



STUBBING COURT TRAINING LTD.

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TO ALL APPRENTICES, PARENTS & EMPLOYERS

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CHATSWORTH INTERNATIONAL HORSE TRIALS 2019



Stubbing Court Training Ltd. played a key role in the organisation of this year's Dodson & Horrell Chatsworth International Horse Trials held in the impressive grounds at Chatsworth on 10 - 12 May. The horse trials attracted some of the world's best competitors, with riders and horses from 12 different countries competing, and 600 entries. The prestigious event welcomed in excess of 30,000 equestrian enthusiasts to see a host of horses and riders competing in the FEI CCI 4*, Advanced, CCI2*, Burghley Young Event Horse and Arena Eventing classes. Amongst the all-star line-up were the world's leading riders and SCT apprentices and employers. SCT's Chief Executive Belinda Turner became involved as Committee member of the event in 2003, through SCT's Masterclass trainer and four times Olympic silver medallist Ian Stark OBE, who plays a major role in the event as cross-country CCI4* course-designer. Many of SCT's staff, apprentices, former apprentices, parents and employers volunteered to ensure the smooth running of the Dressage phase, as judges, writers, stewards, scorers and general helpers. Special thanks to Megan Peacock, Claire McCann, Emily Howarth, Niamh Horobin, John Rhodes, Ros Hatton, Vikki Hayton, Libbie Wain, Jo Newton, Ellie Dickinson, Maddy Moffett, Becky Mullan-Feroze, Michelle Fox, Teresa Watts, Georgia Rutherford, Holly Gratton, Alex Browett, Sarah Taylor and Bethany Smith. Some comments included: as usual a fabulous experience and such a lovely atmosphere created by the team.. it was an absolute pleasure and privilege, thank you for inviting me.. it was still a pleasure despite the weather.. thank you very much for letting me have the opportunity to help out, I really enjoyed it.. we really enjoyed stewarding again.. absolutely love coming to Chatsworth, such a beautiful place and lovely friendly team.. really great event.. as always I thoroughly enjoyed myself.. loved coming.. it was a pleasure.. loved the opportunity! Already planning next year.. Thank you and well done on another successful year.. Thank you for including me.. Had a great time as usual, count me in for next year.. I would like to thank SCT for the opportunity of stewarding at Chatsworth..It has been a great couple of days. SCT also gave £50 Groom's Prizes to the winners of the Dodson & Horrell 4* sections.



SCT PROFESSIONAL DEVELOPMENT SEMINAR



World-class standards aren't only for those operating at world-class level. Any business, small or large, should aim to work to the highest standards possible - doing so will always increase the success of that business. Stubbing Court Training Ltd has this ethos at the core of everything it does. Every horse, whether it is an Olympic showjumper, a family pet or a riding school pony, deserves the best possible care and treatment, after all. SCT therefore goes to great lengths to provide its apprentices and employers with opportunities to learn from and be inspired by the very best professionals in the equestrian world. On 4 April SCT held a Professional Development Seminar at Chatsworth House, Derbyshire where leading professionals gave advice exclusively to SCT employers and their staff. In the morning, Chris Hall CFIOSH, GFireE spoke to the attendees about Health and Safety Best Practice. Chris is a Chartered Health and Safety and Fire Safety practitioner, and has worked on Health and Safety for equestrian events including the London 2012 Olympics, Horse of the Year Show (HOYS) and the Royal Windsor Horse Show. After lunch, the UK's top HR consultancy firm, Peninsula, gave a vital Employment Law update. This session included advice on effective policies on employee sickness and absence, conduct and use of social media; staff behaviour; documents of employment; equality and diversity, sick pay, harassment and discrimination, and the latest updates on the government's new Good Work Plan - the largest overhaul to employment rights for years and how these changes to legislation might affect businesses in the near future. Later, international eventing course-designer and course-builder David Evans - who builds the tracks for Chatsworth Horse Trials, an event with which SCT has a close association, and who designs the 4* courses at Blenheim and Burgham, among others, gave those gathered an exceptional insight into the mechanics and best practices of course-design. David is currently building the cross-country course for the Tokyo Olympics - his second Olympic track, following Beijing 2008. "Our speakers were of exceptional quality," said SCT Chief Executive Belinda Turner MBE. "SCT aims to support all our employers and their employees to achieve world-class standards, and continuing professional development is an important part of that." One employer attending said: "I learnt so much today. I have been inspired to review the practices I have in place and build upon them using the information I gained today. The sessions were well-presented and the speakers were very knowledgeable." SCT's equine apprenticeships allow young people to earn a wage and gain valuable qualifications while learning from excellent professionals, giving them the best possible start to working life. SCT provides all-round support and advice to both apprentices and employers and, through its superb network of contacts within the horse world, is perfectly suited to fit the right person to the right set-up.



WELCOME TO:



Millie McBride, Baren Major, Chloe Wild, Morgan Skelland, Naomi Adams, Lydia Anderson, Olivia Partridge, Kate Arnold, Emily Senior, Maya Everatt, Millie Swain, Jazmiara Ward, Maia Daniel, Kiah McDougall, Melissa Kent, Gabrielle Dickson, Amara Freeman-Brand, Jay Rose, Macy Stubbs, Megan Green, Isabella Higgs, Tamar Williams



SCT ENTERPRISE AWARD 2019



Georgia Clarey (18) is the winner of SCT's 2019 Enterprise Award, which was judged and presented at Chatsworth International Horse Trials by Ian Stark OBE. Georgia is employed by Russell Atkin at his Ingthorpe yard near Stamford, where he has a hunter livery and horse-dealing business.

SCT created the Enterprise Award with the help of the British Equestrian Federation (BEF) to encourage Apprentices to help the businesses in which they are employed to be more successful. SCT Chief Executive Belinda Turner MBE said: "There is an increasing need for effective, profitable business management. Apprentices have a key role to play in helping the businesses they are employed by to be more successful, but sometimes this could be better utilised and recognised."

Georgia, who is doing an Advanced Apprenticeship, said: "I created a portfolio showing my contribution to the business, focusing on promotion and communication, aspects of the financial side of running a successful yard, and demonstrating mutual support between our suppliers and us. I really enjoyed it - the management side of an equestrian business is something I would like to be involved in in the future."

Georgia has worked for Russell for two years, since she left school. "Georgia is hard-working, reliable and confident," said Russell. "I was very impressed that she would work in the yard all day and spend her time in the evenings researching her Enterprise Award project."

Former Olympic event rider and now world-famous cross-country course-designer Ian Stark praised all the SCT Apprentices' Enterprise Award portfolios. "They were all very strong candidates with some excellent business ideas that they had put into action. I think the SCT Enterprise Award is a wonderful initiative which promotes the fundamentals of business success. The candidates have had an invaluable insight into the vision and commitment needed to ensure the sustainability and growth of every business in the horse industry."

Georgia won £100, and an exclusive place on the BEF's prestigious "Young Professionals" training day. She said: "I would thoroughly recommend that anyone who is leaving school and who wants to work with horses does an SCT Apprenticeship. You learn on the job, which means that you learn constantly but without pressure, while earning a wage, and it is a great way to get great experience and a qualification. The support I have received from SCT has been brilliant - they are always positive and are there to help you."

LATEST ACHIEVEMENTS!!!!

Intermediate Technical Certificate: Rio Kaye, Emma Neale, Elle Cunnington, Elizabeth Oates, Olivia Moore, Hollie-Ray Waldron, Sophie Short, Milly Johnson, Amy Harrison, Isabel Wain, Shannon Trinder

Advanced Technical Certificate: Bethany Edginton, Hannah Jones, Caitlin Nolan, Jessica Kerr, Alex Browett, Eleanor Dickinson, Madison Carter, Jordan Bock

Intermediate Apprenticeship: Paige Gillman, Ella Zaar

Advanced Apprenticeship: Bobbyleigh Ward, Jessica Kerr

FUNCTIONAL SKILLS EXTERNAL TESTS

Mathematics Level 2: Emmy-Lou Henton

English Level 1: English Level 2: Demi Howard, Ellie Minns

English Level 2: Emma Flinders, Leah Grayson, Eleanor Tabram, Phoebe Hughes

WELL DONE!

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PROFESSIONAL DEVELOPMENT SEMINAR FEEDBACK



Question 1 What was the most useful aspect of the day?

- Keeping up to date with current legislation.
- Getting someone who knows the business and law to help you in keeping things in check
- Health and Safety
- The day as a whole
- Compliance of risk assessment
- Useful HR and H&S information
- Being given information which would benefit our business and apprentices
- Useful information given. Practical and realistic advice tailored to the workplace
- Health and safety very interesting
- Finding out about employment law
- Learning laws/guidelines on employment law
- Risk management and risk assessment, why and when
- Got lots out of the whole day. Leaving feeling much more confident
- Employment law
- Relevance to industry - gave realistic advice
- Specific to industry
- Course design
- Real time information on the law
- All very useful
- Listening to David re cross country jumps
- Health and Safety refreshers on requirements

Question 2 What was the most enjoyable aspect of the day?

- Meeting up with other business owners
- Meeting the other employers and learning their ways
- H&S and employment law interesting
- All of it
- Topping up and refreshing knowledge to assist with current running of business
- Meeting new people in the industry
- Finding out about risk assessment and employment law which I didn't have knowledge of
- Very well-presented sessions
- Lunch!
- David Evans
- Visiting Chatsworth
- Interaction within the room, food was lovely
- Course walk
- Course design
- Food was great and so was the content of the speakers
- The course walk on beautiful grounds
- Lunch was excellent
- Being at Chatsworth, with the highest quality of information and excellent speakers.

Question 3 What will you do now to improve your work and progress?

- Take all the information gained back to the business and review our policies and make changes
- Use health and safety info
- Review current policies and procedures
- Improve health and safety and be aware of employment law
- Update HR and health and safety systems and appraisal formats
- To put in place any missing health and safety policies or put forward any risk assessment and employment law policies we don't already adhere to
- Review risk assessments and contracts of employment
- Write a staff handbook
- More research and help on the above
- Encourage attendance at SCT events and the next Masterclass
- Long list of actions re managing staff and policy, procedures and recruitment updates
- Check up to date paper and produce an employer handbook
- Bring current documents up to date and keep written records
- Take on board things discussed and work on them
- Be more positive, actively manage risks where possible
- Look at research into horse's vision.

Question 4 Any other comments

- Venue excellent
- Excellent speeches, wish I could have stayed longer and done XC walk
- Good speakers, very clear and knowledgeable
- All good
- Very informative, excellent speakers
- Great day, action packed, good to discuss relevant issues with other employers
- Very interesting points
- Good interaction with speakers/attendees, good questions and examples given
- Great venue and very knowledgeable speakers
- Course builder talk excellent, learnt a lot of new things
- Appreciate this was free and as such the opportunity was excellent
- Amazing lunch
- Excellent. All the speakers were short for time in a good way, would have happily listened for longer
- A huge privilege to have world class speakers and double Olympic course builder and Designer - exclusively for SCT employers.

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