



HSI GOVERNANCE REFORMS

14 February, 2024

—● WWW.HORSESPORTIRELAND.IE ●—



**HORSE SPORT
IRELAND**

AGENDA

- WELCOME & INTRODUCTIONS
- BACKGROUND
- PROCESS SO FAR
- WHAT'S NEXT
- BOARD COMPOSITION
- ADVISORY FORUMS
- TIMELINES
- KEY DATES
- QUESTIONS



Background

Public Consultation June - August 2023

- Concept of Open Call, with all members of affiliates & stakeholder groups eligible for consideration
- Application/Nomination considered by Independent Selection Panel
- Recommendation of 4 for appointment by the Board



Process so far

Consideration of Submissions

- 11 Submissions Received
 - 8 largely opposed concept of Open Call
 - Preferring to revert to post-Indecon or a director for each affiliate
 - 3 private individual submissions positive
 - Suggestions include widening skills base to:
 - Expertise in Social License
 - Veterinary & Welfare





Process so far

Engagements

- HSI invited all affiliates that made submissions to meetings to discuss

Considerations

- Modern boards need variety of skills. Concept of a “skills-based” board of directors.
- Ensuring Gender Balance by Design - Government policy of 40% gender balance by 2023. Gender balance cannot be left to Minister to resolve with his nominees.



- Establishment of four Advisory Fora (Forums) in:
 - Breeding & Production Advisory Forum
 - Coaching & Education Advisory Forum
 - High Performance Advisory Forum
 - Equestrian Sport & Recreation Advisory Forum
- Each Forum will elect it's own Chair, but the Chair no longer becomes a director of HSI
- Each Forum nominates two people, at least one must be female, for consideration by Independent Selection Panel to recommend for appointment to the Board

The Process

The Independent Selection Panel is made up of the following members:

- **Chairperson Tom Moran**, Chairperson of the Public Appointments Service & Chairperson Kerry plc.
- **Dr. Una May**, CEO of Sport Ireland
- **Fiona Tierney**, non-executive director of eir, Institute of Directors, Audit Committee member Wells Fargo International Bank
- **Gemma Daly**, Deputy Chief Veterinary Officer, DEARA Northern Ireland
- **Brian Mangan**, Former Board member of the Federation Equestre Internationale (FEI), and Chair of the FEI Audit Committee

Selection Panel

WHAT NOW





- **Minister for Agriculture, Food & the Marine appoints:**
 - **Chairperson of the Board**
 - **Three directors**
 - **Director from Northern Ireland**
- **From Eight Advisory Forum Nominees, Four nominees are recommended for Appointment. One each from each of the Advisory Forums.**
- **In the Case of the Minister's appointee from Northern Ireland, the Northern Ireland Sports Forum will source a director from Northern Ireland for appointment by the Minister.**

BOARD COMPOSITION



TIMELINES & DEADLINES

- **Formal invitation will issue in coming days to each Affiliate seeking nominee to appropriate Advisory Forum**
- **Return of Nominees to HSI by Thursday, February 22nd next. Each organisation must nominate a male and female. To ensure gender balance within the committee, HSI will appoint one of the nominated persons.**
- **First Advisory Forum meetings will be scheduled for after Feb 22nd**
- **Independent Selection Panel meeting early March**
- **Each nominees can expect an interview with Selection Panel**
- **Selection Panel will recommend four candidates to Board of HSI for appointment. Target is to have board members appointed prior to HSI's April Board meeting.**



ADVISORY FORUMS

Breeding & Production

1 Nominee from each of the following:

- Irish Shows Association
- Traditional Irish Horse Association
- Irish Sport Horse Studbook
- Irish Draught Horse Breeders Association
- Irish Draught Horse Society
- Irish Cob Society
- Irish Trotter & Irish Pacer Studbook
- Kerry Bog Pony Society
- Irish Equine Veterinary Association
- Irish Stallion Owners Association

2 Nominees from each of the following:

- Leisure Horse Ireland
- Warmblood Studbook of Ireland
- Connemara Pony Breeder Society
- Northern Irish Horse Board

4 Nominees from:

- Irish Horse Board Cooperative

22 Members

Coaching & Education

1 Nominee from each of the following:

- Royal Dublic Society
- Showjumping Ireland
- Eventing Ireland
- Dressage Ireland
- Irish Pony Club
- Irish Pony Society
- Irish Equine Veterinary Association
- Association of Irish Riding Establishments (AIRE)
- Association of Irish Riding Clubs (AIRC)
- Teagasc
- Sport Ireland Coaching
- University of Limerick
- University College Dublin
- Maynooth University
- CAFRE
- Gurteen Agricultural College
- Kildalton Agricultural College

17 Members



ADVISORY FORUMS

High Performance

1 Nominee from each of the following:

- Para Equestrian Ireland
- Army Equitation School
- Sport Ireland
- Olympic Federation of Ireland
- Paralympic Ireland

2 Nominees from each of the following:

- Eventing Ireland
- Dressage Ireland

3 Nominees from:

- Show Jumping Ireland

12 Members

Sport & Recreation

1 Nominee from each of the following:

- Association of Irish Riding Establishments (AIRE)
- Association of Irish Riding Clubs (AIRC)
- Carriage Driving Section of HSI
- Endurance Riding Eireann
- Irish Federation of Polo Ireland
- Hunting Association of Ireland
- Irish Polocross Association
- Irish Pony Club
- Irish Pony Society
- Irish Quarter Horse Association
- Irish Universities Riding Clubs
- Showjumping Ireland
- Eventing Ireland
- Dressage Ireland
- Para Equestrian Ireland
- Irish Equine Veterinary Association
- Showing Ireland

Sport & Recreation

1 Nominee from each of the following:

- Special Olympics Ireland
- Mounted Games Ireland
- RDA Ireland
- Irish Harness Racing Association
- Northern Irish Horse Board
- Trek Ireland
- Medical Equestrian Association of Ireland

24 Members



KEY DATES

- **FEB 22**
 - **RETURN OF A MALE & A FEMALE NOMINEE FOR ADVISORY FORUM**
- **WEEK OF FEB 26-29**
 - **ADVISORY FORUMS TO MEET**
 - **ELECT CHAIRPERSON**
 - **NOMINATE TWO CANDIDATES FOR CONSIDERATION AS DIRECTOR**
- **WEEK OF MARCH 11**
 - **NOMINEES INTERVIEW WITH INDEPENDENT SELECTION PANEL**



