

## Harry Payne

Training Director candidate

Proposed by Becky Moody and Charlotte Lassetter



I have been a member of BD for 20 years and I live with my partner in East Lothian, Scotland. I am passionate about dressage and have been lucky enough to make my career from our sport. During my career I have developed to be a Group 1 rider, a BDCC Level 4 Coach and a List 1 Judge. I also hold an MSc in professional practice in sport coaching. The main part of my job is as a self-employed freelance coach, but I also educate coaches and judges as a member of the BD workforce. Education is my second passion. I have worked with BD as a volunteer extensively over the last few years, including being Chairperson of the former Central Region. I currently sit on the training committee as a coaching representative.

Personally, I have certainly missed competing consistently over the past 18 months. The cancellation of so many championships has been tragic, particularly at regional youth and senior team level. I feel that these competitions have a huge value to many riders. I would try to ensure that these competitions resume and are run to the highest possible standard. I feel it is important that as many members as possible gain the experience of riding at more prestigious shows should they qualify and wish to do so, whilst being in a supportive team environment.

I work extensively throughout the BD regions as a coach delivering to a wide range of riders from the youngest members of BD Youth through to riders who are competing at Grand Prix. I consider that the ability to communicate is one of my stronger skills and listening is a large part of this. As training director, I would strive to ensure that all viewpoints across the BD membership are listened to and that every member feels they are valued and has a voice.

Our regions are remarkably diverse, and the challenge to make all activities fully inclusive to all members is high. The pandemic has forced changes in practice regarding delivery, particularly with technology. I have been involved first-hand in the design and online delivery of coach/judge and rider training over the last 12 months. This has increased accessibility to many members living in remote areas and has made activity much more accessible to members who may be living a good distance away from the provider. The National Convention was a prime example of this. I would try to ensure that the use of technology continues to be embraced and that as much activity as possible is made more accessible.

I have been a member of the coach education team for several years. Education is my second passion behind training dressage horses. In my position as coaching rep on the training committee I have been involved with the continued development of our BDCC programmes.

I feel strongly that knowledge is the key to development and progress in most spheres of life, to which coaching is no exception. BD has a robust training and assessment process for our coaches; however, I feel coaches need more support beyond the final assessment.

As training director, I would try to develop further support and benefits to coaches within their database registration. Within this remit I would like to see guidance made to our coaches to help them structure where they need to gain further knowledge and how they can access this through a structured CPD programme. I would like to make sure that the members of the National Technical Trainers and trainers with international experience feel their knowledge is valued to this effect.

I would also like to develop a business support system to coaches to assist them in building client bases within their regions once they are qualified. In my opinion this can only help to enhance the quality of coaching received by BD members. I would like to promote a more joined up process to educating coaches and judges, particularly around the technical knowledge required to do both jobs. I feel some parts of both pathways could be much more holistic with both groups working together more closely.

BD has a well-structured young horse programme through which many talented young horses and riders have started their careers. I would like to see investment into these classes continue. The Young Horse Forum was taken online this year which improved accessibility to the wealth of knowledge delivered from them. I feel that an element of this must be retained to ensure all members get access to this knowledge should they so wish. I value the education of young horse class judges highly; I would promote the development of further specific young horse judge training. I would like to see more inclusion pre-ridden horses and feel that our breeders, vets, and practitioners hold a wealth of valuable knowledge which could be included in our young horse training system.

In summary, given that I see knowledge as the key to progression, as BD training director I would try to ensure all members can gain the knowledge required to progress in their given field, be that rider, coach, or judge. I will try to ensure that BD has professional, structured and accessible pathways which are constantly developed to remain relevant, current, and valid. Where it is not possible for BD to provide content, I would try to develop a partner scheme to allow BD to signpost members to trusted providers. The development of our training and educational programmes can only lead to an improved membership experience and ultimately a stronger and more secure standing on the world stage of dressage.