

ORGANISATIONAL STRUCTURE

Our Leadership and Reporting Structure

STRATEGIC LEADERSHIP (Founders)

Provide strategic direction, governance oversight and organisational leadership



Maxine Co-Founder & Director of Operations

Oversees the charity's governance, finances, and legal responsibilities, while ensuring the highest standards of equine welfare across all activities.



Mark Co-Founder & Director of Land & Environment

Leads the development and care of the farm, creating a safe, sustainable environment that supports both young people and animals.

Jo reports to
Maxine



Jo Director of Equine-Assisted Services

Designs and delivers equine-assisted programmes that support young people's emotional wellbeing, development, and engagement.

OPERATIONAL LEAD

Jo has operational responsibility for all day-to-day delivery and staff management.

All day-to-day staff
management reports
to Jo



Juliette Head of Curriculum & Safeguarding

Develops structured learning experiences and ensures safeguarding is embedded in every aspect of the charity's work.



Clara Head of Equine Welfare Education

Leads hands-on education and coaching in horse care and welfare, teaching young people safe, respectful, and knowledgeable ways to work with horses.



Operational Team

Includes:

- Therapy Team
- EAS Practitioners & Assistants
- Yard Staff
- Support Staff
- Volunteers

All staff involved in programme delivery, horse care, education and organisational support.

KEY TO LINES

- Line of accountability (reports to)
- - - Strategic collaboration / partnership

HOW OUR STRUCTURE WORKS

- Maxine and Mark provide strategic leadership and oversight in their areas of expertise.
- Jo leads the operational delivery of equine-assisted services and manages all day-to-day staff.
- Juliette and Clara lead specialist areas within the equine-assisted services team.
- All staff report to Jo for operational direction, support, and performance management.



Our structure ensures clear leadership, strong governance, and a unified focus on supporting young people, caring for horses, and sustaining our environment.