The Charity

Retraining of Racehorses (RoR) is British Horseracing’s official charity for the welfare of racehorses that have retired from racing. Founded in 2000, RoR’s vision is that there is a clearly marked pathway for all British trained racehorses to enjoy a fulfilling life further to their racing career, and where applicable breeding career, with a strong and secure welfare safety net in place.

The charity’s remit has been to:

- **Facilitate** the transition to a second career for horses leaving racing;
- **Educate** owners and riders who take responsibility for former racehorses;
- **Create opportunities** for former racehorses to participate and compete in a range of equine disciplines and therapeutic activities; and
- **Protect** the welfare of former racehorses, in particular those who are ‘vulnerable’ or otherwise in need of care.

Recognising its collective responsibility for the welfare of horses that have raced or been in training, the British racing industry provides the core funding for RoR’s activities. The funds are delivered through contributions from across the industry, either automatically via the Rules of Racing, as overseen by the British Horseracing Authority (BHA), or by annual agreement.

Background

The industry’s Horse Welfare Board (HWB) published its strategy document in February 2020 and made various recommendations for change in relation to horse welfare and aftercare. The HWB strategy identified the need for British Racing to have greater awareness of the risks associated with aftercare and increase resources and focus in this area. They recommended empowering a single organisation to manage all aspects of aftercare in British Racing and considered that extending and developing the responsibilities of RoR would be the best option. The BHA Board considered the matter and in discussions with the current RoR Chair and Trustees, who were also supportive of this change, decided that RoR’s remit should be extended in line with the HWB strategy, and that it should be resourced accordingly. In addition to its current remit, RoR would be tasked with overseeing the tracking of horses leaving training, assessing all potential rehoming organisations, agents and other forms of dispersal of thoroughbreds after their time in racing is complete; preparing and securing overall funding for aftercare, providing reports and recommendations for future strategy to the BHA Board and HWB.

RoR Mission

*To increase commitment to the welfare of former racehorses and achieve greater utilisation of the former racehorse population.*

RoR Vision

RoR’s vision is that there is a clearly marked pathway for all British trained racehorses to enjoy a fulfilling life further to their racing career, and where applicable breeding career, with a strong and secure welfare safety net in place.
The Role

The Chairperson is appointed by the British Horseracing Authority (BHA) which has two seats on the Board of Trustees.

The term of appointment for the current Chair will conclude in December 2020. It is intended to commence the recruitment process for his successor at this time to facilitate a transition period with both Chairs, to oversee the necessary changes required to ensure the right resources are in place for the organisation (including executive strength and depth) and to be fully ready to meet the charity’s wider brief and role within the British Horseracing industry.

The term of appointment is for a period of three years with an option subject to agreement of both parties to extend for a further 3 years.

Annual time requirements

Chair the AGM and a minimum of four Trustee Board meetings per annum. Other meetings may be called for specific agenda items.

Attend meetings with the BHA, HWB and other stakeholders as required.

Hold regular meetings in person or by telephone with the Chief Executive and Trustees as required, with the objective of reviewing on-going work and progress on actions arising from Trustee Board meetings.

Participate as a member (but not Chair) of Finance, Audit and Risk Committee meetings.

Visit RoR partnership centres as required.

Attend RoR promotional and educational activities, and fund-raising events as desired.

Remuneration

The position is unpaid but all Trustees may claim reasonable travel, hotel and other expenses properly incurred by them in connection with their attendance at meetings of the Board or sub-committees or general meetings or otherwise in connection with the discharge of their duties.
Specific requirements for the Chairperson in the first year of term

Lead the Board of Trustees to map out the path from the current remit of the organisation to the intended role as set out by the HWB strategy.

Work with the trustees and executive team to produce an appropriate strategy under the new remit which can guide the organisation’s operations and be used to secure necessary funding.

Review the requirements for key executive roles and structure, undertaking any necessary changes.

Trustee Person Specification

Commitment to RoR as an organisation and active interest in thoroughbred welfare;
Willingness to devote the necessary time and effort;
Strategic vision;
Good, independent judgement;
Financial acumen;
Ability to think creatively;
Willingness to speak their mind;
Understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship;
Ability to work effectively as a member of a team;
Sign up to the Board Code of Conduct.

In addition to the above duties, each Trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions.
Governance

The Board aims to promote high standards of governance throughout RoR ensuring that the charity is run in a way that is accountable, legal, responsible, effective, and is aligned with the principles of the Charity Governance Code published in July 2017. The Code is built on a founding principle that all trustees are committed to their charity’s cause, understand their role and legal obligations, and are committed to good governance, being prepared to challenge, and be challenged, in a constructive way. The RoR Board is responsible for ensuring that the charity complies with its objects and powers as set out in the governing document (Articles) and any regulatory or statutory duties conferred on it by Company law and the Charity Commission.

In addition to the statutory duties of a Trustee outlined below, the Board has implemented a Code of Conduct which sets out the standards of behaviour expected of RoR Trustees. The Code incorporates the Nolan principles of standards in public life. It aims to ensure that all board members observe the highest standards of propriety and act in the best interests of the charity at all times.

Statutory duties of a Trustee

Ensure the charity is carrying out its purposes for the public benefit;
Comply with the charity’s governing document and the law;
Act in the charity’s best interests;
Ensure the charity is accountable;
Manage the charity’s resources responsibly;
Act with reasonable care and skill.

Other Duties

Company law requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of its financial activities for that period. Trustees are also required to provide advice and value in regard to financial matters including investments and budgets. Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud or other irregularities.
How to apply

Please send expressions of interest (no more than 2 A4 pages) to: fcarlin@britishhorseracing.com by close on Friday 28 August.

For a confidential discussion about the role please email nrust@britishhorseracing.com

RoR is an equal opportunities employer and values diversity and inclusion within the charity. We welcome people from a variety of backgrounds, who display a team spirit and will contribute to delivering RoR's vision and mission.

RoR is a charity registered in England and Wales, and Scotland
Registered Charity No: 1084787 / OSCR Number: SC043339
Registered Company No: 4089376
The Company is limited by guarantee