



# Harry Payne

Training Director candidate

I have been a member of British Dressage for over 20 years and have been lucky enough to forge a career in the sport across a variety of roles. I'm deeply passionate about coaching, as a UKCC level 4 coach, and enjoy developing others in coaching roles and the BD workforce alongside the support of my own students; I also hold an MDC in professional practice in sport coaching. I'm also a List 1 judge, a former Regional Chair, and I've served on the BD Board for four years in my first term as Training Director.

## **What's been happening in BD training activity**

As part of my manifesto for my first term as BD Training Director, my main ambition was to support our members in a post-Covid world, alongside offering development activity for BD coaches beyond offering a recognised qualification. Over the last four years I've been privileged to work alongside the Training & Education team to achieve these objectives.

I was delighted to see the design and launch of the BD coach packages, which offer a selection of choices, from basic registration through to a top-tier choice, which fully encompasses insurance, compliance, CPD activity and BD branded clothing.

Coach assessment and qualification has gone from strength to strength; in four years we now have a total of 100 coaches who have qualified as either BDCC Level 2 or 3. To support qualification, we've also developed and launched a CPD structure for coaches which allows for flexibility in their development requirements. I'm pleased that we're now running compliance CPD through British Dressage, while we now regularly endorse CPD activities from external providers to support our coaches varied learning requirements too.

We have developed and expanded our educational workforce to cover all aspects of the education that we provide. Our workforce is supported better than ever, with yearly CPD and Standardisation days offering development for a huge range of skills, including in person and online delivery.

Quality and consistency in our education systems has been high on the agenda and we have reviewed and expanded our Quality Assurance strategy to include all qualifications that BD provides, both regulated and unregulated. Support has also been a key topic, and I've been pleased to see the development of a team of qualified mentors to support our members through any of our BD educational pathways.

Within the white boards, the completion of the BD Test review was an enormous undertaking, in collaboration with the Sport Operations team. Reviewing and modernising our tests has created a clearer structure and a set of dressage tests, which support and prepare members for their progression through our pathways. We've also designed a set of 'Progression Tests' to be used in conjunction with our coaches, aimed at supporting riders in their journey through the levels and sections.

Young Horse tests have also been a key development area, focussing on the upskilling of trainer judges. We've reviewed and relaunched the Young Horse module in collaboration with the Officials committee to ensure that our Young Horse judges remain current and competent.

Finally, I've been pleased to lead development at BD events. We've brought BD Coaches learning needs into the 'Principles of Dressage' Seminar, with specific break out groups, to join the judges in an invaluable face-to-face

learning environment. This enhanced collaboration between judges, coaches and riders has been a real highlight of my first term.

We've also reviewed and rebranded the traditional National Convention, creating 'BD Presents...', a new format that aims to provide relevant and interesting training content for members at all levels, especially our grass roots riders. The first delivery of this in November 2024 saw Olympic medallists Becky Moody and Sophie Wells work with some outstanding guest contributors and relatable horse and horse combinations to complete a memorable event.

### **Looking to the future of training in BD**

My ambitions for the next four years are centred around developing integrity and promoting the highest standards of horse welfare in all aspects of our sport. I believe much of this work can be achieved by good education.

Stewards will be vital in helping us achieve our equine welfare goals, and we need to continue to develop our steward education programme, alongside the introduction of marshals and local show officials.

We need to work collaboratively with the Officials and Sport Operations committees to ensure that all coaches, officials and riders are given the opportunity to share best practice and develop their knowledge and understanding of ethical training techniques.

The BD Learning Hub has been a huge success for the Training & Education team, providing accessible learning for all; we need to utilise and expand our progress here to ensure all members have access to training content, with a particular emphasis on welfare, across a wide range of topics that benefit them. This is especially relevant for helping our members to give the very best care to their horses at home, in training and at competitions.

Continuing the development of BD coaches, we need to update and modernise our Coaching Certificates to ensure they remain relevant, future-proofed, and give our coaches the support they need to navigate the challenges we face as a sport.

I think it's imperative that we build on our existing CPD provisions for the BD workforce, developing greater collaboration with other BEF member bodies to ensure cohesion in our profession. The more we can share and support one another, the better.

Finally, I'd like to see more opportunities for riders to take up a workforce role, with additional support for them to further their ambitions, progressing through the levels and excelling in their given pathways.

We have achieved a lot over my first term. I hope that you, the members, can give me the opportunity to continue working with BD over the next four years to further these goals.