

1. Do you agree to participate in this study?*

- I agree
- I do not want to participate

(End of survey for those who answered 'I do not want to participate'.)

Section 2 – tell us a bit about yourself

2. Are you currently, or have been in the past, employed as a professional* groom?*

** For the purpose of this survey, we define 'professional' as: currently working OR having worked full-time, part-time, or on a freelance basis as a groom and earning a salary while doing so.*

- I'm currently employed as a professional groom
- In the past, I was employed as a professional groom

3. What is your gender?* - Single choice

- Female
- Male
- Non-binary
- Prefer not to say

4. How old are you?*

(Insert number)

5. In which country are you currently employed or were employed just before leaving the grooming industry?*

Open text box

6. Which of the following do you consider your main discipline/area of work?* - Single choice

- Showjumping
- Dressage/para dressage
- Eventing
- Driving/para driving
- Endurance
- Vaulting
- Other (breeding, livery yard, riding school, vet clinic etc)

7. Are/were you primarily working at shows (show groom) or at home (home groom)?* - Single choice

- Show groom
- Home groom
- Both

(Q8-9 are only applicable when the answer to Q7 was 'Show groom' or 'Both'. The rest are directed to Section 3.)

8. What type of shows did you do the most?* - Single choice

- National
- International

9. How many shows do/did you do on average per month?* - Single choice

- Twice a week or more
-

- Once a week
 - Twice a month
 - Once a month
 - Every two months
 - Occasionally
-

Section 3 - Initiatives directed at grooms

We are now going to shortly introduce 4 notable initiatives which were directed at grooms in 2022.

Formation of the International Grooms Association (IGA)

The IGA is an association for grooms who are working, have worked, or are planning to work for a rider/driver competing at FEI international level competitions. It was launched in the spring of 2022 after the signing of a Memorandum of Understanding with the FEI. The IGA aims to provide an opportunity for grooms to have a voice and have their opinions heard by the FEI. The IGA hopes to achieve better career recognition, greater status, and an improved working environment for grooms. (IGA, 2022)

#ChampionsAsOne

Just prior to the ECCO FEI World Championships in 2022, the FEI launched an initiative #ChampionsAsOne. The goal of the FEI initiative was to recognize the work, determination, commitment, and passion required for the success of horse-rider combinations. #ChampionsAsOne is directed at all grooms and is part of the FEI's commitment towards shaping the future of the equestrian sport and giving wider recognition to grooms as part of that commitment. (IGA, 2022)

2022 ECCO FEI World Championships

The initiative to improve show conditions during the 2022 ECCO FEI World Championships in Herning (DEN) was led by the IGA and run in close collaboration with the championship organizers. Grooms enjoyed catering in a convenient location with flexible hours, takeaway options, and around-the-clock snacks. The Groom's Lounge had a lot of visitors and was used by many in the evenings. Moreover, grooms were depicted on TV and display screens together with their horse and rider combinations. They were mentioned during the official commentary and invited together with their horse-rider combination to any prize-giving ceremonies. (IGA, 2022)

FEI Cavalor Best Groom award

Each year, the FEI announces FEI Cavalor Best Groom. Presented at the FEI Awards Gala. Grooms can be nominated for this award by their athletes, colleagues, and others within the sport (IGA, 2022).

10. Are you familiar with any or all of these initiatives?* - Single choice

- Yes, I've heard all of them
- Yes, I've heard of some of them
- No, I've never heard of any of them

11. Which one of these four initiatives do you think has had the biggest impact on the grooming industry so far?* - Single choice

- Formation of IGA
- #ChampionsAsOne
- 2022 ECCO FEI World Championships
- FEI Cavalor Best Groom Award
- None

12. Which one of these four initiatives has had the biggest impact on you personally?* - Single choice

- Formation of IGA
- #ChampionsAsOne
- 2022 ECCO FEI World Championships
- FEI Cavalor Best Groom Award
- None

(Q13-15 are only applicable when the answer to Q10 was 'No, I've never heard of any of them' OR when the answer to Q12 was 'None'. The rest are directed to Section 4.)

13. What type of initiatives, if any, would you like to see to draw attention to the grooming profession?*

Open text box

14. Who do you think should take the lead in developing a sustainable grooming industry?* - Single choice

- FEI
- International Grooms Association (IGA)
- National federations
- European Equestrian Federation (EEF)
- Show organisers
- Employers
- Grooms themselves
- Other (open text box)

15. What, if any, changes to the grooming industry would you like to see that would motivate you to stay in the grooming industry long-term?*

Open text box

(End of survey for those who answered Q13-15.)

Section 4 - What does this initiative mean to you personally?

Based on your answer to "Which one of these 4 initiatives has had the biggest impact on you personally?", please let us know how you were influenced by it. Please note that all questions marked with * are mandatory to answer, the rest is voluntary.

16. Has the initiative increased your professional skills as a groom?* - Single choice

- Yes, significantly
- Yes, a bit

- No, not at all

17. Please feel free to share with us any additional information, personal experiences, or examples you consider relevant to your answer above.

Open text box

18. Has the initiative increased your theoretical knowledge of aspects relevant to you as a groom (for example horse care, employment laws, rules and regulations at shows, etc.)? * - Single choice

- Yes, significantly

- Yes, a bit

- No, not at all

19. Please feel free to share with us any additional information, personal experiences, or examples you consider relevant to your answer above.

Open text box

20. Has the initiative had an impact on how you feel about being a groom?* - Single choice

- It had a positive impact

- No impact

- It had a negative impact

21. Please feel free to share with us any additional information, personal experiences, or examples you consider relevant to your answer above.

Open text box

22. Has the initiative had an impact on your work-related goals (i.e. what you might like to achieve, or how you see your future in grooming)?* - Single choice

- It had a positive impact

- No impact

- It had a negative impact

23. Please feel free to share with us any additional information, personal experiences, or examples you consider relevant to your answer above.

Open text box

24. Has the initiative had an impact on how those around you (family, friends, employer, public) perceive your job as a groom?* - Single choice

- It had a positive impact

- No impact

- It had a negative impact

25. Please feel free to share with us any additional information, personal experiences, or examples you consider relevant to your answer above.

Open text box

26. Has the initiative had an impact on the external factors that influence your job as a groom (e.g., salary, benefits, days off, holidays, etc.)?* - Single choice

- It had a positive impact

- No impact

- It had a negative impact

27. Please feel free to share with us any additional information, personal experiences, or examples you consider relevant to your answer above.

Open text box

28. What type of initiatives, if any, would you like to see to draw attention to the grooming profession?*

Open text box

29. Who do you think should take the lead in developing a sustainable grooming industry?* - Single choice

- FEI
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- National federations
- European Equestrian Federation (EEF)
- Show organisers
- Employers
- Grooms themselves
- Other (open text box)

30. Please feel free to share with us any additional information, personal experiences, or examples you consider relevant to your answer above.

Open text box

31. What, if any, changes to the grooming industry would you like to see that would motivate you to stay in the grooming industry long-term?*

Open text box

Your response was submitted. Thank you for participating in the survey!