



# Independent Board Director Recruitment

---

Candidate pack



# Background

British Equestrian is the National Governing Body for horse sports in the UK. It is an umbrella organisation that represents the interests of 3 million people involved with horses in Great Britain, via 18 independent member bodies.

British Equestrian is responsible for distributing government funding to the equestrian sports. Funding from UK Sport and Sport England supports British Equestrian's work, from developing elite riders aiming to win medals for Great Britain to encouraging complete beginners from a range of backgrounds to get involved. Funding support is also provided by Sport Scotland for horsescotland, aligned to British Equestrian.

British Equestrian continues to drive participation in equestrian sport as a result of the Olympic and Paralympic legacy, aiming to encourage more people to take up horse riding, driving, vaulting and volunteering. By connecting people to riding centres, schools, clubs and equestrian sporting organisations, British Equestrian is helping more people to discover horses, get fit and improve their wellbeing.

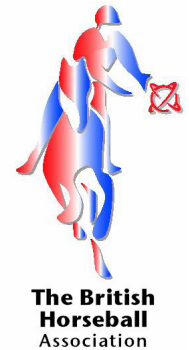
British athletes have achieved multi-medal winning success at recent Olympic and Paralympic Games across showjumping, eventing, dressage and para dressage. Equestrian sport is a major contributor to the success of UK Sport, with many world-class athletes successfully coming through British Equestrian's highly regarded Equestrian World Class Programme.



## Founding members



## Members



## Associate members



# Our purpose and vision

## Purpose

To enrich the lives of horses and people together



## Vision

Together we will be the voice of, and provide leadership for, all who are inspired by and engaged with horses.

# Our values

## Excellence

- We recognise achievement at all levels.
- We comply with standards and promote best practice in everything we do.

## Communication

- We communicate effectively and in a timely manner.
- We share appropriate information in the spirit of trust, cooperation and collaboration.

## Fairness and transparency

- We promote a culture of openness and transparency.
- We embrace equality, diversity and opportunity for all.
- Our decisions will be evidence-based, robust in their reasoning, fair and balanced.

## Integrity

- We conduct ourselves in a manner that demonstrates the highest moral and ethical standards.

## Respect

- We respect the horse – its welfare is fundamental to all that we do.
- We equally respect the welfare and wellbeing of all with whom we engage.



# The Board

The Board is responsible for managing the business of British Equestrian, working collaboratively with the British Equestrian Council. It focuses primarily on strategy, governance, finance and the oversight of the executive team.

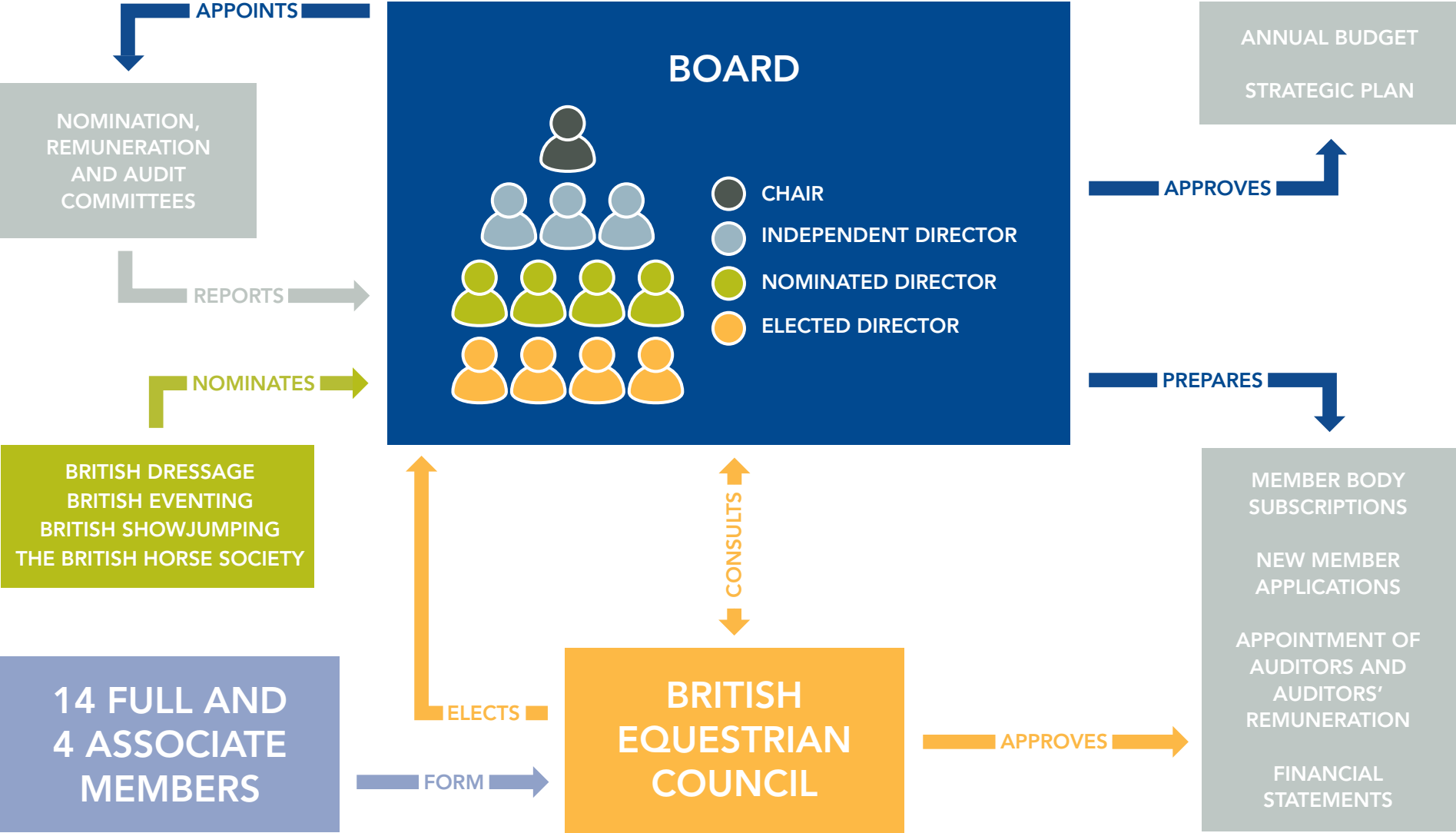
The Board comprises 12 non-executive directors:

- the Chair
- three independent directors
- four nominated by specified member bodies
- four elected via the British Equestrian Council

The current Board has a diverse range of skills, experience and professional acumen both from equestrian sport, equestrian business and from industry.



# Governance structure



# World Class Programme

British Equestrian's World Class Programme focuses on three key areas for athletes and horses:

- identifying talent
- developing potential
- maximising medal-winning performances on the world stage

## Our vision

To be the leading Olympic and Paralympic nation, succeeding through a value-driven programme that's founded on equality, diversity and an ethical culture.

## Our mission

To enable our athletes to fulfil their potential in Paris 2024 by providing an inclusive and supportive performance programme that enables staff to provide optimal support and establishes a solidly founded cultural legacy for the future.

## Our approach

To strive for excellence in everything we do, from meeting challenging performance targets on the field of play to conduct ourselves to the highest professional standards on and off it, providing inspiring role models for future generations.

The Podium and Podium Potential levels of the World Class Programme are funded by UK Sport, through Exchequer and National Lottery support.





# Growing the sport

Sport England funding awarded to British Equestrian for 2017–2022 will deliver a focus on equestrian’s core market, to keep current participants active in the sport and extend the equestrian offering to the youth market.

A total of 15 participation projects to core market will be delivered by 10 British Equestrian member bodies.

The projects can be summarised into six key themes:

RIDING FOR SCHOOLS

ACCESS FOR ALL

ROUTES IDENTIFICATION

COACHES FOR  
CONFIDENCE

INCREASING  
CUSTOMER VALUES

VOLUNTEERING FOR  
DEVELOPMENT



A significant proportion of riders and horse owners are from lower socio-economic grades



5% of coaches have a disability



No requirement for gender declaration and open to transgender athletes



18,000 RDA volunteers: 76% over 50, 92% female, 24% disabled



86% of regular (weekly) participants are female



Over 25,000 disabled riders a week



65+ represents the fastest growing participant age group



We reach participants that other sports don't

# The role of Non-Executive Director

- To promote the highest standards of corporate and sport governance at British Equestrian Board level and throughout British Equestrian
- To make an effective contribution to the role of the Board in accordance with their legal and regulatory duties as a director
- To act as a representative and strong advocate of the work of British Equestrian and its member bodies
- To promote a culture of openness, transparency and respect throughout British Equestrian and its member bodies
- To ensure that British Equestrian acts responsibly, having due regard to its reputation and that, as a national governing body (as defined by UK Sport and the national Sport Councils), the national federation for FEI purposes and as a representative of its members interests it does the right thing in the right way for its members and wider stakeholders, including participants, athletes, owners, employees, volunteers, coaches and customers.
- To ensure that British Equestrian achieves its purposes in accordance with the objects set out in its Articles of Association and holds itself accountable to all its major stakeholders



# Responsibilities of Non-Executive Director

1. To adopt an open and constructive approach to all Board proceedings contributing proactively to Board debate and promoting the active contribution of others.
2. To diligently review and consider all information provided to the Board and to seek further information if required to properly inform Board debate.
3. To develop proposals on strategy, to consult with the British Equestrian Council on such proposals in its advisory capacity and to determine the strategy and strategic objectives.
4. To scrutinise executive action in meeting agreed strategic goals and objectives and to constructively challenge executive action
5. To ensure that the members of British Equestrian are kept informed, attending committee and Council meetings, and liaising as appropriate
6. To satisfy themselves on the integrity of financial information and that financial controls and risk management are robust and defensible
7. To determine remuneration strategies for the executive team
8. To undertake a tailored induction programme and to regularly update and refresh their skills, knowledge and familiarity with British Equestrian. To participate in and respond to the Board's annual evaluation of its effectiveness
9. To ensure that they contribute effectively in those areas in which the Non-Executive Director has particular knowledge, skill and experience.



# Person specification

## Skills

- Understanding of, and commitment to, the legal and regulatory duties of a director
- Understanding of, and commitment to, the highest standards of corporate and sport governance
- Capacity to take accountability for delivery of agreed policy and targets
- Knowledge of and commitment to the purposes of British Equestrian
- Highly effective influencing and communication skills with the credibility to build trust and nurture strong relationships with key internal and external stakeholders at all levels
- Proven ability to promote a culture of integrity, openness and debate
- Recognise and value the contribution of others
- Ability to scrutinise and constructively challenge executive action
- Commitment to being an advocate for the goals and outcomes associated with equality, inclusion and cohesion
- A personable approach to working with individuals
- Ability to develop new partnerships and manage expectations of stakeholders
- Tact and diplomacy, with the ability to listen and engage effectively
- Ability to work effectively as part of a team, making a tangible contribution to meetings, listening sensitively, considering other points of view and collectively identifying optimum solutions.
- Commitment to training and personal development.



# Person specification

## Experience

Candidates could come from a wide variety of backgrounds, with the relevant skills to enhance the Board's ability to deliver its vision and support the sustainability of British Equestrian. We are specifically looking for individuals with expertise in one or more of the following areas:

- HR
- Finance
- Marketing and/or communications
- Athlete welfare and/or mental health issues

Based on their skill set, candidates may be asked to chair a sub-group of the Board.



Additionally, candidates should have the following:

- Proven experience of stakeholder engagement strategies and the ability to influence senior stakeholders
- Effective influencing and negotiation skills, with the credibility to build trust and nurture strong relationships with key internal and external stakeholders at all levels
- Experience of operating within a board or committee structure
- Experience of operating at a strategic level and of overseeing the delivery of strategic objectives
- Experience of sports governance, working with or as part of a board of a federative structure (desirable)

# Terms of appointment

Independent Directors are expected to commit a minimum of two to three days per month on British Equestrian business after the induction phase. This is based on preparation for and attendance at:

- Scheduled Board meetings and Board committee days
- The annual Board strategy away-day(s) if required
- Council meetings
- Meetings of the non-executive directors
- Meetings with members
- Updating meetings/training
- Meetings as part of the Board evaluation process

All directors are expected to meet the highest standards of integrity and to adhere to the Seven Principles of Public Life (the Nolan Principles).

The role is voluntary, with reasonable expenses being reimbursed. The appointment will be for an initial term of four years.



## How to apply

If you would like to join the Board and feel you have the relevant skills and experience, please send a comprehensive CV with a covering letter to [lucy.jones@bef.co.uk](mailto:lucy.jones@bef.co.uk) by 4pm on 12 March.

If candidates would like to discuss the role prior to making an application, please contact Lynne Bailey, Head of Integrity, by emailing [lynne.bailey@bef.co.uk](mailto:lynne.bailey@bef.co.uk)



Abbey Park  
Stareton  
Kenilworth  
Warwickshire  
CV8 2RH

T 02476 698871  
F 02476 696484  
E [info@bef.co.uk](mailto:info@bef.co.uk)  
[www.britishequestrian.org.uk](http://www.britishequestrian.org.uk)

All images copyright to British Equestrian and Jon Stroud Media.  
All rights reserved. No unauthorised reproduction permitted.