



DIVERSITY AND INCLUSION INDUSTRY COMMITMENT

British racing's commitment to improving diversity and inclusion



BRITISH RACING'S COMMITMENT TO IMPROVING DIVERSITY AND INCLUSION

British racing is proud to be one of few sports where all genders compete on equal terms. This commitment aims to formalise the sport's approach to diversity and inclusion and builds on the extensive existing activity already taking place, including community engagement, education activity and charitable work.

Much of this is highlighted and celebrated through the [Racing Together](#) platform which has showcased [over 80 initiatives](#) across the sport enabling the broadest range of people to participate, progress and achieve in horseracing.

This commitment follows the establishment of the Diversity in Racing Steering Group in 2017 and represents part of British racing's Covid-19 'Recovery Plan for British racing', which includes putting in place foundations for a longer-term sustainable recovery for the sport through engaging new and diverse audiences in all aspects of the racing industry.

OUR COMMITMENTS

1

LEADERSHIP AND ACCOUNTABILITY

Industry leaders ensuring and taking accountability for the creation of a more diverse and inclusive sport

- Each organisation will ensure diversity and inclusion become part of regular Board level discussion and decision-making.
- Each organisation will identify a Board member to champion diversity and inclusion and agree specific activities to drive change.
- This work will include diversifying Board representation in line with recommendations set out by UK Sport to adopt a target of - and take appropriate actions to encourage - a minimum of 30% of each gender onto their Boards within two years of signing this Commitment. Plans will also outline a collective ambition to increase Board diversity with regard to other identities - including but not limited to ethnically and culturally diverse communities and disability.

2

GOOD GOVERNANCE

Ensuring a better understanding of the racing landscape to influence policy, practice and procedures

- Each organisation will work to improve the collection of diversity and inclusion-related data across British racing. This will include:
 - information on the industry's workforce; and
 - ensuring a better understanding of the attitudes and perceptions towards British racing from underrepresented groups, ethnically and culturally diverse communities and the barriers to getting them involved in the sport.

3

EDUCATION AND AWARENESS RAISING

Giving everyone across racing access to learning about diversity and inclusion and why they're important to the sport

- Each organisation will ensure all Board members, senior staff and volunteers undertake learning and development on diversity and inclusion, including their benefit for the sport.
- More broadly, the sport will make use of platforms, including British racing's Racing2Learn e-Learning, to allow everyone across the sport to develop their learning and understanding of diversity and inclusion issues.



4

CELEBRATING AND SUPPORTING RACING'S DIVERSITY

Showcasing the diversity that exists across the racing industry in order to create an inclusive sport where difference is embraced, and everyone is valued

- Each organisation will share best practice and celebrate diversity and inclusion across the industry, for example building on the good work of Racing With Pride (British racing's LGBT+ network) and Women in Racing. This includes work being undertaken by a wide range of organisations across the sport, beyond those signing up to the Industry Commitment and includes a broad range of identities.

5

ENGAGING NEW AUDIENCES

Promoting racing as a sport for all and encouraging diverse communities to take part

- Each organisation will ensure its promotional activities send a clear and consistent message that British racing is for everyone, in order to make existing audiences feel welcome and valued, as well as to take the sport to new audiences. In this way British racing can be enjoyed not only by this generation but also by diverse generations to come.



Signed on behalf of British Racing




David Thorpe
Chairman
Arena Racing Company




Guy Henderson
Chief Executive
Ascot Racecourse




David Brown
Chief Executive
Ayr Racecourse




Annamarie Phelps CBE OLY
Chair
British Horseracing Authority




Grant Harris
Chief Executive
British Racing School




Mark Wilcockson
Director of HR
Chester Racecourse Company Ltd




Lucy Attwood
Head of HR
Godolphin




Adam Waterworth
Managing Director
Goodwood Racecourse




Tony Langham
Chairman
Great British Racing



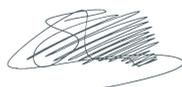

Lisa Hancock
Chief Executive
Injured Jockeys Fund




Lisa Delany
JETS Manager
JETS




George McGrath
Chief Executive
National Association of Racing Staff




Col. Stephen Padgett OBE
Chief Executive
National Horseracing College




Ralph Beckett
President
National Trainers Federation




Hugh Nickerson
Head of HR
Newbury Racecourse




Clarissa Daly
Chief Executive
Pony Racing Authority



Jon Holmes
Chairman
Professional Jockeys Association



Wilf Walsh
Chair
Racecourse Association



Steve Gibson
Managing Director
Racing Digital



Charlie Liverton
Chief Executive
Racehorse Owners Association



Paul Brewster
Trustee
Racing to School



Dawn Goodfellow
Chief Executive
Racing Welfare



Josh Apiafi
Founder
Rewards4Racing



Delly Innes
Chief Executive
Scottish Racing



Morag Gray MBE
Trustee
Scottish Racing Academy



Deborah Hay
Chief Executive
Take The Reins



Nevin Truesdale
Chief Executive
The Jockey Club



Claire Sheppard
Chief Executive
Thoroughbred Breeders Association



Julia Budd
Chair
The Racing Foundation



William Derby
Chief Executive and Clerk of the Course
York Racecourse

NEXT STEPS

Each organisation will identify its own priorities and activities under these five areas, and these will be mapped out in their individual Diversity and Inclusion Action Plans, due to be published during one year of signing this Commitment with updates on progress reported against annually.

It is hoped that other organisations across British racing will be encouraged to join this Industry Commitment and play their role in creating a truly diverse, inclusive and welcoming sport in the years ahead.

For further information please visit:

britishhorseracing.com/diversity-in-racing

“This is an important step forward for the sport. Being proactive about improving diversity is essential to the long-term viability of the sport, but first and foremost it is absolutely the right thing to do.”

British Horseracing Authority Chair, Annamarie Phelps

