

The only way

Lucy Katan, Executive Director of BGA, EEA and IGA



About us



The British Grooms Association (BGA) was founded 15 years ago to support grooms in the UK.



The Equestrian Employers Association launched 7 years ago to provide affordable equestrian bespoke HR tools and educate employers in the UK.



The International Grooms Association (IGA) is the professional association for grooms working internationally in FEI disciplines.



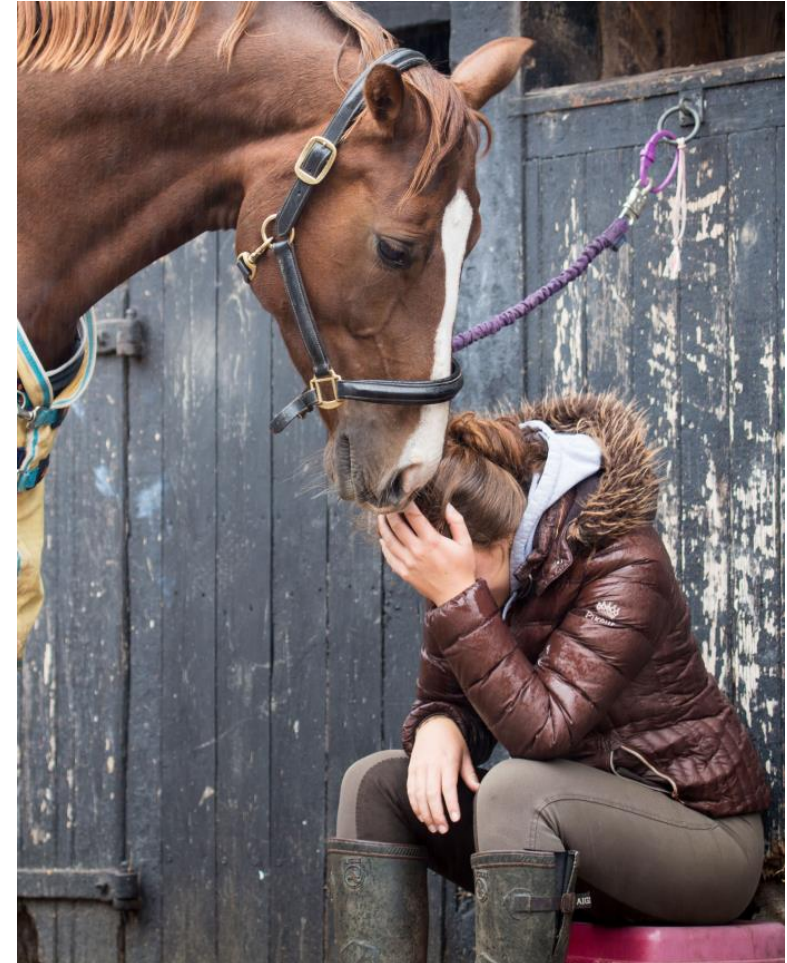
The problems

- Decreasing workforce pool for a number of reasons, including new generational outlook and (in general) more affluent backgrounds resulting in better education.
- Lack of desire to go into the career path for long term aspirations. Is the 'career groom' a thing of the past?
- At elite level a lack of work life balance. Younger workers less willing to adopt this lifestyle.
- Lack of flexible working offered which doesn't suit family life.
- Earning potential is limited.
- Substandard and not legally compliant employment practices, resulting in high levels of attrition of the current workforce.

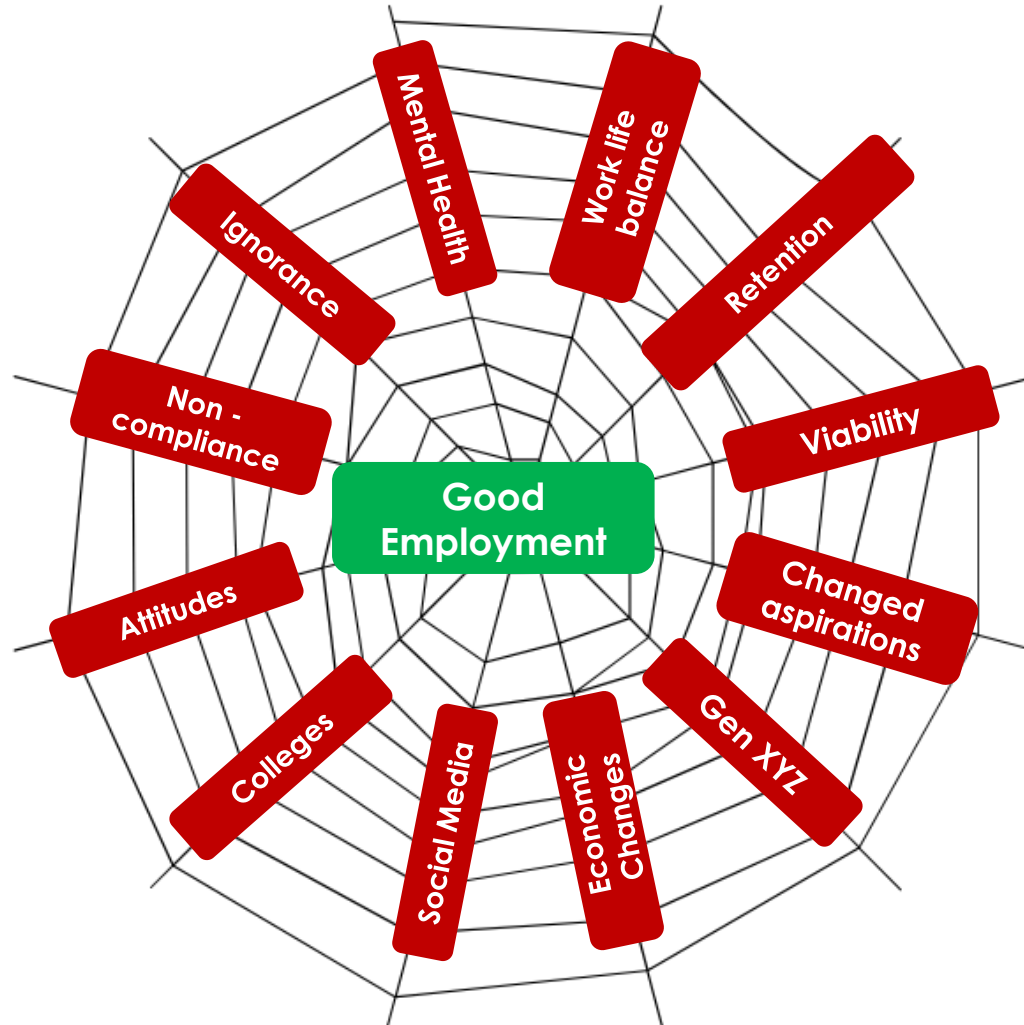
Majority of grooms who leave BGA membership cite that the poor employment conditions are the core reason that they are changing career path.

A story

- Worried parent
- Legal - not compliant with UK legislation
- Form of Modern Slavery
- No contact of employment
- Unkind/uncaring/dangerous
- Incorrect notice period demanded
- Immoral
- Total disregard for mental wellbeing
- Common occurrence
- No annual leave permitted
- No payslips
- No pension paid
- Paid below the NMW



Spiders web



Incorrect staff employment status and lack of written contracts.

Lack of knowledge of employment requirements and lack of desire to learn.

Substandard poor working conditions with H&S ignored.

Non-compliance of employment law.

Underpaying staff and not meeting National Minimum Wage legislation.

Increased running staff and resource costs.

Colleges not producing students that are fit for industry.

Not able to recruit or retain staff.

Lack of knowledge & skills in business management.

Lack of time to spend on business development.

Lack of knowledge & skills in business management.

Business is not viable.

Not able to meet customer demand or needs.

Good Employment

- We must 'clean' up our industry and create places of ONLY Good Employment – worldwide.
- This **IS** the fixable issue with our industry and has grave implications on the recruitment and retention of our workforce.
- Too many leaving the sector because of the work conditions.
- Our industry is not an attractive place to work – better off in a supermarket!
- Recruitment of new grooms will rely on changing the widespread perception of a role which will be underpaid and undervalued.
- Retaining staff depends on treating them well; making Good Employment the minimum expectation.



THE PRINCIPLES OF THE CODE



LEGALITY

Legal requirements are adhered to in order to protect the business and provide clarity to employees. There are steps in place in case things go wrong.

-  Correct employment status of staff
-  Staff Handbook
-  Written contracts
-  Fair and transparent recruitment process

PAY CORRECTLY

The statutory laws regarding salaries are observed and the employer will be clear about how employees can progress with their income.






-  Pay at least the National Minimum Wage
-  Salaries reviewed annually
-  Supply of PAYE and pensions
-  Accommodation provision and charge

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MANAGEMENT

An organised and caring culture is in place to ensure staff feel valued and happy in the workplace.

-  Holiday leave planned and taken
-  Sickness procedures
-  Training/development opportunities for staff
-  Appraisals for staff
-  Team culture which embraces good two-way communication
-  Maternity/paternity legal requirements embraced

SAFE WORKPLACE

The laws regarding having a safe workplace are adhered to in order to protect the employer, the business, and the staff in the case of an accident.

-  Insurance correct and legal
-  Strict adherence to a reasonable Health and Safety Policy

Vision

- Only **Good Employment** is offered in the entire equestrian sector.
- Offering safe and legally compliant employment is the norm.
- Giving in turn good places of work for happy healthy careers.
- **Why should the equestrian sector be any different to any other industry. Fair, legal employment must be the minimum.**

This is the only way



Thank you



**BRITISH GROOMS
ASSOCIATION**



**EQUESTRIAN
EMPLOYERS
ASSOCIATION**



**INTERNATIONAL
GROOMS ASSOCIATION**