

EQUALITY, DIVERSITY &
INCLUSION ACTION PLAN



RACING
FOUNDATION

APRIL 2022

CREATING LASTING LEGACIES FOR THE SPORT OF HORSERACING.

In 2012 the Racing Foundation was established to oversee the distribution of funds to charitable causes within the racing and Thoroughbred breeding industry following the sale of the Tote. Since inception it has awarded over £27million in grants.

As a funder of improvement with people and community engagement as two key areas of focus in its 2021-2023 strategy, the Racing Foundation is dedicated to driving change in the area of diversity and inclusion in British racing.

However, the Racing Foundation recognises the importance of formalising its approach towards equality, diversity and inclusion at executive and board level as well as through its grant giving activities. In December 2021 the Foundation signed up to British Racing's Diversity and Inclusion Industry Commitment.

By engaging the following action plan, the Racing Foundation will action its pledge to the Industry Commitment and collaborate with its other signatories to make horseracing truly a sport for all.



01. Leadership & Accountability

- From 2022 onwards the Racing Foundation will report on its work on diversity and inclusion as part of the executive update at each quarterly Board meeting. Actions and areas for progress will then be discussed as required.
- Trustee Susannah Gill will act as the diversity and inclusion board champion and Tansy Challis as executive lead.
- An Equalities Monitoring Form will be circulated to all Board members and the Executive team, for completion on a voluntary basis, so the Racing Foundation can monitor the diversity of its people.
- As of 1st January 2022 five out of seven Trustees are female, including the Chair. The Racing Foundation Board and Executive team are wholly white and recruiting a Trustee from an ethnically diverse background will be a focus for Board recruitment in 2022.
- The Racing Foundation team is made up of three people and the organisation is committed to fair and inclusive recruitment practices should any new vacancy arise within the Executive team, or should there be a need to source consultancy support.
- From 2021 onwards, the Racing Foundation made the need for a fair and inclusive recruitment practise a specific grant condition of any grant award made for the funding of staff or consultancy roles.

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



02. Good Governance



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

- **The Racing Foundation has funded a number of projects to improve the understanding of the industry’s work force, including the collection of diversity and inclusion-related data. These include:**
 - Women in Racing/Oxford Brookes research – Racing Home: Working Mothers in the Horseracing Industry;
 - DiRSG/Oxford Brookes data work which is leading to equalities monitoring work;
 - Academic research including David Letts’ PhD with the University of Winchester: An investigation of the organisational culture and existent masculinities within the British horseracing industry and potential implications for effective diversity practice and policy; Vanessa Cashmore’s PhD with the University of Liverpool: Female Jockeys – What are the Odds?; Dr Eleanor Boden’s research project: Where Did All The Girls Go – Gender, Education and Work in the Horseracing Industry; and Liverpool John Moores University research looking at the physical and metabolic characteristics of female jockeys;
 - British Racing School’s Culture audit;
 - Delivery of the Diversity in Racing Steering Group’s Action Plan and associated activities; and
 - Ongoing Recruitment, Skills and Retention Surveys with racehorse trainers, racing staff and studs, including the addition of specific questions regarding gender, age, ethnicity, sexuality and issues faced by working mothers.
- **To drive change and improve data collection in future the Racing Foundation will:**
 - Ask relevant applicants whether they are aware of the Industry Commitment; whether they have already signed up to it and whether they would like further support or information on how to do so. This will be included in the second stage grant application form to help raise awareness and encourage engagement; and
 - Ask relevant applicants to provide details of the gender balance of their Boards and Executive teams on a voluntary basis.
 - **To help with better understanding of the attitudes and perceptions towards British racing from underrepresented groups, the Racing Foundation’s strategy includes a commitment to community engagement and diversity and inclusion which will be maintained in the coming years. To date the Racing Foundation has:**
 - Funded the Racecourse Association’s research project: A Day at the Races - research to inform the horseracing industry’s diversity & inclusion strategy for engaging ethnic minority audiences; and
 - Funded the Autism in Racing Pilot and is funding the Racecourse Accessibility Project that includes Live Tourism Accessibility Experience Audits at 55 racecourses and Level Playing Field Access Audits at 33 racecourses.



03. Education & Awareness Raising



“ Giving everyone across racing access to learning about diversity and inclusion and why they’re important to the sport. ”

- Racing Foundation Board members and Executive team will undertake equality, diversity and inclusion training in 2022 via a bespoke group workshop.
- Racing Foundation Board members and Executive team members will complete the relevant modules on Racing2Learning in 2022. These include LGBT+, Community Engagement, Autism Awareness and Diversity and Inclusion.

04. Celebrating & 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. ”

- The Racing Foundation will continue to showcase and celebrate beneficiaries across the broad range of areas the organisation supports, including the PRA Pony Racing Academies for youngsters who would not otherwise have access to the sport; racing-related programmes at inner city riding schools, including Ebony Horse Club and the Urban Equestrian Academy; the Riding A Dream Academy, delivered by the British Racing School; the Aintree Beacon Programme delivered by Racing to School; the Take The Reins Programme working with youth and sports groups across the country; and the Racing Staff Academy delivered by HEROS.
- The Racing Foundation will share best practices with other funders via the Racing Industry's Grantmakers' Network, and also across the wider Charities' Network. It will also work with the Association of Charitable Foundation's Diversity and Inclusion Coalition and implement its recommended Self-Assessment Checklist.
- The Racing Foundation will continue to host an annual industry conference, in which diversity and inclusion themes play a central role.



05. Engaging New Audiences

- The Racing Foundation continues to fund specific work to engage new audiences including National Racehorse Week delivered by Great British Racing; the Pony Racing Authority Career Pathway; the development of a Non-Rider Career Pathway and Future Fan Pathway for Racing, including a Parent and Guardian Week, Racing Media Academy and research into non-rider apprenticeships; racing-related activities delivered by inner-city riding groups; and research and pilot projects to improve accessibility.
- The Racing Foundation will ensure that all communications outputs, including materials on its website and social media outlets, are inclusive by reflecting modern society, and analyse the coverage each year to ensure it is fulfilling this commitment.

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





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