

Holstein Young Breeders



HYB Club Coordinator Handbook

CREATED MAY 2013
UPDATED JANUARY 2021

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1. Introduction

Holstein Young Breeders (HYB) membership is available to young enthusiasts between the ages of 4 and 26. There are 23 regional HYB Clubs located across the UK, all of which are managed by at least one local Club Coordinator. The Club Coordinator is assisted by the National HYB Coordinator, who oversees the structure of the HYB movement and organisation of the National events programme.

HYB is the youth movement of Holstein UK. HYB formed from the amalgamation of the successful 'YMA' and 'Futures' organisations in 1999 during the merger between the two parent Societies: the Holstein Friesian Society and the British Holstein Society. In today's difficult agricultural climate it is more important than ever to encourage young people into the dairy industry and involve them with the Holstein and British Friesian breeds. HYB aims to achieve this by providing a wide range of activities that promote learning and provide new and exciting experiences and opportunities to socialise with like-minded people.

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2. Outline of Role and Responsibilities

HYB Club Coordinator is a voluntary role responsible for organising the regional HYB Club. Coordinators are nominated by the Club and may also be on the Senior Club Committee. Coordinators will also represent the HYB Club at the Coordinators Meeting, currently held in October at the All Breeds All Britain Calf Show. It is recommended that each Club has a Coordinator of each sex.

With the support of the members and Senior Club, Coordinators are expected to organise events for HYB, such as training days and social events. The organisation of the Club Qualifying Calf Show is also a responsibility of the Coordinator. Please refer to the Club Qualifying Calf Show section for more information.

Coordinators are expected to ensure the participation of the HYB Club at National competitions. They are also expected to ensure the Club is run according to Holstein UK rules for all competitions and events.

Club Coordinators will be supported at all times by the National HYB Coordinator.

3. Membership

Membership runs from the 1st January each year. Membership fees will either be free or will be charged at one of two rates (based on membership option choice) and must be paid before participation in any Regional or National events. Failure to do so may result in members not being allowed to participate.

Young Breeders will automatically be allocated to the Club where they reside UNLESS they write to the National HYB Coordinator before 31st January each year.

Please see Membership Form (available on website or by request) for full information.

4. Events and Competitions

4.1 Weekend Rally & National Competitions Day

The HYB Weekend Rally and National Competitions day takes place during summer school holidays. The Rally is hosted by a different HYB Club each year; Clubs wishing to put themselves forward as hosts must do so by writing to the National HYB Coordinator.

The HYB Competitions Day is an annual competition held as part of the weekend rally. Two national competitions are held on the day – the National Stock Judging Competition and the Linear Assessment Competition, which are usually followed by workshops in the afternoon.

4.2 Club Qualifying Calf Shows

Calves and handlers must qualify for the All Breeds All Britain Calf Show through a club qualifier. Club Calf Shows are normally held at existing local shows or as a stand-alone event. The show must include the National HYB format of calf and handler classes, which will be announced by the National HYB Coordinator each year, as classes are subject to change. It is recommended that the judge is a member of the Holstein UK Judges panel for full qualification details, please refer to the members handbook.

4.3 All Breeds All Britain Calf Show (ABAB Calf Show)

This is currently held on the third weekend in October at the East of England Showground in Peterborough (this is subject to change). Teams may arrive from 12:00 on Friday, but no later than 22:00. Showmanship classes are judged on Saturday, followed by calf classes on Sunday. In addition, other team competitions run throughout the weekend (see members handbook).

All results from the weekend are announced at the Presentation Ceremony, held at approximately 3.30pm on Sunday. No Club is permitted to dismantle or leave the show until after the Champion Calf is selected following the Presentation Ceremony.

4.4 The Littlestar Award

Each affiliated club is asked to nominate one Young Breeder (aged 17 years or under on 1st January) to be considered for this Award. The person selected should be the member who has made an outstanding contribution to the breed, Holstein Young Breeders and in particular their own Breeders' Club. This person should be someone who attends most Club events but doesn't necessarily win.

4.5 The Louise Hartley Award

In 2017, HYB launched the Louise Hartley Award to honour passionate Holstein breeder and dedicated Lancashire Club member, Louise Hartley, who sadly lost her battle to cancer. As a remarkable ambassador for British farming, with a passion for livestock, HYB felt this Award provided some recognition of the inspirational talent shown by Louise.

The Louise Hartley Award is sponsored by World Wide Sires UK, in conjunction with the Louise Hartley Memorial Fund. The winner of this award receives a sponsored educational trip to the Global Training Centre, Washington, which is announced at the All Breeds All Britain Calf Show.

4.6 Presidents Medal Award

Each Club is asked to nominate one young breeder (aged between 18 and 26 years of age on 1st January) to be considered for this Award. The person selected to represent the Club should be a member who has made an outstanding contribution to the breed, Holstein Young Breeders and, in particular, their own Breeders' Club.

The nominated member should complete the entry form and in addition is also asked to write an essay of no more than two side of A4 on the chosen topic for the year.

A shortlist of a maximum of six Young Breeders will attend by invitation a final interview with the panel of judges. The top three candidates will then be asked to attend the Semex Conference where the overall winner will be announced.

4.7 Events Form

Holstein UK will provide each Club Coordinator with an event form to complete and send to the National HYB Coordinator at the beginning of the year to ensure all HYB events are advertised on the HYB website.

5. Overseas Competition Selection

Club Coordinators will be notified of any overseas invitations received. A selection criterion will be produced and circulated which will outline the qualities and skills the judges' panel will be assessing during selection.

Depending on the nature of the invitation, it may be deemed suitable for a competition to be held to select participants. If so, an entry form will be circulated. Current events are Australian Exchange, European Breeders School and Cremona Youth Competition.

6. Media & Website

HYB Clubs are encouraged to use the number of avenues available to them to publicise their events. Holstein UK welcomes Club reports and adverts for events which can be posted on the HUK homepage and HYB website.

Holstein UK & HYB social media sites can also be utilised where appropriate.

7. Sponsorship

In April of each year, Holstein UK reaches out to a company within the industry to become a Principal Sponsor of HYB. For the last few years, HYB has been proud to have Semex as their Principal Sponsor. As a representative of HYB, it is the Club Coordinators duty to assist Holstein UK in adhering to the terms and conditions of the Principal Sponsor by adding a Semex advert to all HYB event catalogues and displaying a banner at all HYB events.

HYB Clubs reserve the right to seek financial support for HYB event throughout the year, to aid the growth and development of Holstein Young Breeders however, Semex is the National HYB Principal Sponsor, and this must be highlighted at all HYB events.

8. Policies & Procedures Overview

Holstein UK are committed to the personal development and support of young people with an interest in the dairy industry through Holstein Young Breeders. It is essential that all reasonable and practicable steps are taken to ensure that we provide a safe and secure environment for Young Breeders to enjoy themselves whilst in our company. These policies have been designed to assist Holstein UK personnel at Regional and National level to provide a safe environment and to operate to best practice guidelines. Full copies of the policies outlined below are sent to Club Coordinators. Further copies are available upon request.

8.1 Safeguarding of Children and Young People Policy

This policy on Safeguarding Children and Young People has been drawn up in conjunction with professional advisors.

The policy recognises the obligations and duty of care of an organisation that works with children and young people. By law, children and young people are defined as anyone up to the age of 18 years. This policy applies to all staff, members and volunteers involved in Holstein Young Breeders and all those who are working with or on behalf of HYB.

The policy is designed to encourage best practice and to prevent the neglect and physical, emotional and sexual abuse of young people and children whilst in the care of HYB.

It stresses the responsibility of all workers to be alert to signs of abuse and allows for a prompt and effective reporting procedure should abuse be suspected, disclosed or discovered. Holstein UK recognises that it is not the responsibility of those individuals working within the organisation to determine if abuse has taken place, but it is their responsibility to act upon and report any concerns. If you have concerns about a child, please contact Holstein UK.

In line with Holstein UK policy and DBS disclosure, all HYB Club Coordinators are now required to be checked under the Disclosure and Barring Service. Holstein UK arranges for these checks to be carried out by our chosen provider, Sterling Talent Solutions. This provider has been fully briefed as to the nature of Holstein Young Breeders and has been consulted in the review of Holstein UK policy.

Holstein UK has teamed up with Pony Club to allow HYB coordinators to attend child safeguarding courses, at their own cost. The Pony Club safeguarding courses are equine-based, however; they highlight safety aspects for children in similar organisations. To attend a Pony Club safeguarding course, visit the Pony Club website.

8.2 Anti-Bullying Policy

Bullying of any kind is unacceptable. If bullying does occur, all members should be able to speak up and know that incidents will be dealt with promptly and effectively.

Objectives of this policy:

- All staff, leaders and volunteers should have an understanding of what bullying is
- All staff, leaders and volunteers should be aware of HYB policy on bullying and should be able to follow it when bullying, of any sort, is reported
- As an organisation, bullying is taken very seriously. Members and parents should be assured that support will be offered when bullying is reported
- Bullying will not be tolerated nor will observers of bullying

8.3 Drugs and Alcohol Policy

To enable the adoption of this policy, staff, management committees and all those in a position of responsibility should be aware and receive training on drug and alcohol issues. HYB members must also be aware of the policy and receive drug and alcohol information/support if needed. Local young people's drug and alcohol services should be advertised to them. For further information on training, please refer to the resource page at the back of this handbook. Please note, all training is undertaken at a cost to the club.

Policy Statement on Drugs

In circumstances where HYB members are proven to be taking/abusing drugs, we need to be very careful with our actions being aware that, in many cases, the individual is abusing themselves and requires support rather than ostracising.

The misuse of drugs by young people is to be discouraged, and we need to recognise:

- (a) That illegal use of drugs includes supply and consumption of legal drugs, such as alcohol, to under 18's, as well illegal drugs such as cannabis and ecstasy (please refer to the Licensing Act 1964 and Licensing (Young Persons) Act 2000)
- (b) Drugs misuse should be addressed wherever possible through reducing the risk to individuals, as opposed to instant, emotive reactions to an illegal activity

Policy Statement on Alcohol

By the nature of working with young people, Holstein Young Breeders operates in an environment in which those young people will want to experiment with alcohol. We recognise that, as an organisation with a mixed age group, there is a responsibility placed upon older members and helpers/supporters to ensure that, as responsible individuals and as an organisation, we operate within the law in regard to the sale and consumption of alcohol. This policy outlines:

- (a) The law with regards to under 18's and alcohol consumption
- (b) Behaviour in relation to alcohol consumption
- (c) Who is responsible for under 18's are at an event where alcohol is present

8.4 Standards of Behaviour Policy

Holstein Young Breeders is a rural youth organisation that prides itself on giving young people the opportunity to learn and develop by participating in our many and varied activities. We recognise that, in the majority of cases, our members enjoy a trouble-free involvement with HYB. However, there may be occasions when unacceptable behaviour occurs at an event and this policy is designed to deal with such incidents.

HYB policy on standards of personal behaviour in HYB recommends reprimanding members in circumstances where they are proven to be abusing other members, members of the public or property.

9.GDPR Regulations

GDPR is Data Protection law which has set the standard for processing and maintaining data within the EU. GDPR and the Holstein UK privacy policy reassure members that their data is secure. As a result, unless HYB members have given Holstein UK permission to share their data, we are unable to pass details on. Holstein UK advises HYB clubs to ask all members to opt in if they wish to receive any updates, via phone, email or post.

GDPR and the Holstein UK privacy policy also protect Club Coordinator data, without your permission Holstein UK are unable to share your date with member unless you fill in a Coordinator GDPR form and return to the National HYB Coordinator.

If you need help with contacting your HYB members, please contact the National HYB coordinator as we are able to contact HYB members on your behalf.

For full details on Holstein UK GDPR regulations, please visit our privacy policy on the Holstein UK website.

10. Resource Page

Safeguarding Advice <https://www.nspcc.org.uk/what-you-can-do/get-advice-and-support/>

Pony Club Safeguarding courses <https://events.pcuk.org/>

HYB Resource Downloads <http://holstein-uk.org/hyb/hyb-resources>

Showmanship Demonstration <https://www.fwi.co.uk/livestock/dairy/video-10-steps-to-excellent-calf-handling-in-the-ring>

Clipping Demonstration <https://www.fwi.co.uk/livestock/dairy/video-a-guide-to-preparing-and-clipping-a-calf-for-the-showring>

Holstein UK Privacy Policy <http://holstein-uk.org/privacy-policy>

Holstein UK Membership Handbook <http://holstein-uk.org/links/huk-downloads>

Drug and Alcohol training Course <https://www.highspeedtraining.co.uk/safeguarding-people/drug-and-alcohol-awareness-training.aspx>