

## Executive Summary

### Board of Directors Meeting

#### 21 April 2020

1. Finance: The Coronavirus pandemic is already having a significant impact in terms of income, from starter levies, sponsorship, membership renewals and horse registrations. Work continues on the assessment of how this will affect the sport and BD as an organisation in the short, medium and long term. However, it is proving challenging to forecast accurately with uncertainty around the end of the lockdown and any other restrictions placed on society for the foreseeable future. Based on current forecasts, early indications point to a seven figure deficit for 2020. However, this does not factor in the financial impact of any future concessions made around membership or horse registrations.
2. Board & Governance: The AGM is currently scheduled for 10 September. Alternative ways of running the meeting are being investigated in case we are unable to hold the AGM as normal due to continuing restrictions around social distancing and travel. The date may also need to change due to the delay to the auditing of 2019 accounts until July 2020, which will impact upon timescales.
3. HR: 20 out of 39 BD employees are currently on furlough leave utilising the Governments Coronavirus Job Retention Scheme until the end of May, subject to review every three weeks. If the current lockdown continues beyond this point this may have to be extended into June. As of 1 April 2020 Alexandra (Alex) Phillips joined as Regional Development Officer for the Central Region, so she does not qualify for furlough leave.
4. IT & Website: Reallocation of the IT budget was agreed to prioritise development work to support operations and membership during lockdown, including preparations for the resumption of the sport. Non-essential projects have been paused indefinitely pending further review later in the year, but these may well now be deferred until 2021.
5. Sport Operations: Two task force groups have been formed to work on the resumption of sport and are currently scoping a range of possible scenarios once go ahead is given to restart activity. These include various options for the competitions and championships that were scheduled to take place in the period between April and September. Further cancellations and / or postponements are likely, with implications on qualifications and competitions taking place later in 2020 and into 2021.

Operational plan will be produced over the course of the next two weeks and shared with all members and stakeholders before the end of the lockdown period. This will include three phases; Response, Resumption and Recovery, adopting a four stage approach to the resumption of activity for members to Ride, Train, Compete, Qualify.

6. National Championships: Discussion held around the options available. These could still be limited for spectator-driven events, depending on the level of social distancing restrictions that remain in place. While it is difficult to forecast accurately at this stage, it was accepted that decisions will need to be taken imminently to avoid incurring unnecessary costs and allow competitors, organisers, sponsors, retailers and suppliers time to plan and adapt. It was acknowledged that most of the summer season qualifying period from March to June has now been lost, so it will be difficult to maintain the normal competition structure.

7. Para-Equestrian: Proposals tabled around the resumption of competition activity after lockdown. More planning will be required to develop the options available and further consideration of para-riders specific requirements will be necessary, not only to accommodate whatever social distancing measures remain in place, but also to identify those who might fall into the 'at risk' categories.
8. International Teams: Question mark remains over whether the Junior and Young Riders European Championships in July at Hartpury will go ahead, although this is looking unlikely. A decision will be made by the FEI and the organisers ten weeks in advance. The Pony European Championships due to take place in Poland in August have already been abandoned. The impact of the crisis on changes required to selection policies were also discussed, while the Board agreed to extend the terms of Senior and Para Selectors by 12 months to take into account the delay to Tokyo 2020 Olympics and Paralympics.
9. Judges: Updates were provided on the judge education project, highlighting the work that will continue during the lockdown period, the timeline for delivery and potential impact that the crisis will have on other areas of the project. Communication with judges is ongoing, with a further email due to be sent by the end of the week, including a brief survey in order to further understand the potential provision and requirements for judges when the sport is able to resume.
10. Youth: Decision was taken to delay any tender process for the DiSE programme until 2021. Horse Care tier 3 is to be launched imminently and development work on that project remains ongoing. Review of the U21 development pathways is also still under discussion, although elements of this will now be delayed due to the current crisis. Priority to focus on the short to medium term for 2020/21.
11. Training: Some BDCC courses have been delayed with a change to courses being delivered over WebEx. This has been well received by participants and provides a framework to expand on-line learning for other CPD activity. Practical elements may need to be deferred until later in the year. Contingency planning for large-scale training events is underway, including discussions about live streaming as an alternative to spectator model for the National Convention.
12. Commercial: The crisis will have an impact on many sponsors, advertisers, retailers and suppliers in the equestrian sector. Update received on discussions with existing winter and summer sponsors, including the potential impact on their businesses during and post-lockdown.
13. BEF: All member bodies are in regular dialogue during the crisis, including weekly calls between the three Olympic discipline CEOs and Pony Club. Postponement of the Olympics and Paralympics will impact on the current funding cycle and will likely necessitate an extension of funding arrangements to September 2021. Awaiting further information and confirmation from UK Sport.
14. FEI: Dressage Calendar Task Force met last week with proposals and recommendations put forward to the FEI Board. There should be more clarity on the impact to the international fixture list for 2020/21 in the coming weeks.
15. Date of next full Board Meeting: Monday 8 June 2020, although interim calls will continue to be held as required on a weekly or fortnightly basis. Next video conference scheduled for 5 May 2020.