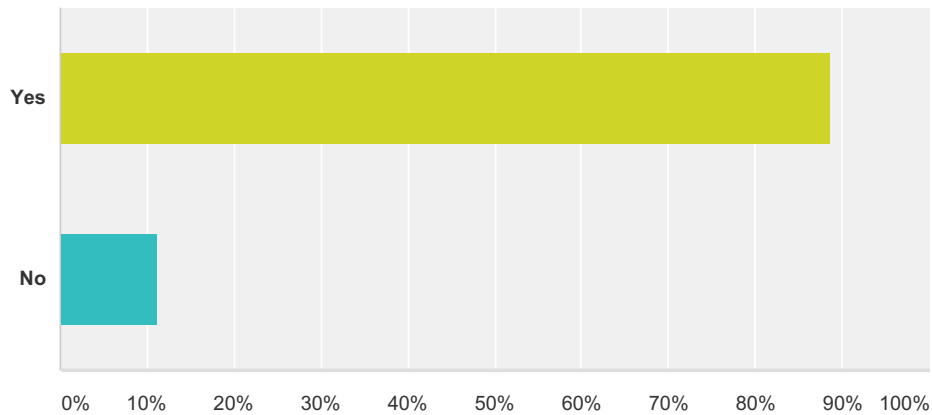


Q6 Do you feel the occupational profile for the Equine Groom fully describes the job role?

Answered: 152 Skipped: 151



Answer Choices	Responses
Yes	88.82% 135
No	11.18% 17
Total	152

#	Comment	Date
1	It also needs to refer to someone that can use initiative and integrity to succeed at the top level	4/21/2015 6:49 PM
2	There is also a need for people coming into the industry to be aware that racing is not a 9-5 occupation!	4/21/2015 8:50 AM
3	While you ahve covered all the "basic" points I d not feel that Horse racign is best sereved by this approach. Horse racing is a very different kettel of fish to all other equine disciplines	4/19/2015 10:37 AM
4	No racing option to ascertain competence in this specialised area.	4/18/2015 9:12 AM
5	I would like to see an emphasis on working to commercial pressures, being efficient and an understanding of customer care. Too many apprentices want to play ponies rather than work fast and deal with customers.	4/17/2015 1:53 PM
6	Although numerically small with regard to other equidae - the donkey and mule have specific needs that need to be understood to enable their care and welfare to be assured. Would be very happy to expand as needed / useful	4/17/2015 10:57 AM
7	Gives general description however from riding school point of view would include the above and also taking bookings/ reception work, helping in lessons, taking treks out of capable, assisting in teaching children basic horse care eg grooming etc	4/16/2015 9:29 PM
8	I have always felt that the Pony Club C+ test was the equivalent level in horse care to the Level 2 apprenticeship with the added extra understanding of things particularly relating to Racehorses. This standard falls short of what is expected in most yards , so someone on a level 2 apprenticeship would need a high level of supervision than is easily available. If nthe candidates were able to attain level 2 I think it would be a valuable achievement and one the racing industry would welcome. Most of the young people coming out of the 14 week racing school apprenticeships fall way short of this standard. As an employer I find this most frustrating.	4/16/2015 8:00 PM
9	I think apprentices also need to read up on particular subjects in their own time, particularly riding theory. They should have a keen interest to want to learn as much as possible and read up on things that they are taught. It is also essential that they push themselves as individuals if they are to go further in their career and be willing to accept help and advice from more experienced staff!	4/16/2015 6:25 PM

10	In our industry grooms are required to work varied working patterns including split shifts, evenings and weekends as their normal contracted hours.	4/16/2015 2:34 PM
11	Team work, working with contractors and the public Further detail needed on feeding and forage calculations Driving vehicles, tractors and implements Reporting to line managers and recording information Accurately transcribing directions from other professionals Understanding equines and their natural behaviour and instincts and how this relates to work	4/16/2015 2:01 PM
12	Would like to see more reference to welfare - General duties in welfare will include administering treatments/first aid (basic), handling welfare horses/basic handling training. Assessing horses and handling for farrier/vet	4/16/2015 10:20 AM
13	I think all aspects of a grooms responsibilities and duties are fully covered.	4/12/2015 5:49 PM
14	Think it is important that the "out of hours" situations and weather conditions have been incorporated into the profile.	4/12/2015 9:32 AM
15	The different disciplines within the equine world require different skills so for them all to be lumped together is misleading and does not reflect the skills require within a particular role.	4/10/2015 6:34 PM
16	The job of the groom and those caring for horses is a practical one that is best learned through practical experience not lectures in the classroom. Practical Experience should be ahead of theoretical knowledge in the description.	4/10/2015 5:26 PM
17	It describes the role but I think it needs to be kept as clear and uncomplicated as possible as not all people choosing a career with horses come from a good educational background with good exam results in English etc.	4/9/2015 3:38 PM
18	I am in France. I have found that equine studies students and even riders qualified to Gallop 7, don't have the most basic stable management skills, I would expect of BHS Stage 1 in the UK.	4/8/2015 6:34 PM
19	Good effort!	4/8/2015 5:32 PM
20	It does a good job, but I think 'fully describes' is a little too 'black and white'.	4/4/2015 8:25 PM
21	In a riding stables communication and customer care are also very important. They must be able to work with people, especially children as well as horses.	4/4/2015 2:52 PM
22	No mention of customer facing role within a riding school. There is more to the job than just caring for horses.	4/4/2015 10:19 AM
23	Apprentices should be encouraged to use their initiative with the proviso if they are unsure they must ask.	4/3/2015 8:41 PM
24	Although there is no option for grooms interested in riding school ie assisting with lessons or working appropriately with young people	4/3/2015 8:25 PM
25	The age of the applicants should be taken into consideration as should previous experience as not many apprentices will necessarily know which sector they wish to work in immediately.	4/3/2015 6:56 PM
26	In the riding at Level 2 in the riding section, they should be able to ride out safely in an open space and show a balanced position in a variety of terrains, including uphill and downhill terrain. Otherwise in theory, a level 2 would not be trained or be safe to ride outside of an arena. This would mean that they would not be able to hack or escort hacks. This then means that they would progress to jumping small cross country obstacles at level 3. If they are not included at these levels, they wouldn't be safe and/or able to go into an eventing yard and could technically have to be trained at this level from scratch. I also feel that these qualifications should have parity with our current stages exams, otherwise Employers will seek those potential employees who have completed their stages exams, thereby discriminating against and de valuing the apprenticeship scheme.	4/3/2015 4:15 PM
27	However maybe a mention of recognizing and caring for sick horses could also be included in the description	4/3/2015 10:32 AM
28	For me, they should also have basic knowledge on how to administer medicines and how to react in some vet emergencies	4/3/2015 9:04 AM
29	Although it does not mention dealing with clients or the horse's owners which is an important role on many types of yard, e.g. riding school, livery, dealers yard etc.	4/3/2015 1:48 AM
30	There is no consideration for Ride Leader skills and taking out riders of varied terrain. No customer service criteria for handling clients. No consideration of being economically aware for the Level 3 where I consider there should be some business knowledge covered and leadership skills brought into consideration.	4/2/2015 10:20 PM
31	A good summary of the requirements of a modern day groom	4/2/2015 12:09 PM
32	I don't feel the apprentices would have enough experience at that stage to make decisions about which area they wish to work in.	4/2/2015 11:31 AM

Q7 Do you agree that the knowledge statements above adequately reflect what apprentices should know and understand as part of the core job role of an Equine Groom (Level 2)?

Answered: 138 Skipped: 165

	Agree	Disagree	Total	Weighted Average
Safe Working Practices	94.89% 130	5.11% 7	137	0.00
Yard and Field Routines and Duties	97.81% 134	2.19% 3	137	0.00
Horse Anatomy, Physiology and Welfare	89.78% 123	10.22% 14	137	0.00
Horse Handling, Care and Appearance	96.35% 132	3.65% 5	137	0.00
Saddlery and Equipment	95.59% 130	4.41% 6	136	0.00
Travelling Horses	91.91% 125	8.09% 11	136	0.00
Non Ridden Exercise	90.44% 123	9.56% 13	136	0.00

#	Comment	Date
1	Horse Anatomy principles need to be more defined to enable to assess whether at Level 2 or above.	4/21/2015 8:29 PM
2	Yard and Field routines and duties assumes that everyone operates on a similar system - this needs to be expanded in order that students minds are opened to different policies, settings and routines in different aspects of the industry and there is not one correct way only.	4/21/2015 6:53 PM
3	Descriptions are far too vague. No mention of first aid for horses in welfare.	4/20/2015 10:06 AM
4	digestive and skeletal system is too high level for Level 2, groom.	4/19/2015 1:46 PM
5	While some of these cross overs will apply to all equine sports many will not be fit for purpose in racing. It is utterly impossible for apprentices to be able to fully understand all or most of the working practices, rules , policies & procedures for ALL equibne sports as these are way too varied & racing has more than any other as we hare so highly regulated, far more so than any of the other equine sectors. YOU CANNOT possible make one rule fit all. It can't work. You can only teach the basics then let the individuals chose which sector of the equine world they wish to train in fully.	4/19/2015 10:46 AM
6	An expansion on both travelling horses and non ridden exercise would be preferable as to me they are a huge part of racing these days	4/18/2015 4:22 PM
7	A LEVEL 2 GROOM MAY NOT BE IN A POSITION TO KNOW ALL THE CURRENT REQUIREMENTS FOR THE TRANSPORT OF HORSES. THEY SHOULD HOLD A HANDLERS CRET FOR TRAVELING HORSES BUT MAY NOT BE THE HOLDER OF A DRIVERS CERT.	4/18/2015 1:21 PM
8	For the racing industry it would help if there was a section for non riders on taking horses racing and maybe lungeing	4/18/2015 9:14 AM
9	The concept of "Safe working practices" should be included not just in the title. Suggest the word 'practices' is added after 'procedures' Under welfare, suggest commas are added as follows: The core principles of horse welfare, including health, and care of the sick horse	4/17/2015 5:23 PM
10	Customer care/ basic business skills - an understanding required.	4/17/2015 1:55 PM

11	An understanding of welfare from basic principles as well as legislation advisable Basic donkey knowledge where this differs from other equidae in all elements advisable	4/17/2015 11:26 AM
12	Too complicated - some of this ie digestive etc should be level 3. Record keeping - would we put our trust into an apprentice to keep records? - also plaiting and trimming - level 3 - this is a 'working role' some of the requirements are too hard for the normal apprentice to grasp. Ideal world it would be great - but most would struggle with this level - keep it simple please. Travelling of horse - loading and unloading safely - thats all.	4/16/2015 7:09 PM
13	Doing all the jobs such as yard and field routines, turning horses out to a high standard, maintaining equipment etc need to be done in industry time.	4/16/2015 6:32 PM
14	Standard operating procedures of the organisation Understanding of natural equine behaviour and how this relates to working environments (in other sections) Correct fitting of equipment, not just recognising it. Methods of travel in different situations, not all equines can be lead and tied. Too vague	4/16/2015 2:05 PM
15	Yard and Field Routines and Duties - could include assessments whilst feeding- basic behavioural and health? e.g how to feed safely and in what order to feed horses according to dominance etc to keep you and horse safe. Horse Anatomy - History of horse? Maybe instead of health you could say basic health checks? Travelling- Assist in set up for travelling i.e learn how to hitch up safely in company and check all safety measures (brake lights etc)	4/16/2015 10:32 AM
16	Horsecare / appearance - recognise the signs of a sick horse or weight management Recognise correctly fitted tack - and be able to correctly fit tack This may be covered on the next page?	4/15/2015 9:29 AM
17	I broadly agree with the statements however considering the current climate I think an awareness (not in depth understanding at this level) of bio security is required. Grass land and stable management should be two separate objectives as there is a lot even at a core level to understand about each, also a basic yard management objective which would cross over with equipment maintenance but also include basic cleanliness and organisation of all areas in any yard not just stable and pasture. A basic understanding of how healthy horses move should be included in anatomy/physiology and health section.	4/14/2015 4:26 PM
18	It would appear that the core knowledge and skills are on par with the BHS stage 1 and some of the 2 exam. I think it a good idea that principles are instilled at this level but would be hesitant to allow some of the practical unless a very competent person but I guess this is also dependant on needs of the yard.	4/13/2015 11:04 AM
19	. Specific and relevant	4/12/2015 9:36 AM
20	What is 'PPE'. If I don't know, should an apprentice. Apprentices do not need to know anatomy and physiology except where it is directly relevant to horse husbandry. They need to know the points of the horse, in order to properly describe signs of disease or injury, but they do not need to know details of the musculoskeletal system or the digestive system. Better to learn the very simple basics that they will need to use rather than get confused by detail that is irrelevant to their job.	4/10/2015 6:26 PM
21	A lot of non-ridden exercise is very basic eg Horsecalking, handwalking, however acts such as long reining and lungeing to a good standard are difficult skills that require a lot of practice to be done properly. A very basic understanding of anatomy to communicate with others in the work place is important, however it is far from the most important aspect and there needs to be lots of emphasis on practical horsemanship and gaining this experience, rather than these more class room based exercises. Ridden exercise is an important skill that is not taught sufficiently well in preparing racing apprentices and there is a serious skills shortage in this area. It is this area that require the most attention in training so it is disappointing not to see it mentioned as being core to the job.	4/10/2015 5:32 PM
22	Struggling to understand how this is different from the current standards? It appears to me, to be pretty much the same but more generalised - less detail? I would be concerned that unless specific criteria are set, assessment may not be fair & equal?	4/10/2015 9:19 AM
23	Not sure they need to clip for level 2. Assist with clipping maybe more appropriate	4/8/2015 5:34 PM
24	Our staff don't get involved in saddles but would deal with bridles	4/8/2015 12:16 PM
25	I think that apprentices should at this stage should have the practical and underpinning knowledge of the dedication that is needed	4/4/2015 8:43 AM
26	Wouldn't that be marvellous thinks do you expect too much.	4/3/2015 8:43 PM
27	Travelling and discipline specific tack are not always covered/ required in many sectors/ yard set ups. This should come in at a more role-specific level.	4/3/2015 6:58 PM

28	I have concerns that they are learning basic anatomy, if this qualification is equivalent to 5 GCSE's. I would expect a level 2 to know more than just the basics of clipping and trimming, I would expect them to be competent at it. Parts of this read to me more like a level 1. a level 2 person should be competent.	4/3/2015 10:47 AM
29	could be a bit more specific. Lunging /long lining.	4/3/2015 9:18 AM
30	Yes... but what was wrong with the Equine Work Based Diploma? I do not support these changes to apprenticeships as too much onus will be placed on the employer. this is not a good incentive for employers to want to take on apprentices.	4/3/2015 1:53 AM
31	Health and Safety are not detailed enough. At level 3 candidates should be able to undertake Risk Assessments to evaluate risk and the possible solutions. Knowledge of insurance requirements and liability risks to grooms for misconduct etc.	4/2/2015 10:31 PM
32	I would like to see more attention paid to 'horse awareness' understanding natural behaviours and working with these to improve horses psychological well being / challenging styles to ensure any training is workable with 'natural horsemanship' alongside more traditional methods of training and care. For example include barefoot foot care equally with shoeing / question restraint, replace with control and influence. Acknowledge equine assisted learning as another area of working with horses	4/2/2015 7:22 PM
33	I would like to see a bit more detail/description in the last 2 sections as they are too general as they stand	4/2/2015 11:33 AM

Q8 Do you agree that the skill statements above adequately reflect what apprentices should be able to competently do as part of the core job role of an Equine Groom (Level 2)?

Answered: 135 Skipped: 168

	Agree	Disagree	Total	Weighted Average
Safe Working Practices	97.04% 131	2.96% 4	135	0.06
Yard and Field Routines and Duties	98.52% 133	1.48% 2	135	0.03
Horse Anatomy, Physiology and Welfare	91.11% 123	8.89% 12	135	0.18
Horse Handling, Care and Appearance	94.07% 127	5.93% 8	135	0.12
Saddlery and Equipment	97.78% 132	2.22% 3	135	0.04
Travelling Horses	95.56% 129	4.44% 6	135	0.09
Non Ridden Exercise	92.59% 125	7.41% 10	135	0.15

#	Comment	Date
1	Seems a crossover from the old BHS stage 2 care to elements of the BHS Stage 3 care, but OK	4/21/2015 8:12 PM
2	They should also add general life skills and be prepared on life being away from home	4/21/2015 12:52 PM
3	Some of the points listed above would not be required on a thoroughbred stud	4/20/2015 11:42 AM
4	Too vague again. In travelling horses should the apprentice have the CET Attendant qualification included. No mention of first aid treatment again. Tack etc. is covered but no real identification of when to use it etc.	4/20/2015 10:09 AM
5	plaiting is not an essential skills for a level 2 groom and some trainers do not like their horses plaited at all	4/19/2015 1:50 PM
6	Would saddlery include specific racing equipment? Would non ridden exercise include taking horses racing?	4/18/2015 9:16 AM
7	Under welfare section: Suggest commas are added as per : "Recognise signs of good and poor welfare, including ill health, and check for injuries." Under Safe Working Practices and / or Handling, suggest that wording includes: "Demonstrate the understanding of horse behaviour through safely handling a variety of horses...." The key point is that safe working around horses is predicated on an understanding of their behaviour which informs a handler about the animal's behavioural state and possible reaction or next action. (e.g. what signals from the horse indicate that it might next kick out; allowing the groom to move away and / or handle the horse differently to remove the reason why it might want to kick)	4/17/2015 5:31 PM
8	More soft skills/people skills. Team work and motivation to work to commercial pressures. Appreciation of basic customer care required.	4/17/2015 1:56 PM
9	Key issues around welfare including end of life questions and experience needed Developing understanding of the differences of donkeys and mules from other equidae as appropriate in all elements	4/17/2015 11:28 AM
10	Would it be worth including a mention on the 5 welfare needs ?	4/17/2015 9:40 AM
11	Yes this is simpler - plaiting and trimming needs experience though.	4/16/2015 7:11 PM

12	Level 2 Grooms in my yard are never required to lunge a racehorse. This is a skill I would expect my L3 Grooms to develop not my Level 2 Apprentices.	4/16/2015 2:38 PM
13	Rather vague. Do they need to lunge? Describe different transport methods Recognising the needs of a horse as an equine, relating to behaviour and instincts	4/16/2015 2:07 PM
14	YARD AND FIELD ROUTINES AND DUTIES Adhere to all isolation procedures and assist with behaviour assessments	4/16/2015 9:51 AM
15	It's important to emphasise that if they are in any doubt about any aspect of care, health, husbandry, that they have a point of contact either a head groom or (depending on relationship with head groom an impartial contact that may advise on appropriate action)	4/14/2015 4:30 PM
16	Some of the trimming, clipping although only if competent and never without supervision	4/13/2015 11:06 AM
17	As before I think all relevant aspects of the job of an equine groom are comprehensively covered.	4/12/2015 5:51 PM
18	Yes-Comprehensive skills which I would expect an employee to have working on a yard	4/12/2015 9:37 AM
19	They should be able do do it but invariably cannot.	4/10/2015 10:18 PM
20	As previous comment. Also feel that a groom should be able to clip - they are required to have knowledge of it, so why not be able to actually do it? Or at least assist & be able to do the basics with perhaps a more experienced person to do the "difficult" areas?	4/10/2015 9:22 AM
21	Would not expect a groom at this level to attempt saddle fitting	4/8/2015 3:29 PM
22	Our staff don't deal with saddles but do use bridles	4/8/2015 12:17 PM
23	This sounds like a very basic groom...do they deserve NMW?	4/4/2015 8:27 PM
24	This is good but only any good if the apprentice is shown what to do and is able to learn from others	4/4/2015 8:48 AM
25	Again too much expected In my experience many can speak & write English comprehension is something else	4/3/2015 8:45 PM
26	Possibly more detail in the "non ridden exercise" section.	4/3/2015 8:27 PM
27	As before. I would not expect my Level 2 apprentice to deal with veterinary assistance (unless very basic) or treatments unless under strict supervision	4/3/2015 7:00 PM
28	To me this looks a little basic. I would expect a level 2 to know a little more than basic anatomy and points of horse. There are now many different qualifications which are really meaningless. The BHS exams are still the bench mark within the industry. If a new qualification is being introduced it must be on par with the /BHS standard. Otherwise we are doing the young people a dis service and they will not be employable	4/3/2015 10:52 AM
29	While non ridden exercise is a wide area I think this should be a bit more specific such as hand walking, loose schooling in a round pen or similar and long reining	4/3/2015 10:36 AM
30	It's virtually the same as the current Level 2 Work Based Diploma,	4/3/2015 1:55 AM
31	As per my earlier comments. Apprentices should recognise normal herd behaviour, Lead / influence a horse on a loose line / at liberty Identify the need for social interaction with other equines	4/2/2015 7:25 PM
32	same comment as in last section, more detail required ie under travelling should state trailers, lorries etc inc: different ramps/direction of travel once loaded etc: and non-ridden exercises should state if handlers are included or not ie horsewalker..	4/2/2015 11:38 AM

**Q9 Do you agree that the
behaviour statements above adequately
reflect how apprentices should conduct
themselves as part of the core job role of an
Equine Groom (Level 2)?**

Answered: 131 Skipped: 172

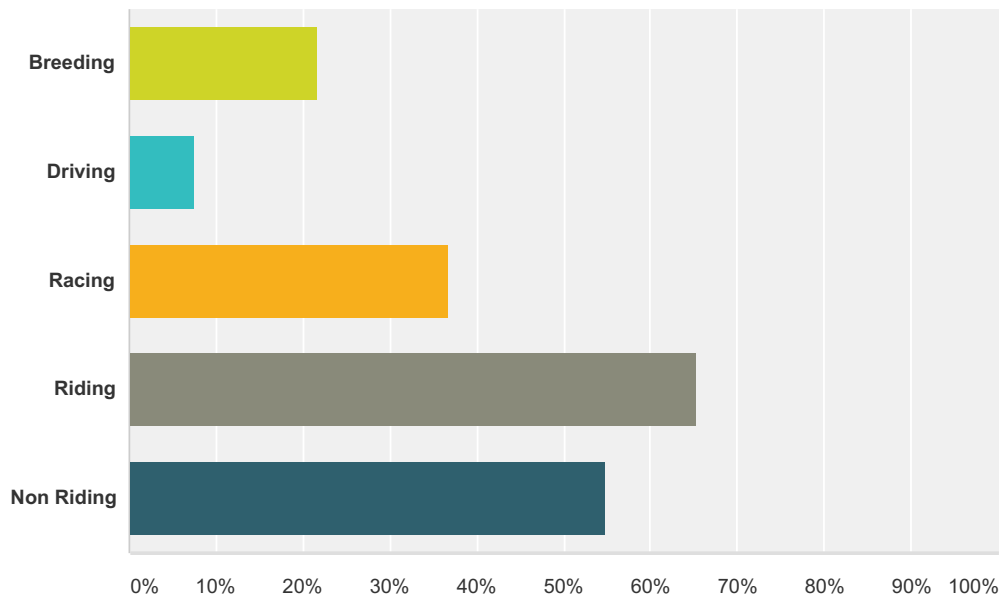
	Agree	Disagree	Total	Weighted Average
Safe Working	99.24% 130	0.76% 1	131	1.01
Work Ethic	98.47% 129	1.53% 2	131	1.02
Responsibility	99.24% 130	0.76% 1	131	1.01
Team Work	100.00% 130	0.00% 0	130	1.00
Communication	98.47% 129	1.53% 2	131	1.02

#	Comment	Date
1	How is the life skills required to live independently going to be assessed when many apprentices live at home.	4/21/2015 8:32 PM
2	Communication needs to be expanded to include clients and other members of staff	4/21/2015 6:55 PM
3	Being willing to learn is a brilliant point. They need to be willing to the people that are trying to help them as they need to work hard to achieve there goals.	4/21/2015 12:55 PM
4	As an employer it is important that the apprentices have a understanding of the life style and commitment required to work within the industry And also that different types of equine disciplines require different stats of skills For example AI is not used on thoroughbred studs	4/20/2015 11:47 AM
5	Communication would need to include the basic rule of racing for insider knowledge.	4/18/2015 9:17 AM
6	I think some of the language could be refined, e.g. professionalism covers most of the things listed under 'work ethic'. However, that is not to say that defining what encompasses professionalism should be included in the assessment criteria and training / teaching.	4/17/2015 5:34 PM
7	I think that it is important that they know what is appropriate to put on Social Media and what is inappropriate.	4/17/2015 3:04 PM
8	Great! Really important.	4/17/2015 1:57 PM
9	Definition of equines to include donkeys and hybrids	4/17/2015 11:28 AM
10	If the employees all aspired to these standards life would be so simple !!! In reality about 1 in 20 have all these skills and about 1 in 10 have half of these skills !	4/16/2015 8:05 PM
11	Social media and its use/misuse must come into this?	4/16/2015 7:12 PM
12	I would like to see "Use Social Media responsibly" included in Communication.	4/16/2015 2:39 PM
13	Work within the policies and guidelines set by their employer. (reference to reporting absence, discipline and grievance etc)	4/16/2015 1:12 PM
14	Gives good knowledge and experience in day to day care of horses	4/15/2015 11:41 AM
15	In the past this area hasn't had as much care taken over and feel this is just as important as the horse care/etc side	4/13/2015 6:23 PM

16	These form a very important part of an employees role with particular emphasis on safe working and communication which are areas often sadly neglected	4/12/2015 9:38 AM
17	If assessment is to be summative, how will these attributes be assessed accurately? Team working - many small employers only have one apprentice - how would this skill be developed & assessed?	4/10/2015 9:24 AM
18	I don't employ apprentices and as I am in France, I don't know what reward they get for their work. Reading through this I forsee many employers abusing the rights of the employee - a lot is being asked if the labour is 'free'. If apprentice are not 'valued' then this training will be wasted. Working with horses is not a well paid or social job. When employment prospects improve they may well be tempted to leave.	4/8/2015 6:39 PM
19	Lovely if we could get them to do it!	4/8/2015 5:35 PM
20	This is the most important bit	4/8/2015 3:30 PM
21	Please can "be respectful" be added to work ethic	4/8/2015 12:18 PM
22	Today's young people have been brought up believing they deserve the best of everything. Good luck creating a good work ethic in them!	4/4/2015 8:28 PM
23	If they active all this Saint would be a better title.	4/3/2015 8:47 PM
24	I also think they need to be made aware of their rights under the law to prevent them being taken advantage of by unscrupulous employers	4/3/2015 8:27 PM
25	There should be a clear understanding of signing their work contracts and what compliance means and understanding of their employments rights and responsibilities. There should also be understanding of pay and qualification structures.	4/2/2015 10:35 PM
26	Good summary of the communication skills needed for the modern groom	4/2/2015 12:14 PM
27	good combination	4/1/2015 9:28 AM

Q10 Which Occupational Routes are relevant to you? (tick all that apply)

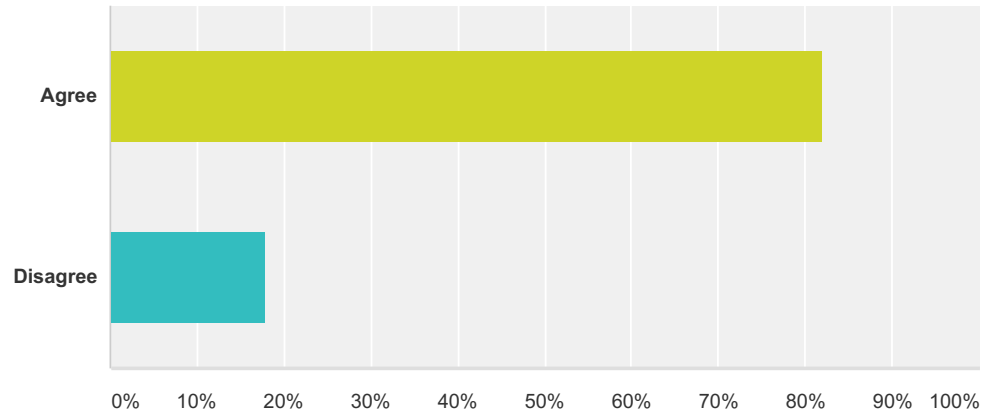
Answered: 133 Skipped: 170



Answer Choices	Responses
Breeding	21.80% 29
Driving	7.52% 10
Racing	36.84% 49
Riding	65.41% 87
Non Riding	54.89% 73
Total Respondents: 133	

Q11 Do you agree that the supplementary specialist knowledge and skills outlined above adequately reflect the additional qualities required for Equine Grooms completing the breeding route?

Answered: 28 Skipped: 275

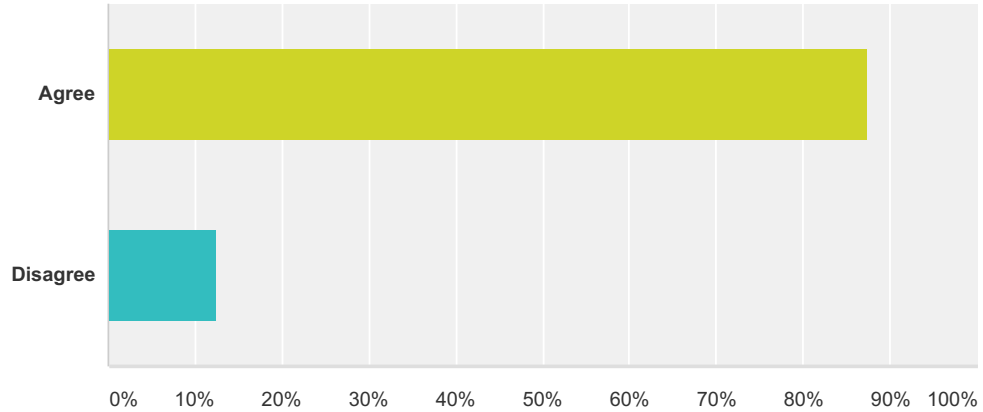


Answer Choices	Responses
Agree	82.14% 23
Disagree	17.86% 5
Total	28

#	Comment	Date
1	As the standards read at present there is not real reference to handling foals and youngstock unless for sale.	4/21/2015 8:35 PM
2	This is completely inadequate in the breeding industry and should refer to AI practices rather than just teasing and collection. Nothing in these courses open students minds to anything other than in niche areas of the UK. We take students to Germany and Holland and to events in the UK and the trips abroad make them inspired and keen to increase their knowledge base.	4/21/2015 6:59 PM
3	There should be reference to managing weaning. There is sufficient evidence that bad weaning practices lead to potentially life-long behavioural problems which have a negative impact on the trainability of an animal which in turn reduce their value to their future owners (reflecting on the breeder, potentially linking it to the bloodlines instead of the management of that one horse, etc.) and also potentially having a negative impact on the welfare of that animal. Managing orphan foals is an equally important aspect, albeit rare, of breeding work. In essence, the knowledge should include management of the foal and foaling complications (which would include orphans and weaning knowledge)	4/17/2015 5:41 PM
4	Far too complicated - mating plans? Disease control?	4/16/2015 7:14 PM
5	apprentices should have an awareness of the following: stud paperwork, mare and stallion health certificates, communication with breed societies/studbooks etc., covering certificates processing and evaluation procedures relating to semen, transportation of semen, AI procedures scanning of mares for evaluation of their cycle and the likely problems studs face	4/2/2015 11:48 AM

Q13 Do you agree that the supplementary specialist knowledge and skills outlined above adequately reflect the additional qualities required for Equine Grooms completing the driving route?

Answered: 8 Skipped: 295

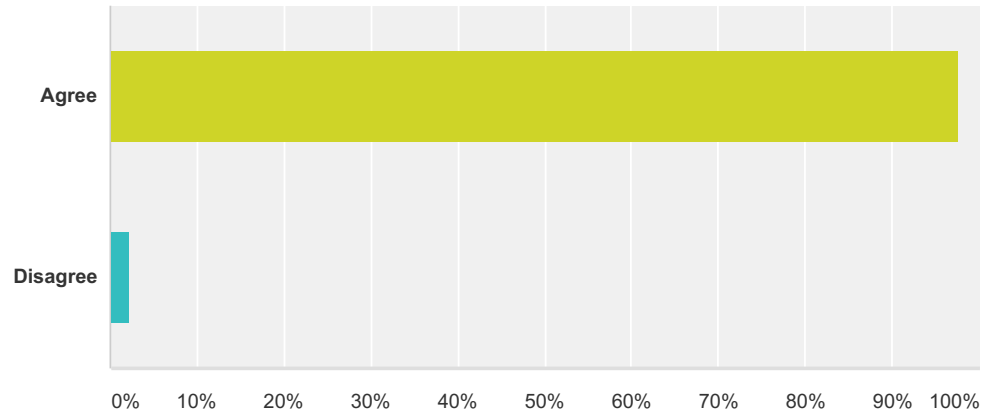


Answer Choices	Responses
Agree	87.50% 7
Disagree	12.50% 1
Total	8

#	Comment	Date
1	I clicked Driving accidentally! This does not actually apply to us. Sorry	4/17/2015 10:39 AM
2	A little basic. I would hope they would have more knowledge and experience and understand about the horses way of going	4/3/2015 10:55 AM

Q15 Do you agree that the supplementary specialist knowledge and skills outlined above adequately reflect the additional qualities required for apprentices completing the Racing route?

Answered: 45 Skipped: 258

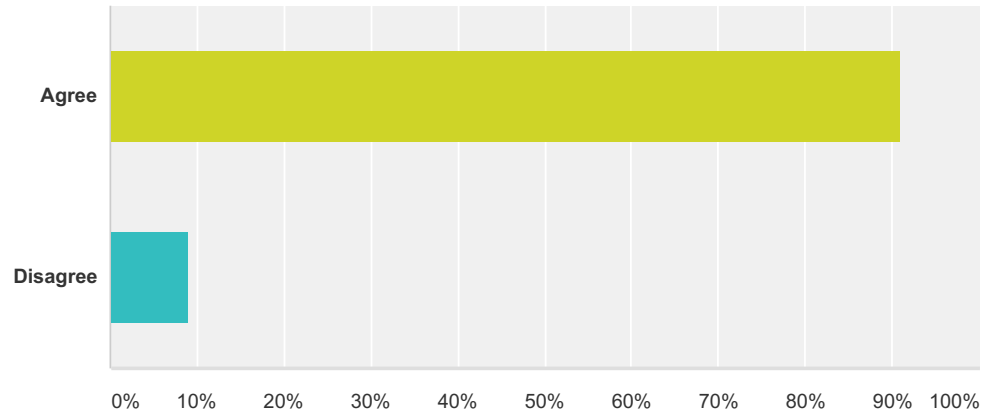


Answer Choices	Responses
Agree	97.78% 44
Disagree	2.22% 1
Total	45

#	Comment	Date
1	Agree but only if taught by highly experienced racing professionals	4/19/2015 10:50 AM
2	I think that the apprentice should have to lead up at a race meeting or the sales.	4/17/2015 3:06 PM
3	Still complaiceded record keeping would be well beyond most apprentices - would you trust the vacc record keeping with large fines to 16 - 18 year olds just learning?	4/16/2015 7:16 PM
4	I would like to see the use of the terminolgy "prepare and lead up a Thoroughbred racehorse at a Race Meeting or the Sales" as "Public Performance" is not used routinely in the industry.	4/16/2015 2:42 PM
5	Both types of groom are essential in a racing yard but there is always a shortage of Racing Exercise Grooms who have above average riding skills.	4/12/2015 5:56 PM
6	As well as having a theoretical knowledge the apprentices need to acquire the SKILLS necessary to ride a thoroughbred racehorse at exercise. These are not learnt on a machine or simply sitting at a desk.	4/10/2015 6:38 PM
7	It is vital that riding is taught to a better standard and apprentices would benefit far more from greater training in this area than any other skill. That is where there is a labour shortage in the racing industry and poor standards on leaving training courses are why so many racing apprentices drop out of the industry.	4/10/2015 5:35 PM

Q17 Do you agree that the supplementary specialist knowledge and skills outlined above adequately reflect the additional qualities required for Equine Grooms completing the Riding route?

Answered: 56 Skipped: 247



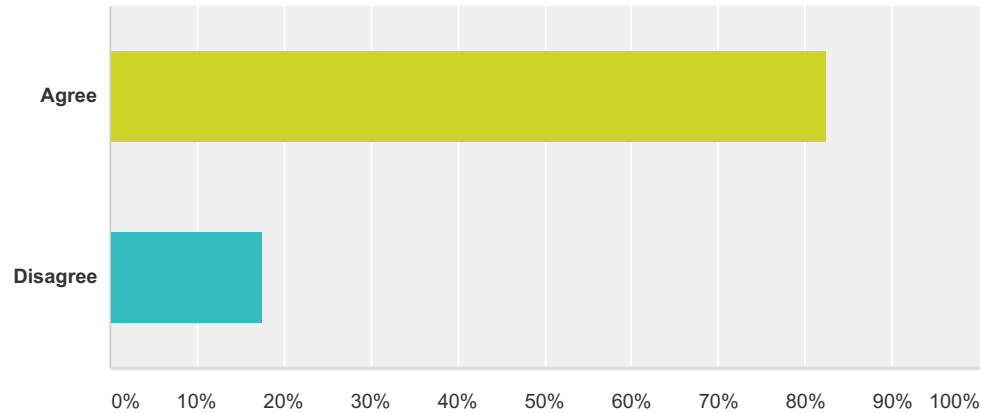
Answer Choices	Responses
Agree	91.07% 51
Disagree	8.93% 5
Total	56

#	Comment	Date
1	The criteria limits the yards that can deliver this qualification as many yards today do not ride on the roads or ride and lead - especially quiet horses/ponies. Opening and closing a gate while mounted would be considered dangerous, especially at Level 2.	4/21/2015 8:40 PM
2	BHS Stage 2 Riding ?	4/21/2015 8:14 PM
3	In addition to understanding how horses behave, apprentices should understand how horses learn, based on the apprentice's understanding of how horses behave. This is essential if the rider is to understand the impact of their aids, including the seat / position. They also need to understand, in the context of how horses learn, the impact on behaviour (and hence the way a horse goes) of supplementary equipment like whips.	4/17/2015 5:49 PM
4	I do agree but consideration must be taken in to the yard they are working at for example with the jumping the yard not being criticised for horse they have	4/13/2015 6:26 PM
5	I think riding skills are very dependent on the yard the student is working at. I would lean towards agreement for all of these skills and competencies but for an apprentice to learn these things the horses have to be suitable. An apprentice on a competition yard will have a different experience to those from a riding school background and I think the riding would need to reflect this. As an RDA centre we also work differently and it would be beneficial for modules to cover some RDA topics to allow the apprentice to gain accreditation for this work.	4/13/2015 11:13 AM
6	Whilst I feel riding on the roads and ride and lead are important skills that a Groom should possess I appreciate that depending on the yard's locations these skills may not always be possible to develop	4/12/2015 9:41 AM
7	Not sure about ride and lead. It is so rarely safe to ride and lead in modern traffic. I think they should jump if at all possible. Otherwise future employers will not rate the qualification and will tend to prefer BHS exams.	4/8/2015 5:39 PM

8	We would expect that a Level 2 Apprentice would be able to competently ride less experienced/novice horses, under supervision towards the end of/after completion of their Level 2 Apprenticeship.	4/5/2015 2:47 PM
9	...but this is really basic stuff?!?	4/4/2015 8:30 PM
10	I think the BHS riding and road safety exam should be mandatory	4/3/2015 8:28 PM
11	No trekking or hacking with clients covered at all?	4/2/2015 10:40 PM
12	should specify use of hi-viz equipment whilst hacking out	4/2/2015 11:56 AM

Q19 Do you agree that the supplementary specialist knowledge and skills outlined above adequately reflect the additional qualities required for Equine Grooms completing the Non-Riding route?

Answered: 40 Skipped: 263



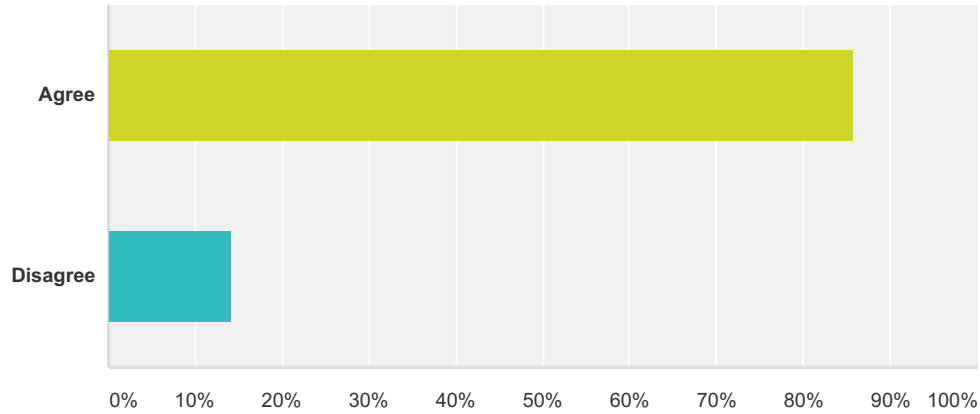
Answer Choices	Responses
Agree	82.50% 33
Disagree	17.50% 7
Total	40

#	Comment	Date
1	Many of the skills above are specific to non-riding route and not to riding route why? Surely riders need customer skills as much as the non-riders!! This applies to all of the above. The new standards do not allow the flexibility offered by the current equine standards.	4/21/2015 8:42 PM
2	Again - comparable to the existing Stage 2 NVQ 2 - is there any APL from one qualification to this one or is this to be "stand alone"?	4/21/2015 8:16 PM
3	My non riders would be mainly based in the yard but I think that it is important to develop different skills.	4/17/2015 3:07 PM
4	Other route of groundwork, long reining, leading in hand etc	4/17/2015 9:44 AM
5	Agree mostly but as a Sanctuary some of the above not relevant such as preparing for exercise/lunging	4/16/2015 1:15 PM
6	Diversity of course is great allowing apprentice to find their own niche	4/15/2015 11:42 AM
7	All students should obtain this knowledge be they riders or none	4/13/2015 6:27 PM
8	Perhaps long-reining could be incorporated here and basic maintenance and cleaning of equipment such as jumps, surfaces in arenas etc. otherwise this route may be seen as a 'softer' option	4/12/2015 9:44 AM
9	Not all would need Office skills	4/11/2015 8:29 AM
10	Much of this would be better aimed at a Level 3 learner in my yard. I would expect them to deliver good customer service, work independently and assist with clients needs, horse care & welfare but not manage the diary, bookings, veterinary records etc	4/3/2015 7:03 PM
11	Understand different types of equine business structures and their economic needs. Knowledge of trekking and hacking out.	4/2/2015 10:39 PM

12	Good as far as they go although there seems little recognition of alternative ways of working (eg. equine assisted learning)	4/2/2015 7:28 PM
13	plenty to get your teeth into	4/1/2015 9:28 AM

Q21 Do you agree that the duration of the Equine Groom (Level 2) Apprenticeship should be 12-18 months?

Answered: 120 Skipped: 183



Answer Choices	Responses
Agree	85.83% 103
Disagree	14.17% 17
Total	120

#	Comment	Date
1	9 - 18 months would be more appropriate because many learners come in with skills they have obtained through having horses as a hobby and also riding competitively but do not have the maturity to start on a Level 3 qualification.	4/21/2015 8:44 PM
2	Dislike time limited qualifications - should be able to complete when ready - some will need this time, some will need longer, some will go through quicker if they have prior knowledge - will those be held back?	4/21/2015 8:18 PM
3	A lot may struggle to reach the standard in that time, so I think upto 2 years would be better.	4/21/2015 6:18 PM
4	To enable the student to experience all aspects of a breeding season from foaling and sales prep is very important. It is not sensible to have new students starting in the middle of either time	4/20/2015 11:52 AM
5	It MUST cover one entire breeding year to gain the necessary skills. It must also cover sales times and yearling prep etc. It has to encompass at LEAST two foaling / mating seasons - one to learn and one to be assessed upon.	4/20/2015 10:13 AM
6	Not necessarily. There are plenty of really good kids who have been around horses & racing yards (& other types of yards too) all their lives & will already be well up to scratch. 12-18 months being taught what they already know is an unnecessary waste of time & will prevent them from taking jobs available at the time - this will also adversely affect employers who need the staff on the ground at that time. Good youngsters who already have the skills should be able to be assessed & fast tracked (as they can be now in horse racing with the BRS & NRC)	4/19/2015 10:55 AM
7	Or longer	4/18/2015 2:40 PM
8	12 MONTHS WOULD BE THE MINIMUM FOR MOST APPRENTICESHIPS	4/18/2015 1:30 PM
9	I think it is difficult to set a time limit but understand that this may have to be in place due to funding issues.	4/18/2015 9:19 AM
10	With Level 2 candidates they often start off strongly but find hard to maintain momentum so I think a time limit of 18 months is reasonable.	4/17/2015 10:42 AM

11	For people with previous knowledge of horses 12 month maximum. But Course/apprenticeship must have plenty of hands on practical experience built into any course. Possible work place experience	4/17/2015 9:56 AM
12	apprentices should see a whole year through because of the different seasons giving different challenges	4/17/2015 9:43 AM
13	9 - 18 months. Allows people to fast track at 9months if experienced	4/16/2015 9:33 PM
14	Unless the candidate has previous experience through owning their own horse or living in a horsey environment 18months would be the minimum requirement. There is a huge jump from level 2- level 3 . It is the equivalent jump from Pony Club C+ to A . It would be helpful if there was an in between qualification to give them something to aspire to which is not as high as the level 3 . Level 3 is really for those wishing to become head lads or barn leaders . Not everyone would be able to or want to go this far.	4/16/2015 8:14 PM
15	I think it should depend on the individual and be down to the trainer and the assessor	4/16/2015 6:04 PM
16	This duration allows flexibility for learners who already demonstrate good levels of skill and knowledge and are quick to develop yet provides for those who need longer to learn.	4/16/2015 2:44 PM
17	Yes, allows for those that may need longer than a year but ideally should be completed in one year.	4/16/2015 1:16 PM
18	I think this will vary according to the individual. I believe there should be clear guidelines for trainer and trainee in regards to appropriate candidates. If it is found for example that the trainee is not suited to the equestrian environment this needs to be dealt with in a constructive manner and procedures / guidelines would help this.	4/14/2015 4:36 PM
19	I would suggest that for a full time apprentice they should be at an acceptable standard after 12 months. For someone doing only part time 18months should be long enough but it will depend on the individual so perhaps a 12-24month, dependant on contract.	4/13/2015 11:15 AM
20	I think this is a fair period of time for both employer and apprentice.	4/12/2015 5:57 PM
21	Could you Fast track suitable applicants?	4/12/2015 1:27 PM
22	They need this amount of time to gain competence and confidence	4/12/2015 9:45 AM
23	Two years minimum.	4/10/2015 6:39 PM
24	I do have some doubts as to whether all grooms can reach this level of competence in 18 months. Many, with prior experience will but some will struggle if starting from scratch.	4/10/2015 6:33 PM
25	There needs to be far more flexibility, some apprentices already have the necessary skills to progress onto more advanced levels sooner.	4/10/2015 5:36 PM
26	If they have the ability are they able to complete it within the shorter time and move on to the next level if they wish?	4/9/2015 3:46 PM
27	It will take more like 2 years for this all to be learned effectively	4/8/2015 3:32 PM
28	I think this should be longer as some areas can not be covered in this time ie breeding they woul only get one season they can not learn enough if they are competent they will do in this time they should have 24 months to 36 to complete and paid appropriately to their knowledge and ability	4/4/2015 8:53 AM
29	24 months minimum with no more than one job change unless extenuating circumstances.	4/3/2015 8:49 PM
30	WHAT'S WRONG WITH THE EXISTING APPRENTICESHIPS????????!!!!!!	4/3/2015 2:02 AM
31	Yes I agree up to 18 months as there needs to be a variable time for people	4/2/2015 12:16 PM
32	but with a small degree of flexibility so that more or less able people can achieve the level required whilst reflecting their individual capabilities ie better candidates can make the grade in slightly less time and slightly more time can be allowed if the person had less experience before starting their apprenticeship.	4/2/2015 11:59 AM
33	Providing it is a 12 - 18 month course not a college course of approx 35 weeks.	4/1/2015 8:40 PM