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| <b>Meeting</b> | Board Meeting   |
| <b>Date</b>    | Thursday, 16 February 2023  |
| <b>Time</b>    | 10:30 – 13:30   |
| <b>Venue</b>   | Blended/Board Room, BHS HQ, Abbey Park, Stareton, Kenilworth, Warwickshire, CV8 2XZ |

**Agenda Item & Discussion**

**Minutes of the Board Meeting held on Thursday, 7 December 2022**

The minutes of the meeting held on 8 December 2022 were agreed to be a true reflection by the Trustees.

The Chair provided an update on the Accredited Professional Coach and Education Development Advisory Group (APCED), formally named the Qualification & Training Committee. A new Committee Chair has been appointed and ratified by the Board of Trustees; Richard Davison FBHS (RD). RD is an Olympian, world class dressage producer and rider, and a Fellow of the BHS. JH explained that RD is a strong advocate for the BHS as well as being on several different Boards, including The International Federation for Equestrian Sport (FEI), and World Horse Welfare.

**Matters Arising from the Board meeting held on 7 December 2022**

There were not any matters arising for discussion.

**Abridged Minutes of the Board Meeting held on 7 December 2022**

The abridged minutes of the meeting held on 7 December 2022 were approved for publication on the BHS website.

**Conflicts of Interest**

CS advised that she had accepted a Non-Exec Directorship at Natural England which would come into effect from 1 March 2023.

TM advised that he has joined an Associate Group called GVS-EQ to service international equestrian activities.

**Equality, Diversity & Inclusion (EDI) - summary and presentation of key points from "Who We Are"**

The 'Who We Are' survey was distributed to c.118,000 individuals from across the BHS One Team, and 3,428 responses were received. Analysis from the responses showed that 92% of respondents were female, 75% were aged between 45-74, 29% were retired, 22% were self-employed, 11% had a disability and 2% of those respondents preferred not to say what their disability was. Over 80% of respondents were from England, and 87% were owners or loaners of equines.

Respondents provided examples of discrimination based on race and ethnicity, gender and sexuality, physical and mental ability, age perceived status and financial means. In recommendations on what equestrian organisations could be doing better, a holistic approach is taken that seeks to address the overarching and interconnected themes: **Public perception and support, Accessibility, Communication, Education, training, and guidance.**

**EDI Activity and Advisory Group update**

The Director of Marketing and Communications and Director of Technology attended the EDI Advisory Group meeting that took place in January 2023. The Development Director and Project & Programme Director will attend the next meeting. The purpose for this SMT attendance is for the Directors to outline their plans for future and existing projects and programmes of work.

There were seven EDI Advisory Group members in attendance, with apologies received from four members of the Group. The group took a deep dive into the 'Who We Are' survey, with questions around the sample including questions pertaining to demographic, and comments on feedback. Some group members were not surprised by the comments from respondents, and some said that they could resonate with some of the comments in relation to racism, sexism, homophobia, and socio-economic backgrounds. The next steps were agreed on how to use the information and move forward.

The group provided feedback on the Marketing & Communications presentation, and there were some challenges in terms of BHS publications and the future strategy.

The group provided positive feedback on the new BHS website, including accessibility from mobile devices and improved diversity in images.

#### **What Diversity and Inclusivity looks like in Equestrianism in the future for the BHS**

The Trustees had an open discussion on 'What Diversity and Inclusivity looks like in Equestrianism in the future for the BHS'. The Chair thanked the Trustees for speaking openly on their thoughts during the discussion and summarised from the points made by the Trustees that the Board should have oversight and input to the overall, bigger picture, but be aware that there is a huge amount of work being undertaken operationally to move the EDI strategy forward.

#### **CEO Report**

The Chief Executive reported that the Home Team have had a very busy start to the year across all areas of the Society. The Changing Lives Through Horses programme is growing in success with 71 trained centres and 443 active participants. The total number of young people supported by the programme to date is 1,723, compared to 1,040 in February 2022.

The BHS Career Transition Fund has seen continuing success since its launch in March 2022, and the Education Team are actively increasing engagement with land-based colleges to support students with their assessment fees.

Membership acquisition remains positive year-on-year, despite the cost-of-living crisis. The total BHS membership number at the end of January 2023 was 119,090, a growth of 325 in-month – a much larger increase than in January 2022.

#### **Health & Safety**

Nine recommendations from the Volunteer Health and Safety audit were rolled forward on the report distributed in advance of the meeting. All of which rely upon BHSWise training for volunteers, and the limiting factor impacting this is the roll out of BHS email accounts which allow volunteers to access BHSWise.

#### **Post Meeting Note: The roll-out of volunteer email addresses is now complete.**

Works to replace the existing lighting with LED lighting at BHS HQ are underway with a government grant for c.50% of the cost received.

#### **Safeguarding & EDI**

An updated safeguarding course has been rolled-out as the Safeguarding Officer requirements have changed. BHS Approved Centre and British Riding Club Safeguarding Officers have been funded via the Ride By Your Side designated fund to undertake the updated course, and uptake has been very good.

An Adult Safeguarding policy has been created and implemented.

#### **Information Security**

The Head of Operations has undertaken training and qualified as a Certified Data Protection Officer.

A Data Working Group has been established to have oversight of data and data cleansing.

#### **Report from the Finance Committee meeting that took place on 4 February 2023**

The minutes of the meeting were distributed in advance and the Chair advised that there were not any matters arising to report to the Board.

The Finance Director reported that the Society's investment values had increased in 2023, which had effectively reversed the downturn in investment values seen in 2022.

## **Abridged Minutes – BHS Board of Trustees**

### **Thursday, 16 February 2023**

#### **Any Other Business**

##### Trustee Presence at Events and Members' Meetings

The Chair asked the Trustees to consider opportunities for a broader piece of work to address how to engage with members or how to organise a member gathering, to be discussed at a later meeting.

##### Nomination Committee

Nominations for the Trustee Elections will open on 23 February 2023 and close on 23 March 2023. There are three specialist vacancies: Volunteering, Safety, and Business with Digital and Project Management Knowledge. The interview process will take place mid-April, and if there are any appeals, the Trustees will hear them at the Board meeting on 27 April. Mi-Voice, an electoral services company are again undertaking the election process on behalf of the BHS this year.