



## Hurston Dressage and Eventing

### Employee Retention Policy

Staff turnover within the equestrian industry is notoriously high, which inevitably has a negative impact on the service a yard can provide. Horse welfare and client satisfaction are at the heart of Hurston Dressage and Eventing's (HDE's) offering, and therefore it is imperative that our staff feel appreciated and empowered to deliver a top-quality service. Our Employee Retention Policy aims to mitigate the risks associated with high staff turnover, by ensuring that we look after our current team. We strive to maintain an inclusive, encouraging and friendly culture at all times, for all team members, regardless of whether they are full or part-time.

#### Pay – Legal and Fair

- HDE are committed to offering competitive compensation
- Salaries/wages are reviewed annually
- A bonus scheme is in place for when yard efficiency saving targets are met
- The full-time working week is a standard 37.5 hours, with hours worked over and above this paid in arrears
- All employees receive paid holiday
- Employees are enrolled on a staff discount scheme after a probationary period

#### A Safe Workplace

- HDE recognise the high-risk nature of a career with horses
- We do our utmost to mitigate any risks our employees take while they undertake work with us through comprehensive training, risk assessments and following health and safety law
- Our employees are encouraged to report anything that they feel is unsafe as soon as possible

#### Career Advancement Opportunities

- Full time staff are given opportunities to gain further qualifications, as well as keeping other qualifications current
- Shadowing opportunities to develop understanding and exposure
- Comprehensive support is given to any and all employees undertaking qualifications

#### Meaningful Management

- Team meetings are held quarterly, where updates and new ideas are shared by all team members
- All team members have a voice and their input is valued

- All disputes are dealt with in a confidential, empathetic and diplomatic manner, and the team will work together to resolve
- HDE strives to maintain a friendly yet productive working environment to enhance contentment and job satisfaction

#### Personalised Employee Support

- All full-time members have one-to-one meetings with management, to give them the opportunity to discuss any goals, grievances, ambitions, and their progress in general

#### Flexible Working Arrangements

- HDE recognises the need for more flexible working to retain employees, and is dedicated to creating varied employment opportunities for its staff
- Although our horses are kept in a strict routine, we work hard to provide flexible hours for employees without affecting the day-to-day running of the yard and/or horse welfare