

THE CLIENT/ROLE REMIT

The British Horse Society (BHS) approached TPP Recruitment to tender for an Equality, Diversity and Inclusion Trustee to join their Board and Chair an EDI Advisory group. TPP were carefully selected and ran a comprehensive search campaign, successfully appointing an EDI specialist.

CHALLENGES

The BHS had identified a need for cultural change. They could see in order to reflect and widen their membership, they needed to reduce barriers, advance equality, and promote inclusion throughout the equestrian sector as a whole. They understood they had work to do in changing perceptions and had identified a need to get an EDI specialist on board who could lead an advisory group to help guide their transformation strategy.

A critical and first time hire for the BHS, TPP understood they needed to recruit someone who; understood 'lived experience' from disadvantaged and/or protected characteristic groups, had expertise of working in a recreational environment, had driven significant organisational and cultural change and who was passionate about breaking down barriers and had some understanding of charity governance. They did not need to have equestrian experience.

It was critical to find someone that could demonstrate the ability to communicate effectively, both verbally and in writing and who could Chair the advisory group. Being comfortable challenging different stakeholders and Board members in a collaborative, non-judgemental way was also important.

SOLUTIONS

- Having been appointed to run the search, TPP Search Consultants met with the BHS to learn about the organisation, it's challenges and gain a deeper understanding of the long term strategy to tailor the search to the needs of the organisation.
- The mix of targeted search and marketing, provided 11 applications. This was broken down by:
 - 9 advert/mailed responses from a wide range of job boards. 4 Applications received.
 - 46 direct approaches, 18 candidate packs sent. 4 Applications received.
 - 3 Applied via BHS. 3 Applications received.
- TPP interviewed all 10 applicants via Teams.
- The shortlisting process was firstly and importantly, skills-led with questions around experience driving large cultural change, putting in place ED&I processes and lived experience being highly rated.
- An anonymised report was submitted with all reference to name, gender, age, and education deleted.
- 4 candidates were recommended to the nomination committee for interview at Tier 1, 2 were recommended at Tier 2 and 4 at Tier 3.

Tier 1: Strong match against all criteria – highly recommend

Tier 2: Good experience but not as strong driving cultural change and leading ED&I

Tier 3: Lacking in corporate organisational change and limited experience putting ED&I processes in place – only focussing on one protected characteristic.



The
British
Horse
Society



HOW TPP HELPED - RESULTS ACHIEVED

The BHS interviewed all 4 candidates from Tier 1 and were delighted with the calibre.

TPP coordinated interviews between the candidates and panel. TPP guided them through the interview process outlining the questions to expect and ensuring all candidates understood the six legal duties of a Trustee as it was the first time some of the candidates had applied for a Trustee position. Applicants were signposted to a TPP blog outlining useful links to aid research preparation and gives guidance to free resources for charity governance.

The person who was offered the position and accepted was an Organisation Development Practitioner who enables organisations, through people development solutions, to develop skills, achieve growth and improve performance. They worked for a County Council as lead ED&I advisor conducting impact assessments, leading policy to improve diversity across senior level management. They are also Chair of BAME Employee Network, working in close collaboration with other groups LGBTQ+ and Disability to enhance employee experience for all. They had also been a member of the Women in Coaching Advisory Board and were given a specific remit to attract more women coaches to join athletics.

BHS are delighted to have been given permission from 6 of these applicants to stay in contact with with them about future opportunities and were left with a positive impression of both the process and their organisation as a result of this campaign.



"Thank you so much for the work that has gone into this, and for presenting us with such a great group of candidates!"

Ana Ferguson, Head of HR, The British Horse Society

"You have produced a great selection of very suitable candidates."

Sarah Phillips, Chief Operating Officer, The British Horse Society

