

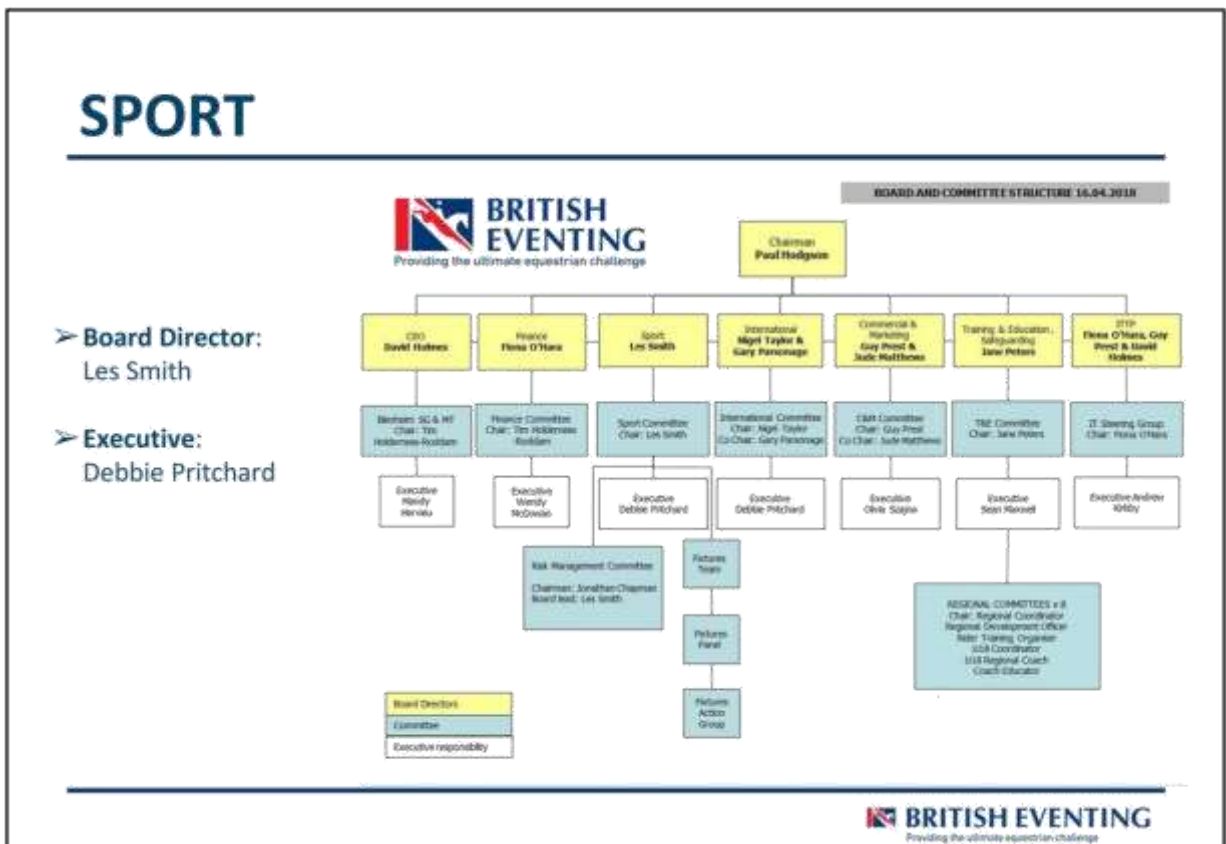


**ANNUAL GENERAL MEETING
4 NOVEMBER 2018**

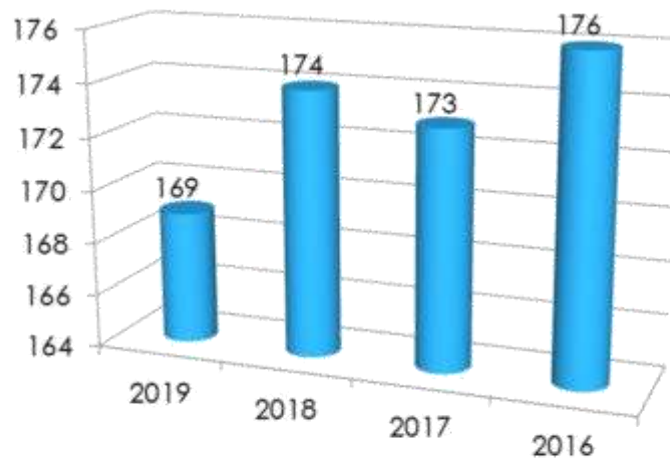
Guy then introduced Les Smith and Debbie Pritchard.

Les Smith introduced himself saying he was elected onto the Board 2 years ago. He is the Chairman of the Sport Committee which meets 6 times a year. The Committee has representation of the various stakeholders on such from the Organisers, Riders and Owners.

LS explained that the Sport Committee’s objective was to ensure that the policies and procedures set by the Board are adhered to.



2016 - 2019 Scheduled Events



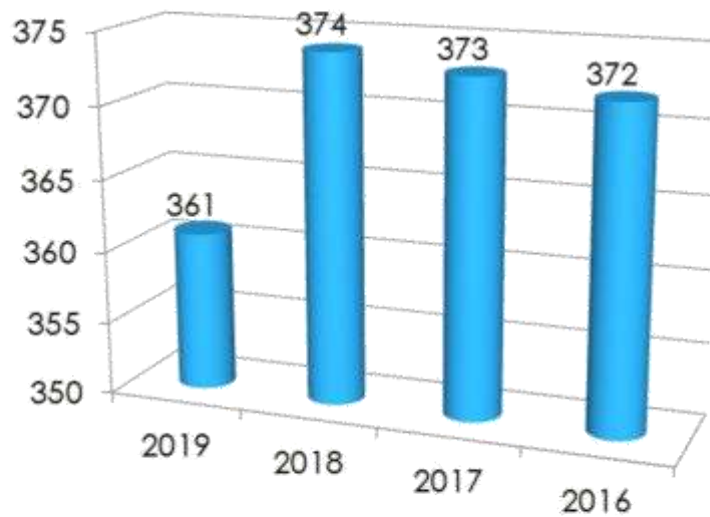
 **BRITISH EVENTING**
Providing the ultimate equestrian challenge

Debbie presented some of the key facts from the 2018 season and covered some of the issues the team faced and projects that have been taking place.

In 2018 we scheduled 174 events in the BE calendar which is a very similar number to the previous 2 years.

In 2019 we have 169 events planned which reflects the fact that we have lost several events for a variety of reasons from changes in site ownership to changes in farming policy.

2016 - 2019 Days of Cross Country

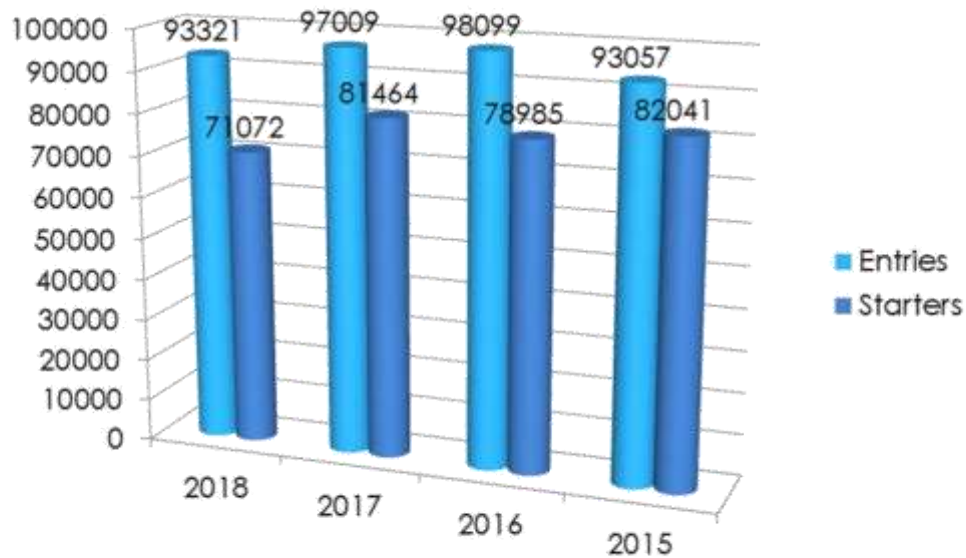


 **BRITISH EVENTING**
Providing the ultimate equestrian challenge

Again, the days of cross country scheduled for 2018 is very consistent in number to the previous two years.

However, one can see that the number of days cross country in 2019 directly reflects the fact that we have less events scheduled and stands at 361 compared to 374 in 2018.

2016 - 2018 Entries and Starters



 **BRITISH EVENTING**
Providing the ultimate equestrian challenge

Moving on to entries and starters, you can see that in 2018 compared to 2017 there is a significant decrease in the number of starters, a drop of nearly 13%, which can be attributed to the extreme weather in the early part of the season.

This is due to not only the unprecedented rain in March and April, but also the extreme dry periods that we suffered in the summer months.

This obviously also impacted on entries at events which saw a decrease of nearly 4% in comparison 2017.

Abandonment 2018

- Very challenging start to the 2018 season which saw an almost unprecedented number of event abandonments during March and April.
 - Approximately 53 days of cross country were lost.
 - 32 Events claimed on abandonment insurance.
 - Must communicate more regularly with competitors during difficult periods;
 - Replace competition where possible and appropriate
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The start of the 2018 season was very challenging for everyone involved in Eventing, we saw an almost unprecedented number of events in March and April abandoned due to the wet weather. We lost approximately 53 days of cross country in March and April alone which accounted for almost 15% of the annual calendar. A total of 32 events claimed on the abandonment insurance policy and nearly £1.2 million was paid out under the policy.

We were criticised quite heavily during this period and in light of this it was agreed that The Fixtures Team should conduct a review of the procedures and processes undertaken during this challenging start, the aim of which was to see where improvements could be made.

The key lesson learnt and which will be taken forward is that we must communicate with our membership more regularly during these difficult periods such as explaining better our internal procedures and processes.

During 2018 there was a lot of work undertaken internally in an effort to replace and create more competition opportunities but because many of these additional opportunities, either abandoned themselves or were unable to run, no additional opportunities were forthcoming and quite understandably externally this looked like no efforts were being made by BE in order to alleviate the situation. In the future we must use the Fixtures Status report more effectively to signpost competitors to events where entries are still open and capacity has not been reached.

And we also must endeavour to replace competition where possible and appropriate.

And this is where we have really learnt a lot from the 2018 season to take forward. We need to use all available information to us including the Fixtures Status report when considering replacing an abandoned event, as adding a day, section, or class to an event, or an additional fixture, could affect the viability of another event which still has entries open. We must also ensure that the replacement event, days or classes are also viable. We have learnt that replacement events only work if they are running on the same day(s), running same classes and are very close to the original location. Adding the same classes or days to an existing event does not work where the new event is some distance away.

We have also learnt that a replacement event needs at least five days' notice in order to get the course/officials/volunteers in place. And we must make more use of the 'emergency venue' list - venues which we know could host another day or fixture at short notice.

If we are unfortunate enough to find ourselves in a similar situation again we hope that some of these lessons learnt will allow us the opportunity to react quicker and communicate better with our members.

Entry Fee Changes for 2019

- Each year entry fee changes are proposed to the Sport Committee.
- An increase proposal was received from the BEOA, which outlined areas where event's running costs had increased.
- BE undertook analysis on a number of indices to calculate the inflation factors for organisers.
- It has been agreed that entry fees and prize money in 2019 for BE affiliated events will increase by **2.25%**.

Entry Fee Charges are discussed annually at Sport Committee.

The Sport Committee is made up of representatives from organisers, riders and owners. Each year the changes in entry fees, prize money and start fees are discussed, agreed and are then proposed to the Board for ratification.

This year after British Eventing received a proposal from the BEOA, which outlined areas where event's running costs had increased, BE undertook analysis on a number of indices, including the Real Earnings Index and the Consumer Price Index to calculate the inflationary factors for organisers and their rising costs. These indices are used to ensure that any increases reflect the actual cost increases to organisers. The conclusion of this work led to an agreed increase in entry fees of 2.25 percent which was also reflected in prize money.

Strategic Fixtures Calendar 2020 - 2025

- What are we doing?
- Why are we doing it?
- The Outcome and Proposed Timescale
- How are we doing it?

The Fixtures team have spent a considerable amount of time this year developing the strategic fixtures calendar and on their behalf I wanted to give you a very brief overview of the work that has been carried out to date.

WHAT WE ARE DOING - We are developing and implementing a long-term strategy for the rebalancing of the Fixtures Calendar.

WHY WE ARE DOING IT - Over time the Fixtures Calendar has grown organically as Events, Classes and the Membership have changed and expanded. As a result the flexibility to react to change in the Entry patterns and Membership requirements is limited.

THE OUTCOME AND PROPOSED TIMESCALE - The aim is to achieve a balanced Fixtures Calendar that provides the best opportunities and value to the Membership whilst optimising Event viability for Organisers. This process started in 2018 and will be implemented from 2020 onwards.

HOW ARE WE DOING IT - The long term re-balancing of the Fixtures Calendar will focus upon the following:

- Setting standards for all Classes above Novice
- Giving events the opportunity to apply for all International & Championships Classes
- Setting fixed terms for all Qualifiers, Championships & International Classes
- Matching International Classes with the appropriate National Classes and offering two or more International Classes together at the same Event to improve Event viability and offering to the Membership

Strategic Fixtures Calendar - Phases

- Application Phase - Closes 30th November 2018
 - Assessment & Scoring Phase - 6th December
 - Organiser Consultation Phase - 10th December - 31st December 2018
 - Updated Fixtures Framework Phase - 7th January
 - Stakeholder Panel Phase - Meeting Date - 22nd January
 - Appeals Phase - must be lodged by 14th February
 - BE to notify all applicants of final BE Championship Finals and International Classes fixture list, 1st March 2019
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We are currently in the initial phase, the Application Phase where all events have been invited to apply for all Intentional and Championships fixtures opportunities. – This phase Closes 30th November 2018.

The 2nd phase is the Assessment and Scoring Phase - All applications received will be assessed and scored and where necessary the Fixtures and Commercial Teams will have the right to refer any application to the Organiser Consultation Phase - This is where if the Fixtures Team and Commercial Team have any queries about specific responses to application questions they will consult with organisers in order to clarify the responses.

Phase 4 is the Updated Fixtures Framework Phase where selected applications will be chosen for submission to to the Stakeholder Panel Meeting will then be taking place on 22nd January. All applicants will then be notified of the decisions following this meeting after which they have until 14th February in order to lodge any appeal.

After any appeals have been resolved we will notify all applicants of the BE Championship Finals and International Classes fixture list for 2020 – 2025 which will be then be published on 1st March 2019.

After this process The Fixtures Team will begin work on developing the supporting national classes in the calendar which will include a review of the provision of the different levels of competition.

As you can see this is an extensive piece of work which requires planning, consultation and agreements to create a balanced and sustainable calendar for our sport.

EquiRatings

- Partnered with EquiRatings in 2017
- The EquiRatings Quality Index (ERQI)
- The BE ERQI
- 2018 Issues - Minimum Data Requirement Issues
- Reverse Qualification
- 2019 Next Steps

In 2017 BE partnered with the sports data analytics company EquiRatings in order to trial their pioneering safety tracking system, the EquiRatings Quality Index (ERQI). The ERQI system works by assessing a number of factors including prior results, the course strength and rider form to create individual risk profiles for every horse. The ERQI is an entirely objective and mathematical calculation which is proving a very effective tool in the management of risk in the cross country phase.

The BE ERQI helps us to identify combinations which carry the minimum eligibility requirements but are competing with considerably higher levels of risk of a fall than others in the same class. We have been working with EquiRatings trialling the BE ERQI system at events in order to assess the performance of all horses, at all levels of BE competition and establish how current and past performances affect future performance. The trials we have carried out have identified some issues with the quality of data collected by us which may affect the accuracy of the ERQI rating and therefore it was agreed that in order to ensure the integrity of the ratings we must first address the issues around data collection before we progress the roll out of the ERQI System to members.

We have however taken the interim step of introducing a new rule for 2019 based on the findings. It has been clear to us that from the analysis that there is a small proportion of the membership that despite consistent poor performance, by which we mean elimination, still continue to compete at that level or in fact decide to step up a level. It has therefore been agreed that for 2019 BE will introduce a Reverse Qualification rule which will be based on consecutive eliminations or a certain number of eliminations within a defined period. A reverse qualification is the obligation for a horse to show restored competence at a lower level (MER) after a number of unsuccessful attempts at a certain level. This introduction centres on the concept of 'changing the path' of horses before a horse fall occurs and therefore hopefully reducing the risk of injury to both horse and rider.

In addition to this interim introduction further work on the BE ERQI and the quality of data will continue throughout 2019 after which it is hoped that we will be in a position where we are confident that we can take the next steps in relation to the use of the BE ERQI.

Volunteers

- Develop and implement strategies to attract, train, educate, meet the needs of and retain volunteers in our sport.

 - This will be based on 4 simple steps:
 - Insight (Feedback) - 2018
 - Training
 - Reward
 - Retain/Recruit

 - Will inform how we review and develop volunteer training, the volunteer reward and recognition programme and will also look at the recruitment and retention of volunteers within the sport.
-

The last key area Debbie focussed on was volunteers.

Volunteers are absolutely fundamental to the sport of Eventing, and without them the sport would be unable to run. It is estimated that approximately 30,000 volunteers are needed each year to help our events to run.

Part of the BE strategy focuses on one key volunteer objective, the need to develop and implement strategies to attract, train, educate, meet the needs of and retain volunteers in our sport.

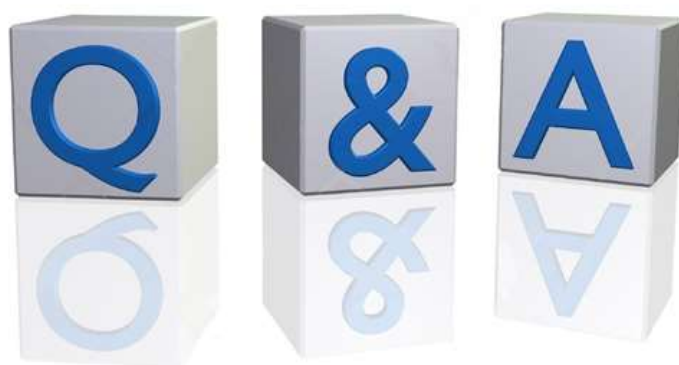
So to provide a clearly understandable pathway for volunteers within the sport it is essential that 1) We need to fully understand WHAT the volunteers want, 2) We need to TRAIN them effectively and 3) We provide a meaningful and relevant means of rewarding volunteers.

Which when all combined together, will a) Enable RECRUITMENT of new volunteers and b) RETAIN our existing volunteers.

With that in mind, 2018 has been a year of insight and research in order to understand what volunteers want. We undertook an Online survey sent to all currently registered BE Volunteers plus an online survey sent to all who attended Volunteer Training and we did On-Event research in personal feedback interviews at 12 Events over the course of the 2018 season.

The next step is that all surveys, results and feedback will be collated, reviewed and analysed before Christmas 2018. This will subsequently inform us of the next steps of how we review and develop volunteer training, the volunteer reward and recognition programme and will also look at the recruitment and retention of volunteers within the sport.

Sport



Debbie then invited questions from the floor and Wendy McGowan read out the submitted questions on Sport.

Submitted Questions

Vicky Miller

Q: Would it be a reasonable suggestion that CCI sections should be split into 3/4* riders and everyone else/amateurs? Having entered my 16yr old daughter at Osberton, it seems very unfair that amateurs and young riders have to compete against professionals in such enormous sections with little chance of being placed. I would be interested to hear comments.

A: This has been discussed at length over the years and the difficulty is defining “amateur” and “professional”.

Miranda Heynes

Q: Having been a member for around 30 years why has BE not recognised that times have changed and there are now massively different membership requirements of those that are professional riders earning a living from this sport and the large number of grassroots riders who do it as a hobby? Surely there needs to be a working party for each group? Why has no membership survey been done to find out what members want?

A: We do have grassroots rider representation on our Committees, and we have varying types of members on all committees. The last members’ survey was completed in 2016, and we will be undertaking the next one at the end of this year. As a result of this survey, we have introduced the BE80(T) Championship, Arena Eventing and BE105 classes.

Gillian Reid

Q: I refer to the common practice by SJ announcers of giving out a competitor's Dressage score just as they are about to commence their Show Jumping round, either when the combination has just entered the ring, are going through the start, or even whilst jumping their round! I trained my own horses up to winning points at Novice, but compete at BE90/100 these days. I qualified for the MM Cup at Badminton in 2016 and 2017. I compete on my own (from choice!) so don't have a "runner", and never know what my DR score is prior to commencing my SJ round. Therefore, finding out my DR score "out of the blue", just as I am about to jump Fence 1, can be unnerving and off-putting, whether good or bad. No-one else is really interested at this level - there are very few spectators, so what is the point? At Pontispool recently, having completed every movement of the DR test far better than the previous week, and without error, I was expecting a reasonable mark. As usual, just as I was cantering towards the start of our SJ round, the announcer gave out our DR score. For whatever reason, the mark was the worst we had ever had! This came as such a surprise to me, that I turned my horse to jump the first fence, a blue fence, but it was the wrong blue fence!!! So we were eliminated! What a waste of time, training, effort, money - and of the day! It takes so much of everything to compete at BE events, that to be eliminated because my attention was diverted, was an enormous blow. We jumped clear XC to add to my frustrations. I travel hundreds of miles of round trips to competitions every year, that to have an outcome like this, is a major blow. There can be NO good reason or purpose that is served by announcing one's DR score at such a crucial moment. Surely to announce at the end of a round would be so much more helpful for the competitor, and would make little or no difference to anyone else that might be listening. I do hope you will bring this matter up at the AGM please, in the hope that organisers of BE events will be requested to ensure their announcers cease the practice of giving out DR scores before a rider commences jumping their SJ round in favour of announcing at completion of the round in future.

A: Some riders do like to hear their scores prior to their next phase however we take on board that this does not suit everyone. We will take this to the Sport Committee to get a wider perspective and also to discuss the feasibility of asking SJ commentators to announce this after the round has finished rather than before.

Helen Meeking

Q: Regarding Withdrawals. I would like to raise the issue of why entry fees cannot be refunded, minus costs, when riders have entered after the ballot date yet are replaced from a waitlist? Riders are finding entry fees a crippling expense, late withdrawal usually means a vets bill, so surely if an entry is replaced they could be refunded?

A: This issue relates to the fact that the entry was made after the ballot date, if an entry that is made prior to ballot date is subsequently withdrawn, if they are replaced by a competitor on the waitlist they are entitled to a refund minus an admin fee. If an entry, made after ballot date, is replaced many Organisers do refund competitors, but any ruling has to strike a careful balance between competitors and organisers. This rule will be revisited by the Sport Committee.

Clare Chamberlayne added that she had raised this question at every AGM for the last three years and the question had not been answered. Debbie Pritchard confirmed that she understood Clare's specific issue and had discussed it with her directly.

Nic Bevan, grassroots rider (present with his submitted question)

Q: With the proliferation rider age sections e.g. U18, Pony Club, U21 etc Sections which exclude, and thereby limit by their very nature the competition opportunities for the Adult riders, and please bare in mind that these riders are not restricted to these sections but are free to take up places in the sections senior riders are restricted to, I was wondering if the Sports Committee had considered going along the American lines and introducing Adult Amateur classes? I see many competitors that currently compete at BRC because BRC firstly have junior and senior sections,

with mixed teams, and secondly they do not have to compete with professional riders. I feel certain that Adult Amateur sections would provide a competition home within BE for these riders. I accept that BE has a very exciting training agenda for the young, up and coming future stars of the sport, rightly so. Can BE however afford to ignore the growing membership of riders encouraged to return to the sport by the very successful BE80T initiative, who if they wish to progress can find themselves forced to compete with our top international stars at 90 and above. Our professionals, generally prioritised by slotting their horses in as they are multiple riders, and I believe the majority of whom are only at those levels to bring on their young horses must find it as frustrating for them as is sometimes displayed by amateur riders who find they have suddenly gone from 1 horse to go to 3 horses to go. Personally I think its almost as satisfying to be placed above a pro as to win a ribbon but I know this is not the case for all.

A: This has been discussed at Sport Committee previously, but we are happy to take it back again. There are already initiatives around Adult Amateurs being progressed to support these suggestions.

Nic Bevan – read out by Wendy McGowan

I would really like to add, or to have passed on if time does not allow, the following :- As I have been an owner, volunteer, sponsor but mainly a competitor for many years and intend to be for many more, I have taken a more than passing interest in the running of my BE. I have always found that no matter how much of a nuisance I have made myself, how inane the enquiries I have made, or how strange my requests might seem, I have 99% of the time been treated with courtesy and respect by all at BE. The sympathy and help extended to me when I lost my horse by many BE officials and staff was overwhelming and evidenced that BE is not just an organisation but a family. As an extended family we are allowed to fall out from time to time and the EGM was and unfortunate public display of what happens when passions and personalities clash, situation that should have been averted. I believe what is essential now is that the EGM is not viewed in terms of winners and losers but that the experience is regarded by both sides as a learning curve and the eventing family reunites in order to face future challenges as a coherent body. I have always taken pride in my BE membership because of the way we look after each other, from lending tack at events to helping other competitors with the course right through to the way we come together to help injured riders, this is the strength of BE, it's backbone is the all the office from the CEO to the unfortunate person who gets to answer my enquiries, it's soul is the generosity of spirit that thrives on the giving by all, members, staff, volunteers, owners, organisers and sponsors that allows the sport to continue. It's an ethos that should never be taken for granted or lost in the name of progress.

Tim Bennett, Organiser (present)

Q: The Fixtures Protocol is not working, resulting in a congested Fixtures list, with too many events diminishing the numbers of entries per event. A difficult balance trying to also provide enough for competitors but this is jeopardizing the future of some long standing events. What does the Board intend to do to alleviate this problem?

A: The Fixtures Team have reviewed the current Fixtures Protocol and a revised version for use in 2019 is to be presented at the next Sport Committee meeting, prior to going to the BEOA for consultation. This information will be included in the next Organisers' & Officials' Newsletter.

Q: The statement that was released re the entry fees, basically blamed the Organisers for the rise. I would like to know who passed this and then subsequently released it. Furthermore it is not for BE to state that there will be no rise in start fees, it is for the Organisers, within the parameters set by BE, to decide what they charge.

A: As covered in the presentation, the increase was agreed by the Board after consultation at the Sport Committee and with stakeholders including, BEOA, riders and owners. There was no intention to blame organisers; we merely laid out the process and the statement was factual and we are obliged to notify all stakeholders of the increase. With regard to start fees, the parameters have not changed, however organisers may change their start fees within these parameters.

Q: It would be useful for Organisers to have a clear idea of the roles and responsibilities of the office staff and how does BE justify the expenditure on salaries and does the Board think that in order to help events BE should consider reducing the affiliation levy?

A: There is information on our website on all the roles of the head office staff and this will be enhanced on the new website. The roles fulfilled by the staff at BE both regionally and at HQ are all necessary for delivering the service to members and the governance of the sport. We regularly benchmark our salaries to ensure we are in line with other Olympic Disciplines. The affiliation fee has not been adjusted since 2014 and so in real terms has reduced as the entry fee has increased over that time.

Jan Cottam, Chairman BEOA

Q: Can BE explain the indices used for the formula that resulted in the proposed Entry Fee increase?

A: Debbie explained that the work done on the entry fee consultation was in conjunction with the BEOA and ERA and in agreement at the Sport Committee. The objective formula referred to earlier by Paul Hodgson will form the basis of future entry fee discussions and is based on indices and is work in progress. David explained that the indices selected were those that are most relevant to the specific area of costs for events as well as members. Debbie pointed out the start fee was not affected by the increase.

Ben Nicol asked what is the start fee for? Why not charge a single entry fee? The entry fee composition is under constant review and can be investigated further. The start fees are published in the event schedule. There are various reasons why the start fee is not just added to entry fee and the amount charged, within the window, is at the Organiser's discretion. **Diana Bown** added that the start fee was historically charged to help cover the cost of ambulances at events when medical cover was a new requirement. These days, this is not the case.

Lucy Elder (present/submitted question)

Q: BE announced in March last year that British Eventing would be trialling the EquiRatings Quality Index (ERQI) during the 2017 season, which is really exciting. Is BE able to share the details and results of that trial, including the levels it was tested at and what will happen next, plus a rough timescale?

A: The process has identified some problems with the data which means that some IT development work need to be undertaken i

The reasons for eliminations and retirements are not always initially clear based on the data received by the BE system, and we need to be in a position that the ERQI ratings are based on accurate data and will stand up to scrutiny before the system is fully adopted.

Further work also needs to be done on penalties within a combination which need to be traceable to specific elements, not just a fence number.

Carolyn Haddow (present/submitted question):

Q: This year there was an Amber weather warning in force for Lincoln for the Saturday night. It was in force from at least Friday if not before.

What is the protocol for events for this, from BE and for the event organisers? Many competitors set off on the Saturday as the event said that all was fine. The event was totally abandoned due to worsening weather conditions during the Saturday afternoon.

Should it be up to the organisers insurers to decide whether, in these rare circumstances, the event should be cancelled, or should BE have a robust and workable policy with the organisers for the rare times that this weather event should occur?

A: The events of this year presented some unusual circumstances, and we will be working with insures to review how these can be incorporated. We don't react to forecast because they have changed so much in the past, however with regards to official warnings, this is something we will need to work with insurers on.

Q: Is there a policy for dogs that get loose at events? There have been incidents with dogs over the years but this past season at least 3 loose dogs at big name events. So far no serious injuries to horse rider or dog have occurred. (except Scotsburn several years ago when a dog died). There is the potential for a serious injury to occur. Does BE have any plans to deal with this or to advise/guide the organisers? Is there a risk assessment which takes into account the possibility of litigation? A BE steward saying that the dog's insurers will pay for any damage or loss, is not an option. Should events, clearly display at point of entry to spectators, that dogs must be under control and on a lead at all times and no extending leads? A small entry fee could be charged? This would go towards some of the clearing up after events.

Extending leads could be banned and a substantial fine if a dog is loose, on any part of the event where a horse is competing - dressage/SJ arena or on XC course. Word of mouth at entry point is surely not sufficient. I believe Luhmuhlen had a fine of €250 for loose dogs. Might that be a good incentive to keep dogs under control? Riders and owners pay substantial amounts to produce horses to compete. Surely a loose dog should not be an added cost.

Spectators may wish to bring their dogs to events and as long as they are under control they are not a problem. Riders and owners pay substantial amounts to produce horses to compete. Surely a loose dog should not be an added cost.

A: The dog policy is always at the discretion of the organiser and many events do have policies regarding dogs in place, including fines for lost dogs. We would encourage all dog owners who attend events to be responsible, and to always to keep their dogs on short leads and under control.

Clare Howick (not present):

Q: Why are there not more advanced intermediate classes?

A: At present there is insufficient demand from members and we must to consider the viability of events when we ask organisers to host these classes. After the Strategic Fixtures Calendar work has been completed for International and Championship classes the Fixtures Team will begin work on developing the supporting national classes in the calendar which will include a review of the provision of the different levels of competition.

Kim Pengelly (not present):

Q: How does BE plan to enable volunteer representation in policy formation? Many decisions made 'at top level' directly impact on the quality of life for volunteers, yet there's no opportunity for them to influence these decisions. Eg: Changes to how to judge fences and the practicality of implementation, timing changes, numbers of competitors per day

A: At present matters relating to volunteers are discussed at the Sport Committee which is made of representatives of a number of stakeholders groups. However when specific agenda items e.g. volunteers are discussed there is no reason why individuals who are subject matter experts on that matter cannot be invited to attend or submit their views for consideration. The Terms of Reference of this committee and all BE committees re reviewed annually and this includes the composition of those committee members and therefore this will be considered at the next review point.

Q: Who is responsible for the Welfare of BE volunteers? E.g. Bullying, Length of competing day. I have documentation which shows that concerns such as the above have not been addressed and resolved by anyone for as long as I can remember.

A: This would be dealt with by the BE Officials on the event. If there are concerns or specific issues and the code of conduct is not being adhered to, these need to be brought to the attention of the organiser or BE. Complaints relating to the behaviour of individuals are received, and are addressed.

Q: What are the plans for supporting volunteer training and enabling delivery of a 'professional' sport? Training is extremely variable, especially for fence judges, both on the day at events and at the start of season training. For example, in terms of the latter, those I have attended have been based on out-of-date training methods – sit and tell, rather than interaction and group work to cement learning etc (albeit the lunches were excellent!) At none of these were the Instructions for

Fence Judges booklets available. These booklets appear to be guarded like gold dust and only given out in packs half an hour before the XC starts (although I have fence-judged at one event recently where they weren't available during the whole day, despite asking for them.) At most events there is no way that 'Fence judges will be familiar with the provisions of the Instructions for Fence Judges' as per 6.3.1.5 of the BE Rule Book. The best they can hope to do is flick through them before the first horse starts. Where is the training for timekeepers and scorers etc? This is a professional sport and we need have the best-trained people to make these decisions. This is not the fault of the volunteers.

A: In 2019 we plan to run a minimum of 15 Volunteer Training days across the country before the start of the season to offer more training to make it more accessible to a larger number of volunteers. The presentation delivered at these training days will be available on the BE website for Volunteers to go back to and refresh their memories during the season if they wish. Within this training we will cover all Volunteer roles, not only Fence Judges. Fence Judge booklets were not available at training as the rule changes had not been confirmed so the booklets could not be printed. Booklets are also given to every event to be given out to volunteers.

Q: How does BE propose to reverse the decline in the numbers of volunteers? I know BE now has personnel employed to look into this and that there has been research conducted, but, unless the results show something astounding, which most of us didn't know originally, that has been another year wasted. What action will be taken as a result of this research?

Not only is the goodwill of existing volunteers being stretched, due to adverse changes in volunteering conditions, but the volunteering base is becoming increasingly elderly. The urgent calls from events for help at the last minute has definitely increased and we all recognise this is only going to become worse if nothing changes.

A: Steph Toogood was introduced and it was explained that her position of Volunteer Coordinator was a new role. The online surveys and on event in-person feedback will all be collated and analysed and the results will be made available to Organisers. This research will develop the Volunteer framework and strategy going forward. The improved communication from BE head office to BE volunteers when events are looking for more volunteers is not a reflection on more events looking for volunteers, only that more events have made use of this form of communication. We will look at how mandatory volunteer time for competitors has worked in other sports.

Q: How does BE propose to build relationships and involvement (in the widest sense, not just working more days/hours!) with existing volunteers to benefit the sport?

Generally the relationship with volunteers is held by the individual event organisers. Relatively few volunteers are registered with BE. This means the volunteering base is fairly inflexible. BE also has limited knowledge of who has volunteered where and in what role etc, hence the training issue.

I asked many of my volunteer colleagues about voting in the Director elections and none of them were able to do so. Several commented that they already give so much value to BE that they don't feel they should have to pay an additional £30 to become a Supporter Member. This is absolutely true – even at the 'Living Wage' every 10-hour volunteering day (whilst being illegal if employed!) equates to a £78 donation. Many colleagues volunteer for many days a year. They do this for 'the good of the sport', but around me I see their goodwill becoming stretched.

There is no volunteer community. This is not true at non-UK events, where I have noted real efforts to bring volunteers together. Far from encouraging a volunteer community, BE even effectively shut down the BE Volunteers page on Facebook and Twitter. What was previously a source for community-building interaction and discussion across events, became a standard, bland corporate page once BE became involved and began monitoring content and prohibiting volunteers themselves from commenting etc. The difference was obvious immediately and the franchise lost.

A: On the new website we will have an area with all available volunteering opportunities listed. We have historically had a Volunteer membership priced at £10 to cover the admin and very few people took it out. Ultimately the relationship is between the volunteer and the organiser and based on

feedback Organisers would like to keep this relationship. Volunteers can become Associate Members with BE and can log their volunteering activities through their online accounts. This is free of charge. The new IT system will enable us to use this information and volunteers will be encouraged to log their activities. Registered BE volunteers receive communication from Head Office regarding any relevant volunteer opportunities in their region, such as volunteer courses or when events in their region are looking for more volunteers. This communication has become far more active in the past six months, engaging volunteers and allowing us to keep our volunteer database current.

Following this question, it was agreed to take questions from the floor as reading the questions was taking a long time and the audience still needed to be able to ask the questions.

Questions from the floor

Amanda Leonard, Grassroots rider

Amanda concurred with the Dressage score announcement question which was read out earlier.

Q: Will BE consider a forum for members to discuss sport related issues. Members do not always find the Sport Committee the right way to ask the question.

A: Yes, this will be considered. Board Directors also plan to go out and meet members at the upcoming Masterclasses to receive feedback

Richard Clapham:

Q: Surely the abandonment insurance policy would pay out if a claim were made for an event that cancelled based on a forecast.

A: Guy Prest (who is the broker for BE's Abandonment Insurance) stated that weather warnings from the MET Office were predictions and were not always completely accurate. This was under discussion with the insurance provider, but the current policy required events to run if they possibly could.

Heather Nicol

Q: I have never been to an event which pays the higher level prize money, and even though we have been placed a few times, we have never managed to recover the entry fee.

A: this is currently under discussion by the Sport Committee. Consideration is being given to mandatory prize money instead of prize in kind and redistribution of the prize fund. This is something that has been raised by many members.

Tim Bennett added that most events choose to charge the lower level entry fee which means they pay the lower level prize money. Skipton Horse Trials had offered £200 first prize for each of its Novice sections, and it appeared to have no incentive effect on entries. **Miranda Rawling** requested that prize money for championships is also considered.

Sue Colley:

Q: what is your policy for safeguarding adults at risk competing on their own.

A: The policy for lone riders is that they must notify the Secretary that they have travelled alone. With regard to interacting with adults at risk, there has to be a balance between inclusion and discrimination and case by case consideration. Specific incidents giving cause for concern should be reported to the Officials onsite and subsequently to the office and will be dealt with appropriately including advice from experts if necessary.

Jack Myszkowski:

Q: Is the partnership with EquiRatings an open ended contract or a fixed term?

A: Currently under annual review and agreed for 2019. The intent is to maintain the relationship as the benefits are seen as significant however this decision needs to be made on annual basis and will depend on developments throughout the year.