

## HOW IT WORKS



Spencer Wilton

By signing up to the Code, you are committing to aspire to good employment and to integrate the principles across your business and yard.

Each principle offers a stimulus for you to achieve and a guide to the ways in which they can be implemented.

As part of your membership, the Equestrian Employers Association will help you to fulfil any HR requirements of the Code, for example producing a written contract or your staff handbook.

"I'm proud to sign up to the EEA's Equestrian Employers Code of Good Employment initiative and to be an Ambassador of Good Employment within the equestrian community.

We owe so much to our grooms. My yard manager, Claire, is invaluable in leading my team, and I have no hesitation in ensuring that I am a good, caring and legal employer."

Spencer Wilton

Team GB Dressage Olympic Silver Medalist

Discover more at: [equestrianemployers.org.uk](http://equestrianemployers.org.uk)

## EQUESTRIAN EMPLOYERS CODE OF GOOD EMPLOYMENT



The Code of Good Employment has been designed for equestrian employers of all sizes and all sectors of our industry. It marks an important stage in the development of good employment practice in the equestrian world.

### WHY IS GOOD EMPLOYMENT IMPORTANT FOR YOU?

If adopted and put into practice, the Code's principles will ensure that your equestrian business is legal, sustainable, successful, caring, and recognised as well-run by liveries, employees, clients, funding bodies, the media, and sponsors.

## LEGALITY

Legal requirements are adhered to in order to protect my business and provide clarity to employees. There are steps in place in case things go wrong.

### • Employment status of staff

All those who work on the yard are given the correct employment status. Whether a person is employed or self-employed is not a matter of choice.

### • Written contracts

All employees and workers are given a Written Statement of Terms of Employment Particulars before, or on, the start date of employment. In line with best practice, this is ideally given as soon as the employee starts work.

### • Staff handbook

A comprehensive staff handbook with the legally required and recommended policies in place is either given to staff when they start the role, or they know where and how to access it.

### • Fair and transparent recruitment process

The recruitment and selection process is fair, efficient, and effective. Welcome communications are sent with clarity on the role offered and general terms of employment. GDPR requirements are adhered to in all stages of recruitment and employment.

## PAY CORRECTLY

The statutory laws regarding salaries are observed and I (the employer) will be clear about how employees can progress with their income.

### • Paying at least the National Minimum/Living Wage

The law is adhered to and all employees are paid at least the base level of pay. This pay includes any overtime, as if not included this

can bring the hourly rate down to below the statutory rate. If an employee completes an apprenticeship and remains in employment, their salary is moved to the appropriate legal rate.

### • Salaries reviewed on an annual basis

An appropriate and clear approach to recognition and reward is followed, including during annual reviews of salaries.

### • Supply of PAYE and pensions

Legal requirements for the paying of tax and National Insurance for all employees via PAYE are complied with, and payslips are supplied. Pension regulations are observed and that all employees that are eligible are included.

### • Accommodation

If provided, accommodation is safe and of a good standard with all facilities in working order (water; gas; electric; kitchen white goods; bathroom). The accommodation offset rate is adhered to.

## GOOD MANAGEMENT

An organised and caring culture is in place to ensure staff feel valued and happy in the workplace.

### • Holiday leave planned and taken

All employees receive no less than the statutory holiday entitlement and are aware of their paid leave and the rules surrounding taking it. A planned, effective and fair system exists for the organisation of taking it, and all have the opportunity to do so.

### • Sickness procedures

If a member of staff is off sick, there are clear procedures of which all [staff] are informed. If applicable, Statutory Sick Pay is adhered to and, if possible, a structured and supported return to work is facilitated.

### • Maternity/Paternity

If a member of staff is pregnant, measures are provided to ensure that the workplace is appropriately safe. All maternity and paternity legal requirements are adhered to.

### • Appraisals for staff

Employees' performance is regularly measured and assessed against objectives, and they receive feedback on their performance. Under performance is tackled through effective, constructive, and open dialogue.

### • Training/development opportunities for staff

Staff are motivated [by the employer and line managers] and have appropriate training and access to continuing professional development as befits their role. Staff are supported to develop their skills and grow their experience.

All are encouraged to try new approaches and learn from their efforts, mistakes, and successes. A genuine spirit and commitment is made to fully support the completion of any staff training programmes such as an Apprenticeship.

### • Team culture which embraces good two-way communication

An inclusive culture of participation and collaboration in which everyone feels heard and included is created through clear and regular two-way communication between the employer(s) and staff at all levels. The opinions of staff as well as the employer(s) are considered during decision-making.

There are regular opportunities for one to one conversations to ensure staff are informed of plans and able to share any professional or personal challenges. There is an atmosphere in which both staff and employer(s) feel comfortable discussing issues without fear of repercussions. Staff are recognised for their behaviour as well as for their performance on both a formal and informal basis.

### • Bullying or harassment in any form is not tolerated from anyone on the yard or related to it.

There is an inclusive environment with clear policy and approach to bullying or harassment in the workplace. Young employees are safeguarded in the workplace and there is always the opportunity for all to speak up if they are feeling at risk or unhappy.

## SAFE WORKPLACE

The laws regarding having a safe workplace are adhered to in order to protect the employer, the business, and the staff in the case of an accident.

### • Insurance correct and legal

There is both employers' and public liability insurance in place to adhere with the law of employing staff.

### • Strict adherence to a reasonable and accessible Health and Safety policy

Procedures are in place to ensure that the yard is safe to work on. Risk assessments are completed, and the likelihood of injuries is reduced by ensuring that employees know how to carry out the tasks involved in their jobs in a safe manner.



SIGN UP  
TO THE  
CODE  
TODAY

[equestrianemployers.org.uk](http://equestrianemployers.org.uk)