



EQUESTRIAN SPORTS
NEW ZEALAND

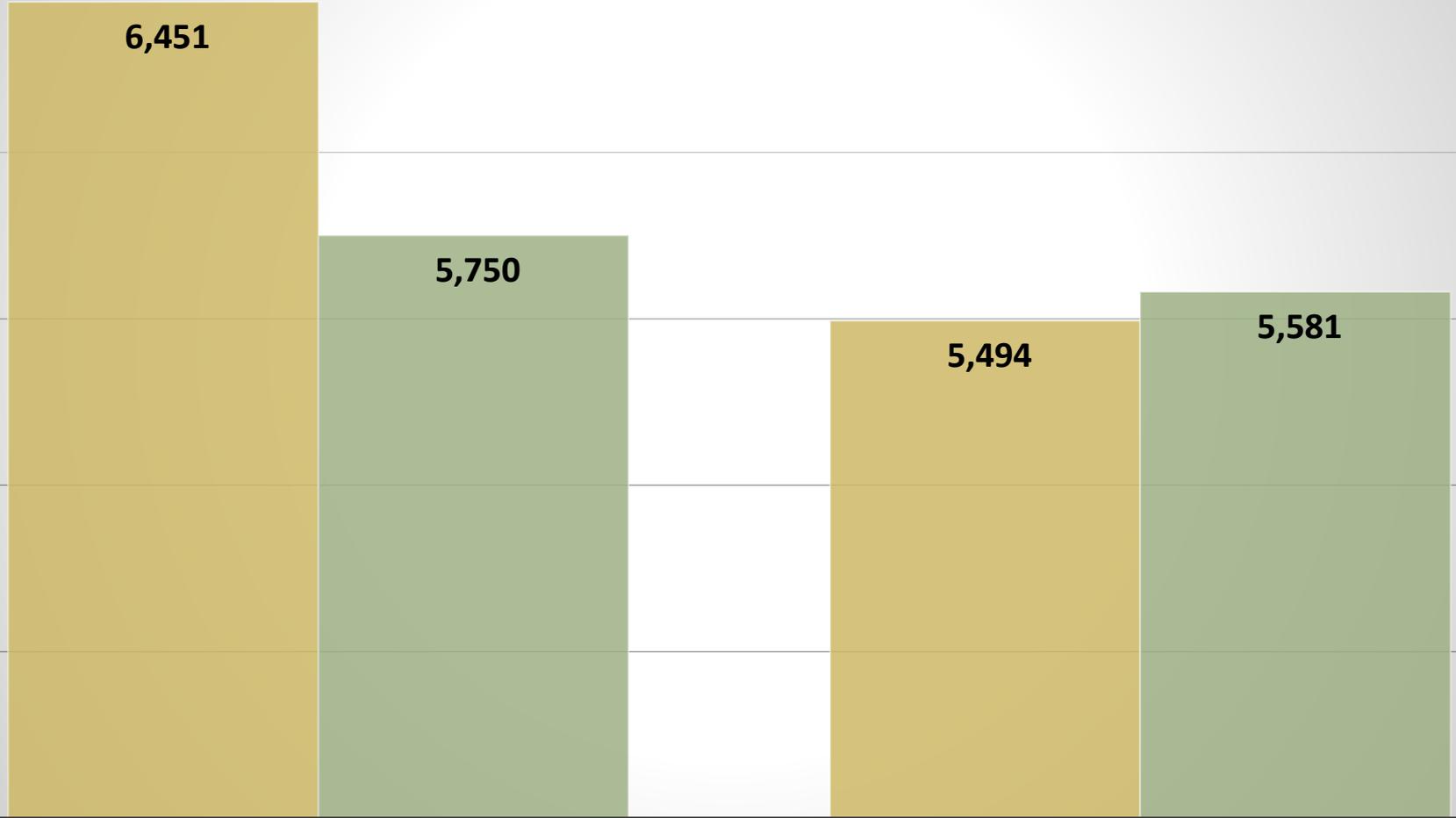
AGM PRESENTATION

2019

- DIVERSIFIED INCOME STREAMS – website advertising income, cross organisation funding strategy, project partners (eg for Interschools, Breeding project and change campaign); membership benefits (hand-picked partners)
- DATABASE significant investment required each year to continue development and relevancy of website and database for members

TOTAL MEMBERS AND EQUINES

2018-19 2017-18

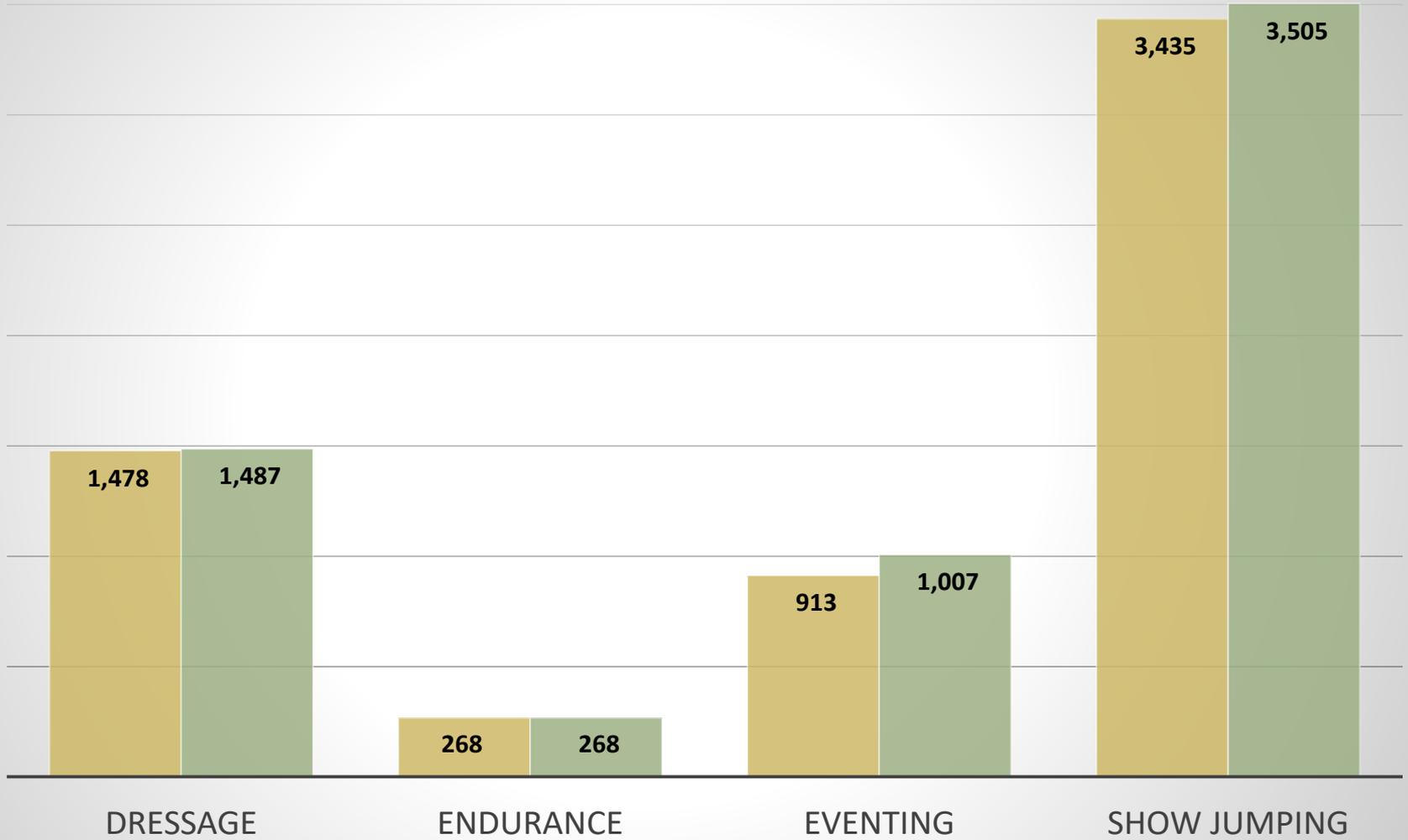


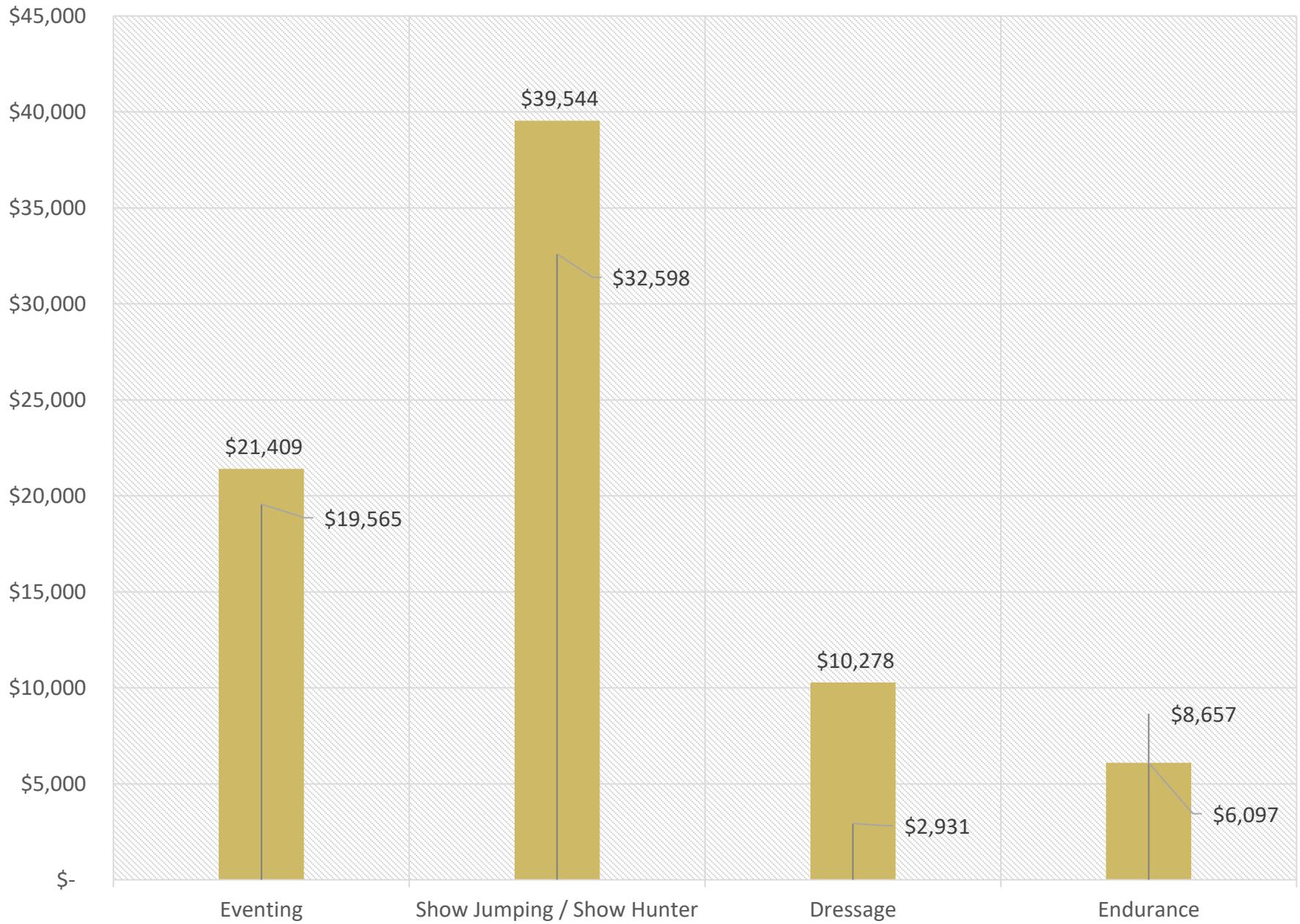
MEMBERSHIP

EQUINES

TOTAL STARTS BY YEAR

2018-19 2017-18





DATABASE

- Launched Feb 2018
- Number of issues with functionality, speed and accuracy of data
- Main issue is word press ecommerce module (WooCommerce), is an out-of-the box module which was implemented based on the original functional spec
- ESNZ requirements have changed and WooCommerce has been stretched outside of its intended functionality.
- Upgrade commenced beginning June – due to be completed Feb 2020.

2020 WORK PROGRAMME





TOKYO ● 2020



HP STRATEGY – PARIS 2024



- Four workshops across UK and NZ
- 46 people attended made up of ESNZ and Eventing board members, coaches, HP athletes, horsehealth team members, and HP staff
- Great buy in to the strategy
- Aim is to have up to 80% funding confirmed for 2024 by March 2020
- The remaining 20% will be contingent on performance at Tokyo 2020
- Much appreciated change in approach to drive better sustainability and performance

HPSNZ STRATEGIC FRAMEWORK

- Michael Scott CEO HPSNZ
- Kereyn Smith CEO NZOC
- Jenna Wootton GM Partnerships Sport NZ
- Fiona Allan CEO Paralympics NZ
- Dana Kirkpatrick CEO ESNZ
- David Abercrombie CEO Yachting NZ
- Rob Nichol NZ Players Assn
- Steve Tew CEO Rugby NZ
- Raylene Bates Athletics NZ
- Jo Aleh – Yachting NZ
- Amanda White Swimming NZ

Wave One:

- High Performance Strategy and Investment
- National Sporting Organisation Capability
- Athlete Well-being
- Women in Leadership
- Athlete Performance Support Model
- Performance Hubs

Wave Two:

- High Performance Athlete Development
- Coaching
- Facilities and Events
- Evidence
- Analysis and Intelligence
- Innovation

SPORT NZ – COMMUNITY FUNDING

- ▣ Focus very clear
- ▣ Girls in sport – aged between 12-18
- ▣ More children playing sport
- ▣ Gender equality – set ratio
- ▣ Diversity and Inclusion
- ▣ Funding strategy to be written for ESNZ by December 2019.
- ▣ Went from \$250,000 pa to \$75,000pa.
- ▣ Aim is to increase that

DIVERSITY AND INCLUSION

- Major piece of work that will need to be done
- How does ESNZ as a national body promote diversity and inclusion? Para, Special, Cultural, Gender, Age!
- Para –equestrian strategy
- We don't have a gender bias – we tip the scales as overachievers on gender equality – possibly more of a reverse gender issue

OUR GENDER DEMOGRAPHICS

MEMBERS



75%

FEMALE

OUR GENDER DEMOGRAPHICS

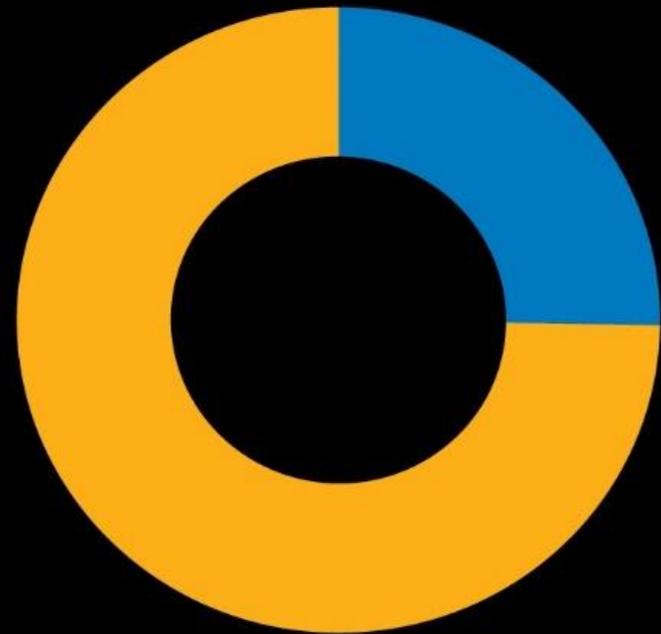
MEMBERS WHO HOLD ROLES AS OFFICIALS



169
Males



504
Females



OUR GENDER DEMOGRAPHICS

STAFF



14 Female

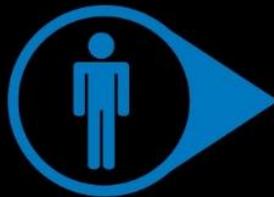
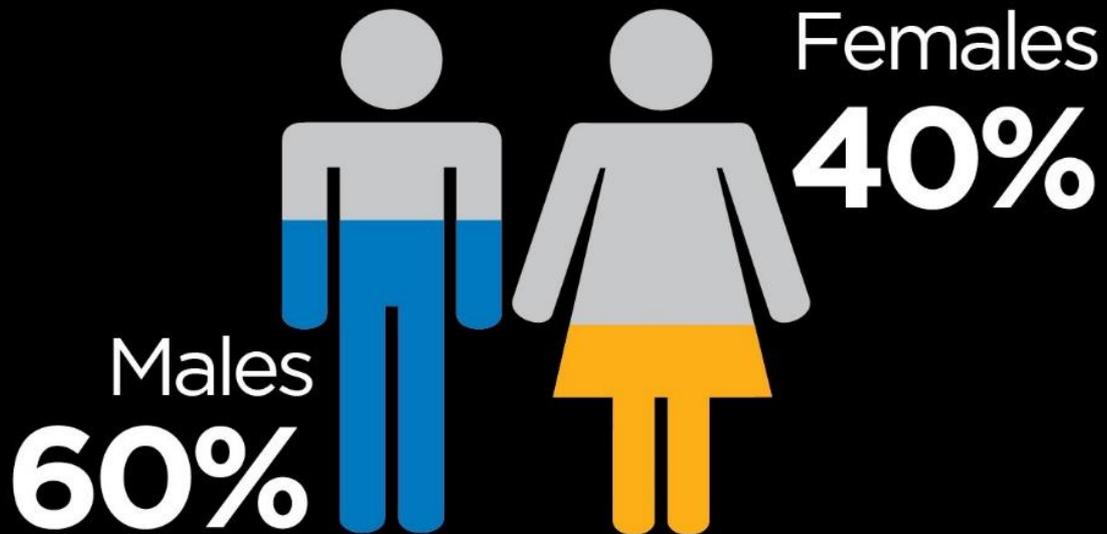
6 Male



ESNZ CEO Female

OUR GENDER DEMOGRAPHICS

ESNZ BOARD MEMBERS

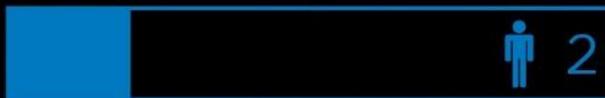


Chairperson Male

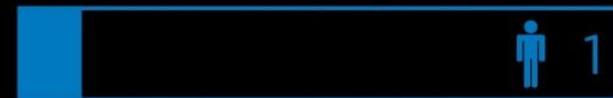
OUR GENDER DEMOGRAPHICS

DISCIPLINE BOARDS

Jumping 



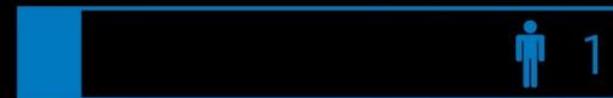
Dressage 



Eventing 



Endurance 



COACHING AND WOMEN IN SPORT

- \$10 million allocated to Women in Sport Programmes in HPSNZ funded sports
- This means ESNZ has access to this funding
- An opportunity to create a world class coaching environment for riders in NZ across all disciplines
- Key workstream for 2019-20
- Learnings across all disciplines
- Time to review the entire coaching strategy and programme for ESNZ including the coaching education programme
- Recognise it's a continuum

VALUES AND CULTURE



One of our greatest challenges is to encourage all members, disciplines, boards, areas, officials and volunteers to work together as one organisation. Only together will we be strong and resilient and pave a brighter future for our members across all spectrums of the sport.

CHANGE THE REIN



A conscious change of direction

A three part strategy to address culture in our sport at all levels.

CHANGE THE REIN

What are we doing?

- Culture change requires behavior change.
- New norms.
- Encouraging a positive, welcoming and open culture.
- Focusing on members and volunteers as customers.
- We need to communicate better with you and make sure you feel comfortable bringing issues to our attention and that we deal with them professionally and appropriately.
- What is the purpose of your relationship with us and how do we make sure you feel valued in that?
- Celebrating our successes together so we can share in the delight of winning well. Recognising good service.
- And we need to be clear about doing what we do well – at all levels on and off the field of play.

NEW INITIATIVES



NZ Sport Horse Breeding Project

- First set of sire rankings published
- 2018/19 full season sire rankings for Showjumping Young Horse classes will be published for the AGM
- Database protocols coming which will improve data accuracy and consistency
- Establishing international best practice standards for our breeding industry

NEW INITIATIVES



Inter-schools Competition

- National, grassroots focused – grow participation
- Stakeholders consulted and onboard (ESNZ disciplines, NZSSSC, schools, Equestrian Australia)
- Framework drafted
- All inclusive, low cost and open to anyone who wants to ride
- Funding for coordinator being sought
- National school recognition and association with NSSSC

CONSTITUTION REVIEW

How ESNZ is structured, and therefore operates, is important for the future health of ESNZ

- Engagement with and feedback from discipline boards and Area groups have been useful.
- Across the organisation there is a greater understanding of the roles and accountabilities of the various parts of the organisation – which have evolved over time.
- More discussion needed with discipline boards and review consultation timeframes.
- The deadline for feedback has been extended until further notice.

VOLUNTEER REWARD AND RECOGNITION

- ▣ Monthly volunteer award
- ▣ Can nominate on the website or email the sports manager to send them in.
- ▣ Monthly and drawn randomly out of a hat.

DISCIPLINE INNOVATION

EVENTING

- ▣ Welcome to Eventing handbook.
- ▣ Back to Basics Eventing camps for organising committees

JUMPING

- ▣ Automated systems and processes

DRESSAGE

- ▣ Innovation to reduce discipline start fee for first time registrants

ENDURANCE

- ▣ Synchronised results system for automated upload



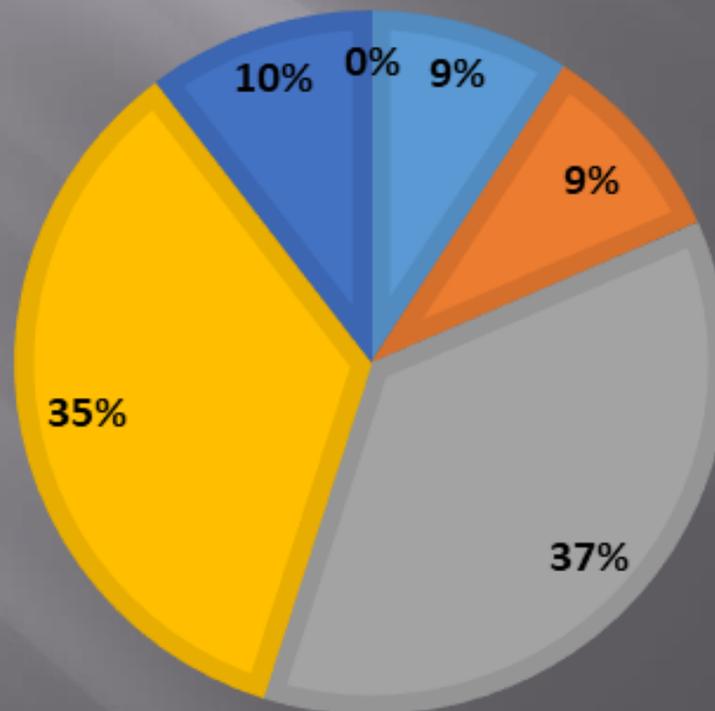
2020 -2021

- ▣ Significant training this year for internal staff in Health and Safety
- ▣ Update guidelines for OCs and review all forms
- ▣ Reward and recognition, celebrate successes
- ▣ Combined AGM – 2020 – may mean changes to the AGA timeframe

INCIDENT REPORTING

INCIDENT REPORTING BY DISCIPLINE

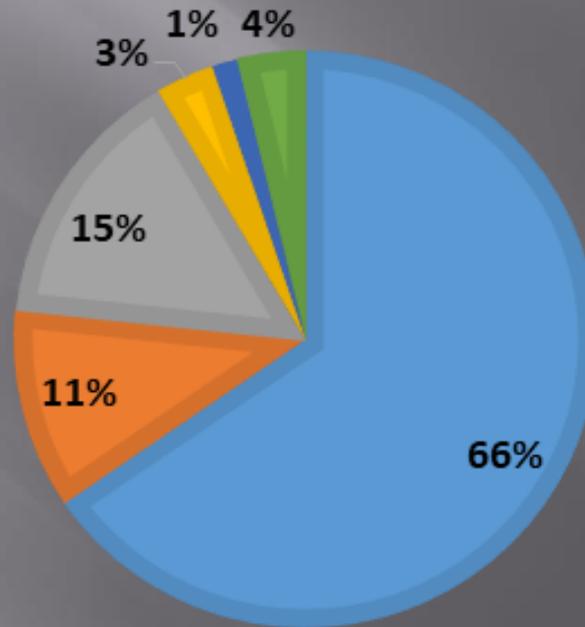
■ Dressage ■ Show Hunter ■ Jumping ■ Eventing ■ Endurance ■ Para



INCIDENT REPORTING

LEVEL OF INCIDENT

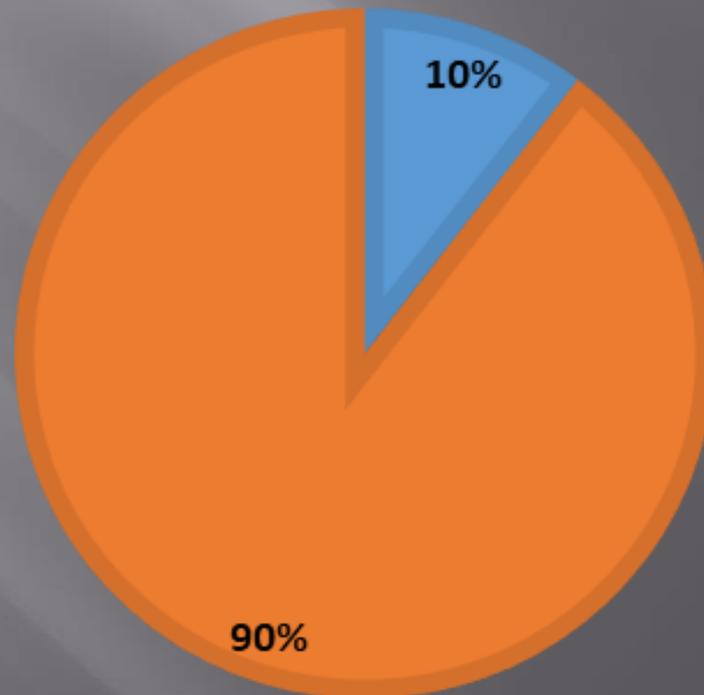
■ Minimal ■ Minor ■ Medium ■ Major ■ Extreme ■ Concussion



BLUE CARD REPORTING

SEEN BY MEDICAL

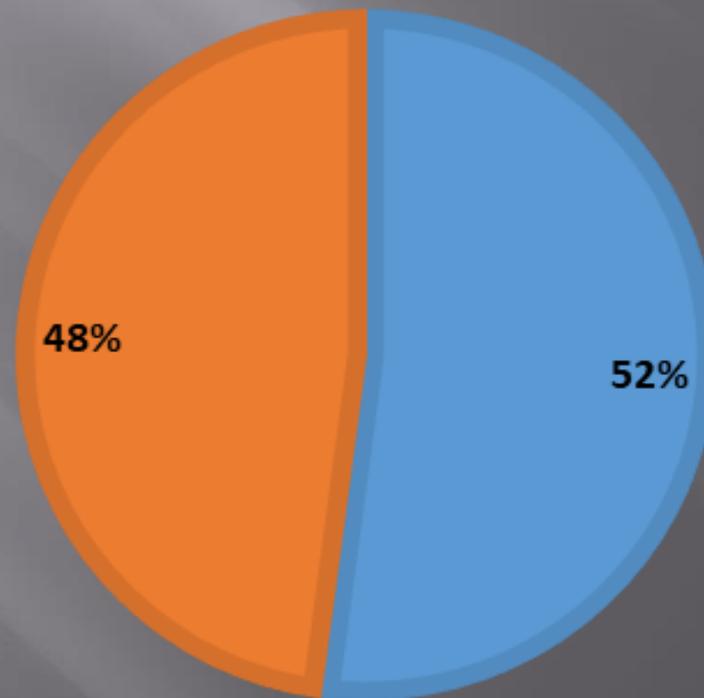
■ Yes ■ No



BLUE CARD REPORTING

TAKEN TO HOSPITAL

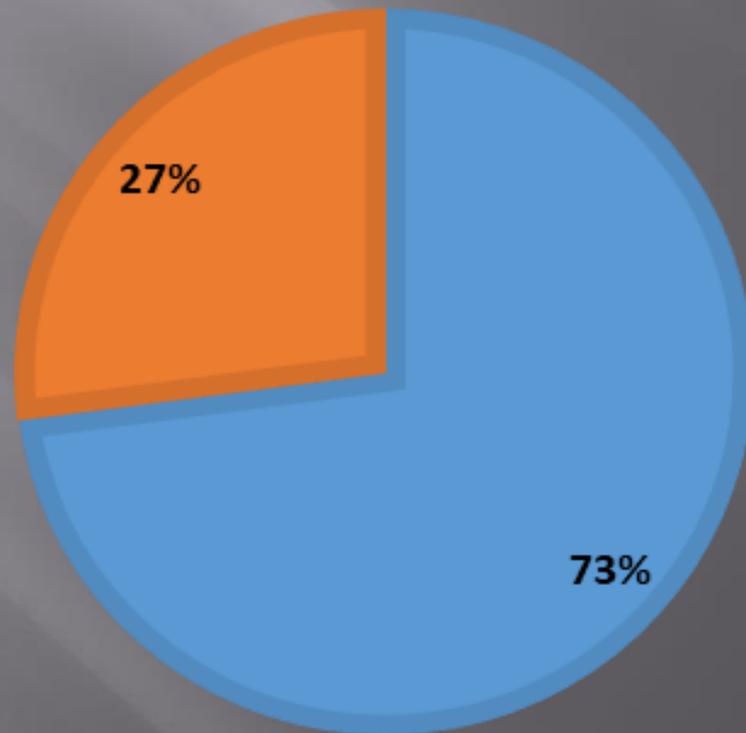
■ Yes ■ No



BLUE CARD REPORTING

RECEIVED MEDICAL CLEARANCE

■ Yes ■ No



DISCIPLINARY REVIEW

- OCs are encouraged to use Appeal Committees more
- Individuals can seek a review of the Appeal Committee's decision
- Disciplinary official warning (yellow card) process implemented and working well – some refinements and training still required
- Appointment of a Complaints Review Officer this year
- AGA seminar – Phillip Cornege introduces the new system followed by a workshop on the challenges of conducting difficult conversations under pressure

COMPLAINTS PROCEDURE CHANGES

- Protests must be dealt with on the day at the event.
- Misconduct at an event (complaints) can only be dealt with by the Ground Jury and Appeal Committee.
- Complaints outside of an event are referred to Complaints Review Officer within 10 days of the event.
- Complaints process simplified and streamlined.
- Principles of natural justice (e.g. the right for all affected parties to be heard) applied
- Yellow cards may be issued by the GJ, AC, JC - not a single person

Complaints

(e.g. misconduct, abuse of officials, abuse of other competitors, conduct generally unbecoming of the sport – generally everything that can't be protested)



DISCIPLINARY SYSTEM CHANGES

Protests

Can only be made, on the day, to the Ground Jury and before 60 minutes after completion of the relevant event (with some exceptions regarding course set-up). \$50.00



Ground Jury to conduct an informal hearing that adheres to the principles of natural justice.



De novo (heard afresh) right of appeal to the Appeal Committee (where possible). \$100



A party can apply for review by Judicial Committee within 5 working days & \$500.

Review only on process, natural justice, or substantial new evidence that was not available at the time.

OTHER GENERAL REGS CHANGES

- Article 149: Guidelines for Organising Committees
- What changes can we expect in the future?
Article 132: Abuse of Horses - in 2020 we intend to add the trimming of whiskers and inners



- ❑ Organising Committees have the right to refuse entries to ESNZ Events as long as you don't breach any anti-discrimination laws.
- ❑ Likewise, Organising Committees do not have to accept any entry until the correct fee has been paid, and you may refuse an entry for payment not being presented on time.
- ❑ Organising Committees may have any person removed from the event they are running, for breaching any ESNZ regulations or policies, event rules or NZ law.
- ❑ Organising Committees will observe a zero-tolerance approach to underage drinking, excessive drinking, illicit drugs and substances, bullying, and unsavoury behaviour. These issues will be dealt with according to ESNZ disciplinary regulations, the ESNZ Drug and Alcohol policy, ESNZ Code of Conduct and ESNZ behaviour policy.
- ❑ It is recommended that Organising Committees address the above in their event schedules. Organising Committees may also add extra clauses or policies to their schedules – ie Liquor ban in place for the event.
- ❑ 7. Parents are responsible for under 18 year olds, at all times – ie they must be supervised by a parent, guardian or other nominated adult.

NEW POLICIES

MEMBER PROTECTION POLICY

- First version of MPP is on our website.
- MPP outlines ESNZ's responsibilities and the responsibilities of affiliated organisations and individuals associated with ESNZ, on child protection, anti-discrimination, harassment etc.

DRUG AND ALCOHOL POLICY

- Testing for illicit drugs & alcohol (not performance enhancing drugs which is Drug Free Sport)
- Health & safety – to protect competitors, officials, contractors, spectators and volunteers
- Stop inappropriate and bad behaviour at events

CODE OF CONDUCT

BEHAVIOUR POLICY

A rider on a dark horse is captured in mid-air, jumping over a cross-country obstacle. The scene is set against a dramatic sunset sky with orange and yellow clouds. The rider is wearing a helmet and dark riding attire. The horse is dark-colored and is in a powerful jumping posture. The obstacle consists of two vertical posts and a horizontal bar that has been crossed by the horse's body. The overall mood is one of action and achievement.

Be innovative
Embrace change
What will your sport look like in 2050?
Make a difference
Talk to the young people
Be a good person