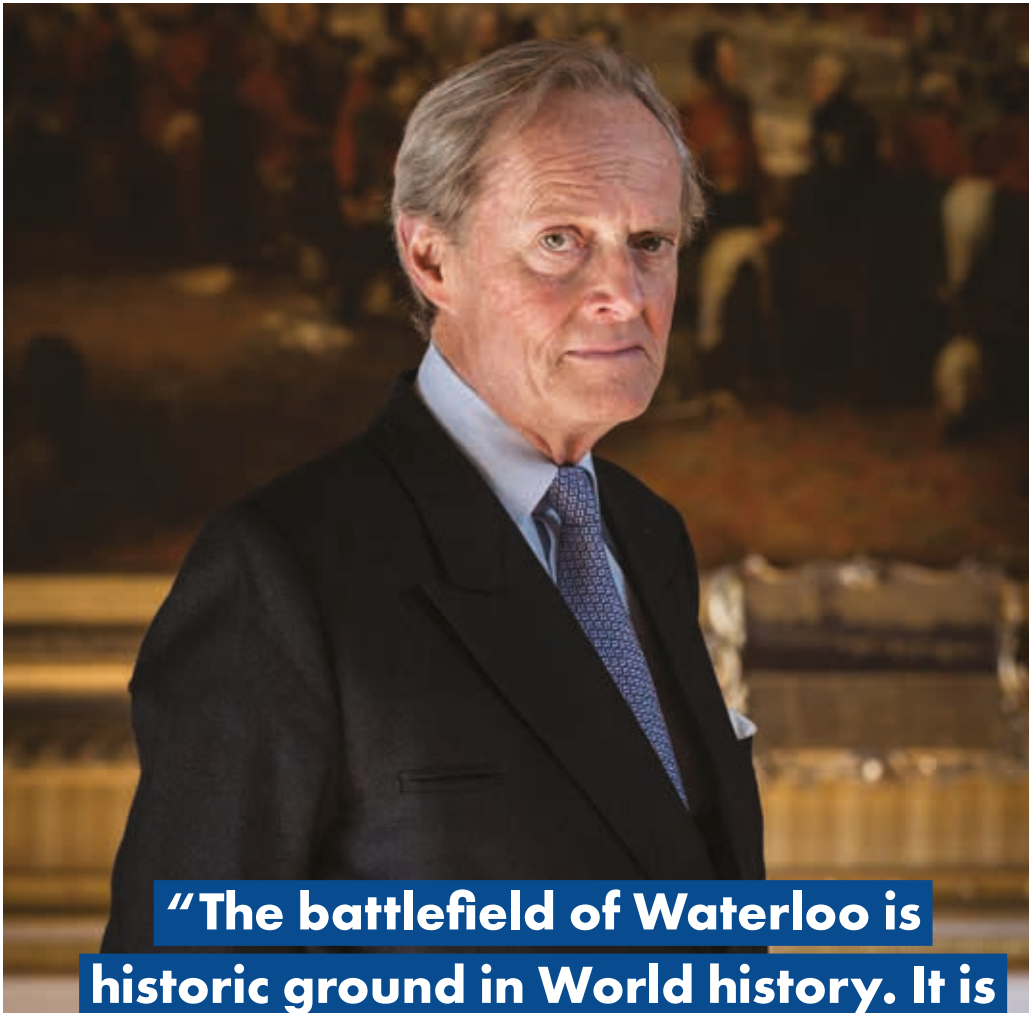
The groundbreaking charity that  
combines world-class archaeology  
with veteran care and recovery



# **WATERLOO UNCOVERED**

**Charles Wellesley**

Duke of Wellington, Patron of Waterloo Uncovered



**“The battlefield of Waterloo is historic ground in World history. It is appropriate and wonderful that the archaeology of the battlefield should be explored by men and women who have themselves served. The work of Waterloo Uncovered ensures that the quest to understand the past will be used to support their futures.”**

THANKS TO OUR PARTNERS



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## **Chairman's Introduction**

After our most successful and exciting dig to date, it feels like Waterloo Uncovered has grown exponentially in the last 12 months. Not only is this reflected in the amazing archaeological successes of 2019, but also by the increasingly comprehensive welfare support offered to participating veterans and serving military personnel.

With the pilot of the 9-month veteran support programme, alongside a programme to support returning veterans, our welfare provision has moved to a whole new level.

With over one hundred visitors, the Black Cabs, growing international participation and excavation across new areas of the battlefield, is it any wonder that the dig received unprecedented media attention this year? And this of course is the Charity's life blood.

I am genuinely in awe of everything that has been achieved this year, and equally in awe of the wonderful people who give up so much of their time and expertise to make it so. I commend this report, it tells a great story of a young Charity achieving what it set out to do, and much more. The challenge now is to keep the momentum going into 2020 and beyond whilst we: take on board all the lessons we've learned about the value of our work with veterans and serving military personnel; develop our exciting archaeological programme for the next 5-10 years; and create new ways to tell our story to a growing audience whose imaginations have been fired up by our work. Who could have predicted the current coronavirus pandemic? Despite the challenges the Charity has responded magnificently, adapting quickly to provide imaginative and worthwhile programmes for our veterans and serving personnel. Sadly, we have had to reschedule our next excavation for 2021, but in many ways an operational pause after five busy years is to be welcomed.

For all of this we continue to rely on the support from so many generous people and organisations, please stick with us!

**Brigadier Greville Bibby, CBE.**

**"I am genuinely in awe of everything that has been achieved this year, and equally in awe of the wonderful people who give up so much of their time and expertise to make it so."**



## Executive Summary

### 1) Background

**Waterloo Uncovered (WU\*)** combines world-class archaeology on the battlefield of Waterloo with a programme of care, recovery and transition into civilian life for veterans and serving military personnel (VSMP) suffering from some of the physical and mental impacts of their service. Since 2015, WU has been bringing together an international team of archaeologists, military personnel, welfare professionals, academics, students and experts in a number of fields; they have made over 6,000 finds and important new discoveries both about the course of the battle and about the impact of war on individuals.

WU operates year-round, building towards an annual 2-week excavation and then following up with research, public engagement and continued support for veterans and serving military personnel beneficiaries. This year's excavation took place from 6-20 July. In total, 121 people from 9 different countries took part. This included 48 VSMP, of whom 40 came from the UK and 8 from the Netherlands. We've seen our programme have a positive impact on all those who take part, from the veteran and serving personnel beneficiaries to the archaeologists and students. Why archaeology is so effective in bringing about positive change is something we are continuing to explore, but we can see that support for individuals over a longer period of time and a personalised approach is a key component.

This year, WU piloted an ambitious 9-month Veteran and Serving Military Personnel Support programme - offering benefits and support over an extended period of time, with the excavation as a core event in the programme timeline. This has paved the way for a 12-month programme, launching in 2020. Equally, 2019's archaeological discoveries and research have been the most varied and successful to date, and public engagement with the charity's work has evolved and grown globally.

### Discovery into Recovery: Wellbeing and Support

Wellbeing and Support has always been at the heart of what WU does. So far, over 100 VSMP have benefited, supported by an experienced team of professional staff. In early 2020, WU was recognised for its charitable work by a *Points of Light Award* from the UK Prime Minister. <https://www.pointsoflight.gov.uk/waterloo-uncovered>

In 2019, WU devised and piloted an ambitious **9-month Veteran and Serving Military Personnel Support programme** offering benefits and support over an extended period of time. WU consulted with partner organisations to develop a programme that would achieve recognition and

wider use externally. Fundamental to this was a rigorous, **evidence-based, evaluation process**, implemented with the professional input of specialist Wellbeing and Support staff. A description of the methodology and an evaluation of the pilot will form an important part of this Impact Report.

### 2) The pilot 9-Month VSMP Support Programme

The programme was structured around seven key stages: Consolidation and Planning; Application; Selection; Build-up and Goal setting; The Excavation; Post-dig follow-up and evaluation; Follow-on support.

The primary beneficiaries of the 2019 dig were 16 veteran and serving military personnel from the UK. Work was focused on achieving outcomes in five key areas or "pillars": Recovery (mental and physical); Health and Wellbeing; Transition to Civilian Life; Education; Employment (or equivalent).

A key principle of the programme was that it should be **goal-oriented and measurable**: working with the Wellbeing and Support Team, participants selected a series of personal goals relating to these outcomes, such as: overcoming physical challenges due to a disability; rebuilding confidence in order to overcome social isolation; independent travel and self-care; exploring new options for career, education and training. These were monitored and evaluated at milestone points in the programme. On the dig, the Wellbeing and Support Team was made up of 5 experienced professionals, 2 of whom were on duty at any one time.

### The results of the evaluation have been very positive.

Interviews conducted with participants at the end of the dig showed that:

- 81% of these goals were achieved "in full or mostly".
- A further 13% of goals were met "in part".

Furthermore, a respected external methodology (The Warwick-Edinburgh Mental Wellbeing Scale "WEMWBS") was applied to evaluate the longitudinal mental health benefits to participants over the 9-month programme. Results showed:

- An average 12 point (28.8%) improvement in the assessed mental wellbeing of participants by the end of the dig, relative to the score at the outset;
- An average 8.4 point (20%) improvement sustained at the end of the 9 months.

### Education

This was identified as a goal by 87.5% of beneficiaries. The programme offered opportunities for participants to re-enter the world of learning, either informally through workshops and practical tasks (e.g. metal detecting) or more formally through the Summer Excavation Summer School, run in conjunction with Utrecht University. Beneficiaries completing this course achieved internationally recognised academic credits. At least 3 beneficiaries have gone on to enrol subsequently on full degree courses with, for example, the Open University. One veteran is now using his metal detecting skills to train other visually impaired veterans.

### Next Steps for the Programme

The pilot has created a rich resource of experience and a body of valuable evidence which has since been used to develop an extended 12-month Wellbeing and Support programme for 2020 onwards.

### 3) Archaeology

Four important areas on the battlefield were investigated: Hougoumont Farm, (the focus of work since 2015); Mont-Saint-Jean Farm, the site of the Allied Field Hospital; a cornfield on the "Reverse Slope" of Wellington's position; the site of the Chateau of Frichermont on the far left, held by Dutch troops. The excavation was our most varied and successful to date.

#### Key findings included:

- Evidence of a little-known firefight at Mont-Saint-Jean Farm, deep in the rear of the main Allied position;
- Grim evidence of the farm's role as a Field Hospital, with the discovery of amputated human limbs;
- Metal detector finds on the "Reverse slope" bearing out the intensity of fighting there;
- Napoleon's artillery could still be deadly: an unexploded howitzer shell had to be removed and destroyed;
- More evidence of buildings destroyed in the battle for Hougoumont;
- Tunic buttons from Coldstream Guardsmen and Scots Guardsmen revealing the mix of units in the fight by the North Gate there;
- Our search for the vanished Chateau of Frichermont uncovered substantial remains of structures, and evidence of fighting;
- VSMP were at the centre of our archaeological work, making many important finds.

Work on conserving and analysing the finds is ongoing, and we are looking to train VSMP to support this throughout the year. Specialist work on the human remains is continuing in a lab in Belgium to gain a better understanding of the nature of the combat wounds and the medical interventions to try to save lives. Our work is being published in a number of specialist academic, and mainstream, journals.

### 4) Public Engagement

This year, media interest in the Waterloo Uncovered Summer Excavation went from local to global. Meanwhile, the range of activities to engage and educate the public and supporters with WU's work throughout the year has ramped up considerably. Highlights include:

- WU's work is recognised by a *Points of Light Award* from the UK Prime Minister;
- Worldwide coverage of the 2019 dig achieved on TV, Radio, Print, Online and via Social Media, reaching an audience of tens of millions.
- WU Comms team created an Electronic Press Kit, widely used by external media;
- Many VSMP felt empowered to talk in the media about their own experiences, often for the first time;
- 100 VIP visits to dig, plus 200 people attending Waterloo Weekend;
- Very high uplift in traffic for WU's own coverage via the website and social media; WU's Dig Diary feature has been extended as an online magazine throughout the year;
- WU produced a series of films about the Summer Excavation and its participants;
- Prior to the Summer Excavation, the Great Game Replayed drew crowds to a world-record-beating model wargame in Glasgow
- WU exhibited again at Chalke Valley History Festival;
- Full-length features have appeared in the specialist press, e.g. *Current World Archaeology* and *The Doctor* magazines;
- WU has participated in conferences and speaking engagements;
- A Night to Remember fundraising event proved a real success.



**Tim Loughton, FSA, MP**

Co-Chair of All Party Parliamentary Archaeology Group

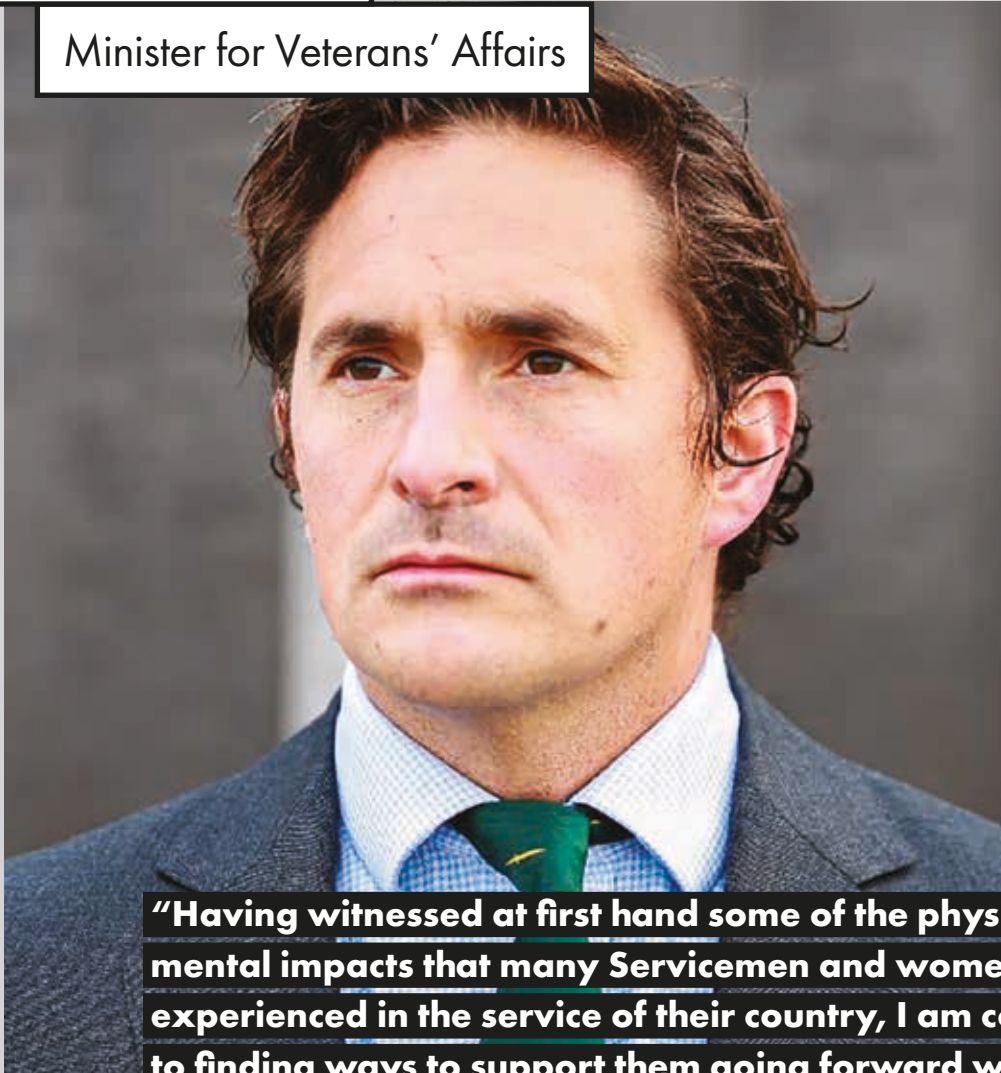
Photo credit: Richard Townshend



**“Archaeology has the power to unlock the secrets of the past and to inspire and engage people in the quest to discover more about our shared history. Few archaeological sites can be as redolent with drama, pathos and interest as the battlefield of Waterloo. This report shows how the history of that battle is being brought to life through exciting, and sometimes poignant, new archaeological discoveries. But it also highlights the important ways that Waterloo Uncovered is helping to address issues which are much more visible and more urgent in our contemporary world such as mental health and wellbeing. Hearing the participants describe some of the challenges they’ve had to face, and the uplift they feel from being part of the Waterloo Uncovered excavation, makes a powerful point about how the process of understanding the past can enhance peoples’ future lives.”**

**Johnny Mercer, MP**

Minister for Veterans' Affairs



**"Having witnessed at first hand some of the physical and mental impacts that many Servicemen and women have experienced in the service of their country, I am committed to finding ways to support them going forward with their lives. The Wellbeing and Support programme that Waterloo Uncovered has created for Veterans and Serving Personnel through the medium of archaeology, addresses important areas close to my heart - of Recovery, Health and Wellbeing, Transition into civilian life, Education and Employment. This Impact Report shows evidence of the benefits participants can achieve, both in the short term, and over a longer period. It's a good story to tell and I commend it to you."**



Trench supervisor Hilde van der Heul recording the excavation.



Veteran Shaun Stocker (left) and metal detector supervisor Gary Craig make a find.





**1. Why Archaeology Matters:**

Some perspectives from the WU team



Rediscovering the  
Chateau of Frichermont



1. WHY ARCHAEOLOGY MATTERS



## 1. Why Archaeology Matters

WU exists because, fundamentally, we believe that engaging people in a supportive group and getting them to focus on the process of uncovering the past can help them move on with their lives and better equip them to build their futures.

We started WU knowing that the draw and engagement of archaeology comes from the opportunity to discover. Some of its process has parallels with soldiering; it's team-based, physical outdoor work, which is task-oriented and has real, tangible outcomes. We knew that for military personnel, connecting with their history was much more powerful if it was interactive. So, our initial motivation was to combine those two and provide a positive and engaging way for serving military personnel and veterans to connect to their history and do something different from their day-to-day lives.

From the outset, the positive impact of participating in archaeology exceeded our expectations. The support and challenge that WU provides contributes to meeting the real needs of VSMP recovering from injury and/or transitioning into civilian life. Today, we have a multi-disciplinary team and our scope has extended from engaging our beneficiaries in an annual groundbreaking excavation to a 9 month programme in which VSMP are supported with individual goals and involved in a wide variety of activities, including archaeological discovery. This project would not be the success it is without the involvement of VSMP. They are an integral part of every stage of the archaeological work we do - from the excavation, to interpretation and public engagement.

Our team draws upon decades of professional expertise - in welfare, in archaeology, in leadership, as well as people's personal experiences and challenges. Just why archaeology seems to be so effective in helping people with their recovery and transition is a theme we're exploring every time we take a group out to Waterloo: we're learning more all the time. There's something powerful about the task-oriented work, carried out with close attention to detail, with a clear outcome, and in an environment where everyone has a role, and everyone is valued.

What we can be certain about, however, is that the benefits are amplified and reinforced because the archaeology is part of the bigger picture involving support for individuals over a period of time and a personalised approach that helps people to challenge themselves and to achieve in ways that they have chosen.

Here are some personal views from members of the WU team:



## Rod Eldridge

Wellbeing and Support Team, Waterloo Uncovered



**“For many people from a service background, Waterloo Uncovered brings it all together - the banter, the belonging, the camaraderie. People can tell in three seconds whether someone’s served, so they feel immediately at ease sharing a new experience, but with people from a familiar background. For many from the services, digging a hole comes as second nature! But there’s something about the focus that excavating a trench can offer - the chance to shut out some of the ‘white noise’ of upsetting images. It’s active, outdoors, and you’re learning all the time.”**

## **Professor Tony Pollard**

Archaeological Director, Waterloo Uncovered



**"There's the extra dimension of working with veterans as part of Waterloo Uncovered. It's brilliant to share a laugh and see the benefit people in the team are getting. But for me as an archaeologist there's more. Some of our team on Waterloo Uncovered have had first-hand experience of close-quarter fighting in walled compounds in Iraq or Afghanistan –very like the layout of Hougoumont, for example. You can be kneeling next to them in a trench and they'll notice something that you haven't, and you'll think: 'Yes, you're right!' That's a uniquely valuable perspective for an archaeologist to have."**





*Hard graft at Hougoumont*



*A coin of the period found on the battlefield*

**1. WHY ARCHAEOLOGY MATTERS**





*Metal detecting at  
Mont-Saint-Jean*



*At work in the orchard  
of Mont-Saint-Jean*

**Mark Evans**

CEO, Waterloo Uncovered



**"Archaeology can't be a panacea for all ills: it works for some and not for others. But the impact on individuals can be massively positive. We've set ourselves the challenge of extending the benefits people can achieve by being on the Summer Excavation, over a longer period of time. That's why we developed the 9-month pilot programme. People taking part began their work with us well before the dig happened - preparing themselves, meeting with others in the team, learning about the history and so on. And they continued to work with us for months afterwards. Experience has shown us that the longer period was important to make a sustainable, measurable difference, without being so long that it begins to develop a new dependency. We've taken stock, looked at the evaluation and have begun to develop a 12-month programme for the future, once more with archaeology at its heart."**



**David Ulke**

Wellbeing and Support Team, Waterloo Uncovered



Photo credit: David Ulke

**“ From my first involvement with Waterloo Uncovered I’ve witnessed the effect participating has had on our veterans and serving military personnel, particularly on their sense of wellbeing and the positive effect on their individual recovery experiences. As part of a rehabilitation or transition pathway, archaeology with Waterloo Uncovered is a holistic experience that can act as a vehicle or catalyst in promoting change in wellbeing.”**





Trench Supervisor Emily Glass explaining the excavation to a group of visitors, veterans and reenactors



Carrying out a Geophysical survey at Mont-Saint-Jean

1. WHY ARCHAEOLOGY MATTERS



## **2. Waterloo Uncovered Summer Excavation 2019: A brief snapshot of the dig**

Katie Buckley







2. WU 2019 SUMMER EXCAVATION



## 2. A brief snapshot of the dig

From Saturday 6th July to Saturday 20th July 2019, Waterloo Uncovered (WU\*), for the fifth year, headed out to the Waterloo Battlefield with a team of volunteers, staff, veterans and serving military personnel (VSMP) to conduct a professional archaeological dig with a difference. The excavation represented the apex of the 9-month veteran support programme and was, by any measure, our most ambitious and successful to date.

### The Archaeological Programme

This year, we moved our base from Hougoumont Farm (HMF) to Mont-Saint-Jean (MSJ) – an allied field hospital used for the duration of the battle. WU employed teams across Mont-Saint-Jean (MSJ), the “Reverse Slope” of the nearby ridge, Hougoumont (HMF) and Frichermont (FMF); this meant that there were a variety of complex archaeological projects running alongside each other for the duration of the dig. Significant finds were made at each location (see Archaeology summary).

(\*A glossary of acronyms can be found at the back of the document)

### Breakdown of Participants

- Total involved: 121 individuals (including Black Cabs trip)
- Total involved (not including Black Cabs): 106
- Veterans and Serving Military Personnel – including Returning Serving Personnel and Veterans: 48 (45%)
- Volunteers (including wellbeing support Team, archaeologists, Communications team and others): 68 (64%)
- Students: 11 (10%) including participants from UCL, Glasgow, Utrecht and University College Roosevelt.

One noteworthy statistic from 2019 was the increase in female attendance on the dig, from 33% in 2018 to 37% in 2019, continuing WU’s aim of having at least a third of its excavation attendees made up of females. This compares well against the MOD Diversity Statistics from 2018, which reveal just 10.4% female representation in the armed forces.

### Nationalities:

The 2019 excavation team was made up of nine nationalities: international collaboration is an important

theme of WU’s work. Participants from other countries pay for their involvement through separate international funding streams. For example, this year, WU had eight Dutch veterans, paid for by the Dutch Veteranen Instituut and the Dutch Army.

NATIONALITY	NUMBERS	NATIONALITY	NUMBERS
AMERICAN	7	DUTCH	17
AUSTRALIAN	1	FRENCH	2
BELGIAN	5	IRISH	1
BRITISH	85	ITALIAN	2
DANISH	1	<b>TOTAL</b>	<b>121</b>

**“The Battle of Waterloo changed the face of Europe. We’re delighted for Dutch military personnel to be standing alongside British and international colleagues at a site so important to European history.”**

Colonel Ludy de Vos, Director, Veteraneninstituut, The Netherlands

Matt Weston Ex-Royal Engineers Bomb Disposal, injured in Afghanistan is a Returning Veteran who contributes to Dig Photography, including drone footage:

**Matt Weston**



**"I'm a bit of a history geek. Because of my physical limitations there's not much I can do in the realms of archaeology, but one of my passions is photography, so I took along my kit and took pictures all week."**



### **VSMP Archaeology**

Many of the participants already had an interest in military history; others had little knowledge. WU was the perfect opportunity to learn about the dramatic human story of the Battle of Waterloo from world-leading experts. Professor Tony Pollard conducted a walking battlefield tour on day one, to help with orientation and to explain the key episodes in the battle.

Participants were formed into teams and worked under the close supervision of professional archaeologists. Training was given in the basic skills of field archaeology, including: surveying, trench work, drawing and recording, finds handling and photography, and health and safety. People were allocated tasks according to preference and physical ability, with the opportunity to rotate through different activities as the dig progressed. Those who wished, were able to get involved in specialist activities like metal detecting and finds and press photography. Teams worked on widely dispersed locations, so individuals had to practice a degree of self-organisation to ensure that transport and logistics operated smoothly. Work could be physically demanding but rewarding. The welfare of participants was paramount throughout.

**“Waterloo Uncovered has given me a handrail to life-it has helped me keep focussed whilst dealing with the day-to-day stress.”**

**WU beneficiary**



### **Poetry Workshops**

Nick Rendell, a poet and a former Coldstream Guards Officer, ran a number of poetry and creative writing sessions in the first week. His “light touch” approach encouraged a number of VSMP to try their hand at writing. Here’s one example of what they produced:

***“When the dawn breaks across the fields***

***The silence of war and the battle yields***

***The search of what may be found***

***Laying here in the ground***

***The finds paint a picture true***

***Of the men and women we never knew***

***When the blood was spilt across the land***

***The noise of cannons and battle band***

***The trees around echo the eerie sounds***

***Of the men that would never be homeward bound”***

Ben Mead, ex-Royal and Electrical Mechanical Engineers, was injured in Afghanistan. Since participating in the Summer Excavation, he's joined the team of Returning Veterans lending their support to operations:

**Ben Mead**



**"Having to put your hand up and say 'I need help' - that was the biggest shock. Waterloo Uncovered, for me, is really important. Studying the history of warfare through time, and the impact it has on people, helps you realise that the only thing that changes is the technology, not the human."**





*The Black Cabs arrive at Hougoumont Farm after their journey across the Channel*

### Black Cabs Trip 2019

2019 saw the Black Cabs visit return for its second year. Run in collaboration with the Taxi Charity for Military Veterans, the Black Cabs trip is a four-day programme managed by one of WU's Returning Serving Personnel or Veteran (RSPV) Support Programme staff. Places were offered to VSMP individuals who had applied for the WU Excavation, and were unable for one reason or another to partake in the full 2 weeks. Four VSMP participants were supported by four OTC cadets (students from Oxford University) and two WU support staff, with four drivers. Black Cab guests were taken on a battlefield tour, visited the excavations, the Museum and the Lion Mound, and took part in a trip to the Menin Gate in Ypres.

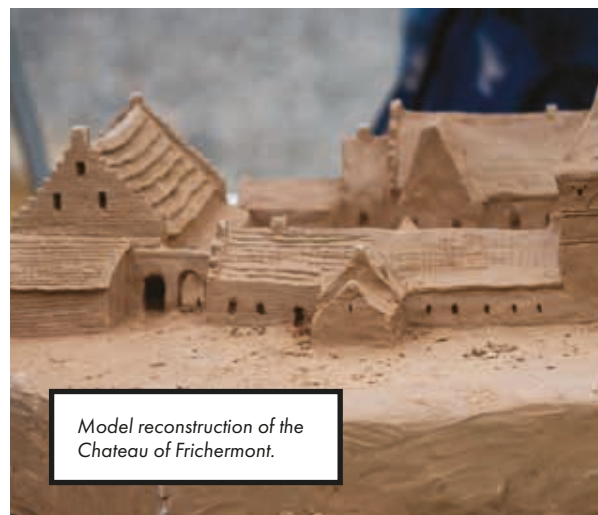
### Activities for Participants Beyond Archaeology

WU devised a busy and diverse programme of activities to engage people during their time on the dig either during the day or in the evening. These represent an important aspect of WU's work, with many formal and informal opportunities for workshops, lectures, hobby groups, visits and education. This was underpinned by a lively and diverse social group, with plenty of occasions to relax, to rest and to reflect.

Participants could form new friendships and acquaintances within the team and develop skills and interests which were often a welcome surprise, even to themselves. Some activities also offered another way for them to work through personal obstacles and issues and move beyond them.

### Art Workshops

This year, Beth Collar, a mixed-media artist, ran a series of art workshops daytime during the dig and in the evenings. In parallel with the excavations at Frichermont, she worked with five VSMP participants to create a clay model of what the farmhouse would have looked like, before it burnt to the ground in the mid 1900s. This was based on research and the newly-emerging insights from the archaeological trenches.



*Model reconstruction of the Chateau of Frichermont.*

Photo credit: Alex Cauvi



*Military Modelling back at the hotel*

### **Evening Activities**

WU ran a comprehensive programme of evening activities this year, supported by RSPVs. These were resoundingly successful and included: history lectures, military modelling, an evening of ghost stories, art classes, films, board games, pub quizzes and treasure hunts.

### **Weekend Activities**

On the middle weekend of the excavation, participants could spend their time as they chose. Many took the chance to go on a trip to Ypres with the Black Cabs.

### **Viewfinders Photography**

Keen photographers worked with novices to develop camera skills; many then entered work for a competition and exhibition, in collaboration with the local Viewfinders Photography club in Waterloo.

### **Visits**

WU was pleased to welcome well over 100 visitors at the 2019 excavation, including high-ranking representatives from the Dutch, German, French and UK Armed Forces; the British Ambassador and Defence Attache to Brussels; as well as leading sponsors and prospective supporters.

A further 200 people attended our Waterloo Weekend Public event (see Public Engagement summary).





Archaeologist Phil Harding with a Napoleonic Reenactor



Finds photography

2. WU 2019 SUMMER EXCAVATION



### 3. Veteran and Serving Military Personnel Wellbeing and Support Summary 2019

Lt Col (retd) Rod Eldridge and Helen Cullen







Veteran Trevor Rafferty of Royal Hospital Chelsea, with redcoat Reenactors

3. VETERAN AND SERVING  
MILITARY PERSONNEL

**Dame Clare Marx, DBE, DL, FRCS**

Chair, General Medical Council



Dame Clare Marx from the series First Women UK by Anita Corbin

**“Waterloo Uncovered is using a really practical, physical environment to help people with their lives, with their belonging, with their control of what they do, and with the competence of what they do. So it’s a really brilliant way to bring together care for the individuals and care for the teams in which they work.”**



## 3. Veteran and Serving Military Personnel Wellbeing and Support Summary 2019

### 1) Background

The wellbeing of VSMP participants has been a key factor of every excavation since WU's inception in 2015. The Wellbeing and Support Team (W&ST) is led by a former Lieutenant Colonel within the Defence Mental Health Services. All but one of the team are veterans, having served in a mental health or medical capacity, and have a wealth of experience available to participants (see Appendix A). Waterloo Uncovered recognises that veterans engage more positively with those who have also served in the military.

The WU experience embodies the evidence-based '5 Steps to Mental Wellbeing' by incorporating the steps within its programme, namely:

1. Connect with other people;
2. Be physically active;
3. Learn new skills;
4. Give to others;
5. Pay attention to the present moment (mindfulness) (*New Economics Foundation, 2011*).

One study (*Bauer A. et al., 2018*) found that veterans who were experiencing challenges in their transition to civilian life, and who were also experiencing some mental health difficulties, were most likely to benefit from engaging in short preventative wellbeing interventions. The review also found that individuals who were referred from an agency they were already supported by, gained the most from the intervention. This has informed the development of WU's Wellbeing and Support Programme.

WU recognises the need for the evaluation of this support to become more sophisticated in order to help quantify its effectiveness and shape the future delivery of wellbeing and support throughout a participant's time with WU. An increase in funding has enabled the recruitment of additional resource to support the process.

### 2) The 9-Month Wellbeing and Support Programme

2019 saw the introduction of a pilot 9-month programme delivering enhanced wellbeing and support, followed by an evaluation with participants. This process, designed to address some of their longer-term, more complex needs, began with the selection process in February and concluded in October. Feedback from participants has been very important to the success of the pilot and is being used to refine the programme for 2020 and beyond.

This report details the impact the VSMP Wellbeing and Support Programme pilot had on participants, and highlights the outcomes across five categories, or "pillars":

- Recovery (mental and physical);
- Health and Wellbeing;
- Transition to Civilian Life;
- Education
- Employment (or equivalent) .

A further exploration of these "pillars" is contained in the Summary of Participant Benefits document (Appendix B) at the rear of this report.

To help shape a bespoke journey for each participant, a number of elements from this Summary were used to construct a personalised Goals Document (see summary at Appendix C) by which participants could choose individual goals linked to their specific needs, in collaboration with a member of the W&ST.

**"One of the things I really appreciate about WU is that it encourages people to say 'Yes, I've got a problem, I need some help'...I see it as one of the best vehicles to get people to come to terms with the problems they've had and to cure themselves. Added to which it is incredibly valuable and fascinating historical work...It's hugely impressive and I love supporting it."**

**Lieutenant General Barney White-Spunner,  
former Commander, UK Field Army**

Former Marine Alastair Eager makes a find.



### **Creating the Programme Pilot**

The W&ST decided on a 9-month programme because this reflected the experience of previous excavations, starting at the point of successful selection through to the final evaluation discussion; this is weighted against the constraints of cost, time and need for first-time participants. The 2-week excavation is central to the timeline.

A small number of former participants returned to Waterloo to support the excavation; however, these participants were not included in the pilot. Furthermore, a small number of non-UK VSMP nationals (for example, from the Netherlands) are an integral part of the excavation: they are funded, managed and evaluated by their home nation.

### **Programme Structure**

The programme follows distinct phases:

#### **Phase One: Consolidation and Planning**

We make sure that any learning from the previous excavation is applied to improve the following year's programme. By building relationships with referring partner organisations, we can be confident that potential participants are likely to meet the required criteria before they're put forward.

#### **Phase Two: Application Process**

Most applications do come via recognised referral partners, for example other charities; however, individuals can apply directly via the Waterloo Uncovered website. Even at the early stage of application, potential participants benefit from an opportunity to think about, and put into effect, communication, negotiation, problem solving, planning and organisational skills.

Applications are sifted and suitable candidates are called for interview. Unsuccessful applicants are notified by a member of the selection panel, and this becomes an opportunity to discuss their needs, help them manage any disappointment, and to signpost them to alternative opportunities.





Veterans take a Walking Tour of the Battlefield

### Phase Three: Selection

Interviews are conducted, usually via Skype. Candidates can ask questions about the excavation, and the selection panel can: evaluate if an applicant is suitable; identify what we think they might gain from the experience; carry out a risk assessment to ensure their needs on the dig are manageable.

Once again, we contact unsuccessful applicants and treat them carefully and considerately, ensuring individuals don't leave the process feeling "rejected". Where appropriate, we signpost alternative opportunities.

### Phase Four: Build up

This phase is operationally focussed, and involves preparation for the excavation including: administration, fundraising, communications plans, socialisation events, etc.

- **Goal-Setting exercise**

At this point, the W&ST will ask each person to identify and discuss their preferred goals. A list of possible goals is shared with them in advance to give them time to consider the options, help them identify what's right for them and inform the discussion.

The goals cover the five pillars: Recovery (mental and physical); Health and Wellbeing; Transition to Civilian

Life; Education; and Employment (or equivalent), and each person was asked to choose between one and three goals (Appendix C). For the pilot, these goals formed the basis of what each person was looking to achieve, both on the dig and following their return home.

- **Socialisation Events**

In 2019, we arranged two events in London prior to the Excavation, which allowed participants to meet each other and be introduced to the Waterloo Uncovered team. People were given an overview of what to expect on the excavation, and the opportunity to ask questions.

At the British Museum, people had the chance to handle artefacts and were given a guided tour. At the National Army Museum, they heard a detailed account of the Battle of Waterloo, handled replica equipment, and went on a tour of the Collection, including a 3D scale model of the battlefield site.

### Phase Five: Excavation

This phase represents the core of our work and therefore we have described its elements in some detail.

The excavation is primarily an opportunity for participants to do some archaeology, but it also sets individuals a series of challenges and brings a number of benefits:

- Travelling from home to overseas and spending time away from their regular environment, family and friends. This can be daunting for some: meeting this challenge and managing any anxieties will be a significant achievement.
- Thriving in a mixed Civilian-and-Military environment. The excavation is a civilian project but with sufficient numbers of military and ex-military colleagues present to make participants feel “safe” and amongst a familiar military way of life. At the same time, participants are exposed to a non-military mindset. Not being able to adjust to this can be a barrier to a smooth and successful transition to civilian life for many people leaving the military.
- Exposure to a diverse mix of people, disciplines and backgrounds. There is a truly multinational mix of VSMP, volunteers, archaeologists and students. Being part of a diverse group of people, with alternative perspectives, cultures and languages helps promote acceptance and tolerance, and broadens people’s horizons.

Diversity is also an important criterion in the selection process: we strive to achieve a range of age, gender, rank, service, military experience and injury type (or lack of). This diversity enriches the WU community and helps participants gain valuable insight into others’ lived experience and recovery journey. This can sometimes result in a powerful, sometimes life-changing, positive shift in their thinking. Feedback from participants strongly bears this out.

- Routine and structure, provided by a 9-to-5 routine, is an important benefit for some, particularly those on a recovery journey from injury (physical or mental).
- Supportive yet challenging environment. The project has a “can do” attitude offering support, fostering hope, and building independence, without being “smothering” or over-sympathetic (which can often make people feel uncomfortable). Archaeology can be physically and mentally challenging work for some people. The accommodation provides a comfortable place for people to relax in during the evenings.

- **Training.** Participants are trained in essential excavation skills at the outset; however much of archaeology is learned through “hands-on” practice. This takes place under the supervision of qualified and experienced supervisors who understand, and are culturally sensitive to, the needs of participants.
- **Excavation.** A core activity, excavation is carried out in small teams, outdoors, and is physical in nature. Directed by a “trench supervisor” each excavation comes with clear objectives. Work is meticulous and can be slow, almost meditative. The pace is dictated by the team and by the nature of excavating: it is not rushed. People might also be involved in more cerebral activities like recording and interpretation.
- **Metal detecting.** This proves to be a fascinating and popular activity for many, encouraging new skills, a degree of focus and some individual responsibility. Participants benefit hugely from the sympathetic expertise of some of the WU specialist metal detector team, and many go on to develop metal detecting as a new hobby beyond the dig.
- **Finds processing.** This vital work takes place indoors, in a calm and organised working environment, and is sedentary in nature. The work is methodical and requires a great deal of care when handling artefacts that need to be recorded, cleaned, labelled and correctly packaged.
- **Surveying.** An interesting new skill for many, surveying is an essential part of the archaeological process. All trenches dug and finds discovered need to be surveyed accurately. It is a chance to work across the wider excavation sites.
- **Research.** There is always a requirement for some desk-based research to take place on site. This helps to decide where to excavate, assists with finds identification and adds further to our understanding of the battle. It takes place indoors, and often involves working online and exploring archives. This is an activity suitable for people whose physical challenges might prevent them from participating in trench excavation.





Researching the battle in the Great Barn at MSJ, used as a Field Hospital in 1815



Training session in Surveying techniques

3. VETERAN AND SERVING MILITARY PERSONNEL

As described in an earlier section of this report (A brief snapshot of the dig) there are a number of other activities available during the excavation. These form an important part of the WU programme.

### **Benefits**

The expected benefits for those participating in WU's programme across the 2 weeks include:

- Practicing mobility in a new working environment, which can require individuals to problem solve in order to overcome any difficulties;
- Practicing planning and following an appropriate workflow that fits one's current capabilities;
- Operating in a supported but non-clinical environment. VSMP can practice/challenge their own coping strategies as they transition away from rehabilitation environments;
- Supporting the transition from reliance on the medical model to that of self-care and independence; promoting a life beyond the limits of their illness or disability.

A detailed summary of the benefits can be found in the Summary of Participant Benefits document (Appendix B)

**"I didn't know what to expect  
but the experience exceeded  
everything...spot on."**

**WU Beneficiary**

### **The Wellbeing & Support Team: how we worked on location**

#### **Wellbeing Discussion – on arrival**

Every VSMP participant met with a member of the WS&T at the start of the excavation and were advised that the team would be on hand to support them if they needed help. They also completed the Warwick-Edinburgh Mental Wellbeing Score (WEMWBS). This 14-item questionnaire [also known as S(WEMWBS)] was developed by the Universities of Warwick, Edinburgh and Leeds in conjunction with NHS Health Scotland, to help identify how an individual has been feeling over the previous 2 weeks (see Appendix D). The wellbeing scale is discussed in more detail later in this report.

#### **Wellbeing & Support –on site**

During the 2019 excavation, at least 2 members of the W&ST were available at any one time, with a total of 5 specialists joining this year's excavation across the 2-week

period, to provide 24/7 Wellbeing & Support for those who needed it. Recognising the potential challenges that can be faced when supporting individuals with complex needs, the Wellbeing & Support was extended to include supervisors and other staff, to ensure everyone was adequately supported if necessary.

The W&ST fully integrated with all activities, which helped breakdown any perceived "them and us" barriers and allowed us to offer support, guidance and a "listening ear" to those who needed it, in a subtle low-key approach from people they were already familiar with.

Where necessary, and only when appropriate, any incidents during the course of the excavation that gave cause for concern were reported back to the referring partner organisation, to ensure that the individual received the appropriate level of support on their return.

### **End-of-Excavation Goal Summary Review**

At the end of the excavation, and whilst still on site in Belgium, a member of the W&ST met with each person to review the goals they had set themselves, discuss their experience and identify any concerns they may have ahead of returning to the UK. Participants also completed a second WEMWBS.

### **Phase Six: Moving Forward**

This begins the concluding phases of the 9-month programme and comprises two elements:

#### **Post-Excavation Follow-Up Call**

Approximately 2 weeks after returning to the UK, participants were called by a member of the W&ST to check on how they had coped since returning from the excavation. They could talk about any issues they had experienced (for example, a post-event "dip" in mood is a normal reaction to returning to normal day-to-day activities); and reflect on their time on the dig. They could also give their feedback on what they felt went well, and what areas they felt needed improvement, to help shape future programmes.

#### **End-of-Pilot Programme Evaluation discussion**

At the end of the 9-month programme, participants were contacted were contacted by a member of the W&ST to work through a series of questions to evaluate their progress. The 3-month period between returning from the excavation to the final evaluation discussion gives sufficient time for people to reflect on their experience and act on any decisions they had made. It was also a chance to identify any further support they may need, including signposting to other agencies, for example, via Veterans' Gateway (a consortium of organisations and Armed Forces charities funded by the Armed Forces Covenant) and Big White Wall (an online mental health support platform offering 24/7 guided and clinically-monitored support).



People could also give us further feedback relating to their experience. Participants talked through a final WEMWBS form with a W&ST member, who recorded their responses.

### Phase Seven: Follow-On Support

Whilst the actual 9-month programme ends when the final evaluation discussion has taken place, participants who wish to can remain in contact with the charity in a number of ways: via social media (Facebook); they are invited to attend various events where appropriate; and they know that they can contact the charity at any time for support or signposting in the areas covered by the five pillars.

Plans are being developed to create a “forum” for previous participants, some of whom remain in contact for many months after returning from the excavation. A Returners Programme is also being explored to look at how we might develop peer-led support roles for those who wish to contribute to a future excavation.

### 3) Wellbeing & Support 9-Month Pilot: Results

A total of 16 VSMP from the UK took part in the 2019 Excavation. The demographics of the participants are as follows:

- Male 12
- Female 4
- Royal Navy (including Royal Marines) 2
- British Army 11
- Royal Air Force 3
- Serving 12
- Veterans 4

The 16 participants committed to a total of 54 goals (an average of 3.3 per person), ranging from “Use the experience to help improve my wellbeing” to “Gain experience and an insight into future career opportunities.”

Results of the “post-dig evaluation” show that:

- **81%** of the goals set were met in full, or mostly;
- **13%** of goals were partially met;
- **2%** of goals “not really”, or “definitely not” met.

The remaining 4% relate to goals that were set but not evaluated by the participant. Of those goals not met in full, reasons ranged from: a noisy environment, underestimation of the physical aspect of the dig, and unexpected tiredness.

### Warwick-Edinburgh Mental Wellbeing Scale

The Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) was developed to enable the measurement of mental wellbeing of adults in the UK.

The WEMWBS is a 14-item scale of mental wellbeing statements covering subjective wellbeing and psychological functioning. All statements are worded positively and address aspects of positive mental health. The WEMWBS has been validated for use in the UK with those aged 16 and above. The minimum possible score is 14 (indicating poor wellbeing), with a maximum possible score of 70 (indicating high positive wellbeing).

Participants were asked to complete the WEMWBS on three separate occasions: at the beginning of the excavation and at the end, and at the conclusion of the 9-month support programme 3 months later.

Of the 16 participants, 2 have been removed from the overall WEMWBS summary as they failed to complete all 3 evaluations. The summary findings are indicated below:

	Pre-Dig	Post-Dig	Final Evaluation
Total Scores (14)	583	751	701
Average Scores (14)	41.64	53.64	50.07

The above scores indicate the predicted positive impact of having completed the dig; furthermore, the end-of-programme evaluation indicates a continued overall increase in the average score for the 14 participants across all 3 stages.

**“This has been an excellent experience that has helped my mental health massively. It has also provided me with an insight into potential career opportunities upon leaving the Army.”**

WU beneficiary

Below is a summary of the participant outcomes, grouped under the five pillars of: Recovery (mental and physical); Health and Wellbeing; Transition into Civilian Life; Education; Employment (or equivalent). Also included are anonymised case study observations made in the field by W&ST staff during evaluation.

## **Alistair Eager and Oliver Horncastle**



**Serving Coldstream Guardsman Oliver Horncastle (right) and former Royal Marine Alistair Eager get to grips with some Napoleonic hardware in the form of a French howitzer shell, discovered buried a metre deep in the battlefield clay.**



**i) Recovery (mental and physical)**

**“We can’t reach out into the past and save our historic comrades (of 1815), but it seems to me that through this remarkable project they can help save their veteran descendants. The structure, discipline and comradeship that the project offers is a great setting from which to advance.”**

**WU Beneficiary** (published on Sky News Website).

Table A summarises the number of goals selected by participants, and their own evaluation of how close they came to achieving them.

A total of 6 participants (37.5%) chose goals focussing on recovery, with all but one goal being selected by at least one participant (see Appendix E for a summary of the goals).

**Impact**

All 6 participants identified a positive outcome.

- One participant achieved the final goal set as part of his mental health treatment by reconnecting to his former Regiment, resulting in an increase of confidence.
- A person with visual impairment overcame his personal challenge to travel independently and engage with activities as much as possible
- A participant was able to identify that full-time employment was not the best option for them for the foreseeable future; however, they felt confident that they would be able to fulfil a part-time role. The participant felt this realisation was a positive outcome for them.
- A physically-and-visually-impaired participant was able to achieve his goal of travelling independently. Taking part in the dig has helped him move away from being a “wounded soldier” to being “just a person,” helping him regain his own identity. He has gone on to develop his passion for metal detecting and has adapted to his physical injury to overcome the practical challenges metal detecting can present.
- One person was able to challenge his physical injury and overcome it whilst on the excavation by increasing his fitness levels.

**Table A**

Pillar:	Recovery				
Total number of goals chosen	6				
Number of participants identifying goals	6				
% of goal achieved/satisfied (as evaluated by participants)	100%	75%	50%	25%	0%
	4	1	1	0	0
Comments					

**Case study:**

(The following case studies are drawn from conclusions arrived at in the course of the evaluation process, appropriately anonymised).

Participant A - I think he demonstrated positive recovery as his goal was “complete daily routine in a different environment.” He travelled from Scotland independently, which was very challenging for him; he coped with his daily routine at the hotel and the dig site(s); he successfully managed (with the help of his roommate) his medication.

Participant B - He overcame his physical injury during the dig. Still serving, the experience has enabled him to consider his future.

**ii) Health & Wellbeing**

**“This project is flawless and has been executed sensitively, professionally and with the veterans at the centre of all that this project does.”**

**WU Beneficiary**

Table B summarises the number of goals selected by participants, and their own evaluation of how close they came to achieving them.

A total of 11 participants (68.75%) chose 13 goals focussed on wellbeing, with all but one goal being selected by at least one participant. Five participants chose one of the goals, with the remaining 4 goals being each selected by 2 participants (see Appendix E for a summary of the goals). Of the 13 goals selected, 6 were achieved in full (100%), 5 were “mostly” achieved (75%) and 1 was “partly” achieved (25%). One participant did not complete the evaluation.



**Impact**

Unsurprisingly, the impact on individual’s wellbeing was varied. Seven participants specifically stated that they had seen a significant increase in their overall wellbeing; however, we believe that all participants experienced a positive impact on their wellbeing during the excavation.

- One person said they “felt a sense of enjoyment and hope again” and “took away far more than I ever thought possible.”
- One said that the experience had helped him realise that he had pre-conceived ideas on how he expected others to behave – this was challenged, addressed and overcome during the excavation, and this has helped him look at things differently. He said he has “learned valuable lessons.”
- A participant who felt their anxiety levels had not reduced throughout the excavation (and therefore scored their evaluation of their goal as 25%) was able to socialise in smaller groups, which they felt was a positive outcome. This person has gone on to make several new friends and stated “it’s the best thing I’ve done this year.”
- One person was able to reduce their social isolation, develop new friendships and recognise that they had been avoiding dealing with their deteriorating mental health. This was addressed on return from the excavation, and they are now accessing the necessary support.

- A realisation that “life is precious” has helped one participant value his time and life more.
- One participant felt they needed to “press the reset button” and take some time out from work pressures. The excavation helped him to realise that he needs to make time for himself to support positive wellbeing. He felt the excavation provided “a safe and trusted space” in which to be himself.
- The opportunity to make new friends was invaluable for many, and some enduring friendships were established.

**Table B**

Pillar:	Wellbeing				
Total number of goals chosen	13				
Number of participants identifying goals	11*				
% of goal achieved/ satisfied (as evaluated by participants)**	100%	75%	50%	25%	0%
	6	5	0	1	0
Comments*	*2 participants chose 2 goals each **1 participant did not complete the evaluation				



**Grace Lewis-Flanagan**

**Grace served in the RAF for 23 years before being discharged due to injury. From having been in "a dark place," she describes taking part in Waterloo Uncovered as "like being handed a lifeline. From day one I felt myself again, I was smiling and laughing with the feeling of being part of a team. The archaeology reignited my interest in History and I found a new love of model making and poetry. I've also been metal detecting and have attended some excavations since returning. All in all, the experience was invaluable in helping in my recovery."**



**Case study:**

Participant C - (goal: reduce social isolation) She is still serving in the Armed Forces; attending the dig helped her recognise that she needed help with her own mental wellbeing, whereas she had previously been avoiding addressing her issues. She gained the confidence to address this on her return from the dig and got the necessary support she needed.

She has used the experience to consider alternative career options, should her physical injury result in a medical discharge. She is engaging in heritage/volunteer work that she wouldn't have done if she hadn't attended the dig.

**iii) Transition into Civilian Life**

**“Whether they are military, ex-military or ‘civvies’, everybody bonded, and I made good friends for life.”**

**WU Beneficiary**

Table C summarises the number of goals selected by participants, and their own evaluation of how close they came to achieving them.

The number of participants with a focus on transition this year was relatively small (3, 18.75%); all goals within the

pillar were selected at least once (see Appendix E for a summary of the goals).

**Impact**

Participant feedback included:

- A change of mindset enabling a different approach to exploring career opportunities when leaving the Army; this has resulted in a feeling of optimism.
- One participant found they had a purpose and a reason to get up in the morning. This person also went on to say that engaging with the group has helped them to “move on,” and they have a renewed enthusiasm to look at volunteering in areas such as Heritage and the National Trust.

**Table C**

Pillar:	Wellbeing				
Total number of goals chosen	5				
Number of participants identifying goals	3*				
% of goal achieved/satisfied (as evaluated by participants)**	100%	75%	50%	25%	0%
	1	2	1	0	0
Comments*	*2 participants chose 2 goals each **1 participant did not complete the evaluation				





Archaeologist Sam Wilson (far left) with veterans from The Netherlands, England, Scotland and the USA

Photo credit: Alex Cauvi

#### Case study:

Participant D - He joined us as a last-minute replacement and didn't really have time to prepare ahead of the dig, but he was able to use the opportunity to engage with veterans who had successfully transitioned ahead of him. He got a lot out of the creative element of the dig - particularly the model building, which surprised him. He didn't appear to be engaging at times, as he had a "task orientated" mindset, but on reflection after returning home, he recognised how much he had taken from the experience which will help him when he leaves the Army.

#### iv) Education

**"I have found it difficult to find fault with any part of the project. The history is fascinating, and I'll definitely be doing more research."**

#### WU Beneficiary

Table D summarises the number of goals selected by participants, and their own evaluation of how close they came to achieving them.

The number of participants with a focus on Education this year was high, with 14 out of 16 participants (87.5%) choosing at least 1 goal under this pillar. Two participants chose more than 1 goal (see Appendix E for a summary of the goals). Of the 18 goals selected, participants indicated

that 14 were met in full, 1 goal was mostly met (75%), and the final 3 goals were partly met (50%).

#### Impact

As a result of taking part in this year's excavation:

- Several people have gone on to sign up for Further Education in a variety of areas, some unrelated to history or archaeology. Subjects include: an Environmental Studies Open University Degree, a Business Management Degree and an Archaeology Degree (planned for 2020). Prior to the excavation, one person had already enrolled to start a short archaeology course in October 2019.
- Two people commented that they would not have considered enrolling for studies at degree level before taking part in the excavation, as they lacked confidence and self-belief.
- All participants significantly increased their knowledge of the history of the Battle of Waterloo, and for many their experience has led to an interest in a new hobby. Several people are continuing their involvement with metal detecting, with at least 5 participants purchasing their own metal detectors.
- Taking part in the military modelling had a positive impact on several people, and all said they would be interested in learning more and taking this interest further.

*Former Paratrooper Jim Howdle  
digging at Hougomont*





**Table D**

Pillar:	Education				
Total number of goals chosen	18				
Number of participants identifying goals	14*				
% of goal achieved/satisfied (as evaluated by participants)	100%	75%	50%	25%	0%
	14	1	3	0	0
Comments*	*2 participants chose 2 goals each				

**Case study:**

Participant E - His goals focussed around wellbeing, but the experience led him to realise he wanted to further his education. Since returning to the UK he has signed up to do an Open University degree, has resumed an involvement with young people's education and has engaged in volunteer work with a social support charity. He was forced to challenge his own pre-conceived ideas on how others should behave, and as a result was able to get more out of his second week.

**v) Employment (or equivalent)**

**"To be honest I was finding civvy life a struggle and not sure where to head next. This project allowed me to draw a line in the sand, refresh and feel better mentally...I do really hope to make the most of being part of this project, and carry forward the momentum, both mentally and career-wise."**

**WU Beneficiary**

Table E summarises the number of goals selected by participants, and their own evaluation of how close they came to achieving them.

The number of participants who chose goals relating to Employment (or equivalent) this year was 10 (62.5%). Eight participants choose goal 1, 3 chose goal 2, and 1 participant chose goal 3. Two participants chose 2 goals within this pillar (see Appendix E for a summary of the goals).

**Impact**

Taking part in this year's excavation has encouraged several participants to consider alternative employment options including:

- Exploring careers within Heritage, Conservation or organisations such as the National Trust.
- Several have gone on to purchase their own metal detectors, and are actively embracing their new hobby, utilising the skills learned during the excavation and joining various metal detecting organisations to build on their new-found enthusiasm.
- One participant is looking to use the metal detecting skills he acquired to engage with veterans who are, like him, visually impaired; he wants to help them develop their other senses (specifically hearing) and to enable them to get involved in metal detecting themselves as a new hobby. Through his own involvement on the dig he has realised that he does not need a new career but can build on his passion for metal detecting, which will sit alongside his current business ventures.
- A person currently awaiting discharge from the Army found that learning about archaeology and engaging in model making was very rewarding and is something he is looking to learn more about.
- The impact on one participant has been significant in that, since returning to the UK, he has started an Open University Degree in Environmental Studies, engaged in several volunteering opportunities including working with young people in Education and supporting the homeless in his local town.

**Table E**

Pillar:	Employment (or equivalent)				
Total number of goals chosen	12				
Number of participants identifying goals	10*				
% of goal achieved/satisfied (as evaluated by participants)	100%	75%	50%	25%	0%
	6	4	2	0	0
Comments*	*2 participants chose 2 goals each				

**Case study:**

Participant F - The dig helped her realise that she wasn't yet ready to transition out of the Armed Forces (due to medical discharge) into full-time employment. She sees this realisation as a positive as it has prevented her from pushing herself into a full-time job and "failing." She has gone on to sign up for a vocational degree funded by the Military (started September 2019). Said she probably wouldn't have considered doing a degree had it not been for the dig. She is still anxious in larger groups but dealt with the challenges she faced - she took herself out of her comfort zone and coped well.

**Participant Feedback**

We sought formal feedback at the end of the dig and followed up at the end of the 9-month programme. WU has actively listened to participant feedback and will look to incorporate any suggested changes where practical.

**Suggestions include:**

- Socialisation Events. Participants felt the opportunity to meet each other, and the Waterloo Uncovered team, helped them "gel" before arriving in Belgium. This helped people "settle" into their new surroundings more quickly than had they only met on the day of departure for Belgium. WU was asked to consider venues outside of London for the socialisation events (now planned).
- Consider alternative meeting points and travel options for the start of the excavation;
- Take more into account the age and fitness of some of the participants (due to the physical demands of the excavation);
- Consider additional support for participants who are visually impaired or those with limb loss (i.e. specialised support from Blind Veterans/Blesma);
- Consider an alternative to *Reading to Remember* for those who are visually impaired but want to take part in some way (*Reading to Remember* is a commemorative and fundraising event set in the Chapel of Hougoumont, where everyone on the dig reads from accounts of the battle);
- Review the visibility of the W&ST – some felt the team were a little too "invisible" (perhaps because dispersed across the dig sites); others appreciated the low-key approach to the Wellbeing & Support offered.

**Programme development – Recommendations**

Having completed the first 9-month wellbeing and support pilot, we recognise that there are some changes that can be made to help improve the experience for 2020.

**These include:**

- Revision of the Goals document as there are some goals that are very similar and can be streamlined;
- Look for an evidence-based measure for the 'end-of-programme' evaluation document to make this process more robust;
- Consider only accepting applications from trusted sources where the Waterloo Uncovered experience is going to form part of the individual's recovery support plan;
- Provide a brief end-of-dig and 9-month report to the referring agencies, to ensure those involved in the participants' support recovery pathways are appraised of outcomes from their time with Waterloo Uncovered;
- Formally evaluate participant feedback, incorporating suggestions where practicable.
- Develop Wellbeing and Support into a 12-month programme with a formal, structured reunion of participants and an extended period for evaluation.



### Conclusion

The first year of our extended support programme has proved successful in demonstrating the benefits of archaeology on the overall, and continuing, wellbeing of participants over a 9-month period. These findings will shape and assist future development of the programme and improve the support offered to participants.

At a time where there is a greater awareness of social prescribing for those with mental health or transitional difficulties, WU provides people with a new and gainful activity encompassing the five main constituents of wellbeing: connecting, learning, activity, mindfulness and giving. Rather than more treatment, medication or long-term therapy, participants can experience a light-touch, gently-challenging, but safe setting, not only to enjoy themselves, but-most importantly -to use this unique opportunity to improve their lives.

### Appendices (at the back of this document):

- Appendix A – Wellbeing & Support Team
- Appendix B – Analysis of Benefits Document
- Appendix C – Goal Setting Document
- Appendix D – Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)
- Appendix E – Goals – Participant Summary

### References:

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Archaeologist and TV presenter Phil Harding (left) supervising work at Hougoumont



## **4. Archaeology Summary**

Professor Tony Pollard







4. ARCHAEOLOGY SUMMARY



**James Hopkins**

CEO Annington, Waterloo Uncovered sponsor



**"We like to support projects that make a difference -and Waterloo Uncovered makes a big difference, not only to the lives of the veterans that they support but in terms of the history and archaeology as well."**



## 4. Archaeology Summary

In 2019, we expanded our reach to significant new areas of the battlefield beyond Hougoumont (HMF), our main focus since 2015. Whilst we continued our work on trenches in the courtyard there, we now began work at Mont-Saint-Jean Farm (MSJ) in the rear centre of the battlefield, and at Frichermont Farm (FMF) way out on the eastern flank.

One thing was very clear from this expansion of activity: there will be enough high-quality archaeology across FMF and MSJ to provide meaningful research for at least the next 5-10 years of the project.

Veteran and Serving Military Personnel were again heavily involved in all aspects of the excavation, working alongside students and archaeologists. Their contributions included: photography, sorting and cleaning finds, metal detecting, excavation and recording, and also surveying and geophysics. Our aspiration is that participants have a chance to sample and experience a bit of everything and then, where possible, to focus on what appeals to them most.

The following sections represent brief summaries of the three areas investigated in 2019 and an update on post-excavation work.

Archaeological Directors: Dominique Bosquet, Dr Stuart Eve, Prof. Tony Pollard.

Site director: Cornelius Barton

### Numbers and figures in brief

- Three sites excavated: HMF, MSJ, FMF
- Total number of finds: 800+
- Trenches opened over 2 weeks: 35+
- Metal detecting: Cornfield South of Mont-Saint-Jean on the “reverse slope” of the ridge, and across other sites
- Ground penetrating radar (GPR): across all three sites
- Trowels in the ground per day: 65+

### **j) Hougoumont Farm (HMF)**

- Trench team supervisors: Phil Harding, Emily Glass.
- Trenches: four trenches opened.
- Key finds 2019: Coldstream Guards Buttons, Scots Guards Buttons

This year, the work focussed on the remains of the large barn located against the northern wall of the courtyard, which sat adjacent to the famous North Gate (through which French troops gained access at a critical moment of the battle).

We opened a number of trenches over the buried remains of this structure which, thanks to excavation, we know was larger than initially thought. The extensive width of the building indicates that once through the gate, the French were “kettled” within a narrow space. Putting the missing buildings back in this way provides a fresh understanding of the nature of the French incursion and its defeat – it is possible that many of them never made it out of this confined space and into the more open space of the courtyard.

We found further evidence for the fighting close to the gate in the form of more Coldstream Guard buttons from the demolition deposits inside the buried remains of the barn. There was, however, some excitement when Scots Guards buttons also started to appear in the same deposits. We know that the Scots Guards were involved in the famous closing of the gate incident, but to find buttons from their tunics alongside those of the Coldstreamers really brought the episode to life.

After 5 years' work, HMF continues to produce good archaeological results and we will return to the site again.

### **Mont-Saint-Jean Farm (MSJ) and the “Reverse slope”**

- Trench team supervisors: Cami Machelies, Veronique Moulert (SPW), Alistair Douglas and Hilde Van de Heul
- Test pit: opened in the centre of the courtyard, abandoned due to asbestos.
- Extensive metal detecting survey and 24 trenches in the orchard to the east of the buildings complex
- Metal detector survey of the large field to the south of the orchard leading up to the ridge crest.
- Key finds: Musket balls, cannon balls and human remains.

In 2019, the centre of gravity for much of the project moved to MSJ, where the archaeological story we revealed is more nuanced than that at Hougoumont. The farm at MSJ lies some 4-500 metres behind the centre of the Allied front line. It served as the main field hospital for the First Corps of the Allied army during the battle, and



around 6,000 wounded soldiers were treated there. An important theme, therefore, of our excavations in this location was the fight to save lives. The target for much of the investigation was an orchard adjacent to the eastern side of the farm - an open field in 1815. We started with geophysical and metal detector surveys then followed up with careful machine cutting and then hand excavation of trial trenches in the avenues between the apple trees.

Surprisingly, the metal detector survey soon turned up Allied and French musket balls, suggesting that fighting took place much closer to the hospital than previously thought, and representing an action - possibly involving French cavalry - rarely recorded in accounts of the battle. We also discovered a French six-pound cannon ball. This might represent a crisis point in the battle, when the capture of La Haye Saint farm allowed the French to bring batteries of Horse Artillery to fire at very close range into Allied squares. This artillery round may be an “over” from that episode.

With the hot summer allowing for early harvest, a wider survey was possible of a large field to the south of the orchard. This field sloped up to the top of the ridge on which the allied army was deployed, and served as the “reverse slope” providing Wellington’s men with cover from French artillery. However, some of that ordnance found its way over the crest, and an unexploded six-inch howitzer shell (a hollow iron ball packed with gunpowder and fitted with a simple fuse) was found buried a metre-deep in the field. Unfortunately, because the round was still “live,” it had to be removed and destroyed by a Belgian Bomb Disposal team. A large amount of spent ammunition was also discovered, as well as shell fragments, testifying to the intensity of fighting on the ridge.





Aerial view of  
Hougomont Farm



Aerial view of Mont-Saint-Jean  
Farm and Orchard (from East)

**4. ARCHAEOLOGY SUMMARY**





*Veterans metal detecting in the cornfield on the "Reverse Slope."*



*Careful excavation of human remains at MSJ*





French six-pounder cannon ball.

Photo credit: Paula Cagli

#### 4. ARCHAEOLOGY SUMMARY

It was also the metal detector survey that led to the most striking discovery at MSJ, and indeed of the entire project thus far. Scanning of the trial trench on the western side of the orchard, adjacent to a track running alongside the farm, revealed a piece of iron sitting on top of a bone. This is a good example of how metal detector survey, when deployed as part of a co-ordinated project, can, along with geophysics, be a useful prospection tool rather than just a device used to find objects. Careful excavation revealed this to be a leg bone, with the tibia and fibula being the first to be exposed. Further cleaning revealed some traces of the foot, but the femur was found to have been cut through, indicating that the leg had been amputated above the knee.

Two more legs were found, one to the north and one to the south of the first example. These also bore clear evidence for amputation, in the form of clean cuts across the bone; on the southern example this was at an angle across the femur close to the knee (the cut was not well preserved), and on the northern leg it was straight across the upper femur (thigh). We could clearly see evidence of the severe wounds which had necessitated amputation, most notably on the femur of the northern limb, and the lower part of the southern-most leg where the tibia and fibula had been badly shattered (more on this below).

The amputated limbs were sitting on an almost concreted deposit of iron objects, some of which were rectangular strips which might have been the straps from a box. This deposit of metal has been left in situ and will have to wait further investigation. The bones, however, have been carefully lifted and taken to the lab of WU's Belgian archaeology partner L'Agence wallonne du Patrimoine (AWaP). Around half a metre to the west of the northern limb, a copper alloy object, now a bright green colour, was found that proved to be the frog from a bayonet scabbard (the metal part at the top of the leather sheath).

The presence of the iron objects, the severed limbs and the bayonet frog in close proximity suggests a dump where by-products of the surgical activity in the hospital were deposited. During excavation it was not possible to discern a soil cut that would indicate whether the bones were sitting in the top of a pit. However, the linear arrangement of the three limbs, with animal bones encountered a few metres further to the north (probably including horse), might suggest that all were deposited in a shallow ditch running alongside the track that was there in 1815.

As this was WU's first year excavating at MSJ, there is still much work to be undertaken across this site. The plan is to return in 2021.

**Beth Collar**



**Artist Beth Collar runs creative workshops on the dig. She encouraged participants to reimagine the lost Chateau of Frichermont by making a clay model based on research of engravings, maps and historical accounts.**





Mapping the location of finds in the cornfield



Archaeological directors Prof. Tony Pollard (left) and Dr Stuart Eve

4. ARCHAEOLOGY SUMMARY

## Frichermont Farm (FMF)

Excavating remains of the lost Chateau of Frichermont

- Trench team supervisors: Sam Wilson, Hilde Van de Heul and Alistair Douglas (second week only)
- Trenches: three
- GPR: used to identify outlines of structures
- Key finds: Building foundations, latrine, Musket balls

During the Battle of Waterloo, FMF was garrisoned by Dutch soldiers from the 28th Orange Nassau regiment. The locale was the scene of some of the first fighting of the battle, albeit not as intense as at farms like HMF on the right and La Haye Sainte in the centre. Later in the day it was one of the first locations reached by the Prussians advancing from the east. The courtyard farm and chateau went through several stages of rebuilding through the 19th century but were almost entirely demolished after a fire in the 1960s - the only visible remains today being the walled garden and roofed well.

Preliminary metal detecting in the dense woodland around the site produced a few musket balls. By using GPR, the outline of an external wall for one of the barns has potentially been identified. The most exciting challenge of FMF is that we don't currently know what is there. From historical sources we can see what the complex might have looked like, but since the demise of the structures, the site has been virtually forgotten.

In 2019, we opened two trenches located against the eastern edge of the area, known from maps to be occupied by buildings. These revealed well-preserved buried remains. The main feature of interest was a subterranean vaulted structure, which was first thought to be a cellar but might be a latrine.

This site provides a great opportunity for the Charity to undertake classic archaeology on major structural features. In 2021, we hope to clear the site of some of the vegetation and open more trenches, essentially excavating the foundations of structures and enhancing our understanding of the appearance of the farm and its role in the battle.

### **Post Excavation**

The important archaeological work of Waterloo Uncovered isn't confined to the annual excavation, but continues right through the year.

Since 2015, we've made over 6,000 finds. These range from: the detritus of battle (musket and cannon balls, pieces of kit, human remains), to a large variety of coins from different eras, ladies' brooches, agricultural implements and fragments of medieval decorations. They cover the history of the buildings and landscape through

thousands of years – starting with Neolithic flints and going right up to items dropped by modern visitors and Napoleonic Re-enactors. We have the opportunity -and duty -to preserve and protect this slice of history for the future.

Finds need to be cleaned, photographed and carefully recorded on site. In the coming year, the University of Glasgow will be sending out two students for each week of the dig just to focus on the task of processing the finds; they will work alongside Waterloo Uncovered's Finds Officer and the Finds Photography team, which includes a number of veterans. Many artefacts that have lain for centuries in the soil start to deteriorate quickly once excavated. An essential task, therefore, is to "triage" the finds, so that those in need of urgent conservation and analysis are prioritized – these might include pieces of iron equipment that quickly succumb to rust, coins that corrode badly, or fragile pieces of kit, like the silver thread from an Officer's uniform epaulette found at Hougoumont.

Some important finds, such as the human remains from the Field Hospital at Mont-Saint-Jean, remain in Belgium, where the delicate work of analysis and conservation continues in a specialist lab. Vital evidence related to the battlefield wounds and the medical interventions by surgeons who tried to save lives has been preserved for future study. Poignant human details, such as an embedded and impacted musket ball in a shattered legbone, and the traces of iron nails from a soldier's boot, found beneath an amputated foot, have been discovered through careful analysis. We are confident that further evidence of the work of the Field Hospital will come to light on the 2021 dig.

The rest of the finds have been taken to the facilities of Waterloo Uncovered partner organisation L-P: Archaeology in the UK, where they are stabilized and stored, and the work of analysis and identification continues.

The techniques of analysis we employ include the use of x-rays for a number of finds: sometimes a heavily corroded lump of oxidized iron, for example, can reveal a delicate and important find at its core. Some categories of finds repay special study, for example we've found a number of buttons relating to the combatants over the years; at some point I would like to make these the focus for the work of a PhD student at the University of Glasgow. Where necessary, finds are sent for conservation or investigation to external specialists.

Recording and communicating information about our finds is an important aspect of our work. All finds are recorded in the ARK (Archaeological Recording Kit) database held at L-P: Archaeology. We're training up a team of veterans to help through the year with Finds Photography. This will give us a library of high-quality images we can use to show our work to a wider audience. For the veterans, it's





*Finds Officer Hillery Harrison and veterans working on Finds*



*Grim evidence of the surgeons' work: amputated human limbs at MSJ*

**4. ARCHAEOLOGY SUMMARY**



*Finds specialist Caroline Laforest analysing the human remains in a Belgian lab*





also a chance to develop new skills and to continue their personal training beyond the dig itself.

Ownership of the finds resides in Belgium, were they were found. Some, like the human bones, need careful study and for this purpose need to be kept together. Ultimately, after research and conservation, it's hoped that many of the finds will be available for display close to the location where they were excavated.

A further, really important, aspect of what we do throughout the year is the academic publication of our work. We have a unique opportunity to excavate a world-famous site. As professional archaeologists, therefore, we have a responsibility to make sure that our work is rigorously documented and shared with a professional audience of academics, as well as a more general audience interested in the wider work of WU. We've got important papers coming out this year in the new journal *Digital War*, in the prestigious *Antiquity* journal and in the popular magazine *Current World Archaeology*.  
<https://reader.exacteditions.com/issues/87269/spread/30>

My colleagues and I also speak frequently about our work at academic conferences and in the mainstream media.

We're currently planning our future work on the battlefield. Knowing that we are going to be at Waterloo for some years to come allows us to develop an ambitious programme of survey and excavation. We've just been given the go-ahead for a joint PhD project with Bournemouth University and the University of Ghent in Belgium to carry out the first-ever comprehensive Geophysical survey of the battlefield, over the next 3 years. This is really exciting since it's going to enable us to target our excavation work on areas where the survey has identified interesting anomalies and features to be explored. There's more work to be done at Mont Saint Jean and Frichermont, and we may return again to Hougoumont to look for more evidence of buildings destroyed in the battle. There is also still the possibility that we may identify the location of mass graves for some of the casualties of this momentous and decisive battle. There's a lot more of the history of Waterloo still to discover!



A French howitzer shell,  
found after 200 years

## **Sam Wilson and Hilde van der Heul**



**Trench Supervisors Sam Wilson and Hilde van der Heul are both professional archaeologists. On the Waterloo Uncovered dig, each leads a mixed team of VSMP, students and volunteer, from training in basic archaeological techniques to excavating different locations on the battlefield.**





Preparing a Geophysics survey of Frichermont.



Taking off the topsoil on the first day at Mont-Saint-Jean

4. ARCHAEOLOGY SUMMARY



## 5. Public Engagement Summary

Mike Greenwood





The Great Game:  
Waterloo Replayed



**Clare Gerada, MBE, FRCP, FRCGP, FRCPsych**

Medical Director, NHS Practitioner Health.



Photo credit: Grainge Photography/RCGP

**"The values of this charity are the values that we should all be adopting, the values of inclusiveness, of education... So this is an extraordinary charity, which we should all support."**



## Public Engagement Summary

Communicating our work to a wider audience is central to what we do for a number of reasons. We are convinced that there's an important story to tell about how our world-class archaeology is throwing new light on a world-changing battle: part of our mission is to promote a wider understanding of war and the impact of war on individuals - both in 1815 and today.



It's also incredibly important to show the contribution made to the dig by our veterans and serving military personnel and, in turn, convey the benefits they feel they're experiencing from participating in the Waterloo Uncovered programme. We want to help change attitudes

about how society needs to address the needs of men and women who have served, and to grow support both for our own work and for the work of organisations with a similar mission. Letting the participants speak for themselves, often for the first time, can be a powerful way of achieving that end. We are delighted to see our work recognised by a *Points of Light Award* from the UK Prime Minister. <https://www.pointsoflight.gov.uk/waterloo-uncovered/>

WU has a small team of volunteers working on communications on the dig itself. This comprises experienced professional film makers, photographers, audio producers, writers and student-journalists. They all contribute hugely to the effort we make to tell our story. We recognise the need both to build on interest generated by the dig, and also to reflect the year-round activities of WU. Communications and Public Engagement, therefore, has become an increasingly important part of our mission.

We can tell our own story in a number of ways: through compelling content on our website (<http://www.waterloouncovered.com/>); through publications like our WU Review publication and this Impact Report; through public events like the Chalke Valley History Festival, the record-breaking Great Game Replayed wargaming spectacle in Glasgow and our annual fundraising event; through presenting our work to academic conferences and in specialist journals; and through a programme of speaking opportunities.

Getting our story into the external media can also have a huge impact. Finding angles that might appeal to journalists, working with them to make sure they understand our work and managing media access in a way that respects the sensitivities of our participants can all prove challenging. But if we can, in some small ways, succeed in changing hearts and minds then the effort we put into communications and public engagement will have been very worthwhile.

### External Press Coverage of the Dig

This year, media interest in the Waterloo Uncovered dig went from local to truly global.

Coverage began before the dig with articles in the Guardian and Daily Telegraph in the UK. This early interest in our new location at the Field Hospital at Mont-Saint-Jean was followed up by the national and international media over the duration of the dig.

Early on, Sky News spent a day filming with WU and ran features about the excavation across the course of a day. BBC TV ran features and three live reports into Breakfast News on BBC 1 and the BBC News Channel, followed by radio pieces on Radio 4's The World Tonight, BBC Radio Scotland, BBC Local Radio and on the BBC World Service. Powerful content on the BBC website achieved the rating as the second-highest viewed material for much of that day and the next. Through this coverage alone, our work reached an audience of tens of millions.

This worldwide reach was further consolidated when Reuters sent a film crew and photographer to cover the dig, with content subsequently being syndicated around the world from Surrey to Singapore.

Print journalism featured strongly in the coverage: both the Daily Express and the Daily Mail (Britain's largest circulation newspaper) sent reporters and photographers



BBC Breakfast News  
live from the dig

out to the dig to talk to veterans and archaeologists, resulting in articles that were strongly sympathetic to the work of WU. The Guardian and The Daily Telegraph both returned to the subject to follow-up on finds, and many newspapers also gave us coverage in their online editions (e.g. The Mail on Sunday).

WU made an important contribution to facilitating this coverage by creating and distributing a highly effective Electronic Press Kit, comprising stills, interview clips, footage and written print summaries of the archaeology. It was put together on location by the WU Comms team and made available as a download - with very high take-up - meaning that WU content was seen and credited all over the world.

American-based networks picked up on our story, with CNN and Fox News running online articles; many such articles were widely syndicated to local media outlets across the States. There was also a very informative article about the dig in an online US military history magazine <https://www.historynet.com/finding-the-past-and-present-at-waterloo.htm>

There was strong local and regional coverage in Belgium and the Netherlands on Radio, TV, Online and Print, with many of the quality newspapers devoting coverage. Since the excavation, more coverage has been generated, with the leading broadsheet weekly paper in the Netherlands, the Elsevier Weekblad, running a feature.

WU continues to get requests throughout the year for interviews and contributions from many specialist journals and websites across the world. The archaeology magazine, *Current World Archaeology*, included an extended illustrated feature article by Prof. Tony Pollard in their special 100th edition in March

<https://reader.exacteditions.com/issues/87269/spread/30>

Waterloo Uncovered was the subject for an illustrated feature article about our work on the Field Hospital in *the Doctor* magazine, a prestigious journal published for members of the BMA (British Medical Association): <http://www.waterloouncovered.com/wp-content/uploads/2020/02/waterloo-feature-as-spreads.pdf>

A further article written by WU Finds specialist Euan





Reuters filming for worldwide distribution

Loarridge will appear in *Military History Monthly* later in the year. We've also been featured in online archaeology magazines in the Netherlands: <https://www.archeologieleeft.nl/archeosuccessen/waterloo-uncovered/>, and in the Belgian *Ex Situ* magazine.

The *Points of Light Award* and the contribution of WU to the British Museum's Troy exhibition (see below) also generated coverage, for example, by British Forces Broadcasting Service (BFBS).

### VSMP and the Press

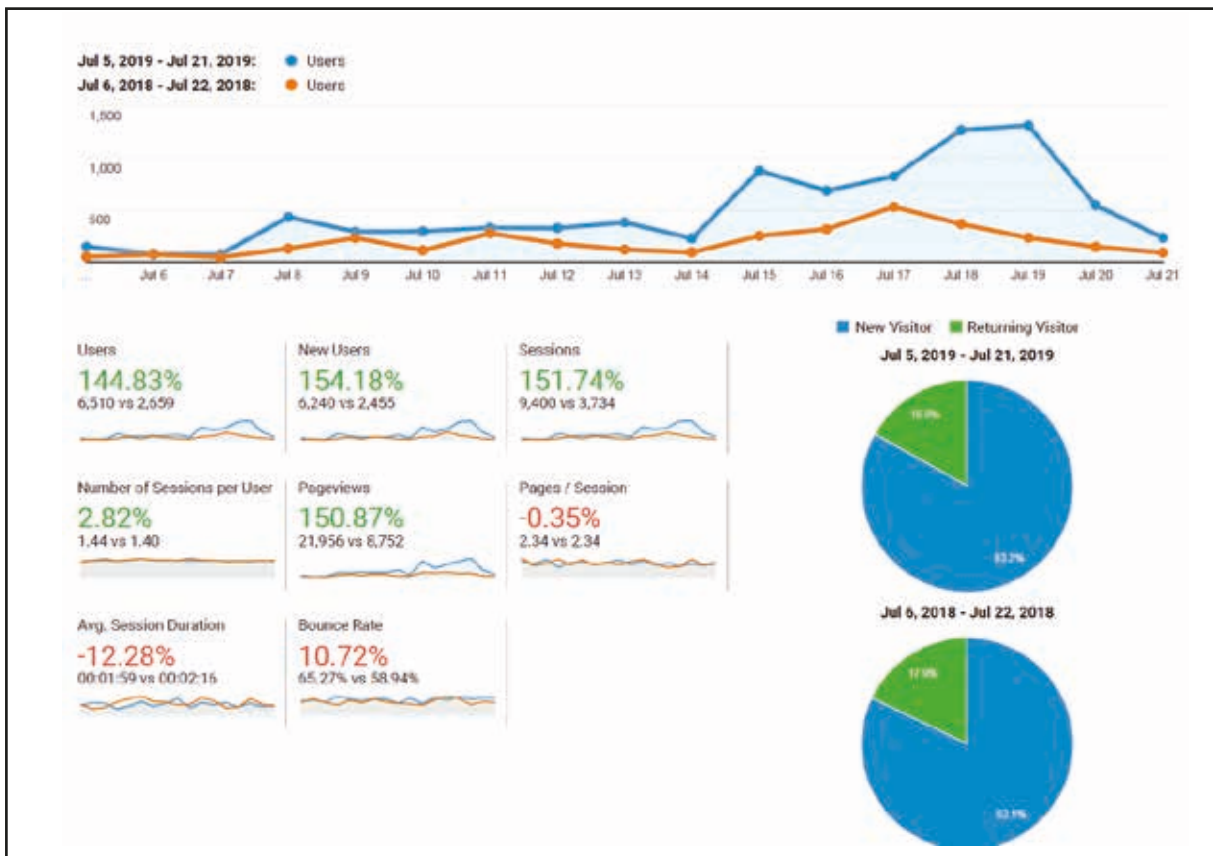
What is gratifying about the universally positive coverage is that it has reflected the different facets of WU's work: alongside the exciting developments in the archaeology, the veterans were recognised as being a fundamental part of the WU story. They were treated with respect in the coverage and allowed to talk about their experiences without being sensationalised.

Each VSMP was given control over how much, or how little, they engaged with the media. By building personal relationships over the 2 weeks, and working closely with

the Wellbeing and Support Team, we took care to ensure that all media interaction was a positive experience for the individual involved. In addition, one veteran contributed to our communications by operating a drone that captured stunning aerial views of the dig - his footage was used by both BBC and Sky.

A number of VSMP and staff took part in live or pre-recorded interviews for national and international media, for their local radio stations and for programmes on BFBS and Forces TV. For many, this proved to be powerfully transformative: their stories were being heard, their experiences validated as being important. A good example of this was an Opinion Piece written by a participant for the Sky News website, in which he shared some of the difficult experiences in his military career and described how archaeology and the work of WU has helped him face some of his issues. <https://news.sky.com/story/we-cant-save-our-past-comrades-but-we-can-help-their-veteran-descendants-11761734>

Such coverage will be enormously helpful in shifting attitudes and raising awareness of WU's work.







### WU: Telling our own story

In addition to this external coverage, WU produced its best-ever content for our Dig Diaries, giving a blow-by-blow account of the dig's progress and featuring a range of content, with good writing, photographs, illustrations and video clips. Complemented by a stream of social media postings on platforms like Twitter and Instagram, this content proved highly popular, with a huge increase in traffic and conversations with those interested in our work.

The metrics below give an idea of the increased traffic online and via social media during the dig:

#### Top line figures:

- Website and social media users overall, increased by 142.12% vs. the same days from 2018.
- Social media – there was 272.92% increase in engagement vs. the same days 2018 – this is across Facebook, Twitter and Instagram – Instagram as a channel performed the best vs. last year overall.
- Page views were up 170.03% vs. the same days 2018 – top performing pages were: Home Page, What's On (Dig Diary) and 2019 page – newly created for this year, demonstrating that the website redesign undertaken in May has worked well for site visitors (see traffic vs. 2018 in graph below).

Since then we have decided to make the Dig Diaries into a regular online magazine of news and features appearing on the WU website every 2 months, to keep people abreast of work on finds, to tell them about developments such as our *Points of Light Award* and to show what some of our VSMP have been up to, in part inspired by their work with us. <http://www.waterloouncovered.com/spring-update/>

In addition, we are redesigning our website over a period of time to make it easier to find content. This now features a new "Discovery" section where engaging content can be found. <http://www.waterloouncovered.com/discovery/>

### WU on Film

The WU Communications team produces a large body of high-quality film, still photography and audio material on the dig and throughout the year. We use this internally and externally in a number of ways:

- On our own website, via social media and in our own print publications. This includes films on the archaeology, personal stories from veterans and new perspectives from leading historians of the battle.
- Short films to promote specific messages and campaigns, e.g. to generate support at our annual fundraising event.



Photography: Sam Barker

- A library of short films we can screen in presentations to audiences as part of our public engagement work.
- Material to share with external press agencies and broadcasters to facilitate press coverage.

There has been a lot of interest from TV production companies wanting to pitch a documentary proposal based on our work. We are also exploring the possibility of producing our own documentary feature, based on the material collected over the 5 years of filming WU on location.

### **Peace from War Campaign**

We worked with marketing agency The Other Half to dramatize the benefit of Waterloo Uncovered and promote the charity. The result was “Peace From War,” which we brought to life with a series of striking images shot by renowned photographer Sam Barker. You can see more of the campaign, and the stories behind it, later this year.

### **Important Public Recognition for WU**

Waterloo Uncovered co-founders Mark Evans and Major Charlie Foinette were recently recognised for their work by a *Points of Light Award* from the UK Prime Minister. This award is given to outstanding individuals who make a difference to their communities. The Prime Minister praised them for:





Photography: Sam Barker

**“helping those who have bravely served our country to find purpose and wellbeing through your incredible archaeological project, preserving our heritage while supporting our fine veterans.”**

Prime Minister's Office 10 Downing Street

As full statement about the award can be found here:  
<https://www.pointsoflight.gov.uk/waterloo-uncovered/>



*The Great Game:  
Waterloo Replayed*

Photography: John Young/Young Media

**PUBLIC ENGAGEMENT:  
Events, Education and Outreach**

Throughout the year, we have engaged with audiences face-to-face to tell people about what we do, and to build support for our work into the future.

WU activities have included: popular public events; accredited educational opportunities; speaking on academic conference platforms; collaboration with major cultural partners; and a successful fundraising event.

Our activities over the year point to ways that we can increase our reach, impact and ambition in the years to come, covered by our 5-year business plan.

**PUBLIC EVENTS  
The Great Game: Waterloo Replayed**

When a group of tired diggers gathered to paint Napoleonic model soldiers in their hotel to relax after a day's work on the WU excavation, none could have imagined that their evening hobby would turn into a successful bid for a world record.

Yet in June 2019, the University of Glasgow played host to the biggest table-top wargame ever fought, involving over 22,000 28mm model soldiers and an international team of 120 participants.

Following a public demonstration of wargaming staged during our dig at Hougoumont in 2018, the idea took shape and gathered momentum. In the months leading



up the event, wargaming enthusiasts, veterans' groups, students and members of the public wielded paintbrushes to turn out an array of miniature soldiers, representing every regiment and unit that fought in the action. The whole battle was then refought in miniature and, as in 1815, the result was "a close run thing" with the Allies barely and bloodily emerging victorious.

As well as being a hugely enjoyable success, The Great Game was a chance to engage more people with the work of Waterloo Uncovered via extensive press coverage, to build new partnerships and to raise funds.

### Chalke Valley History Festival

Waterloo Uncovered returned for another year to Wiltshire, to the UK's leading festival celebrating the importance and enjoyment of the past. The theme for our display/pop up museum for Chalke Valley was "Unsung Heroes."

Visitors were invited to play a card game matching medical instruments to the kinds of wounds surgeons and medics (some of our "unsung heroes") had to treat.

We exhibited excerpts from a selection of poignant personal letters written about the battle. A female reenactor read some of these to school groups, getting them to think about the effect such letters might have had on the recipients (often women back at home -identified as more of our "unsung heroes").

There was also a display of battlefield finds, and Napoleonic reenactors set up a table to exhibit their carefully crafted military equipment. The enthusiastic collaboration from a group of reenactors over a number of years has helped us find new ways of bringing the history of the battle to life.

Mark Evans delivered a talk about our work to the Chalke Valley audience of History enthusiasts and we exhibited a prototype of our Board Game "Women of Waterloo" (there'll be more about that in future communications!).

### On Location in Belgium: Waterloo Weekend

We held our Waterloo Weekend outreach event on location at Hougoumont, over the middle weekend of the dig, again in 2019. With the involvement of three students from University College London, WU welcomed over 200 visitors to the site. There were tours in French, Dutch and English conducted by our partners from the Guides 1815 organisation. There was a pop-up museum to exhibit some of our finds, and demonstrations of the work-in-progress on the trenches by well-known archaeologists Prof. Tony Pollard and Phil Harding.

Red-coat reenactors gave dramatic demonstrations of volley-firing and a chance for lucky visitors to pull the

trigger on reproduction Brown Bess muskets themselves. The event was an opportunity to explain our work to important local dignitaries and supporters, including the British Ambassador to Brussels, and helped us to develop our relationship with the new battlefield management company Kléber-Rossillon, whose ambition to increase public understanding of this important battlefield we support.

### Viewfinders Exhibition

This was an exhibition of photographs taken by participants on the 2019 excavation. WU Finds Photographer, Felicity Handford, gave special training in landscape and portrait photography to veterans and serving personnel and set them a challenge to deliver a photographic project. The results were exhibited in the local church of All Saints, Waterloo.

Over the course of the dig, we hosted a roster of visits, including several private conducted tours from sponsors, fact-finding visits from senior military staff from other countries and from potential supporters. We plan to develop this further next year by involving some of our returning veteran support staff as guides.

### A NIGHT TO REMEMBER: WU FUNDRAISING EVENT

On the 11th of November, Waterloo Uncovered staged our annual fundraising event. Hosted by Gyles Brandreth, the evening took place in the historic Middle Temple Hall in London and brought together veterans and serving personnel, archaeologists, members of the Waterloo Uncovered team and many of our biggest supporters. Guests were able to explore a "pop-up museum" of some of our archaeological discoveries, to find out more about our work and to watch a moving short film about the inspiration one injured VSMP participant has found through our work. The event culminated in an auction which raised over £100,000.



Guests enjoying themselves at our annual fundraising event.

Photography: Tucker Images



*Trench supervisor Hilde van der Heul (left) and WU Fundraising Officer Kate Scott with musket ball find*

## EDUCATION

As we have seen in the evaluation of the 9-month pilot programme, Education is a key goal for most participants, with some going on to enrol on courses in Higher Education. WU is also building on the experience gained by some VSMP in Finds Photography on the Summer Excavation by offering them further specialist training and involving them in the ongoing work of processing and recording Finds in the UK.

Education is also an important part of our wider work with Public Engagement, through the content we publish, for example historical context on the battle and information on archaeological process.

We have a strong engagement with formal education in a number of ways:

- Students from the Institute of Archaeology at University College London are closely involved in the delivery of some of our Public Engagement activities, for example at Chalke Valley and on the Summer Excavation;

- WU is working closely with students and academics at the University of Salford in two areas:

The development of an innovative Board Game "Women of Waterloo"- based on the experiences of women involved in the Napoleonic Wars;

MA students in Digital Design are using WU as a theme for project work.

- Members of the WU team are writing academic papers and speaking at professional conferences (see below for some examples).
- Education is built-in to the dig via two important Summer Schools developed in collaboration with a prestigious international university, Utrecht in the Netherlands. These courses are described in further detail below.



Visiting a World War Two battlefield on the Scheldt Estuary, The Netherlands.



### Utrecht University Summer Schools

#### *Waterloo Uncovered Battlefield Excavation.*

This took place as part of the Summer Excavation and focused on the basic practical skills required in archaeology. Working with the professional encouragement of their trench supervisors, students kept a rigorous log of their activities, recorded in the British Archaeological Jobs Passport (BAJR). They were also asked to produce a piece of work reflecting on how their involvement on the dig has deepened their understanding of the history of the battle and the nature of archaeological evidence. For some of the VSMP involved, this was an important opportunity to re-enter the world of learning: the courses proved highly popular with participants.

The second course, Battlefields Uncovered: an Introduction to Archaeological and Historical Investigations of conflict took place in the Netherlands prior to the dig and looked at a broader spectrum of conflict, from early times up to World War Two. It had a more theoretical focus, and included lectures, workshops, specialist methods of recording and interpreting finds, project work and visits to some of the fields of conflict in the region.

Judging from past years, these courses often prove to be the first step on the road to further academic or vocational study. Participants on both courses were able to qualify for accreditation of real academic value in the form of European Credit Transfer System (ECTS) points. Perhaps of inestimable value, however, is the encouragement and support the courses can offer to those wanting to take their interest in the past further into their future, inspired by their time with Waterloo Uncovered.

### Academic conferences and Speaking Opportunities

Waterloo Uncovered has been represented in the line-up of a number of conferences and seminars this year, from Glasgow to the Netherlands, as well as providing guests speakers to invited audiences on a number of occasions.

Our participation included:

**Theoretical Archaeology Group (TAG) Conference** at UCL on the theme: Archaeology and Wellbeing, where we contributed an expert discussion panel and lecture on the role of wellbeing in the work of WU.



Some of the sculptures on display in *Troy: Myth and Reality*.

courtesy of Trustees of the British Museum

**Second Modern Conflict Symposium** at the Imperial War Museum, Manchester, where WU finds specialist Eاون Loarridhge spoke about his PhD subject and WU exhibited a poster and information about our work.

**National Army Museum History Festival**  
Mark Evans and Nick Rendell spoke about poetry and mental health.

**Symposium at Solent University**  
WU took part in this one-day event to discuss how wellbeing-through-archaeology can be better understood and evaluated.

**Archaeology Conference in the Netherlands**  
Vicki Haverkate, a member of the WU team based in the Netherlands, spoke about WU's work.

**CULTURE AND HERITAGE**  
**Troy: myth and reality - a major exhibition at the British Museum**

Waterloo Uncovered was involved in the creation of an

exhibition exploring the Myth and Reality of the Trojan Wars. Military veterans associated with Waterloo Uncovered worked with the British Museum's curators to bring a contemporary slant to Homer's epic tale of war and conflict.

The participants gave valuable insights into many of the objects and artworks in the exhibition, describing how some of the characters in the story would be feeling when faced with situations such as: grieving for a friend, leaving their families behind or returning home from war, drawn from their own personal experiences. In a very poignant audio recording in the exhibition, one veteran was moved by the episode of the death of Achilles' friend, Patroclus, to share his own feelings about the death beside him, of a friend on active service.

The powerful convergence of the archaeological, the historical and the contemporary is at the heart of the narrative of Waterloo Uncovered. Drawing on the experiences and the successes of the last year, we will continue to develop ways of telling our story with impact for an ever-wider set of audiences.



## 6. Waterloo Uncovered: Into the Future

2019 was perhaps our most exciting and successful year to date. We developed our programme of benefits for participants via the pilot VSMP Support programme, finding creative new ways to engage people over a longer period of time; we made some fantastic archaeological discoveries; and we achieved recognition and support for our work from a growing external audience.

As I write this, the world is confronted with unimagined uncertainty as a result of coronavirus. Naturally we, too, are having to adapt our plans to protect those that work with us and for us while, at the same time, preserving the momentum that we have achieved to date.

A crucial part of our work will be to continue to communicate with our audiences to show them the evidence of our work on the ground and to keep them abreast of new developments. Our planning and development of the new 12-month VSMP Support programme continues apace. We have recruited a new body of participants ready to join us on the next excavation. The work has already begun to ensure that these people are engaged with the programme and ready to participate when the time is right. At the same time, we are growing our communications effort to keep faith with past participants, to maintain the conversation with our supporters and to grow new audiences for our work.

We'll be releasing a lot of new content: films and features about the archaeology; new views on the history of the battle; and the personal perspectives of some of our VSMP participants. There'll be educational content too, including an archive of contemporary accounts of the battle and its aftermath, and news of WU developments.

And look out for Women of Waterloo: this board game is being developed to convey the experiences of women in a time of war. Usually overlooked in the histories, the truth is that women were there with the armies even, in some cases, on the battlefield during the fighting, and caring for the wounded in the aftermath. Their story is an important "untold history" of the battle which we're going to bring to life.

Please do follow our work via our website: <http://www.waterloouncovered.com/> where you can also sign up to our monthly newsletter. Or follow us on social media.

There are many exciting things in prospect. We've just announced that we'll be conducting the first geophysical survey of the entire battlefield, made possible through a partnership between WU and the Universities of

Bournemouth and Gent funding a PhD project over the next 3 years. This is going to have a huge impact on our archaeology since the survey, by identifying features and anomalies in the ground, will allow us to target our work selectively.

We have been given permission to return to Mont-Saint-Jean to continue our work of excavating the evidence of the Field Hospital. We're also planning more exploration at the Chateau of Fricherfont, as well as working with our archaeological partners in Belgium - L'Agence wallonne du Patrimoine (AWaP) - to access entirely new areas of the battlefield to prospect.

To achieve this work on the ground, we will be growing our international partnerships. The Veterans' Institute in the Netherlands has long been a supporter of our work; now they've signalled their intention to grow their participation. At the same time, we're looking forward to welcoming VSMP participants from Belgium, Germany, the USA and, it's hoped, from France. This reflects both the growing recognition for our work and the importance of the battle to world history.

Meanwhile, our work on Finds continues: there's important work to be done on battlefield ballistics, on items that can identify units (such as buttons) and on the human remains. We'll be making much more of our Finds collection available via the Waterloo Uncovered website. <http://www.waterloouncovered.com/discovery/>

We'll be publishing more of our work in academic journals and in mainstream magazines - we'll keep you in touch with these via our monthly newsletter. And watch out for articles and online webinars from some of our world-leading experts. Watch this space!

None of this would be possible without your continued interest and support. We are humbly grateful for the help of our friends, academics, volunteers, partners, supporters, sponsors, major donors and the participants themselves, to whom we are indebted. Without a wonderful group of people working together, this project would not be the success it is today. We trust that you'll continue to walk alongside us in the future!

From all of us, thank you.

**Mark Evans**  
CEO Waterloo Uncovered

## Contributors

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## Appendices

- Appendix A. The Welfare Team
- Appendix B. Analysis of Benefits
- Appendix C. Breakdown of Potential Wellbeing Goals
- Appendix D. The Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)
- Appendix E. 2019 Summary of Wellbeing Goals Chosen by Participants

## Glossary of acronyms

### DEFINITION

FMF	Frichermont Farm (farm on eastern side of the allied line initially held by the Dutch)
GPR	Ground Penetrating Radar (an archaeological tool used in for surveying sites prior to excavation)
HMF	Hougoumont (allied stronghold on the western side of the battlefield)
MSJ	Mont-Saint-Jean (allied field hospital to the rear of the battlefield)
O&O	Owned and Operated (used to refer to WU's own online marketing channels)
OTC	Officer Training Corps (students taking part in military training whilst at university)
RSPV	Returning Serving Personnel or Veteran (project participant who has served/is currently serving in the armed forces who has attended a previous WU Dig and come back in a specific role)
VSMP	Veteran and Serving Military Personnel (project participant who has served/is currently serving in the armed forces)
WEMWBS	Warwick-Edinburgh Mental Wellbeing Scale (used in the 9-month veteran support programme to quantify wellbeing results)
WU	Waterloo Uncovered

## Photo credits

Unless otherwise credited, the images in this report were created by the Waterloo Uncovered team comprising:

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## Appendix A – Wellbeing & Support Team

Waterloo Uncovered is extremely fortunate to have an expert Wellbeing and Support Team and we are grateful for their continued dedication.

### Helen Cullen

Helen is an RAF veteran and has been a member of the Wellbeing and Support Team since May 2019. She has an MSc in Military Veterans and Families Studies focussing on the impact and challenges of service life and transition on the individual and their family. Previously, Helen has worked at Walking With The Wounded as Operations Administration Manager, is a volunteer Welfare Representative for Blesma, the Limbless Veterans charity and has completed research with Northumbria University focussing on the quality of life of aged veterans with limb loss.

### Rod Eldridge

Rod trained as a Registered Mental Health and on qualifying in 1986 joined the Army Medical Services. During his service he further qualified as Registered Nurse General, Community Psychiatric Nurse, and Cognitive Behavioural Therapist, Eye Movement Desensitization Reprocessing Therapist. He is an active member of numerous working and advisory groups linked to the MOD, NHS and charity sectors to improve the care and support pathway for serving and ex-service personnel. He has co-written or contributed to a number of academic studies in relation to service or veteran mental health.

### David Poole

David has spent time serving in the regular army as a musician and psychiatric nurse and in the reserves as a nursing officer and arabic interpreter where he has seen active service in Iraq. Outside of the military his main civilian career has been as a senior manager within the NHS and since retiring now works part time as a “hands on” nurse. Having spent most of his adult life connected to the military, David has welcomed being involved in Waterloo Uncovered and playing a small role in supporting veterans of the armed services.

### Paul Rennie

Paul Rennie, 22 years commission service with 13 of those as a physiotherapy officer in the RAMC who specialised in Complex Trauma Rehabilitation: delivered treatment in RCDM Birmingham, Iraq, Afghanistan and Headley Court. Final tour in the service as the Clinical Operations Manager for the Defence Medical Rehabilitation Centre Headley Court.

### David Ulke

David Ulke is a member of the wellbeing support team for Waterloo Uncovered. He is a retired RAF Nursing Officer with an extensive mental health background. He is a recent archaeology graduate (University of Leicester 2018) whose prize-winning research project looked at the impact of participating in archaeology on veterans’ mental wellbeing. His general interests lean towards conflict archaeology and the recording and preservation of military cultural heritage.

The team also included **Lisa Dunthorne**, **Dee Renwick** and **Heledd Davies** who provided key expertise in specific areas, ranging from occupational health to mental wellbeing.

The WU team contributed a chapter to a recently-published book which highlights the positive impact conflict archaeology can have on recovery: *Historic Landscapes and Mental Well-being*, 2019, Archaeopress Publishing Ltd; Chapter 20 (p.253) *Waterloo Uncovered: From discoveries in conflict archaeology to military veteran collaboration and recovery on one of the world’s most famous battlefields*. Mark Evans, Stuart Eve, Vicki Haverkate-Emmerson, Tony Pollard, Eleonora Steinberg, and David Ulke. An overview of the book can be found here: ISBN 978-1-78969-268-6 / ISBN 978-1-78969-269-3 (e-Pdf).

## **Appendix B – Analysis of Benefits**

### **WATERLOO UNCOVERED**

#### **VETERAN & SERVING MILITARY PERSONNEL SUPPORT PROGRAMME 2019 ANALYSIS OF BENEFITS**

In order to evaluate the range and nature of the potential benefits afforded to Veteran and Serving Military Personnel (VSMP) participants, a set of categorizations have been developed and applied to different activities encompassed by the project. They cover five defined areas:

#### **Recovery –**

return to a desirable state of health, mind, or strength.

#### **Wellbeing –**

being comfortable, healthy, or happy.

#### **Transition –**

the passage from military to civilian life.

#### **Education –**

learning new things (formally and informally).

#### **Employment (or its equivalent)–**

developing real prospects and skills as well as valuable new insights.

The activity of participants has been broken down into a series of “tasks,” with an explanation of their significance and an initial identification of the potentially beneficial outcomes, linked to the categories listed above. This information can be found in the table below:



	TASK	ACTIVITY	POTENTIAL BENEFITS FOR THE PARTICIPANT
1.	Completing application and interview process	Requires an individual to: <ul style="list-style-type: none"> <li>• Acquire basic information about the project</li> <li>• Engage with a process and make decisions</li> <li>• Complete paperwork and take part in Skype interviews</li> </ul>	<ul style="list-style-type: none"> <li>• Developing and put into effect communication, negotiation, problem solving, planning and organisational skills.</li> <li>• Working independently, and within time limits.</li> </ul>
2.	Goal setting	In identifying the wish to participate, individuals will need to consider and realise their own targets and goals for attending.  <i>An important opportunity for the individual to take responsibility and control of their own wellbeing. Participants are encouraged to move from dependence on external agencies towards a greater sense of independence and interdependence</i>	<ul style="list-style-type: none"> <li>• Setting some rehabilitation goals.</li> <li>• Engaging with the rehabilitation process.</li> <li>• Identifying their own needs.</li> <li>• Reflecting on any difficulties and limitations.</li> <li>• Identifying strategies for practice or engagement.</li> <li>• Learning to ask for advice or help from others with similar lived experience.</li> <li>• Promoting a sense of shared experience to overcome mental or physical isolation.</li> </ul>
3.	Fundraising	Participants will be asked to take part in fundraising activity in the build-up to the excavation. The process is supported by WU staff, and targets are very achievable.	<ul style="list-style-type: none"> <li>• Contributing effort to support a project and process. Moving beyond the passive or dependency role, leading to improved self- efficacy and esteem.</li> <li>• Taking on responsibility.</li> <li>• Making a plan and setting financial targets.</li> <li>• Engaging with family and friends positively, and maybe the wider public, about a new activity and past military experience.</li> </ul>
4.	Travel	The individual will have to travel by a number of different means (road, rail and sea).	<ul style="list-style-type: none"> <li>• Planning and timekeeping to work to set timings.</li> <li>• Organising a travel plan: packing-list, timings, food.</li> <li>• Travelling successfully and independently to point of rendezvous with group.</li> <li>• Practicing travelling as part of a group -which may previously be a point of anxiety.</li> <li>• Having sometimes to consider others' needs before your own.</li> </ul>
5.	Mobility	The environment is suitable for participants who are independently mobile in a wheelchair or who make use of other mobility aids. There is full mobility access at the hotel. Nevertheless, the project sets some important challenges for individuals with injuries or disabilities to overcome.	<ul style="list-style-type: none"> <li>• Practicing mobility in a non-familiar environment, including various means of travel.</li> <li>• Practicing mobility in a new working environment which requires problem solving by the individual to overcome any difficulties.</li> </ul>

	TASK	ACTIVITY	POTENTIAL BENEFITS FOR THE PARTICIPANT
5.	Mobility	The environment is suitable for participants who are independently mobile in a wheelchair or who make use of other mobility aids. There is full mobility access at the hotel.	<ul style="list-style-type: none"> <li>• Practicing mobility in a non-familiar environment, including various means of travel.</li> <li>• Practicing mobility in a new working environment which requires problem solving.</li> </ul>
6.	Physical challenge	The work, and exposure to a new routine, might provide a more challenging physical environment than participants are used to.	<ul style="list-style-type: none"> <li>• Experiencing an increase in physical activity on a regular basis.</li> <li>• Practicing managing one's own symptoms as required in an unfamiliar environment.</li> <li>• Practicing planning and following an appropriate work flow suitable to one's current capabilities.</li> <li>• Experiencing the challenge of adjusting to a new work capacity as part of a team.</li> <li>• Achieving any pre-set targets participants might have agreed as part of a GROW programme.</li> </ul>
7.	Personal administration and care	Participants engage in daily living away from home or care environment. Where needed a care/support worker is able to travel with the participant.	<ul style="list-style-type: none"> <li>• Practicing being away from their normal "safe" environment.</li> <li>• Administering their personal Activities of Daily Living (ADLs) e.g.: setting alarm, getting washed, getting dressed appropriately.</li> <li>• Packing own day sack with appropriate items for their day.</li> </ul>
8.	Sharing a meal	<p>The set-up of the hotel and the working on-site environment promotes communal eating at set mealtimes.</p> <p>NB Individual dietary needs can be met, and individual eating can be arranged if required.</p>	<ul style="list-style-type: none"> <li>• Keeping to timings.</li> <li>• Developing and practicing tolerance of a group.</li> <li>• Fostering identity, belonging and promoting communication/socialisation.</li> <li>• Taking responsibility for one's own diet.</li> </ul>
9.	Maintaining wellbeing	No clinical input is provided on the trip, but there is pastoral wellbeing support. There is a robust medical plan (including dental) for any issues. This may include repatriation if required. There is no formal counselling but there are experienced mental health professionals and welfare workers who are able to support and guide to assured support services if required.	<ul style="list-style-type: none"> <li>• Recognising where participation might evoke difficult issues and taking responsibility to seek support.</li> <li>• Operating in a supported but non-clinical environment. VSMP can practice/challenge their own coping strategies as they transition from rehabilitation environments.</li> <li>• Supporting transition from reliance on the medical model to that of self-care and independence for a life beyond the limits of their illness or disability.</li> </ul>



	TASK	ACTIVITY	POTENTIAL BENEFITS FOR THE PARTICIPANT
10.	Mindfulness support	Participants are working in a supportive, holistic and empathic environment. Although a structure is essential, all are aware of individual needs and the importance of allowing people to operate at a different pace as able. Pacing- both mental and physical - is facilitated. There is ample free time and personal space for such things as reflection and relaxation. The value of such is key to the rehabilitative process. A meditation course is run on site.	<ul style="list-style-type: none"> <li>• Inhabiting a safe environment to attempt new, or develop existing, mindfulness activities, break habits and patterns, and find ways of moving on.</li> </ul>
11.	Operating within a planned working day	Participants work responsibly and safely within a large, highly coordinated group of people with assigned tasks and duties.	<ul style="list-style-type: none"> <li>• Working to timings.</li> <li>• Being aware of personal impact on a larger group.</li> <li>• Ensuring personal organisation, equipment, clothing and other specific needs.</li> <li>• Building confidence in carrying out successfully tasks assigned.</li> <li>• Learning new skills.</li> <li>• Practicing personal physical and mental pacing.</li> </ul>
12.	Renegotiating a familiar environment	<p>The WU charity and excavations have been set up by serving and ex-military personnel.</p> <p>Whereas the overall composition and culture is multi-disciplinary, some of the language, planning, conduct, execution, administrative paperwork and structure of the trip will be familiar to anyone who has, or is still, serving. The overall structure is however far more flexible and less rigid, with the focus on the individual and their own engagement on a personal level. It should also be noted that whilst previous rank and experience are acknowledged and respected, they do not influence the assigned roles within the team structure.</p>	<ul style="list-style-type: none"> <li>• Feeling safe and reassured.</li> <li>• Gaining sense of validation of military career/experience.</li> </ul>
13.	Work experience	Participants work closely alongside professional practitioners from a range of disciplines including archaeology, academia, photography, media, teaching, welfare.	<ul style="list-style-type: none"> <li>• Benefiting from encouragement, advice and direction.</li> <li>• Acquiring practical skills.</li> </ul>

	TASK	ACTIVITY	POTENTIAL BENEFITS FOR THE PARTICIPANT
14.	Working within a larger group	From the start, the individual will work, travel and socialise as part of a larger group including colleagues from other nationalities and other disciplines (see below).	<ul style="list-style-type: none"> <li>• Working together to group timings.</li> <li>• Fostering a sense of belonging and identifying with the wider group</li> <li>• Learning to support others in need (a powerful way of de-centralising your own worries but recognising others- an important step towards wellbeing).</li> <li>• Practicing tolerance and interpersonal skills.</li> <li>• Managing unhelpful thoughts and emotions.</li> <li>• Developing skills in conflict resolution or problem solving.</li> <li>• Using reflection and evaluation to recognise success or try other strategies.</li> <li>• Gaining confidence from the contribution the individual can make to the group.</li> </ul>
15.	Working within a mixed environment	The WU team is a deliberate mix of VSMP, archaeologists, students, staff and volunteers (some of whom have a military background). While some elements of the trip are familiar to VSMP, the overall feel of the trip is "civilian."	<ul style="list-style-type: none"> <li>• Being exposed to a diverse, non-military environment and culture. This can be good practice for transition.</li> <li>• Experiencing working alongside other nationalities and a more balanced mix of gender.</li> <li>• Seeing and learning from other approaches to problem-solving.</li> <li>• Working with students and academics may give an insight into Education, and motivate to take interest further.</li> <li>• Enjoying opportunities for encouragement, inspiration, advice and direction.</li> </ul>
16.	Socialising	During and outside of the working day, there is the opportunity for groups to socialise within the hotel's amenities and local area. There are lectures and other activities on a voluntary basis.	<ul style="list-style-type: none"> <li>• Improving communications skills.</li> <li>• Challenging anxiety with social settings.</li> <li>• Improving interpersonal and negotiation skills.</li> <li>• Exposure to different culture and environment.</li> <li>• Opportunity to learn new skills in informal setting.</li> <li>• Chance to forge new support networks from peers.</li> </ul>
17.	Making presentations	Evening activities at the hotel include presentations from guest speakers, and sometimes from the participants themselves. Should a participant want to talk to the team, to promote an activity or charity they are involved in, or to build their own skills and confidence, it can be arranged. On site, participants are encouraged to help explain their work to visitors, from VIP's to the general public, and whilst the archaeologists will always take the lead as required, this is a great way for everyone to have their thoughts and knowledge heard.	<ul style="list-style-type: none"> <li>• Organising and delivering a presentation.</li> <li>• Sharing experiences and information with others.</li> <li>• Public speaking and confidence-building.</li> <li>• Reinforcing learning.</li> </ul>



	TASK	ACTIVITY	POTENTIAL BENEFITS FOR THE PARTICIPANT
18.	Being part of, and contributing to, an academic project	The archaeological project run by WU is internationally renowned and run by leaders in the field. VSMP participants not only provide a necessary and valuable source of archaeological practical effort, they also bring unique and beneficial insight into the interpretation of battlefield finds, often drawing on their real military and battlefield experiences.	<ul style="list-style-type: none"> <li>• Building a feeling of purpose and pride.</li> <li>• Validation of military career.</li> <li>• Motivation to take part in other.</li> </ul>
19.	Developing an understanding of history	Many participants come to the project with an interest in military history. Others gain new insights into the experience of soldiers in a different era. There are many opportunities to learn from experts and enthusiasts alike.	<ul style="list-style-type: none"> <li>• Beginning or developing an interest that might promote further enquiry and learning.</li> <li>• Opportunity to reflect on their own experiences in a wider historical context, sometimes enabling them to confront difficult or painful experiences in their own lives.</li> </ul>
20.	Engaging with Education - entry level	WU provides VSMP with the opportunity to acquire real skills, experience and qualifications in the practice of Archaeology. Participants can work to achieve a British Archaeological Jobs and Resources (BAJR) skills passport - an industry-recognised way to record archaeological skills practiced on the excavation.	<ul style="list-style-type: none"> <li>• Learning new skills and gaining new qualifications.</li> <li>• Feeling a sense of achievement.</li> </ul>
21.	Engaging with Education - higher level	Participants have the opportunity to enrol on a University-level short study course in Archaeology. The summer excavation is accredited by Utrecht University, and participations can earn transferable academic credits (ECTS: European Credit Transfer and Accumulation System). WU has a relationship with Winchester University Archaeology department that can, and has, led to placements – not dependent on academic experience.	<ul style="list-style-type: none"> <li>• Gaining 1 ECTS credit. Possible assisted place on Winchester University BA Archaeology Course.</li> <li>• Receiving advice and support from project academics on the best way to proceed.</li> <li>• Realising the potential to commence, continue with, or resume education after engaging.</li> </ul>
22.	Exposure to the arts	WU runs arts activities on site, supported by, and in support of, the archaeology. These include: introductions to battlefield art and poetry, photography, and creative writing. All participants are invited to take part.	<ul style="list-style-type: none"> <li>• Engaging in a new activity (that might not have been considered before) with a chance of developing a new interest, skill or hobby.</li> <li>• Opportunity to engage with the military and war experience (including their own) from a different perspective and with appropriate support.</li> <li>• Taking part in an alternative to archaeology.</li> </ul>

## **Appendix C – Wellbeing Goals**

Wellbeing Goals:

WU Veteran and Serving Military Personnel  
Support Programme 2019

Participant Name:

Wellbeing Support Staff:

Please take a look at the following goals, discuss them with your support and wellbeing contact and select at least 1 and no more than 3 – please use ticks next to the columns to identify selected goals.

“By taking part in Waterloo Uncovered 2019  
my goal(s) would be to....”



Recovery	Wellbeing	Transition	Education	Employment/ Vocation
Travel as independently as possible, addressing any challenges this may bring (physical/psychological)	Gain enough confidence to be able to share meal times, and/or social activities with the group	Work within a structured environment to re-familiarise myself with a daily routine, time-keeping, and a sense of duty/commitment to engage and complete specified tasks	Increase my knowledge of the history of the Battle of Waterloo, drawing on my own military experience to explore the similarities/differences	Gain experience and an insight into future career opportunities such as archaeology/academia/heritage/photography/communications & media/teaching/further education/creative writing/battlefield art
Spend time in an unfamiliar environment whilst engaging in normal daily routines (with the support of a carer where relevant) such as being ready on time, maintaining personal hygiene, preparing for the day ahead	Use the experience to help improve my wellbeing/independence/positivity by engaging with others, building positive relationships	Engage with a variety of military (serving and veterans) and non-military people (archaeologists, students, staff, volunteers) to help with the integration into civilian life	Experience a new activity that may help me participate in a new interest/hobby/skill	Improve communication skills and build my confidence by engaging in activities (including evening presentations, engaging with guest speakers etc.)
Improve my confidence by engaging in group activities, tasks and/or social events	Reduce my feelings of social isolation & loneliness by developing new friendships (short/long term) and gain enough confidence to try new experiences after Waterloo Uncovered	Build my confidence and practice being self-sufficient within a safe environment – accessing support if needed	Use the experience to improve my education/skills by obtaining 1 ECTS credit/BAJR Skills Passport, to use in a future career	Look at where my military experience and skills can be applied in a civilian career
Challenge myself physically by engaging in activities, recognising my capabilities and limitations and adapting to become an active member of the team	Improve my social engagement	Develop social skills in a non-military environment and help raise awareness of the multi-cultural, diverse world outside of the military, building on respect and tolerance skills	Demonstrate some continued learning to a potential employer	
Recognise my own needs and look at ways to address any barriers I may have by engaging with the support of those around me to help with my recovery journey	Look at ways to improve my wellbeing by engaging with/listening to fellow participants, students, support & wellbeing staff	Learn from other people's experiences of transition to help break down any misconceptions and/or anxieties I may be feeling		
	Reduce my anxiety levels			

An alternative goal(s) would be:

Wellbeing Support Summary:

## Appendix D

### The Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)

Below are some statements about feelings and thoughts. Please tick the box that best describes your experience of each over the last 2 weeks

STATEMENTS	None of the time	Rarely	Some of the time	Often	All of the time
I've been feeling optimistic about the future	1	2	3	4	5
I've been feeling useful	1	2	3	4	5
I've been feeling relaxed	1	2	3	4	5
I've been feeling interested in other people	1	2	3	4	5
I've had energy to spare	1	2	3	4	5
I've been dealing with problems well	1	2	3	4	5
I've been thinking clearly	1	2	3	4	5
I've been feeling good about myself	1	2	3	4	5
I've been feeling close to other people	1	2	3	4	5
I've been feeling confident	1	2	3	4	5
I've been able to make up my own mind about things	1	2	3	4	5
I've been feeling loved	1	2	3	4	5
I've been interested in new things	1	2	3	4	5
I've been feeling cheerful	1	2	3	4	5

Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS)  
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## Appendix E: Wellbeing & Support Programme

### 2019 Summary of Goals chosen by Participants

Pillars/Goals	Total number of participants selecting this goal
<b>Recovery</b>	
Travel as independently as possible, addressing any challenges this may bring (physical/psychological)	1
Spend time in an unfamiliar environment whilst engaging in normal daily routines (with the support of a carer where relevant) such as being ready on time, maintaining personal hygiene, preparing for the day ahead	1
Improve my confidence by engaging in group activities, tasks and/or social events	2
Challenge myself physically by engaging in activities, recognising my capabilities and limitations and adapting to become an active member of the team	2
Recognise my own needs and look at ways to address any barriers I may have by engaging with the support of those around me to help with my recovery journey	0
<b>Wellbeing</b>	
Gain enough confidence to be able to share meal times, and/or social activities with the group	0
Use the experience to help improve my wellbeing/independence/positivity by engaging with others, building positive relationships	5
Reduce my feelings of social isolation & loneliness by developing new friendships (short/longterm) and gain enough confidence to try new experiences after Waterloo Uncovered	2
Improve my Social engagement	2
Look at ways to improve my wellbeing by engaging with/listening to fellow participants, students, support & wellbeing staff	2
Reduce my anxiety levels	2



<b>Transition</b>	
Work within a structured environment to re-familiarise myself with a daily routine, time-keeping, and a sense of duty/commitment to engage with and complete specified tasks	1
Engage with a variety of military (serving and veterans) and non-military people (archaeologists, students, staff, volunteers) to help with the integration into civilian life	1
Build my confidence and practice being self-sufficient within a safe environment – accessing support if needed	1
Develop social skills in a non-military environment and help raise awareness of the multi-cultural, diverse world outside of the military, building on respect and tolerance skills	1
Learn from other people's experiences of transition to help break down any misconceptions and/or anxieties I may be feeling	1
<b>Education</b>	
Increase my knowledge of the history of the Battle of Waterloo, drawing on my own military experience to explore the similarities/differences	7
Experience a new activity that may help me participate in a new interest/hobby/skill	7
Use the experience to improve my education/skills by obtaining 1 ECTS credit/BAJR Skills Passport, to use in a future career or vocation	4
Demonstrate some continued learning to a potential employer	0
<b>Employment/Vocation</b>	
Gain experience and an insight into future career opportunities such as archaeology/academia/ heritage/photography/communications & media/ teaching/further education/creative writing/battlefield art	8
Improve communication skills and build my confidence by engaging in activities (including evening presentations, engaging with guest speakers, etc.)	3
Look at where my military experience and skills can be applied in a civilian career	1
<b>Total number of Goals selected</b>	<b>54</b>

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THANK YOU

Considerable thanks goes to those who supported us in 2019.

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# **WATERLOO UNCOVERED**





## **THEIR MOST IMPORTANT FIGHT ISN'T IN THE MILITARY, IT'S FINDING PEACE AFTERWARDS.**

Waterloo Uncovered takes service personnel and veterans on archaeological digs at the site of the Battle of Waterloo.

The camaraderie and sense of achievement from unearthing stories from one of the greatest battles in history, help set veterans on a path to find peace from the trauma of war.

Their success is because of the generosity of people like you – our supporters.

Thank you.

Two handwritten signatures in black ink. The first signature is 'Mark' and the second is 'Charlie'.

Mark & Charlie, founders

Help us complete the funding for our next trip – whether you are an individual, a charity, a trust, or a foundation:  
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