



Icelandic Horse Society of Great Britain Action Notes of Board Meeting

Date: January 14th 2023, Connegar 9am.		Venue: Face to Face	
Attendees: Jem Adams (JA), H Ashford (HA), Ellen Brimble (EB), Harriet Bye (HB), Martine Bye-Duke (MB), Debbie Ede (DE) (these Minutes), Freija Glansdorp (FG), Catherine Holland (CH, Chair), Jane Marfleet (JM) (these Minutes), Torben Rees (TR), Kathryn Wogan (KW).			
Agenda:			
1. Agree agenda, timings for the day.			
2. Minutes of last meeting			
3. FEIF Conference Preparation - Ellen and Torben			
4. Survey Results Presentation - to set the scene on members views - Torben			
5. Welfare Group feedback - Catherine			
6. Leisure items - Showing Council feedback, Monthly Pick initiative, National Equine Show, Distance and Challenge Cup, Adult Leisure Badges.			
7. Youth Items - Welcome Pack, Prizes, Youth Badge, Youth in Sleipnir, Youth Camp/Activities			
8. Sport - update on planned activities			
9. Education - courses and badges			
10. Communications items - IHSGB clothing, Gazebo and associated equipment, Sleipnir, Training on the Trail, Prizes, Equifest			
11. The Future - general discussion to agree pieces of work/future agenda items - where do we want to be in the next year, 3 years? Vision, Structure, Governance review. Area Reps. Succession Planning for key roles and Trustees. Financial Plan/initiatives, Future face to face meetings.			
	Notes and Actions	Owner	Status
1.	CH introduced meeting and thanked all for attending. First time for new format of face to face.	CH	
2.	Minutes – of December meeting approved. TR agreed and all approved.		
3.	FEIF conference preparation. EB, TR Will be attended by EB, TR and also Fi Pugh who will be funded by FEIF – as a Sport delegate. EB reported she attended a pre-meeting this week – organised this year to allow candidates to be more prepared for conference, as it was reported that attendees poorly prepared previously. Key issues and questions to be considered and discussed prior to conference <ul style="list-style-type: none"> • Vision/Mission of FEIF (see later) • Social License to operate (e.g.: context - In France the inclusion of dressage as part of Olympics under discussion due to horse welfare and adverse press) – should FEIF respond/review? 	EB, TR EB	



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	<ul style="list-style-type: none"> ○ In the UK we have already introduced, in the breeding assessments, an older age limit of 5 for the full ridden assessment - EB will be able to talk thro' our rationale with FEIF and welfare concerns. FEIF are looking at a rule change which will make the actual assessment less pressurised but the meeting, today, felt that, in reality, there would be little impact on the actual training of the horse. ○ FG stated age is an issue but IHSGB has had own rules about age to address these issues. FG said start age for various start points in training young horse should be considered. ○ JA Stated it does depend on horse e.g. – Stallion; gelding. ○ EB; Welfare and where IHSGB stand on this should be conveyed at the conference e.g. ; age stallion is put forward for covering mares. ○ EB explained how Iceland approach ○ CH advised that we should welcome the proposed change but question the real impact to see if there could be further movement in the rules. ○ This topic also includes the Blood Mare scenario – all the recommendations from the stakeholder bodies have been ignored by the industry – query the role of FEIF and how this umbrella body can facilitate change in Iceland. ○ HB There is a proposal from Iceland that they will field an extra Board member– UK to question rationale. ○ Sexual harassment – an umbrella heading to cover all elements of harassment, safeguarding, violence etc. The conference are being asked to consider how past convictions impinge on selection for national teams and roles within the Icelandic world - there is a code of conduct for officials and if you are selected for your country you are deemed an official. Debate about whether a bar should be permanent – if so define permanent. Convictions v. threshold of criminality – in the UK you can be on the register without a conviction as the criminality threshold for conviction not quite reached. UK view: <ul style="list-style-type: none"> ▪ FEIF should regulate for their definition of officials – setting a clear example at the top and hopefully member countries will comply. In UK certain offences have to be declared. Should FEIF be strict about this rule. 	<p>ALL CH EB/TR/ KW</p>	
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	<ul style="list-style-type: none"> ▪ They should also advise countries that trainers, judges and riders selected for national teams are considered as officials under these rules for the WC's. The UK also consider that 'permanent' is defined as for LIFE although a specialist panel could review individual cases. ▪ To sum up should FEIF ensure that a top culture is set as an example and then this is followed as guidance by the individual countries. ▪ Insurance has to be considered <p>Our actions:</p> <p>1. Team selection rules – to be reviewed to ensure they encapsulate the above</p> <p>2. Revisit and update IHSGB Safeguarding Policy: PP and CH to facilitate a review of our current policy and also arrange on line training for all Board members.</p> <ul style="list-style-type: none"> ● To add to next agenda – decision needs to be made reference who will train for safeguarding updates and review IHSGB procedures and concerns. ● To develop a youth package <p>3. A communications brief to be prepared to inform IHSGB membership about these issues and the weight of preparation required for conference and to keep membership updated as to the outcome of discussions.</p> <p>EB and TR will put out social media report and update FEIF conference so that members are aware of the actions; meetings; and outcomes from the meeting and that members are aware of the content of trip and benefits outcomes for the society.</p> <p>Discussion around ensuring, as social media is not used by all, therefore when updates such as this are published, posting needs to be considered so that information is available to all members though the website and bulletins.</p> <p>TR will be attending his prep meeting later this week.</p>	<p>TR</p> <p>EB</p> <p>CW</p> <p>EB, TR</p> <p>All</p> <p>TR</p>	
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4.	<p>Survey Results Presentation TR</p> <p>TR sent out to board members the full confidential report for reading through in depth.</p> <p>Purpose of survey ; to get members views on all activities not just sport. TR took the meeting through the results of the recent survey – previously shared. 56 members participated, a significant sample that allow us to extrapolate the survey results with confidence. As a headline figure TR suggests that 150 of our memberships are engaged in some level of Sport.</p> <p>The summary survey results are appended to these minutes and TR will write a short summary for inclusion in Sleipnir highlighting that the survey results are significant and the Board have endorsed the recommendations from the Sports’ Team.</p> <p>Each Trustee also to write a paragraph as to the implications of the survey for their area and the impact and resulting actions that will have on their portfolio</p> <p>One of the findings is that there is demand for non- sport focused activities – see later MB and KW.</p> <p>Aspiration – TR/Sport would like to offer a separate parallel virtual competition alongside the BCs as over 50% of survey respondents cited distance or diary clashes as a reason for not attending. JA queried whether this could the number of physical attendees. It was thought unlikely but, either way, there would be a charge and revenue generated would help fund the costs of the BCs. The virtual competition would precede the BCs, the results would be presented at the BCs and a video compiled of the winners and the individual tests accessible by anyone visiting the site. To encourage inclusivity. Virtual attendees could, of course, also attend the BCs.</p> <p style="text-align: center;">The meeting fully supported this proposal – well done Torben! ☐</p> <p>KW mentioned that she had had some feedback that possibly wasn’t included in the survey about the lack of rails on the oval track. However the reality is that there is no purpose built oval track available and the innovative building of the track is fit for purpose and the best we can do.</p> <p>The survey suggests that the BCs focus on the official classes and not offer the more fun, leisure focused activities. The meeting agreed that we should rebrand again by just calling the BCs the Bcs – ie: excluding the use of Summer</p>	<p>TR</p> <p>TR</p> <p>ALL</p> <p>TR</p> <p>ALL</p> <p>KW</p>	
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	<p>Festival. The festival badge could then be used by Leisure etc for a broader based event.</p> <p>The survey results will inform the class structure of the BCs and the probable reintroduction of finals – which are supported by the majority of respondents. These are also a draw for spectators as is the prize giving on the day rather than in the post after the event. The Sport Group</p> <p>The meeting agreed that Finals will be introduced.</p> <p>CH asked that we commit to another survey – a regular programme of revisiting – the meeting agreed a bi-annual survey from Sport but with different departments possibly filling the gap eg: Leisure.</p> <p>JA also asked how we can understand exactly what support members want – eg: there is a request for more support but how/what. Eg: school etiquette, ideas, Training on the Trail etc.</p> <p>CH thanked Torben and the Sports Team for their work in compiling, running and analysing the survey.</p>	<p>ALL</p> <p>TR</p> <p>ALL</p> <p>JA</p> <p>CH</p>	
5.	<p>Welfare Group Feedback– CH Action: to carry this topic forward to the next meeting when the results of the recent, inaugural meeting will have been summarised and draft Terms of Reference produced.</p> <p>Progress to date: 8 people have volunteered for this group, the recent, inaugural, meeting was attended by 7 members.</p> <p>CH had taken the new group through its rationale to promote welfare and to consider possible implications of the Social License to Operate. Suggested the welfare group have proposals which are then carried forward to the board as suggestions and proposals to be approved by the board.</p> <p>The role for Welfare group summarised as information, guidance and advice in general.</p> <p>The Emerging Themes which will inform the developing Terms of Reference (ToR) for the group:</p>	<p>CH</p> <p>CH</p> <p>ALL</p>	



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	<ul style="list-style-type: none"> ● Links into the direction of Breeding – the drive to breed taller and lighter frame horses v. the historic and continued marketing of the sturdy weight carrying type ● Rider fitness w.r.t physiotherapy and effect on horse fitness ● Blood Mares – the group to monitor and share information ● Education of members re. training of horse and fit for purpose ● Ensure source of Information and signposting for our members for example rider weight. ● Society statements eg: as per Jem’s previous weight carrying guidance – to allow for a standard response to queries/press articles etc. ● Monitoring other equine media – “to be in the know” ● Training of young horses ● NOT to consider individual cases but could facilitate sign posting for those in difficulty because, for example, cost of living difficulties. <p>This list suggests a 2 to 3 year programme of work, each topic having a meeting devoted to it with all key stakeholders invited according to topic. The ToR will be very clear about this and ensure that the role of the Group is only information, education and advice for members and non-members. The information will be freely available to all as a compilation of best practice.</p> <p>Recommendations from the Group will come to the Board for discussion and endorsement.</p> <p>However who/how do to we respond to cases where animals are suffering, where they are below the RSPCA response threshold? Discussion on where IHSGB would intervene if horses spotted who were in difficulty. General discussion relating to:-</p> <p>Can we intervene,</p> <p>What can be offered,</p> <p>What action can be taken.</p> <p>The IHSGB does not have powers or authority to intervene but we can say:</p> <ul style="list-style-type: none"> ● Here is the information ● Here is a member who could provide temporary housing/help etc ● But the meeting felt that we, as a Society, have dealt with each individual case as best we can. 	<p>CH</p> <p>ALL</p> <p>ALL</p> <p>CH/JA</p>	
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	<p>The exceptions to non-interventionist are our shows and events – we WILL take action on any welfare issues.</p> <p>Another aspiration “Training your eye initiative” – JA suggested this as a programme to share information, for example, of not ideal riding/horse shapes coupled with training and education tips as to how to improve.</p> <p>Re. pictures – for any show where we have an official photographer. Two issues: actual copyright of photos © and permission to share/publish from the individual. Sport to ensure entry forms encompass this issue.</p> <p>But care - how to control photos of youngsters.</p>		
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	<p>Feedback from a member illustrates that there has been little sharing of the results and recognition of distances. Agreed that MB will review and re-introduce both initiatives and allow for both a trophy to keep and a Society engraveable cup/trophy.</p> <p>6.4 MB produced a draft Leisure badge structure – see shared drive – recognising the desire of members to have some structure/recognition for non-sport focus'd activities. A progressive programme of badges 1 to 4 to include non-ridden activities too. MB proposes following moving forward:</p> <p>A keepsake for winners. Adult leisure award – draft in adult leisure folder in shared trustee area.</p> <p>MB has put together proposal for leisure challenges:-</p> <p>Level 1 – foundation and horsemanship – includes for riders and non riders with their horses</p> <p>Level 2 – intermediate; advanced and advanced plus</p> <p>MB noted that its important to include riders and non riders have access to all.</p> <p>All agreed that formats proposed by Martine for the badge programme is excellent idea. MB also confirmed that it would be possible for members to maybe meet and complete tasks or more importantly that the programme could also be accessible to those who cannot attend in person to work for badges but can access the programme and it content on line</p> <p>MB suggested a list of opportunities for leisure riders to enjoy competition other than the standard oval track classes so that they can enjoy competing with their horses.</p> <p>Everyone said very impressed by MB work for the Society in this area.</p> <p>MB has a list of equipment proposals for this to go ahead – it was proposed that this should be stored in several locations so available for all.</p> <p>MB asked the meeting to consider:</p> <ul style="list-style-type: none"> ● How assess compliance/evidence of completion? 		
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	<ul style="list-style-type: none"> ○ Candidates to be asked to submit their evidence, video diary and workbook completion – the American equivalent acting as the template. An e-portfolio ○ JA, MB, HB and KW to take forward <p>6.5 Links into a Leisure event/festival event where help can be given – HestFest.</p> <p>MB shared that she did not think this was viable in 2023 given her current workload but basic outline drawn up to develop programme.</p> <p>EB queried how this would link into the planned Breeding event in April 2023? Action : MB and EB to liaise and use this as a pre-cursor to a full leisure event.</p> <p>MB - To consider the Society acquisition of festival equipment, branded – but have clear understanding of where kept, accounted for and transported.</p> <p>6.6 MB informed us of her Introduction of Monthly Pics to promote use of the Members’ Forum. A handful of people have participated so far.</p> <p>Ellen reminded us re. current insurance cover: - insert summary – A reminder to take care regarding the badging of events and classes – ‘races’ NOT currently covered. We need to review our insurance cover as we start to introduce more IHSGB events.</p> <p>We all volunteered to help/assist Martine with the development of her Leisure programmes.</p>		
7.	<p>Youth HB</p> <p>Harriet shared her ideas for a Youth Welcome Pack which all welcomed and thought to be a great format. To include a workbook to help towards the badge completion. And with a clear progression from Youth to Adult. JA to ask Becca Hughes for any development work she did re the Sport badges</p> <p>Also to include physical pin badges. Martine then shared pens from the Yule Lads Challenge – and fridge magnets – possible inclusion in future Member Welcome Pack - to inform future discussions. Also branded sweets – available at events etc.</p>	HB	



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	<p>Welcome packs could be sent by Kathryn Wogan – she volunteered! To include regalia and old Sleipnirs</p> <p>To develop – a cumulative youth award /badge Suggestion by HB that collecting points would encourage participation and support a youth award scheme</p> <p>KW suggested youth days maybe without horses – discussion around this considered if this fits the UK model where most young people with horses maybe would not consider this with Icelandic’s and those without would not afford them.</p> <p>Open day suggested for Icelandic horses- HB suggested that displays ect would market Icelandic and promote to the youth riders.</p> <p>KH suggested that this is something to be investigated for the future and to record this for future substantive discussion .</p> <p>HB has sent links to the trustees so that they can all access free prevent training.</p>		
8	<p>Sport update. TR TR:</p> <p>Survey reported back to board before Christmas.</p> <p>WCs 9 prospective applications so far – 16th Jan final registration date. 3 overseas, Hoping to confirm manager shortly. Hope to organise squad training and assessment. Organise a show – package to go out to reps to support. BCs propose a venue – ideas to be put forward. Becca has decided to step down from the sport group. But support will continue from Andrew, Mike and hoping to also from Baddi .</p>	TR	



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<p>9</p>	<p>Education JA</p> <p>Training on a hack JA, KW and MB very keen to promote publications in this area . MB reminded how well the “Yes, Mike” videos had been received. All agreed promoting literature in this area for people who cannot have access to training.</p> <p>JA – Ranking on the Website TR asked do we want to keep this. JA feels that although complicated its well received by riders. DE suggested quite a lot of initiatives at the moment.</p> <p>JA – On line to take courses for Knapamerki- JA thinking we could do similar here or join to American course. JA enquiring.</p> <p>Training – Baddi course Sept Risca - Peter . JA has put out request to area reps for course locally but only one reply so far.</p> <p>MA has suggested to JA that a sales information leaflet would support members in purchasing guidelines for purchasing new horses. JA emphasised importance of horse that is a good match to rider. KH agreed that sheet or pamphlet required on how to select your Icelandic horse – or even FAQ on the ISHGB Website.</p>	<p>JA</p>	
<p>10</p>	<p>Comms Item KW</p> <p>Clothing – KW Located a supplier – something for the GB team. DE has been approached ref budget. HB suggested that these offered also to members to help raise funds.</p> <p>Need to choose a company. HB showed Tylers who supply schools. All agreed that funds raised by member sales would be way to raise funds for events and teams.</p> <p>All – General discussion reference supply of branded clothing for members. KW will continue to source suppliers and refine.</p> <p>KW – suggested that there should be rewards for ALL types of comp. Where members are taking their Icelandic horses for eg LeTreck, National Dressage.</p>	<p>KW</p> <p>HB</p> <p>ALL</p> <p>KW</p>	



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	<p>MB so could this be achievement awards at end of year.</p> <p>Promotes and rewards achievements in other disciplines in addition to Oval track comps.</p> <p>Demonstrations- Peter H is organising, there are at least 2 booked already for 2023. KW put forward that an allowance should be made for riders who are taking part in demonstrations of the Icelandic horse. FG suggested this should be National Colours.</p> <p>Actions:</p> <p>KW will put forward firm information on availability. All suggested that KW should just go ahead now with best outcome from research for best supplier.</p> <p>DE – reminded we must check that any supplier is an ethical source. KW will check on this and it will feed back to the board with a proposal to the board reference a final costing so that it can be agreed at board level for Demonstration and WC teams.</p> <p>KW – Ambassador for Iceland has agreed to sponsor some IHSGB items and asked for a ‘shopping list’ of what the IHSGB may want to support the Society. . gazebo, trophy etc.. KW is working on costs for these items. Storage and tracking needs to be considered.</p> <p>EB will follow up on what could be available ref sponsorship when at FEIF.</p> <p>DE suggested trophies are standardised, with theme, brand, identity. CH led discussion on what form these should take. All agreed they should be standardised and robust and good representative of the Icelandic horse.</p> <p>KH put task for trustees to track down where the trophies in existence are.</p> <p>Sleipnir – could we raise money from sales of hard copies? DE suggested new members have back copies.</p> <p>KW Equifest ; should we be represented there. KW has some contact for this and will pursue contact for this.</p> <p>Donations and Prizes – sponsorship.</p>	<p>MB</p> <p>KW</p> <p>DE</p> <p>KW</p>	
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	<p>KW has contacted many but there is difficulty in getting responses . KW confirmed that she will continue to pursue.</p> <p>Action: MB asked for clarification on this so that other trustees could pursue this too.</p> <p>DE suggested introducing a drop box on the shared drive.</p> <p>Web site: HB suggested that Comms could take forward the Website to upgrade some parts to make it more user friendly.</p> <p>Actions: HB will look through website and present at next meeting then this can be put forward for Ians Pugh's comments.</p> <p>KW will put up some more key dates, JA feels real problem with where information is posted.</p> <p>JA suggested the IHSGB page could be more utilised to account members not on Facebook or having access to it.</p> <p>DE policing of Chat to check for msgs is time consuming and can lead to confusion as some discussion not always in correct place therefore msgs not being picked up. All agreed this is a common problem and need further discussion to resolve.</p>	<p>MB</p> <p>HB</p> <p>KW</p> <p>JA</p> <p>DE</p>	
<p>11.</p>	<p>The Future. CH</p> <p>Where does the IHS GB want to be in the future.</p> <p>CH. There is a need to consider where are we now, what needs to be picked up as projects, where will the Society be in the future, and how we need to be organised to achieve this.</p> <p>CH has previously proposed engaging someone externally to the Board, who has connection with the Society and the required skills to bring this together by working with each trustee, and other key people, and then collating information and feeding back to the Board. The Board will then agree what action needs to be taken. Gill Scholes has agreed to undertake this work. Alison Budd has also offered her services in doing a paper review of our</p>	<p>CH</p>	



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	<p>procedures etc and collating benchmarking information from other similar organisations including how they are structured. Both will bring a fresh pair of eyes to how members are best supported, esp. area reps and engagement in promoting the Society.</p> <p>Discussion on role of area reps. All agreed the current area rep situation needs reviewing to ensure it can support the objectives of the Society.</p> <p>Suggestion that a Board meeting dedicated to discussing the outcomes of the review, and agreeing future plans and organisation moving forward would be useful – a day to be booked in approx. 3 months for a future planning and structure as the only item on the agenda.</p> <p>CH will compile a doodle poll for this date for board members, once the timescale for report back has been identified with Gill.</p> <p>Other business. MB suggested Newmarket conference facilities for future meetings AGM DE proposed that face to face meetings are a good way forward.</p> <p>Meeting concluded 3.30 pm.</p>	<p>CH</p> <p>CH</p>	
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Distribution List: Trustees, Management Team, Regional Reps & IHSGB website