



EQUESTRIAN
AUSTRALIA

National Health, Safety and Welfare Policy

Effective from: 01.11.2022

Last Review: 04.09.2022

This policy is also accessible on the Equestrian Australia (EA) website: www.equestrian.org.au

Reproduction in any form is not permitted without contacting EA

Disclaimer: *Equestrian Australia believes all material produced for this publication is correctly and accurately researched. However, we give no warranty in relation thereto and disclaim liability for all claims against Equestrian Australia, its officers, employees or agents or any person associated, which may arise from any material contained within its pages that may be challenged by any persons.*

Contents

1.0 INTRODUCTION.....	3
2.0 PURPOSE AND SCOPE.....	3
3.0 THIS POLICY IS APPLICABLE TO THE FOLLOWING EQUESTRIAN PARTICIPANTS:.....	3
4.0 WHAT IS HEALTH, SAFETY AND WELFARE?	4
5.0 HEALTH, SAFETY AND WELFARE OBLIGATIONS	4
6.0 PROHIBITED CONDUCT.....	5
7.0 BREACH OF THIS POLICY	5
8.0 RELATED DOCUMENTS AND REFERENCES	6
9.0 GENERAL DEFINITIONS	6
10.0 DOCUMENT CONTROL.....	8

1.0 Introduction

Equestrian Australia (EA) is committed to ensuring, so far as reasonably practicable, the health, safety, and welfare (HSW) of our EA members, including non-members and their horses, officials, committee members, coaches, clubs, event organisers, contractors, volunteers, workers, and the wider community, collectively defined as “all equestrian participants”.

This commitment extends to all our States, Affiliated Clubs and Coaches. Our aim is to provide and maintain an effective health, safety, and welfare management system, providing the highest level of risk mitigation processes for our members, non-members and their horses to assist in the management of hazards and the risks inherent in our sport.

Equestrian Australia’s commitment to health, safety and welfare is based on the following principles:

1. Equestrian sports can be dangerous for riders, handlers, and horses however, we aim to mitigate risk associated with and inherent in our sport, so far as reasonably practical.
2. Planning, preparation, and good communication assists in keeping our events and training activities safer.
3. Everyone in our sport, including athletes has a responsibility to report identifiable incidents and follow all sport rules, guidelines, and procedures.
4. Our sport includes horses and maintaining their health, safety and welfare is paramount.
5. Equestrian Australia aims to meet our specific sport health, safety and funding requirements and obligations.

2.0 Purpose and Scope

The purpose of this policy is to demonstrate EAs commitment to all health, safety and welfare matters and reassure those for whom this policy applies that safety is our highest priority. This policy outlines EAs obligations, expectations of all members, non-members, and any other equestrian sport participant. This policy also clearly defines prohibited conduct, breaches and EAs expectations in reporting these matters.

3.0 This Policy is applicable to the following equestrian participants:

Any affiliate, member, non-member, participant, organiser, and worker.

3.1 For the avoidance of doubt, this policy applies to:

- a) At all EA endorsed equestrian activities that are conducted under the auspices of EA or by any EA affiliate.
- b) To all EA accredited coaches, officials and other accredited persons during any EA endorsed equestrian activity even if they are not coaching, officiating or undertaking an accredited activity but are but representing EA.
- c) Any non-member of EA is required to abide by this policy when attending any EA endorsed equestrian activity.

4.0 What is Health, Safety and Welfare?

- a) EA has a responsibility as a sporting federation to minimize where reasonability practical the risk of illness, injury or a fatality to members, non-members, and their horses.
- b) EA acknowledges that people interacting with horses can be inherently dangerous and carries a high-level of risk.
- c) EA aims to provide support to all participants and their horses promoting optimal health (free of illness, injury, or pain) and wellbeing, whilst providing a safe environment where participants and their horses are protected against adverse physical, social, and emotional (welfare) conditions during equestrian events or training activities.

4.1 HSW for EA members and non-members

- a) All persons in attendance at any EA endorsed event, or training activity are required to abide by EAs HSW policies, procedures, protocols, rules, and regulations regardless of role context.
- b) Maintaining the health, safety, and welfare of all persons in attendance at any EA endorsed event or training activity is everyone's responsibility, including paid workers, unpaid persons, volunteers, support persons, bystanders, or observers.
- c) EA will exercise zero tolerance for any HSW breach related to this policy and all mandated procedures, protocols, rules, or regulations.
- d) EA reserves the right to apply a sanction to any equestrian participant that does not comply with this policy or any of EAs HSW policies, procedures, protocols, rules and regulations.

4.2 HSW for Horses

8.1 Horses are deemed as counterparts of EA members and non-members at all equestrian events and activities. Refer to the EA National Horse Health, Safety and Welfare Policy for further detail on HSW for horses.

5.0 Health, Safety and Welfare Obligations

All EA members and non-members must

- a) Adopt, implement, and comply with all:
 - (i) HSW Policy, Procedures and Protocols
 - (ii) Provide support and resources for the implementation of the HSW Policy, Procedures and Protocols.
- b) Follow the general regulation and sport rules
- c) Refer to all EA Guidelines as best-practice standards and where practical adopt these
- d) Prioritize the HSW of yourself and your horse, and the HSW of others and their horses at any EA endorsed equestrian activity
- e) Report any breaches of this Policy immediately to the National Health and Safety Manager (NHSM) safety@equestrian.org.au
- f) Be willing to participate in any investigations pertaining to HSW matters

6.0 Prohibited Conduct

EA members, officials, volunteers, or non-members commit a breach of this Policy when they individually or in conjunction with another or others engage in any of the following conduct against or in relation to a HSW matters or personnel:

- (a) Choose not to abide by or adhere to a HSW rule, procedure, or protocol
- (b) Fail to report a HSW incident within the prescribed timeframe
- (c) Knowingly misrepresent a committee decision or rule regarding a HSW matter
- (d) Disseminate or discuss HSW information that is incomplete, in draft or identified as confidential without permission of the author
- (e) Change, erase, alter or misuse any nationally disseminated HSW documents, forms, training information, procedures, or protocols
- (f) Knowingly disrespect, dishonour or use offensive language towards (directly or indirectly) to any National, State or EA endorsed equestrian activity HSW representative
- (g) Knowingly discuss or disseminate untruthful, misrepresented, or false information regarding HSW protocols, procedures, rules, meeting minutes or other HSW information.

EA reserves the right to apply a sanction to any equestrian participant that does not comply with this policy or any of EAs National HSW policies, procedures, protocols, rules, and regulations.

7.0 Breach of this Policy

It is an obligation under EA for all sport participants, officials, coaches, and relevant others to comply with EAs HSW Policy and its related Polices, Procedures, Protocols. Failure to do so may result in disciplinary action or a sanction pursuant to EAs Code of Conduct and Disciplinary By Laws.

8.0 Related Documents and References

- 8.1 EA General Regulations
- 8.2 EA Privacy Policy
- 8.3 EA Social Media Policy
- 8.4 EA Code of Conduct
- 8.5 EA Member Protection Policy
- 8.6 EA Complains, Disputes and Discipline
- 8.7 EA Child Safeguarding Policy
- 8.8 EA Personal Grievances Policy
- 8.9 EA Improper Use of Drugs Policy
- 8.10 EA Disciplinary by Laws
- 8.11 EA Anti-Doping Policy
- 8.12 EA Medication Control Policy
- 8.13 EA Hot Weather Policy
- 8.14 EA Stallion Safe Practices Guidelines
- 8.15 EA National Horse Health, Safety and Welfare Policy

<https://www.equestrian.org.au/policies>

9.0 General Definitions

In this Policy the following words in the singular include the plural and vice versa and have the corresponding meaning:

Committees: The Committees of Equestrian Australia (EA) are Sub-Committees of the EA Board of Directors and are in all respects accountable to, and subject to, its control. The overall purpose of each Committee is to assist the Board in advising, promoting and developing each discipline. Each Committee is an administrative representative of the EA Board and will conduct business as such to reflect this. Committees are not authorised to enter into any contract or to incur liabilities on behalf of EA or independently.

Employees means a person employed by Equestrian Australia or an Equestrian Organisation.

Equestrian Activity is defined as any equestrian competition, event, or activity (including training), conducted under the auspices of EA and its Affiliates, whether on a one-off basis or as part of a series.

Equestrian Australia (EA) means the national governing body for Equestrian Sport in Australia.

Guideline: General principles that provide support and advice, like a rule, but not binding as justified deviations area possible

Health: The state of optimal physical, mental, or soundness, not merely the absence of disease, pain or limitation.

Horse/s: An equid, equine, sentient being regardless of its breed, sex, type, or purpose.

HSW: Health, Safety and Welfare

Incident: this is an instance of something that happens or occurs

Member means a member of Equestrian Australia or an Equestrian Organisation under its constitution, including:

(a) **Member Organisations**, which means each company or incorporated association that is a member of including each:

(i) State, territory, and

(ii) Club Member; and

(iii) affiliate that is a member of a State and Territory Member.

(b) **Individual Members**, which means individuals who are individuals registered with a Member Organisation.

Participant means:

(a) Athletes/Riders who are registered with or entitled to participate in an Equestrian Organisation or an Equestrian Australia Activity

(b) Coaches appointed to train an Athlete or Team in an Equestrian Organisation or Equestrian Australia Activity

(c) Administrators who have a role in the administration or operation of an Equestrian Organisation or Equestrian Australia, including owners, directors, Board members, committee members or other persons

(d) Officials including referees, judges, marshals, technical officials, or other officials appointed by an Equestrian Organisation, Equestrian Australia or any Club or Team sanctioned by Equestrian Australia

(e) Support Personnel who are appointed in a professional or voluntary capacity by an Equestrian Organisation, Equestrian Australia or any Club or Team sanctioned by Equestrian Australia including sports science sports medicine personnel, team managers, agents, selectors, and team staff members.

Procedure: Documented step-by-step plan of how to perform a process that minimises a deviation from a procedure that may lead result in harm to people, horses, or our environment

Risk mitigation: Planning and preparation to reduce the effects of hazards or threats

Safety: The state in which hazards and conditions that may lead to physical, psychological, or material harm or fatality are controlled or minimised, as low as reasonably practical in order to preserve the health and well-being of people, horses, environment and the community.

Welfare: The state where the promotion of social, physical and material well-being is being met

10.0 Document Control

Author	Status	Date	Version	Approved Changes	Date Approved
Meredith Chapman-NHSM	Initial draft- EA Integrity, Sport Ops, CVO & State CEOs, NHSC	12.04.2022	1.0 – 1.4		
Meredith Chapman-NHSM	Final Draft reviewed NHSC	01.06.2022	1.5	01.06.22	
Meredith Chapman-NHSM	Final Document for EA Board Endorsement following formatting 19.07.22	19.07.22	1.6		
George Proimos – NHSC Chair	Final Document following EA Board Review 27.07.22 – to be re-submitted to Board for final approval by circular resolution 04.09.22	29.07.22	1.7	04.09.22	13.09.22