

EA – NSM Message and Brief Safety Report (24.06.2020)

24th June 2020

Dear EA Members,

I wish to provide you with a summary on the progress to date within the area of health and safety during these turbulent times. Contrary to what you may have recently read in media or heard, safety has been and remains the number one priority for EA's NSM and many others.

Safety is one reason why change in the structure, operations and governance of EA is imminent. This message and summary report will provide you with an understanding of what has been happening, what is currently underway and some items that have been completed within the period January-June 2020.

I have been very fortunate in the past six-months to have met, worked and talked with many devoted and passionate people within this sport. This experience to date has been inspiring and I believe my passion for safety is shared by many. Pro-active change is needed now, to effectively meet the needs of our valuable members, coaches, officials, funding bodies and everyone who embraces our equestrian sport.

I encourage all members to embrace this opportunity for change. Let's all focus on the best our equestrian sport can be. I know this can be achieved by ensuring we provide a healthy and safe future for equestrian sports in Australia, demonstrating leadership in safety matters, effective governance and management worldwide.

Yours sincerely,

Meredith Chapman

National Safety Manager

Equestrian Australia

EA – NSM Brief Safety Report

Introduction

In 2016, Equestrian Australia Limited (EA) and Eventing NSW faced two tragic sport-related fatalities of young Eventing riders Olivia Inglis (6th March 2016), followed by Caitlyn Fisher (30th April 2016). The unfortunate circumstances of these fatalities were acknowledged by EA, the Eventing and equestrian sport communities worldwide, along with the heart-rending pain both families endured and will continue to experience. As a result of these young-female-rider fatalities a Coronial Inquest was conducted in the NSW Coroners Court over five days (May-July 2019) with the Magistrate Derek Lee (NSW Deputy State Coroner), reporting his findings and recommendations on 4th October 2019. A total of 31 recommendations were tabled and following this inquest Equestrian Australia's Board of Directors expressed their commitment to action change and implement all 31 Coronial Recommendations as reasonably practical.

Safety Summary

In 2016, EA engaged Roger Kane in the part-time position of 'National Safety Officer'. This appointment was funded by the "Making Eventing Safer Fund" specifically in response to Derek Lee's 31 Coronial Recommendations. Mr Terry Snow was the instigator of this fund, pledging \$250,000 to the sport of Eventing, with the aim of improving safety and funding initiatives for this equestrian discipline. As a result, Roger Kane commenced a review of all 31 Coronial Recommendations and diligently communicated with the National Eventing committee, officials and stakeholders to commence safety change within Eventing.

On 2nd January 2020 EA appointed a full-time National Safety Manager (NSM) completing recommendation (2) of the Coronial Recommendations and a comprehensive safety-role handover commenced which included the status and implementation of the 31 Coronial Recommendations.

Since the appointment, the NSM has:

- represented EA at International FEI and National safety forums
- delivered regular updates to members and stakeholders of EA's projected safety plans and initiatives, with a focus on maintaining a collective direction for members
- conducted an initial review of all available EA National safety systems (policies and procedures) to identify the gaps and develop a plan of action to rectify the health and safety system deficiencies
- created a Corrective Actions Register (CAR) as a 'living document' which provides a process to action recommended and identified safety tasks, including a risk mitigation evaluation, responsibilities and recommended timelines for each item
- attended events, officials training courses, organising committee and National Discipline Committee meetings, whilst responding to individual member concerns or questions

- reviewed and reformed EA's Safety presence on its website - <https://www.equestrian.org.au/makeequestriansafer> and <https://www.equestrian.org.au/news/safety> with content frequently updated with health and safety information, training forums, FEI and other news, research, statistics, a regular newsletter (with safety updates) and risk mitigation documents to support organising committees and affiliates.
- Due to the impact of COVID-19, led discussions and the development of a National EA COVID-19:
 - Risk Response Recovery Plan
 - Guideline for the 'safe' participation of Virtual Equestrian Training Activities
 - Guideline to Resuming Equestrian Training and Competition Activities. This Guideline was disseminated to all EA Stakeholders and published for all EA members on 10th June 2020.

Training and education have been a high priority, with discussions and meetings having been undertaken on health-safety specific training updates for officials, coaches, organising committees and volunteers.

Currently, a National Critical Incident Management Team (CIMT) has been established, with Stage-1 Communications training already completed and Stage-2 face-to-face incident-scenario training scheduled for July 2020. This training is being facilitated and funded by the Australian Institute of Sport. Further discussions are currently underway with EA Official and Coaching training representatives to update and integrate existing and future training opportunities with EA's training syllabus platforms, along with the implementation of a suitable and cost-effective learning management system.

Having finalised its 2020-2025 Strategic Themes and 2020 Workplan, EA has a primary focus for its members and their horses on health, safety and welfare. The four key Strategic Themes are:

- 1) Excellence in Management and Compliance
- 2) Sustainability and Efficiency
- 3) Pathways that meet all Participants Needs, and
- 4) Governance and Culture

Underpinning the 2020 Strategic Themes is a Workplan incorporating a comprehensive overarching health and safety plan for the NSM with three key streams:

- 1) Health and Safety
- 2) Risk Management; and
- 3) Horses

A brief summary of the key Drivers, Objectives and Strategies have been included within this report.

Refer to Appendix 1. NSM 2020-Workplan.

A review of the 31 Coronial Recommendations was commenced earlier this year, with Phase-1 including the adoption and implementation of all 31 recommendations where reasonably practical. The initial review process has been based on the following:

- Works completed and advised by Roger Kane (outgoing NSO).
- Eventing Discipline Committee reviews, discussions, adopted and amended documents.
- Medical Consultative Group discussions and advice.
- All other relevant key Stakeholders. (E.g. State Branches and Organising Committees).

This initial review has resulted in documented operational and training changes to meet conformance with the majority of these important safety recommendations.

The current status of the 31 Coronial Recommendations is:

- 25 have been completed
- 4 have been partially completed, requiring further review, and
- 2 requiring review

Phase-2 has already commenced and includes a desktop audit review by the NSM of all 31 Coronial Recommendations to determine and validate the recommendations that have already been adopted and implemented (in Phase-1) are supported by evidence and deemed effective. In addition, a review of the remaining four partially completed and two requiring further review will be included. This process is likely to be completed following the resumption of Eventing sport in accordance with COVID-19 federal, state jurisdiction and public health authority requirements.

In conclusion, the health, safety and welfare of EA's members along with the welfare of their horses is paramount for the ongoing viability of equestrian sport in Australia. EA can be a leader in this space.

If you have any further enquires or require clarification of this report please contact the undersigned on meredith.chapman@equestrian.org.au

Yours sincerely,

Meredith Chapman

National Safety Manager

Equestrian Australia

NSM-2020-Work Plan

Focus Area	Key Results	Key Drivers	Key Objectives	Key Strategies
<p>Risk Management and Compliance</p>	<p>Health and Safety</p>	<ul style="list-style-type: none"> • Industry Leadership • Collaboration and inclusion • Identification • Data/Evidence/Research • Management and Planning • Budget • Communication • Implementation • Mitigation • Minimisation • Measurement • Refinement • Reputation • Sponsorships • Funding Retention • Mental Health • Critical Incident/Crisis Response Management 	<p><i>“Global leader in Equestrian Health and Safety. Develop and implement initiatives accepted and adopted by all officials, coaches and Disciplines”</i></p>	<ul style="list-style-type: none"> • Medication control • Discipline specific • Connect and actively contribute to the global Health and Safety community including FEI forums • Review Health and Safety to identify gaps, develop, implement with a wholistic and inclusive approach, to enable a realistic plan, enhancing work already completed • Review, evolve and expand the data/evidence/research base specific to Health and Safety • Report and actively seek feedback from all relevant stakeholders • Election of State Health and Safety Officers (HSOs) to champion Health and Safety compliance, improve process and two-way flow of communications • Provision of Health and Safety Training for officials, volunteers, riders, OCs and relevant others (parents and support persons) • Critical Incident/Crisis response – planning preparation for an unwanted event. First responder framework, training and communications

				<ul style="list-style-type: none"> Decision-making is underpinned by strong business planning principles
	<p>Risk Management</p>	<ul style="list-style-type: none"> Industry Leadership Collaboration and inclusion Identification Data/Evidence/Research Management and Planning Budget Communication Implementation Mitigation Minimisation Measurement Refinement Reputation Mental Health & Wellbeing Critical Incident/Crisis-Response Management 	<p><i>“Identify and understand equestrian sport, administrative risks to develop, adopt and commence implementation of a realistic risk mitigation plan”</i></p>	<ul style="list-style-type: none"> Club insurance Insurance Review current process to identify gaps, develop and implement a suitable Health and Safety Risk Management Plan-Procedure to mitigate potential risk (including financial) and actively monitor. Develop and maintain (current) a living Corrective Actions Register Review, evolve and expand the data/evidence/research base specific to Risk Mitigation Report and actively seek feedback from all relevant stakeholders Oversee and promote improved and more effective risk management procedures in coaching Ensure and maintain representation on the FEI risk management committee Decision-making is underpinned by strong business planning principles
		<ul style="list-style-type: none"> Industry Leadership Collaboration and inclusion Data/Evidence/Research Management and Planning Budget Communication Implementation Development Marketing/Promotion 		<ul style="list-style-type: none"> Define our expectations and meaning of horse welfare Draft a Charter and establish a sub-committee to establish and oversee the development of a framework Ensure we are included in and actively contribute to conversations on horse welfare

	<p>Horses</p>	<ul style="list-style-type: none"> • Mitigation • Measurement • Refinement • Welfare • Critical Incident/Crisis-Response Management 	<p><i>“Commence building a framework that ensures the welfare of the horse is integrated into all future equestrian planning and operations”</i></p>	<ul style="list-style-type: none"> • Ensure that we maintain representation on the FEI veterinary committee and two-way effective communication is in place • Ensure that our doping and medication control standards and regulations are best practice • Review, evolve and expand the data/evidence/research base specific to Horse Welfare. • Critical Incident/Crisis response – planning preparation for an unwanted event. First responder framework, training and communications for large animal rescue and response • Decision-making is underpinned by strong business planning principles
--	----------------------	--	---	---
