



HorseWorld

Trustee Recruitment Pack

People helping horses. helping people



Thank you for your interest in joining our Board of Trustees

HorseWorld has been saving the lives of abandoned, neglected and mistreated horses, ponies and donkeys since 1952.



HorseWorld provides the best possible welfare for more than 100 horses, donkeys and mules at our Bristol farm. We provide care and support for around 200 more, who have been re-homed throughout the South West and form part of our wider HorseWorld family.

Established in 1952, we have been involved in the rescue of horses for more than 70 years. Our approach to equine welfare is based on evidence based research and robust training. We ensure all our equines have a life centred around their essential needs of the three F's; Friends, Forage and Freedom, and we use the five domains of animal welfare to assess our herd. This approach is integrated into all our policies and protocols.

Our Discovery programme is a part-time alternative learning provision, registered with four local authorities and providing services to around 250 young people each year. We work with vulnerable and disadvantaged young people through an innovative learning programme that brings them together with our gentle rescued horses. In 2022 we were accepted onto the Human Equine Interaction register and we are active members of HETI (Horses in Education and Therapy International).

Over the past few years we have seen an increase in demand for our charitable services, both for the equines and local young people. We are working towards a five year strategy to become a centre of excellence, enabling our work to be expanded through collaboration and partnerships.

Our achievements are underpinned by the dedication of a small team of HorseWorld staff and volunteers, including trustees.

Joining our team

It is an exciting time for HorseWorld, and we would like to expand our Board to support our future development. Our CEO, Petra Ingram, is leading us through the implementation of our strategy to delivery greater impact. On our journey towards being a centre of excellence we have several exciting projects in place, including collaborative research, a new Ofqual Diploma and our recently launched Equity, Diversity and Inclusion programme.

We are specifically looking for three people, each with at least one of the following professional skills:

- Education, particularly of young people with social and emotional needs
- Equine knowledge, particularly with an interest in equine welfare
- Fundraising
- Information Technology
- Safeguarding of young people
- Experience of working with people and communities from diverse backgrounds

I hope that when you have read this information pack you will feel as inspired with the work at HorseWorld as I was, when I joined the Board in 2018.

Desi Dillingham, MBE
Chair of Trustees

Our story

HorseWorld's story is embedded into Bristol's history

Just over a hundred years ago horses were a part of everyday life on our streets, farms and canals. No one then could have thought of a life without them. Working horses were strong and reliable, they were part of the country's industry and were essential to distribution of goods, transport and farming. Bristol was a hub before the background roar of the motor car – to a time when the sound of horses hooves clattering along the street, and time was tolled out by the great bells of the church.

However, by 1950 the end was in sight. In Bristol, horses were still being used by the Western Region of the newly nationalized British Rail, by the Bristol Corporation. On the other hand, local coal merchants, milkmen, and greengrocers still used horses on their delivery rounds and their horses were recognized and loved by their customers.

Founded as The Friends of Bristol Horses Society in November 1952 by Mabel Cocksedge following a public meeting to discuss concerns about working horses being sent to slaughter. A year later in 1953, Marjorie Pelling and Madge Checkley joined the Charity



ABOVE: Marjorie Pelling and Madge Checkley

after reading an article in their local paper about a rescued horse. They dedicated their lives to the cause and for 45 years they ran the Charity on the outskirts of Bristol.

Today HorseWorld continues to operate from Keynes Farm south of Bristol, with approximately 100 horses on grazing land of 180 acres. In addition to providing a home for life to a small number of sanctuary horses we rehabilitate those rescued horses with potential for rehoming in the region or retrain them to support our Discovery programme working with disadvantaged and vulnerable young people.



Our Vision

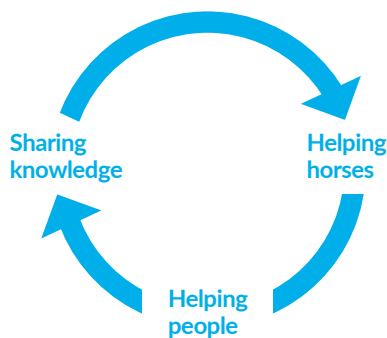
A world where horses and people help each other to live and work in harmony.

Our Mission

To create a safe community where horses and people connect together and enjoy lifelong learning.

Our strategy

Since the covid pandemic we have seen a considerable increase in the need for our services. In 2023 we launched a five year strategy to expand our positive impact on the welfare of equines and the provision of alternative learning for young people, supported by our rescued equine colleagues. Our approach is based on the concept of lifelong learning, delivered in everything we do, by helping horses, helping people and sharing the knowledge we acquire:



It is our goal to develop HorseWorld expertise to become a centre of excellence. We aim to scale up our impact by sharing our knowledge with the wider equine sector across equine welfare and equine assisted services through collaboration and outreach.

Our values define how we structure our charitable programmes, how we implement our work and how we communicate. They guide everything we do. Across our HorseWorld Community we are: *Caring, Collaborative, Proactive, Adaptable and Inclusive.*

We are supporting our goals with a set of ethos statements which underpin our approach:

- We will design our programmes based on the needs of our beneficiaries, both horses and young people
- We will ensure our approach provides a quality service which is externally validated
- We will make decisions based on evidence
- We will be a partner of choice, creating a safe community for everyone involved in our Charity
- We will ensure the importance of nature and conservation is woven into our work
- We will be environmentally responsible in our land and buildings management
- We will be inclusive in our treatment of staff and ensure they have the skills to excel in their work
- We will establish a sustainable funding model to ensure our charitable work endures into the future
- We will be locally significant, recognised as a much loved Charity serving the Southwest region for over 70 years

Over the next five years we have three specific ambitions. **We will:**

1

Establish a centre of excellence in the provision of equine assisted learning to young people, with a scalable model to benefit all members of society.

2

Utilise many years of experience, robust evidence and a deep understanding of the horse, to deliver a world-class horse centred rescue and rehabilitation programme to improve the welfare of horses in our local community.

3

Prepare to scale up the positive impact of our work on humans and horses, by working in collaboration with others across the UK to expand our work through education and outreach.

What we do

Equine Welfare

At the centre of our Charity is our rescued horses, donkeys and mules. We work in collaboration with local authorities, the police and other equine charities to undertake emergency rescues where the welfare of a horse is in serious danger. Once they arrive in the safety of HorseWorld we develop a tailored rehabilitation and training process to give them the best opportunity for a full recovery. Our staff are trained in a variety of techniques and where possible our approach is evidence based.

At HorseWorld we assess the welfare of all our equine animals on a regular basis and adjust their management to ensure they have a good life. We give our rescued horses time to regain health and confidence before setting them onto a new pathway.

In addition to providing a sanctuary for long term residents on our farm we are also involved in rehoming horses where they can build a special relationship with one of our many loaners. All our horses are unique individuals and we take pride in carefully matching them to suitable homes. Some of our rescued horses may be suitable for a new

life as an equine colleague in our Discovery programme. We have about 15 horses who support our young people; they are very special members of our team.

Whatever HorseWorld journey is best suited to our rescued horses once they come into our care we ensure they are safe and we will always be here for them.



We are proud of the difference we are making:

295

Horses in our herd who will benefit from HorseWorld equine welfare methodology.

24

Horses were rescued in 2022 who are now in the safe care of the HorseWorld team.

4

Foals were born at HorseWorld in 2022 – their lives will be free from the neglect and suffering their mothers endured.

What we do

HorseWorld Discovery

The HorseWorld Discovery programme was established in 2007 to meet the local need of young people struggling in mainstream education. Discovery boosts the confidence, emotional wellbeing and life chances of disadvantaged and vulnerable young people from the ages of 6 to 25. We bring them together with our gentle rescued horses to deliver an innovative learning programme, which often has positive results when nothing else has worked.

Over many years our skilled facilitators have adopted techniques and practices to achieve the best possible outcomes. More recently we have taken on board the Thrive Education Approach. This is a dynamic, developmental, trauma-informed technique, based on scientific research and underpinned by a theoretical base in child development theory. Using Thrive enables our facilitators to plan sessions to deliver specific outcomes based on information provided by the referrer and conversations with the young person.

Since the Covid pandemic we have seen a significant increase in the complexity of cases referred to the HorseWorld Discovery and an increase in the number of children in need.

Every year Discovery works with over 250 children, young people and adults who are at risk of exclusion or who are experiencing life challenges due to their social, emotional, mental health and learning needs.



Whether a student attends for just a six week course, or for longer, we have evidence to illustrate the truly life changing impact of our programme. By working together with the gentle rescued horses students are given a sense of responsibility and leadership rarely experienced before their time at Discovery. Our courses reignite a love of learning, nourish developing minds and give young people hope for a brighter future. Many return to mainstream education, able to engage with others and continue with their studies.



Our impact

As a Charity we are the custodians of donors' money and it is our responsibility to ensure we direct those funds to deliver the greatest impact. Over the past few years we have taken a more robust approach to ensure our decisions are based on evidence, whether we are developing a rehabilitation programme for a rescued horse, managing our fields to maximise equine welfare or planning a discovery session for a student who has been excluded from school due to emotional dysregulation.

In 2021 we worked with Bournemouth University to design a Family Fund project based on our Discovery programme taking a holistic approach to support the family of a vulnerable young person, particularly following the negative impacts of the covid pandemic. The aim was to provide participating families with a positive experience to develop family relationships and confidence within the family unit. The results were externally validated and clearly showed improvements across a range of measures which were statistically significant. Further details and a copy of the peer reviewed research can be found on our website.



Staff are kind, knowledgeable patient and compassionate.

They take time to get to know to know the children, their strengths and needs. The activities are fun, motivating and purposeful.

REFERRER



I suddenly found myself being able to communicate with people. I found joy in things again and, most importantly, I found I suddenly had a feeling of hope for the future.

DISCOVERY STUDENT

Furthermore, we consistently receive testimonials from our discovery students and referrers which are reinforced by the results we get using the Thrive outcome approach.

In 2023 we began a research project to explore the equine welfare impact of using a track grazing system compared to more traditional field grazing. The results of this are currently being analysed by Hartpury University, and we expect to share these with the wider horse owning community in due course.

Collaboration is a key value at HorseWorld and we are working closely with others to maximise our impact. In 2024 we hope to set up some citizen science research to expand our evidence base and engage with our local communities to maximise our learning opportunities.

About the Trustee Role

The following role description should be read in conjunction with the Essential Trustee guide provided by the Charity Commission. For an electronic copy please visit the Charity Commission website “The Essential Trustee” <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

Role overview

It is the legal duty of charity trustees to act in the best interests of the Charity, to manage the Charity resources responsibly and to act with reasonable care and skill. At HorseWorld, Trustees are responsible for the strategic direction and performance of the Charity.

Key tasks

1. To ensure the Charity has a clear vision, mission and strategic direction, and is focused on achieving these
2. To approve policies, plans and budgets to deliver the strategy and ensure resources are managed appropriately
3. For individual Trustees to use any specific skills, knowledge and experience they may have to assist the Board of Trustees to reach sound solutions
4. To be responsible, with other trustees, for the performance of the Charity and for upholding the highest standards of behaviour
5. To ensure the Charity complies with all legal and regulatory requirements
6. To act as guardians of all the Charity's assets, both tangible and intangible, taking all due care over their security, deployment, and proper application
7. To ensure the Charity's governance meets the standards expected by the Charity Commission and setting in place the foundations for good accountability and management
8. To represent the Charity's interests and values to external stakeholders and supporters

About the role

As a member of the Board of Trustees you will have specific statutory duties, such as ensuring we comply with charity and company law and that we use our resources responsibly to achieve our aims. As a Trustee, you have a duty of care to:

- Exercise reasonable care and skill as Trustees, using personal knowledge and experience to ensure that the Charity is well run and efficient
- Protect and safeguard people. As part of fulfilling Trustee duties, you must take steps to protect from harm people who come into contact with the Charity
- Act in the interest of its beneficiaries

Who we are looking for

The HorseWorld community includes people from all backgrounds, and we are keen to ensure that diversity is reflected on our Board. We are particularly interested in hearing from those with experience of using our Discovery services or who have been involved with our rescued horses. We welcome applications from disabled people, Black, Asian and minority ethnic and LGBTQI candidates.

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- Equine knowledge, particularly with an interest in equine welfare
- Fundraising
- Information Technology
- Safeguarding of young people
- Experience of working with people and communities from diverse backgrounds

You should also:

- Make decisions for the good of HorseWorld
- Uphold and promote the principles of equality, diversity, and inclusion
- Contribute to the Board and the governance of the Charity as a whole, putting aside any personal preferences
- Maintain a commitment to the vision, mission and values of HorseWorld
- Be willing to meet the minimum time requirement
- Act with integrity
- Demonstrate good strategic vision and independent judgement
- Exercise creative thinking skills
- Enjoy working as a team
- Comply with our Code of Conduct

The Board meet six times a year and most meetings are held from 2 to 5pm at our offices in Keynes Farm, just south of Bristol. We aim to distribute papers electronically one week in advance of meetings. We also welcome your involvement in onsite events engaging with our supporters and key stakeholders. We expect you to allocate at least one day/month for this role. Trustees are appointed for three years with the option of further terms. Details of all trustees can be found on our website. A full induction will be provided and training as necessary. This is a voluntary role that is unpaid, but you can claim reasonable expenses, such as travel to attend meetings in person.

- Closing date for applications: **31st January 2024**
- Interviews expected: **TBC**

To apply, please send your CV and a covering letter explaining your motivation to become a HorseWorld trustee. You will also be asked to complete a confidential equality and diversity monitoring form. Shortlisted candidates will be asked to complete an application form. Any appointment will be subject to references and a standard DBS check.

For any questions or to find out more about the Trustee role at HorseWorld, please contact our Company Secretary and Deputy CEO, Nikki Light, Nikki.Light@HorseWorld.org.uk



HorseWorld

HorseWorld Trust
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*Thank you for your interest
in supporting HorseWorld,
we are proud to be improving
the welfare of equines in need
and changing the lives of
vulnerable young people.*



To find out more, please visit our website, horseworld.org.uk