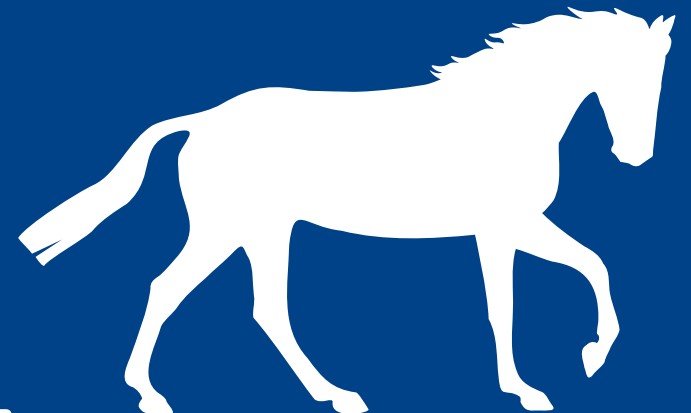




HORSES FOR ALL

2025 UPDATE

*Recapping activity over the past 12 months from
British Equestrian and our member bodies*



INTRODUCTION



Launched in December 2023, the [Horses For All](#) strategy sets out British Equestrian and its member bodies' long-term commitment to creating a more inclusive and accessible sport - one where people from all backgrounds can participate and feel valued. Building on progress made to date, the strategy continues to guide action to enable equity, diversity and inclusion (EDI) across all levels of the equestrian community, with a strong focus on education, policy development and meaningful community engagement. Our Diversity and Inclusion Action Plan (DIAP) was launched in September 2024 detailing how our 'roadmap' to bring the vision and mission outlined in our Horses for All strategy to life.

The publication of the [Horses For All](#) research and response in April 2023 marked a pivotal moment for British Equestrian and its member bodies. The findings highlighted the barriers faced by underrepresented individuals within equestrian sport and provided honest insights into how the industry is perceived. Alongside an independent culture health

check and organisational review, this research has played a central role in shaping our ongoing vision: an equestrian community that better reflects society, where everyone feels valued, safe and has a genuine sense of belonging.

This report celebrates the wide range of work delivered across the federation in 2025 to bring the Horses For All strategy and associated DIAP to life. It reflects a shared commitment across the sport to creating a more inclusive, welcoming and accessible equestrian community for everyone.

Progress in 2024: In the [first 12 months](#), British Equestrian delivered key milestones, including introducing a new rulebook with stronger anti-discrimination policies, launching the Safe to Play safeguarding platform, providing extensive EDI training across the federation, and progressing data collection to start to embed diversity measures into membership systems.

The British Equestrian overarching [strategy](#) was launched in February 2025 with





EDI being a golden thread, as well as a specific objective to develop a culture of inclusivity within the equestrian community to ensure that all individuals, regardless of background, have opportunities to thrive.

Progress in 2025: We expanded our data collection to include permanent staff members across the federation, developed a set of bitesize animations showcasing various inclusion topics, and ensured federation implementation of the new Rulebook that covers anti-discrimination policy. Over the past year, meaningful progress has been made through policy development, workforce learning, collaborative projects and community outreach. Guided by our vision and mission, this work has been shaped by strong partnerships and a collective willingness to learn, adapt and do things differently. We are incredibly grateful to our member bodies, whose passion and commitment have been central to delivering activity on the ground and turning ambition into action.

Equestrian activity has extensive benefits for individuals and communities. Physical activity and social connection, along with the partnership with horses, brings

a unique impact of the sector. Our pioneering two-stage project to determine the [true value of equestrianism for society](#) has revealed in 2025 our sector to be annually worth £1.2 billion in social value. Through a Horses For All approach, we aim to ensure that everyone can benefit from the power of horses.

This update highlights the practical steps already taken and the positive momentum building across the federation. As we look ahead, our focus remains on deepening inclusive practice, growing partnerships with underrepresented communities and strengthening our understanding through improved data and insight. Ensuring this work continues to create lasting, meaningful impact for equestrianism.



KEY COMPONENTS



VISION

An equestrian community which is truly representative of society, where everyone feels valued, safe and has a strong sense of belonging.

MISSION

To create a culture of everyday inclusion at every level in everything we do and to give every individual, regardless of background, the opportunity to thrive.

KEY HIGHLIGHTS OF THE PAST TWO YEARS INCLUDE...

1. **Leadership and governance:** The rulebook has been adopted by British Equestrian, and every member body is bound by the document. In total, 75% of member bodies have signposts to 'report a concern' on their website.
2. **Data and diversity indicators:** Data has been collected from paid staff from member bodies, enabling the federation to understand our current diversity as a benchmark and set a measurable target to drive change.
3. **Workforce:** In 2025, British Equestrian staff took part in a Mental Health and Wellbeing workshop, and there is continued signposting to support on where to receive help for their mental health. There are now seven Mental Health First Aiders at British Equestrian.
4. **Partnership and collaboration:** British Dressage, British Horse Society and British Equestrian organised a workforce event, aimed at coach developers, that focused on Active Bystander and Neurodiversity. A variety of pilot initiatives and projects in partnership with member bodies have been implemented to reach new audiences.
5. **Education and accountability:** Five bitesize animations have been embedded across the federation and our social media platforms, highlighting topics such as an introduction to EDI, anti-racism, planning with everyone in mind, microaggressions and banter, and allyship and active bystander.

6. Communication and engagement:

New editorial guidelines for internal writing guidance have been produced and implemented within British Equestrian. Inspiring videos have also been produced to showcase the collaboration between member bodies, centres and groups that focus on communities from our target audience.

IN OUR JOURNEY, WE WILL CONTINUE TO...

- be ambitious
- plan generationally
- practice allyship
- be authentic
- listen, learn and evolve



ACHIEVEMENTS IN 2025



EDI ANIMATIONS

These are five short animations, focused on equity, diversity and inclusion principles, that support British Equestrian's commitment to creating a more welcoming and accessible equestrian environment for all participants. They build on the wider Horses for All strategy, which aims to ensure people from all backgrounds feel valued, safe and able to take part in equestrian activity.

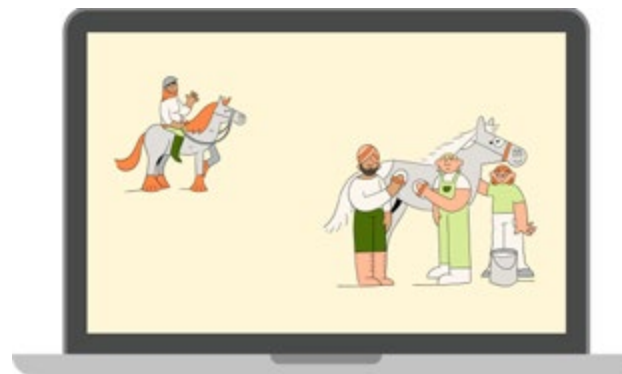
A series of short and precise animations has been provided to help individuals and organisations better understand key EDI topics. These cover:

- **Introduction to EDI** – explaining equity, diversity and inclusion principles.
- **Planning with everyone in mind** – designing activities and spaces that reduce barriers to participation.
- **Banter and microaggressions** – identifying when humour or comments might unintentionally exclude or offend.

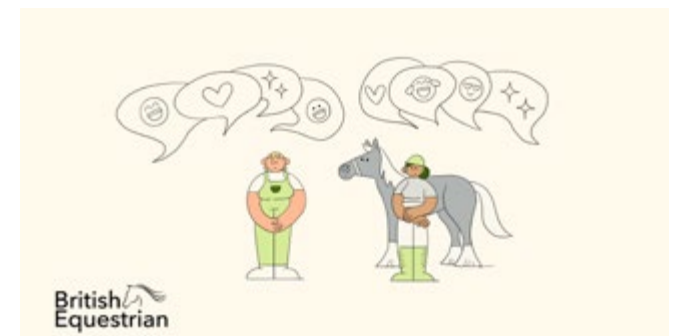
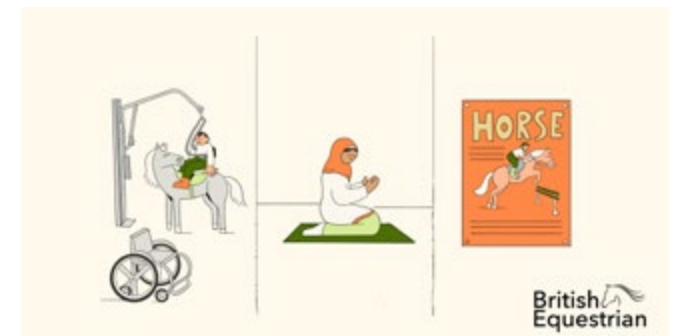
- **Active bystander and allyship** – how individuals can support and challenge discriminatory behaviour.
- **Anti-racism** – practical steps to recognise and address racism in equestrian settings.

The content emphasises proactive, holistic approaches to building welcoming environments. It encourages self-education and reflection to ensure all participants feel respected and included.

[Building an inclusive equestrian community](#)



CLICK TO WATCH THE FILMS



ACTIVE MADRASSAH AND THE PONY CLUB

Through our recent social value of equestrianism research, the significant benefits that equestrian activity brings to individuals and communities are clear. Participation supports improved mental and physical wellbeing, strengthens social connections and encourages personal development, through a wide range of activities both on and off the horse.

Developing a deeper understanding of this impact allows us to reach new audiences and broaden access to equestrian opportunities. By continuing to invest in both existing and new community projects, more people can experience the benefits of equestrian activity first-hand. Collaboration sits at the heart of this work and is vital to making these opportunities possible.

British Equestrian supported a [progressive initiative in partnership with The Pony Club](#), helping more young people experience the joy and benefits of horses.

Working alongside Active Madrassah, a workstream of Together an Active Future,

The Pony Club has spent the past year engaging children from Madrassahs (Islamic educational settings), introducing them to horse care, riding and equestrian life. Equestrianism is one of the five Sunnah sports encouraged by the Prophet Muhammad (PBUH), alongside grappling, archery, swimming and running, making this project both physically engaging and culturally relevant.

During a week, participants brought their learning to life through hands-on experiences at Eccleston Equestrian Centre in Leyland, Lancashire, who expertly hosted several Madrassah schools. Activities included pony riding and care, a pony learning zone, equipment safety, archery and unmounted games.

Every activity was enthusiastically embraced, particularly opportunities to spend time with the horses. Confidence grew with each interaction, and feedback from both participants and school leaders highlighted a strong sense of excitement, enjoyment and progress throughout the week.

“Working with the Active Madrassah network means we can give young people

from culturally diverse communities their first introduction to riding and open the door for them to continue their journey in equestrian sport,” said Bronte Wadge-Dale, Inclusive Communities Manager at The Pony Club.

“The collaboration between all the organisations involved has been crucial to the project’s success,” added Sumaiyah Solkur, Active Madrassah Lead at Together an Active Future. “It shows the strength of trusting relationships and what can be achieved when we work together.”

Thanks to the partnerships formed, the project creates lasting pathways for participants to remain engaged with equestrian activity, ensuring connections, networks and opportunities continue well beyond the initial delivery.

Tasneem Memi, Events Coordinator at Imam Muhammad Zakaria in Preston, reflected: “It encourages young people to be more active and to try things they wouldn’t normally experience. It also gives parents insight into the opportunities available to their children.”

EVERYONE WELCOME STRATEGY

British Horse Society's Everyone Welcome strategy represents a significant commitment to fostering EDI within the equestrian community. The initiative makes it clear that people of all abilities, backgrounds, cultures and identities are welcomed to engage with horses and equestrian activities, reinforcing the message that the sport should be accessible and inviting for everyone. This inclusive approach extends across all aspects of the Society's work, reflecting a belief that the equestrian world is enriched when it embraces a broad and diverse range of participants.

Central to the Everyone Welcome ethos is the principle that diversity strengthens both individuals and the wider equestrian sector. It explicitly aims to ensure people feel genuinely welcome within the equestrian community, regardless of whether they ride, volunteer, work or simply enjoy being around horses. By embedding inclusion into everything the Society does, BHS strives to break down barriers to participation and create a culture where everyone can feel valued and supported.

Practical examples of this inclusive approach include events such as the Riding School National Championships, which are open to riders of all ages, backgrounds and abilities without requiring ownership of a horse or pony. This opens competitive and social opportunities to a wider audience and showcases how equestrian sport can be accessible beyond traditional boundaries.

The Everyone Welcome initiative is supported by a comprehensive policy framework that outlines BHS's commitment to preventing discrimination and encouraging participation. It aligns with broader strategic goals to make riding and horse-related activities more accessible across the UK, with commitments to diversify volunteers, staff and coaching professionals, and to embed inclusive practices at all levels of the organisation.

The Everyone Welcome strategy has piloted 15 projects with BHS approved centres. With these pilot projects concluding in March 2026, they will be reviewed with the ambition to look at the scalability and sustainability of projects engaging with their local communities to become more accessible and inclusive.





DRESSAGE FOR ALL WEEK

Dressage For All Week 2025, held from 24 to 29 November, celebrated the diversity, accessibility and inclusivity at the heart of British Dressage. The week highlighted the many pathways available for riders of all abilities, ages and backgrounds, showcasing how dressage can be a sport for everyone. Through a combination of inspiring personal stories, innovative community initiatives, and inclusive programmes, the event demonstrated the federation's commitment to making the sport welcoming and accessible.

A key focus of the week was para dressage, spotlighting riders such as Harriet Williamson and her horse King D. Their journey through the Para Academy pathway illustrated the opportunities for disabled riders to train and progress within competition. By sharing these stories, British Dressage emphasised that all participants can achieve with inclusive support.

The programme highlighted efforts to engage new communities. Initiatives such as the Urban Equestrian Programme are bringing coaching and training

opportunities to urban areas, broadening access to the sport. Collaborations with organisations such as Cool Ridings create inclusive spaces where underrepresented groups can develop skills, gain confidence and become part of the dressage community. These programmes underline the potential to inspire participation beyond traditional settings.

Youth and age diversity were also celebrated throughout the week. Young riders were encouraged to explore pathways within British Dressage, supported by mentors and advocates such as Nina Boex and Carrol Simpson. At the same time, the week recognised the ongoing contributions of veteran riders and the importance of supporting older horses, highlighting that dressage is a lifelong pursuit accessible to all ages.

Finally, the week celebrated resilience and determination, exemplified by riders like Saffron Cresswell, who overcame a life-changing injury to continue contributing to the sport through coaching. Her story, alongside others, highlights how dressage can empower individuals and celebrate achievement in all forms.



RDA IMPACT REPORT

The 2025 RDA Impact Report demonstrates the significant positive impact of RDA activities on disabled children and adults across the UK.

Through nearly 450 RDA Groups and Approved Centres, the organisation supports around 39,000 participants, delivering therapeutic riding, carriage driving and equine-assisted programmes. Evidence from assessments highlights substantial improvements in mental wellbeing, with 95% of participants reporting feeling calm and focused, alongside enhanced social connection, confidence, independence and physical coordination.

Many participants also experience educational and skill development benefits, with over 11,500 qualifications and awards achieved. Families and carers frequently report wider benefits, including improved motivation and social inclusion. These outcomes are attributed to the unique human–horse connection and the high-quality, inclusive delivery provided by dedicated coaches and volunteers.

Despite high demand and evolving participant needs, the report identifies opportunities to expand access, grow the Approved Centre Scheme, and further enhance the organisation's impact nationally, demonstrating RDA's continued commitment to delivering meaningful, life-changing outcomes for disabled people.



SPORT IN MIND

In partnership with Sport in Mind, British Equestrian launched dedicated adult sessions at Badshot Lea Equestrian Centre, Surrey, alongside youth sessions at The Blewbury Centre, Oxfordshire.

Each programme harnessed the power of sport and physical activity to support individuals diagnosed with mental health conditions, creating safe, inclusive spaces where participants could build confidence, resilience and connection. Participants were referred through NHS contracts held by Sport in Mind, as well as local CAMHS (Children and Adolescent Mental Health Services) groups, ensuring the sessions reached those who would benefit most.

The impact has been profound. We've received exceptional feedback from participants and parents alike, highlighting increased confidence, improved wellbeing and a renewed sense of purpose. To showcase the partnership and the difference being made, Sport in Mind [produced a short film](#) capturing the adult sessions and their impact.

Building on this success, we are now exploring opportunities to expand

delivery into the South West and North West, extending access to even more individuals with mental health conditions. All sessions have been delivered through member body-affiliated riding centres – a commitment that will remain central as the programme grows.

Alongside programme delivery, a dedicated [Mental Health Toolkit](#) was launched, designed collaboratively by Sport in Mind, British Equestrian and Noori Hussain (BHS EDI advisor).

This practical resource supports riding centres, yards and the wider equestrian sector to:

- Recognise the signs of poor mental health
- Respond with confidence
- Access clear signposting to appropriate support

The toolkit represents a significant step forward in strengthening mental health awareness and provision across the equestrian community.



DIVERSITY OF OUR FEDERATION



Last year, we reported on federation board data. This year, in line with our Horses for All strategy, we are reporting on federation staff data.

Because this is the first year of collecting this information, we focused on permanent paid staff across the federation but will continue to support the federation to collect EDI data more widely. As some member bodies are volunteer-led and do not employ permanent staff, 12 member bodies from the federation were eligible to submit data, including HorseScotland and British Equestrian. All 12 participated in the process with an overall staff participation rate of 80%, meaning 80% of permanent paid staff submitted a response to at least one question.

The following section presents our findings with comparisons to national averages from the Office for National Statistics, primarily based on the 2021 Census.

Overall, participation was strong. However, one member body did not participate in the lived experience or socio-economic

questions, and another did not include the main household earner question. Despite this, most questions received a response rate above 50% and in areas where all member bodies participated, response rates exceeded 65%.

In comparison to national averages, federation staff show a higher level of female representation (85%). This aligns with wider equestrian participation, which also has stronger female representation (85%, Sport England Active Lives data). While this reflects our participant base, it remains important to strike a balance between representation and progression, ensuring the sector is welcoming and inclusive, so that underrepresented voices, both within society and the equestrian community are heard.

We are demonstrating strong representation in terms of sexual orientation and are broadly aligned with national averages for disability and long-term health conditions. Activity Alliance (2025) found that disabled people are half as likely to see 'people like me'.

RESPONSE RATE PER QUESTION	PERCENTAGE
Age	98%
Gender	100%
Gender same as sex designated at birth	67%
Disability/long-term health conditions	69%
Ethnicity	76%
Sexual orientation	69%
Religion	69%
Lived experience	54%
School type	54%
Free school meals	54%
Household earner occupation	37%
Parents attending university	54%

■ Socio-economic questions

DATA COMPARISONS TO NATIONAL AVERAGES (%)

DIVERSITY INDICATOR	STAFF MEMBERS	NATIONAL AVERAGE
GENDER		
Female	85%	51%
Male	15%	49%
Non-binary	0%	N/A
Prefer not to say	0%	N/A
DISABILITY AND/OR LONG-TERM HEALTH CONDITIONS		
Yes	16%	18%
No	81%	82%
Unsure	1%	N/A
Prefer not to say	2%	N/A
SEXUAL ORIENTATION		
Straight/heterosexual	86%	89%
Gay/lesbian	5%	2%
Bisexual	5%	1%
Prefer to self-describe	2%	0%
Prefer not to say	2%	8%

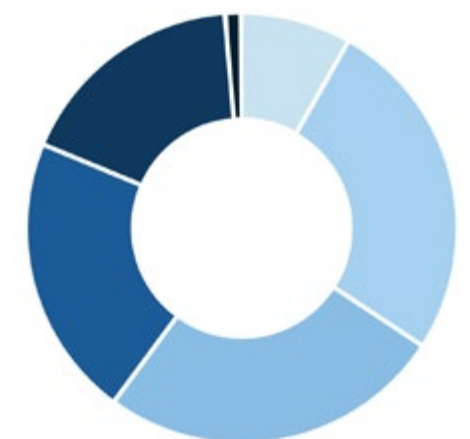
Area for improvement
 Close to our target
 Meeting our target

Note: National average is based on data provided by the Office for National Statistics, predominantly through the 2021 Census. N/A signifies where national datasets do not currently collect this data.

DIVERSITY INDICATOR	FEDERATION BOARD MEMBERS	NATIONAL AVERAGE
RELIGION		
Atheist	11%	N/A
Buddhist	0%	0%
Christian	38%	46%
Hindu	0%	2%
Jewish	0%	1%
Muslim	0%	6%
Sikh	0%	1%
Other religion	3%	1%
No religion	45%	37%
Prefer not to say	3%	6%
ETHNICITY		
White	98%	82%
Asian	1%	9%
Black	0%	4%
Mixed/multiple ethnicity	1%	3%
Other	0%	2%
Prefer not to say	0%	0%

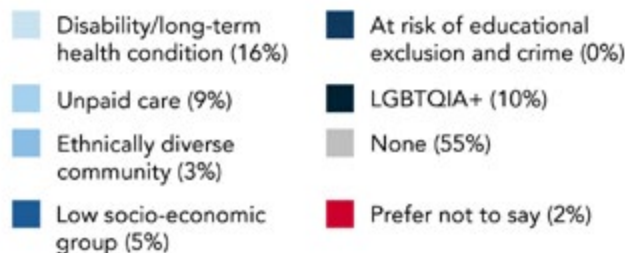
AGE

As national age averages would include children, we have focused on comparing the distribution of our permanent paid staff across categories that include adults. The data shows a relatively equal split between the 26-55 age groups, with an expected decline towards retirement age. However, there is a noticeably smaller representation among the younger age group (16-25).



LIVED EXPERIENCES

We also asked the federation staff whether they have had any lived experience of several protected characteristics. This could be direct firsthand experience, current or previous, or through their immediate family/ household. Our data shows that 43% of our collective staff have had some level of lived experience.

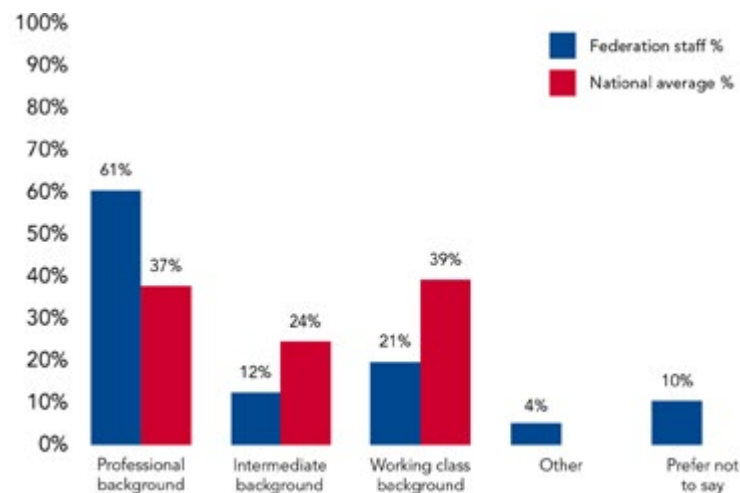


SOCIO-ECONOMIC BACKGROUND

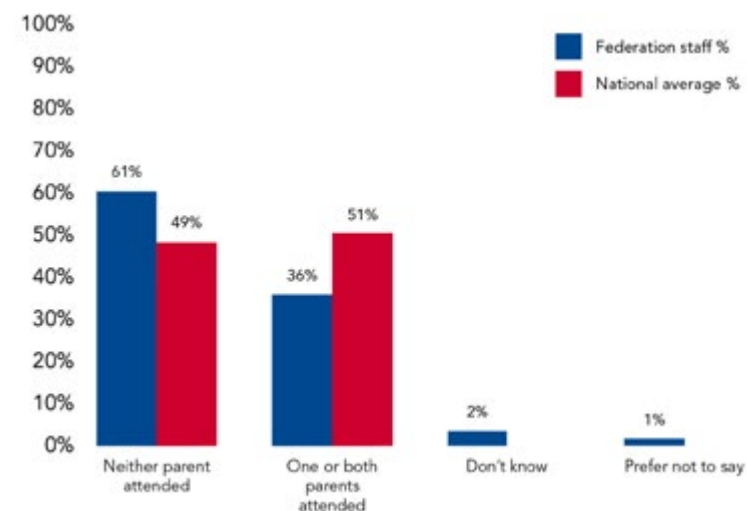
To better understand the socio-economic background of the federation's collective paid permanent staff, we used questions recommended by the Social Mobility Commission. The questions relate to the profession of their main household earner at the age of 14, their parents' higher education status, the school they attended and whether they were eligible for free school meals. In comparison to the national averages, we demonstrate overrepresentation in the higher socio-economic backgrounds.



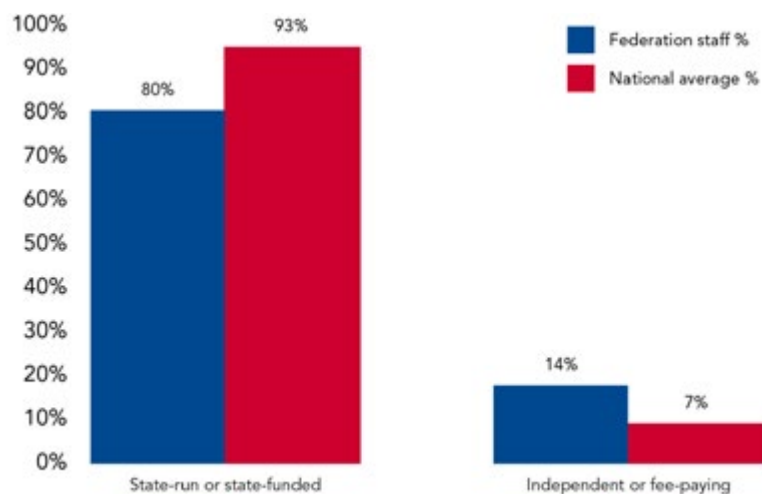
SOCIO-ECONOMIC BACKGROUND



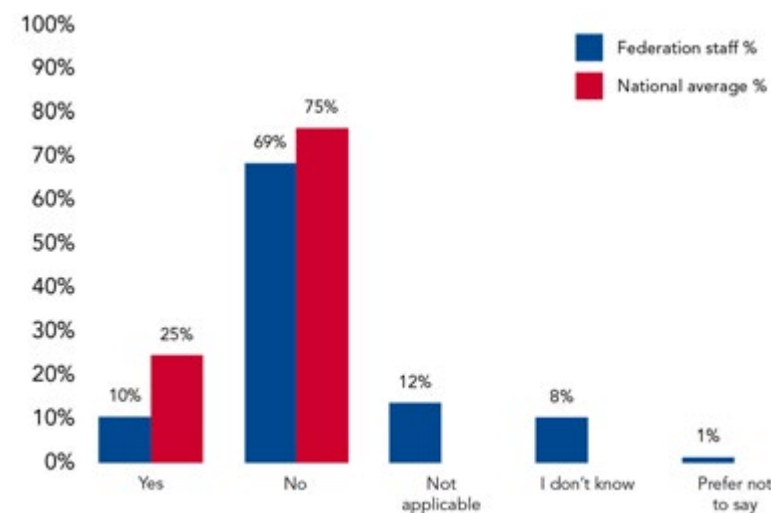
PARENTS ATTENDING UNIVERSITY



TYPE OF SCHOOL ATTENDED



ELIGIBLE FOR FREE SCHOOL MEALS



Note: Eligibility for free school meals is a good socio-economic indicator but is only applicable to those who attended/finished school in the UK after 1980.

UPDATE ON OBJECTIVES



LEADERSHIP AND GOVERNANCE

Leading by example to foster the right governance structures and behaviours, we will promote and demonstrate a diverse and inclusive culture, challenging and addressing discriminatory behaviours.

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Lead the drive for systemic change, champion equity and embed inclusion in all that we do by establishing inclusive cultures which are underpinned by a clear framework of policies and processes across all areas of our sport/industry that will drive our day-to-day operations.	Ensure Implementation of the new Rulebook that covers anti-discrimination policy and clear disciplinary process for managing discriminatory behaviours.	The new British Equestrian Federation Rulebook has now been adopted, and all member bodies are required to follow it as a condition of their membership.
Ensure our Boards lead by example, taking concrete actions and steps to address systemic barriers to involvement in equestrianism and create an inclusive environment for everyone.	Implement bespoke training for the BEF Board and Chair to address poor behaviours and foster a genuinely inclusive culture. Cascade training and education to the Council, EDI Champions within member bodies, and the Senior Independent Director (SID).	The EDI Champion of the British Equestrian Board has held one-to-one meetings with board members responsible for EDI across member bodies to gather insight, best practice and opportunity for collaboration. Many member bodies are volunteer-led and, as a result, do not always have a dedicated EDI Champion in place. This is currently under review and being discussed.

LEADERSHIP AND GOVERNANCE (CONTINUED)

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Work towards greater diversity in our leadership teams so they are reflective of the UK population	Collect and track our leadership (Board and SLT) and staff EDI data and publish elements of this analysed data for transparency – using Race representation Index as part of Standard KPI data collection. This is measured against population data and our ‘audience’ demographics through members’ EDI data to ensure we are representative of the society and the communities we serve. This data we collected from the Board of all member bodies will be kept up to date for publication each year and expand this to permanent staff data collection this year.	British Equestrian carried out a staff data collection exercise in mid-2025, with results due to be published as part of the 2025 Annual Report in mid-2026. A further staff survey was shared between December 2025 and January 2026; these results are also yet to be published
Actively seek out the views of underrepresented groups and hold us accountable for the change we are striving to deliver.	Capture our peoples’ views about levels of inclusion and belonging, at the BEF, as part of our annual staff survey and incorporate actions drawn from those findings within this plan. Strongly encourage federation members to capture their people’s views on inclusion and belonging – either through an annual survey or other methods of checking in – and incorporate actions from those findings into their DIAP. This could be adopting British Equestrian’s one or creating their own, based on agreed metrics.	A further staff survey was shared with British Equestrian employees between December 2025 and January 2026; these results are also yet to be published. Work is ongoing to understand which member bodies conduct their own internal staff surveys.

LEADERSHIP AND GOVERNANCE (CONTINUED)

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Establish clear structures, responsibilities, and transparent processes to ensure the consistent implementation, and measuring impact of initiatives that foster a more inclusive and equitable organisational culture.	The Executive Team and wider staff will adopt and share an individual SMART EDI objective as part of their PDPs; inspire best practice EDI activity; and support bespoke inclusion initiatives.	This item is currently being reviewed by the Senior Leadership Team at British Equestrian.
	The Board and Executive team will be responsible for championing a shared set of data diversity indicators metrics, promoting the value of sharing data.	British Equestrian provided member bodies with a standard and shared set of EDI data collection questions. Member bodies were asked to gather demographic data on their staff during 2025 to establish a baseline. For smaller or volunteer-led organisations, data has been combined with BEF staff data to help protect anonymity.
Have a harmonised well communicated shared zero tolerance anti-discrimination and harassment policy. Operate an open access reporting system to enable people to quickly and easily report concerns.	Implementation of the new anti-discrimination and harmonisation of the sanctioning process	Referenced in Leadership and Governance 1 A new Prohibited Conduct Policy has been introduced as part of the Rulebook and sits within the Federation's safeguarding framework. Any reported concerns are managed through the British Equestrian's case management process. The next step is to agree on a consistent set of sanctions that member bodies can adopt within their own procedures.
	Globocol discrimination case management tool to be adopted and managed by British Equestrian, with all cases being reported to ensure oversight and trend identification. Install an easy reporting mechanism on British Equestrian website, with a raise a concern button on the main home page. This will be cascaded down as a requirement for member bodies to adopt, as part of the Safe to Play framework and the harmonisation of complaints processes.	The Safe to Play platform, launched in August 2024, provides an accessible and inclusive way for individuals to report safeguarding concerns. Some member bodies are currently working through how this platform applies to equine welfare and handling cases. Currently, around 75% of member bodies provide clear guidance on their websites about how to report a concern.

DATA AND DIVERSITY INDICATORS

Develop a data-rich approach to evidence and support our decision-making and track delivery of our ambitions.

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Enhance, standardise and broaden our capture of diversity indicators so that we can benchmark and then track the impact of the changes we are making.	Evaluate current data collection systems and processes through meetings with MBs. Identify any gaps or limitations in the data being collected. Collect membership data from MBs broken down by diversity indicators. BEF to develop and share regular reports summarising diversity metrics and progress.	Data has been collected from the member bodies and shared within this report. All 12 member bodies, with paid staff, participated in the process with an overall staff participation rate of 80%, meaning 80% of permanent paid staff submitted a response to at least one question. Overall, participation was strong; however, one member body did not participate in the lived experience or socio-economic questions, and another did not include the main household earner question. Despite this, most questions received a response rate above 50% and in areas where all member bodies participated, response rates exceeded 65%.
	All MBs continue to share the diversity data of their Board members with BEF to be published. All MBs share the diversity data of their permanent staff with BEF to be published	In line with the Horses for All strategy, data collection for staff and board members is carried out on alternate years. This year's reporting focuses on staff data.

DATA AND DIVERSITY INDICATORS (CONTINUED)

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Establish a reliable, secure, and safe data heritage that ensures the careful and GDPR-compliant handling of data, while also safeguarding individuals through de-identification measures.	Continue to demonstrate our commitment to trustworthy and transparent data use to build the public's trust in our data collection as we develop our safe data heritage/legacy.	By communicating our approach and findings transparently, we aim to strengthen our reputation as a responsible and trusted steward of data.
	Ensure that member bodies (particularly smaller ones) have a thorough understanding of GDPR-compliant data handling. Publish the de-identified data we collect and openly share how it was collected and the meaningful outcomes it has supported.	Due to the structure of the organisation, British Equestrian is not able to oversee GDPR compliance for its volunteer-led member bodies, which remain individually responsible for meeting data protection requirements. The State of the Nation report is due for publication in mid-2026. This will include combined data from both BEF and its member bodies.
Harmonise and standardise our data collection to foster a collaborative approach towards diversity-focused progress and evolution.	Implement and embed our standardised data collection methods into our systems and workflows to ensure consistency and usability across the federation more effectively, generating actionable insights and using findings to drive diversity focused progress.	A standardised EDI questionnaire has been shared with member bodies to support consistent data collection. Some organisations have already incorporated these questions into their membership forms, while others are planning to expand their data collection in the future. It is still too early to determine whether sufficient data has been gathered to fully refine and enhance diversity and inclusion initiatives; however, progress is being made.

WORKFORCE

Create inclusive and diverse teams where people feel valued and respected and comfortable to be their authentic selves.
(To be read in conjunction with the British Equestrian People Plan)

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Ensure leadership takes accountability for wellbeing, and belonging within workforces or teams	Develop and tailor mental health support initiatives that are inclusive of diverse backgrounds, ensuring equitable access to resources while addressing individual needs and perspectives in line with our EDI ambitions. • Reflects person-centred support • Explicitly connects to EDI • Emphasises both access and relevance • Aligns with leadership's role in workforce wellbeing	Additional mental health questions were introduced or updated in the British Equestrian 2025–26 staff survey, within the working environment section. The survey also includes open-ended questions, allowing staff to share feedback in their own words so that British Equestrian can provide more tailored support. In 2025, British Equestrian supported several staff to become trained Mental Health First Aiders. The organisation also delivered mental health workshops, promoted support services through BUPA and Health Shield during World Mental Health Day and UK Mental Health Day, and regularly shared updates from mental health organisations.
	Tailor our approach to individual needs in pursuit of authentic EDI ambitions, recognising and addressing unique support requirements while actively understanding diverse perspectives.	
Review and adapt our recruitment practices to engage and develop a truly diverse and inclusive workforce across the federation.	Review and enhance inclusive recruitment practices across British Equestrian and member bodies, including the use of the Be Applied platform, alongside a wider review of job descriptions and processes – similar to the communications audit – to remove barriers and increase diversity.	British Equestrian conducts an annual internal audit to assess whether any changes are needed – no changes were identified in 2025. The Be-Applied recruitment platform continues to help reduce bias in the hiring process. It also provides diversity data from the applicant pool, which will be included in end-of-year reporting. The use of Be-Applied is currently under review, alongside ongoing work to expand the reach of recruitment advertising and attract a more diverse range of candidates. Resources and learning from this work will be shared with member bodies through a central knowledge hub. During the coming year, British Equestrian will carry out an internal audit of its own practices and offer to review member body recruitment processes where requested.
	Support member bodies to adopt inclusive recruitment practices that remove barriers and promote workforce diversity.	

WORKFORCE (CONTINUED)

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Empower our teams to advocate for equity, diversity and inclusion through building greater awareness and knowledge of differing perspectives and lived experiences.	Raise faith and culture awareness, embed this in our face-to-face team meetings across British Equestrian, and gather feedback of its effectiveness	This work is ongoing, with completion dates set for 31 March 2027.
Foster positive, collaborative and inclusive cultures within our organisations and across the sport celebrating diverse perspectives.	Build capability to challenge any poor behaviours - Provide training and resources to staff, volunteers, and member bodies to build confidence in constructively challenging discriminatory or exclusionary behaviour.	This work is ongoing, with completion dates set for 31 December 2026.
	Create clear guidance on how to raise concerns safely and reinforce the importance of calling out behaviours that undermine inclusion.	A staff survey question relating to behaviour has been updated and is currently under review by the Senior Leadership Team. A baseline year will be confirmed following this review, with results expected to be shared by mid-2026.
	Celebrate examples where individuals or organisations have positively challenged poor behaviour, showcasing the power of allyship and diverse perspectives.	All staff have received training on managing difficult and challenging conversations, with a follow-up session recommended.
	Ensure new members receive a full, formal, and tailored induction bespoke to their needs, skills, and experience on joining the workforce to ensure new employees feel supported, and their needs acknowledged in the workplace	All new starters at British Equestrian complete a comprehensive induction covering policies, such as EDI. In addition, a training package delivered via Breathe HR, which includes EDI content, must be completed within the first five days of employment.

PARTNERSHIPS AND COLLABORATION

Build strong partnerships across our landscape including with alternative structures and other sports to enhance and promote a full range of opportunities for everyone to be able to access and enjoy our sport.

OBJECTIVE	ACTION	BRITISH EQUESTRIAN PROGRESS
Foster a culture of collaborative working across the federation to enable and drive the change.	Support and enable member bodies to update their bespoke DIAP for Year 2.	Representatives from member bodies meet as an internal EDI Working Group 4 times a year. Through the EDI Working Group, there were two projects taking place – bite-sized animation training videos on a range of subjects and a Community Engagement Guide for centres and the wider equestrian community to utilise.
	Review plans and facilitate collaboration on areas of commonality so that member bodies are collaborating to minimise pressure on resources.	On 16 October, British Dressage, British Horse Society and British Equestrian ran a collaborative workforce event focusing on active bystander and neurodiversity training for coaching assessors. Moving ahead, British Equestrian would like to offer a more supportive, bespoke in-depth approach to assist our member bodies to make a change to aid inclusivity and accessibility.
Build partnerships with alternative structures and diverse spaces to further improve our understanding of the barriers faced by underrepresented communities	Facilitate collaboration between non-traditional equestrian groups - culturally-led or community-driven groups (e.g. Urban Equestrian Networks, faith-based organisations) and member bodies.	British Equestrian has linked with Active Madrassah's, several Active Partnerships, The Pony Club, Coach Core, and Sport in Mind. Further information is provided earlier on in the report.
Encourage our stakeholder groups to bring new ideas and share best practice through facilitating networking and information sharing	Host or facilitate forums and events that bring together stakeholders from diverse backgrounds to share ideas, exchange best practice, and spark new initiatives.	Following on from the success of the EDI animations, we have heard from the intended target audience and have begun to investigate the focus and next steps within 2026-27.

PARTNERSHIPS AND COLLABORATION (CONTINUED)

OBJECTIVE	ACTION	BRITISH EQUESTRIAN PROGRESS
Implement targeted interventions that are grounded in data-driven strategies to accelerate diversity improvements that extend beyond our current inclusion efforts	Collaborate with external partners and member bodies to develop and expand EDI initiatives that increase equestrian's reach in underrepresented areas.	In partnership with Sport in Mind, we launched dedicated adult sessions at Badshot Lea Equestrian Centre, Surrey, alongside youth sessions at The Blewbury Centre, Oxfordshire. Each programme harnessed the power of sport and physical activity to support individuals diagnosed with mental health conditions, creating safe, inclusive spaces where participants could build confidence, resilience and connection. Participants were referred through NHS contracts held by Sport in Mind, as well as local CAMHS (Children and Adolescent Mental Health Services) groups, ensuring the sessions reached those who would benefit most. We have also developed and shared a Mental Health Toolkit. Following on from The Pony Club education pack activation through the Active Madrassah project, there were three activation days arranged at Eccleston Riding School in Lancashire. The event was exclusively for Madrassah groups and engaged over 250 participants over the three days. The Pony Club, working with Crescent Archers in Birmingham, is running regular sessions for young people to access riding and horse care. This group also attended the Pony Club National Championships as part of their Holiday Activity and Food (HAF) summer activity. There is appetite from Active Oxfordshire and Oxfordshire Community Action, a British Muslim community group, to engage with The Pony Club for more equestrian activity after their Power of Polo activity in March 2026. Currently evaluating and reviewing 2025 projects.

PARTNERSHIPS AND COLLABORATION (CONTINUED)

OBJECTIVE	ACTION	BRITISH EQUESTRIAN PROGRESS
Look to learn from others, gaining insights from organisations and individuals recognised as pioneers in inclusive practices.	Encourage participation in learning spaces by attending conferences, workshops, and engaging in mentorship programmes. Develop a shared EDI resource hub or learning library featuring case studies, toolkits, and thought leadership from pioneers in inclusion across the sector.	EDI-focused events, webinars and mentorship opportunities are regularly shared through the participation newsletter. A central knowledge hub, which will include a dedicated EDI resource section, is currently in development, alongside a Community Engagement Guide designed to signpost organisations to relevant support and resources. Our EDI Champion is continuing to meet with EDI Board Champions across member bodies to better understand and share good practice. The Pony Club presented at a Westminster Insight Conference October 2025, focusing on Equality, Diversity and Inclusion in sport. Members of the EDI Working Group have also been signposted to the Uniting the Movement Mentoring Programme. Several federation staff are involved as mentors, including British Equestrian's Relationship Officer Dave Padgen. Mandana Mehran Pour was also involved before leaving her role. British Equestrian attended the Active Lancashire Curiosity Conference, where he contributed to a National Governing Body panel. This included sharing insights from collaborative work with The Pony Club on the Active Madrassah project, with a focus on engaging underrepresented communities, particularly those from culturally diverse and lower socio-economic backgrounds. British Equestrian has also attended other conferences tailored towards sport, to gather insight, best practices, and networking opportunities.

EDUCATION AND ACCOUNTABILITY

Build the knowledge, capability and understanding of our Boards, teams, athletes and wider workforce to empower them to be more confident to discuss and meet the needs of others in an inclusive way.

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Embed EDI training into all our learning and development programmes and to all HR processes	EDI training for our Board and the Council to be confirmed, agreed and delivered	All Board members completed training, delivered by Inclusive Employers in 2024. EDI training and topics for the Board going forward is still a work in progress for 2026-27.
Ensure our education programmes go beyond protected characteristic specifics and seek to educate and improve understanding of different lived experiences as well as to look through an intersectional lens.	Share regular communications with member bodies (at least quarterly) to highlight areas where deeper understanding is needed. Encourage EDI Champions and staff leads to spotlight lived experiences through short insights or stories (monthly or quarterly), shared via newsletters or internal channels such as Microsoft Teams. Use these stories to go beyond protected characteristics and bring inclusion to life through real voices and experiences.	British Equestrian distributes a cross-federation participation newsletter on a bi-weekly basis, sharing positive stories, updates, and lived experiences where available. EDI Board Champions or participation leads have been identified across member bodies, where applicable, and were provided with the animations press release in advance of its launch. Engagement with the animations is expected to encourage further sharing of lived experiences from individuals within underrepresented communities.
Emphasise the importance of maintaining a continuous learning mindset and fostering curiosity towards inclusion	Ensure EDI is part of the Board and Council agenda and at least once a year we are incorporating EDI education into the agenda	EDI is a standing agenda item at both Board and Council meetings, ensuring regular oversight and discussion. Relevant training content is currently being identified to support this work.

EDUCATION AND ACCOUNTABILITY (CONTINUED)

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Look to create shared training materials and resources to develop consistent levels of knowledge, awareness and skills across the federation and its wider workforce and athletes	Develop a knowledge hub for MBs to access in order to support their EDI initiatives. Ensure easy access to resource and materials	Knowledge Hub is in development, which will house EDI resources and materials for member bodies to utilise.
	Develop the federation-wide bite-size animation videos and an EDI toolkit to support member bodies and the wider workforce.	British Equestrian appointed Tinmouse Animation to produce five animated videos on Introduction to EDI, Anti-racism, Planning with everybody in mind, Micro-aggression and Banter, Allyship and Active Bystanders. These were funded in conjunction with Sport England and the Worshipful Company of Saddlers' investment, and in collaboration with members of the EDI Working Group. Animations were shared in February 2026, with some great traction from the target audience. The animations are there to help the equestrian workforce: • Build understanding and confidence in embracing differences • Make newcomers feel welcome and valued • Prepare for courses or events • Run topic-specific training for staff • Encourage supportive environments among peers British Horse Society is using these resources via a monthly inclusivity calendar and incorporating them into Everyone Welcome training for their One Team, including volunteers, clubs, centres, coaches, assessors and access groups. There are also early plans to incorporate these within coaching courses. The EDI Community Engagement Guide aims to provide centres with advice on strategies and initiatives to create a welcoming and inclusive culture. Working with British Horse Society and the Riding for the Disabled Association, the self-development guide includes a range of ideas that centres can work on to help embed inclusion. This is currently being slightly reviewed for a 2026 release.

EDUCATION AND ACCOUNTABILITY (CONTINUED)

OBJECTIVE	ACTION	PROGRESS OF AS MARCH 2026
Provide training and education initiatives to focus on adopting a person-centred approach to prevent the reinforcement of stereotypes	Deliver the federation-wide neurodiversity and EDI awareness training for coach assessors to support inclusive, person-centred assessment practices and reduce bias, with a focus on: • Increasing awareness of individual needs and experiences • Helping assessors move away from “one-size-fits-all” judgements • Encouraging inclusive assessment practices • Preventing unconscious bias or stereotype-based assumptions during evaluation	The Workforce Development Day on 16 October 2025 was organised by Coaching Development Action Team members British Dressage, British Horse Society and British Equestria. It was well-received, with constructive feedback from attendees, who were predominantly coach assessors. Programme highlights: • Morning session: Active bystander training, allyship, and managing uncomfortable conversations, delivered by Third Culture. • Afternoon session: Neurodiversity, delivered by Access Sport, followed by a panel discussion with assessors, mentors, and coaches from across the federation. Feedback was generally positive, with most participants rating sessions as Good or Excellent. The event was seen as informative, thought-provoking, and well-organised, though some attendees highlighted areas for improvement around duration, sound quality, and opportunities for interaction. Two thirds of participants reported enhanced understanding or commitment to more individualised and inclusive approaches. The event is planned to be repeated in 18 months, with the focus to be confirmed. Member bodies are encouraged to propose ideas for future content.

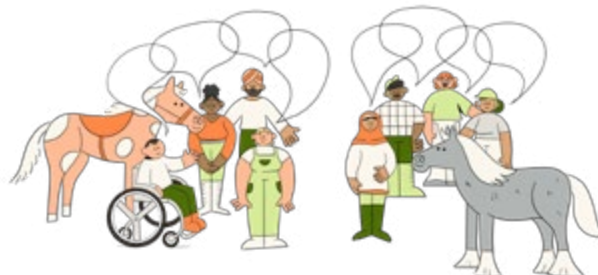
COMMUNICATION AND ENGAGEMENT

Ensure clear and consistent messaging through our engagement and content that equestrian is for everyone to welcome and value audiences from all backgrounds.

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Demonstrate our unwavering commitment to fostering an environment of equity, diversity, and inclusion through the content we create and share.	Develop and deliver content that highlights the importance of EDI across the equestrian community, guided by a federation-wide, harmonised campaign calendar that: • Reinforces commitment to EDI through ongoing, visible content • Encourages consistency across member bodies • Makes space for storytelling, education, and awareness • Provides a structured approach that's easy to plan and track	The Head of Communications has established unified EDI messaging and awareness days across the federation by aligning and collaborating on key campaigns, through a shared communications calendar.
Celebrate, advocate, and support equestrian EDI through storytelling, sharing lived experiences, and leveraging advocates' voices	Reinforces commitment to EDI through ongoing, visible content. Develop and share new videos and case studies that highlight diverse lived experiences and stories within equestrian sport.	Over the past 12 months, British Equestrian has commissioned several films to support its Equity, Diversity and Inclusion (EDI) work. These include an Active Madrassah collaboration film, which introduced equestrian sport to diverse communities, and a Sport in Mind video, which highlighted the role of equestrian activity in supporting improved mental health. British Equestrian has also commissioned films for volunteer-led member bodies to showcase smaller disciplines and demonstrate how they are accessible to a wider range of communities. Looking ahead, the Inspired by Horses campaign will be used in 2026 to further develop lived experience content, building on momentum from the EDI animation project.

COMMUNICATION AND ENGAGEMENT (CONTINUED)

OBJECTIVE	ACTION	PROGRESS AS OF MARCH 2026
Focus on having accessible, representative, culturally sensitive and inclusive communication	Following a recent inclusive communications audit, we will begin implementing key recommendations to improve how we communicate across the federation. This includes applying culturally sensitive language, respecting and reflecting diverse perspectives, and ensuring our messages are clear, inclusive, and accessible to all. We recognise this as an ongoing journey and are committed to evolving our approach as we learn and grow.	A series of recommendations from the communications audit have been progressed over the year: • The newsletter has been updated to include a link to Safe to Play reporting tools – completed • Internal editorial guidelines on inclusive writing have been developed – completed • An image library representing marginalised and underrepresented groups has been developed and is ongoing – completed / ongoing • Guidance on writing image descriptions has been introduced – completed • Image selection guidance has been developed – completed • Work to standardise Diversity & Inclusion terminology across the website is in progress • A full review of webpages has been carried out to assess accessibility and “welcoming feel” – completed • Inclusive social media guidance and checklist have been developed – completed
Ensure our communication is made relatable and impactful through active engagement with diverse stakeholders and new audiences, ensuring their representation and involvement in the development of an inclusive communication process	Use findings from the Year 1 communications channel audit to identify and begin addressing barriers to reach and engagement with diverse audiences.	



CONCLUSION



Looking ahead, the Horses For All strategy will continue to guide our efforts toward creating a more inclusive and diverse equestrian community. While significant progress has been made, there is still much to be done to ensure that inclusion is embedded across the sector. Equity, diversity and inclusion is a golden thread in the British Equestrian 2025–2030 strategy.

We are halfway through our four-year [DIAP](#) and momentum is building. The year ahead positions us to accelerate meaningful progress and demonstrate visible impact for our people, our member bodies, the wider equestrian community and community trusted partners. As we continue to implement the actions outlined in the DIAP, we are committed to listening, learning and evolving. As part of this we will be evaluating the ripple effect of our initiatives.

By fostering collaboration, sharing best practices and embracing transparency, we aim to empower everyone in the equestrian community to contribute to a more inclusive and sustainable future.





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