



BHA BRITISH
HORSERACING
AUTHORITY

DIVERSITY & INCLUSION ACTION PLAN 2024/25

A COMMITMENT TO CONTINUED PROGRESS



Vision and mission

We are pleased to share the British Horseracing Authority's (BHA) latest Diversity and Inclusion Action Plan, which sets out the steps the organisation is taking to create an environment where people feel valued, supported and empowered to fulfil their potential.

Horseracing is a sport that benefits from a diverse range of talent, both on and off the track. As the governing and regulatory body, the BHA is committed to leading by example. We will ensure our policies and actions support an inclusive and supportive culture, and that we continue to attract and develop a happy and high-performing workforce that reflects racing's diverse communities.

Embedding diversity and inclusion across our organisation is not only the right thing to do but can help us flourish as a business. Our decision-making benefits from different views and perspectives and we want all of our people to feel they can make a positive contribution.

Our updated action plan sets out our vision, the progress we have made so far and the clear, measurable actions we intend to deliver in the years ahead.

This year's plan focuses on five core areas, in line with British racing's industry-wide commitment:

- Leadership and accountability
- Good governance
- Education and awareness raising
- Engaging new audiences
- Celebrating and supporting racing's diversity

Progress in these areas will be led by the BHA's Diversity & Inclusion Action Group, with the support and involvement of all our colleagues.

Racing is a sport for everyone, and the BHA will continue to champion equality, diversity and inclusion in everything we do.



Julie Harrington
Chief Executive



Tara Warren
BHA Board Diversity and
Inclusion Champion

"Racing is a sport for everyone, and the BHA will continue to champion equality, diversity and inclusion in everything we do."

1 Leadership and accountability



Our progress in 2023

In 2022/23 we introduced equality monitoring across our staff. We proactively encouraged staff to complete this voluntary process to understand more about our workforce. In our latest equality monitoring report, we were encouraged to see a diverse range of applicants, with 56% identifying as female and 26% from ethnically diverse backgrounds. Our current staff composition includes 49% female employees and 12% from ethnically diverse groups. These figures reflect data collected from 122 of our 276 staff members as of April 2024. In 2023, the BHA Board composition was 20% women and 10% from an ethnically diverse community background.

We worked with Sporting Equals on their Race Representation Index to become the first governing body to submit data voluntarily, highlighting our commitment to being transparent with our data and insight. Furthermore, we shared data with the Horseracing Betting Levy Board to inform their Business Plan Progress Report.

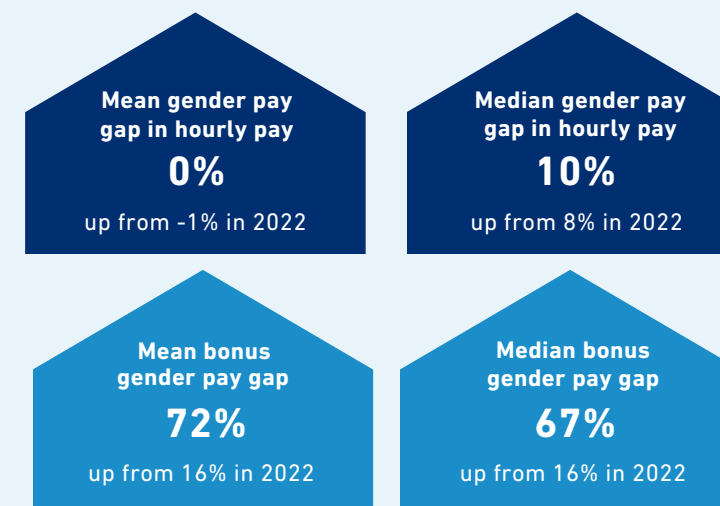
Our priorities for 2024 and beyond

We will continue to improve our data and insight, as an employer and as a regulator. We will gain specific insight into the experiences of women working at the BHA, building on the first employee engagement survey for several years. We will also publish data relating to gender and ethnicity representation on our website and continue to collaborate with HBLB and Sporting Equals.

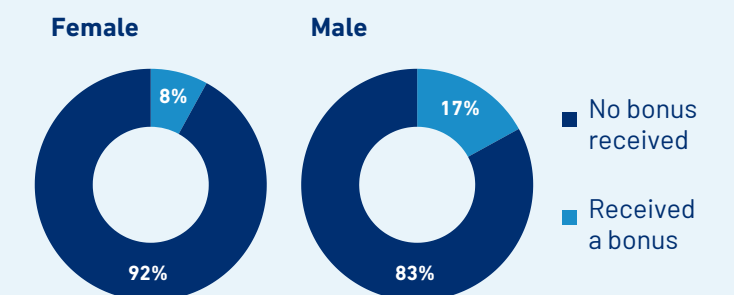
We continue to publish data and reports, such as our Gender Pay figures below, to help measure progress and set objectives

BHA GENDER PAY GAP FIGURES

Gender pay and bonus gap



Proportion of employees receiving a bonus



The BHA does not pay any performance-related bonuses. All 'bonuses' paid in 2023 instead recognise loyalty and long-service, and are given as a gesture of appreciation for an employee's commitment to the BHA and British racing.

2 Good governance

Our progress in 2023

- We updated the organisation's project approval form, asking leaders to consider diversity and inclusion as part of each project plan, including the impact of any work on protected groups.
- In addition, the BHA business plan is set to include specific reference to diversity and inclusion objectives and the Strategy and Change team has been given oversight of the Diversity & Inclusion Action Plan to ensure progress.
- Diversity and inclusion has been added to Terms of Reference for all BHA Committees and added to role descriptions. The BHA has created and published a role description for its Board Champion to clarify roles and responsibilities.



Our priorities for 2024 and beyond

- We will continue to support leadership to engage with and understand D&I by briefing the Board and Executive regularly throughout the year, including input from subject matter experts external to the BHA. We will also begin to explore a succession planning project to identify diverse talent across the industry and Executive and Board level.
- We will support ongoing work to review the BHA's rules and regulations. We will also review our processes to ensure that not just what we do is as inclusive as possible, but how we do it.
- Our D&I Team will work closely with the Strategy & Change and Project Management Team to ensure our business processes capture D&I requirements at the planning stage. We will further embed D&I into the organisation's ways of working and Business Plan and partner with project leads to ensure that D&I is a consideration for major projects throughout the year.

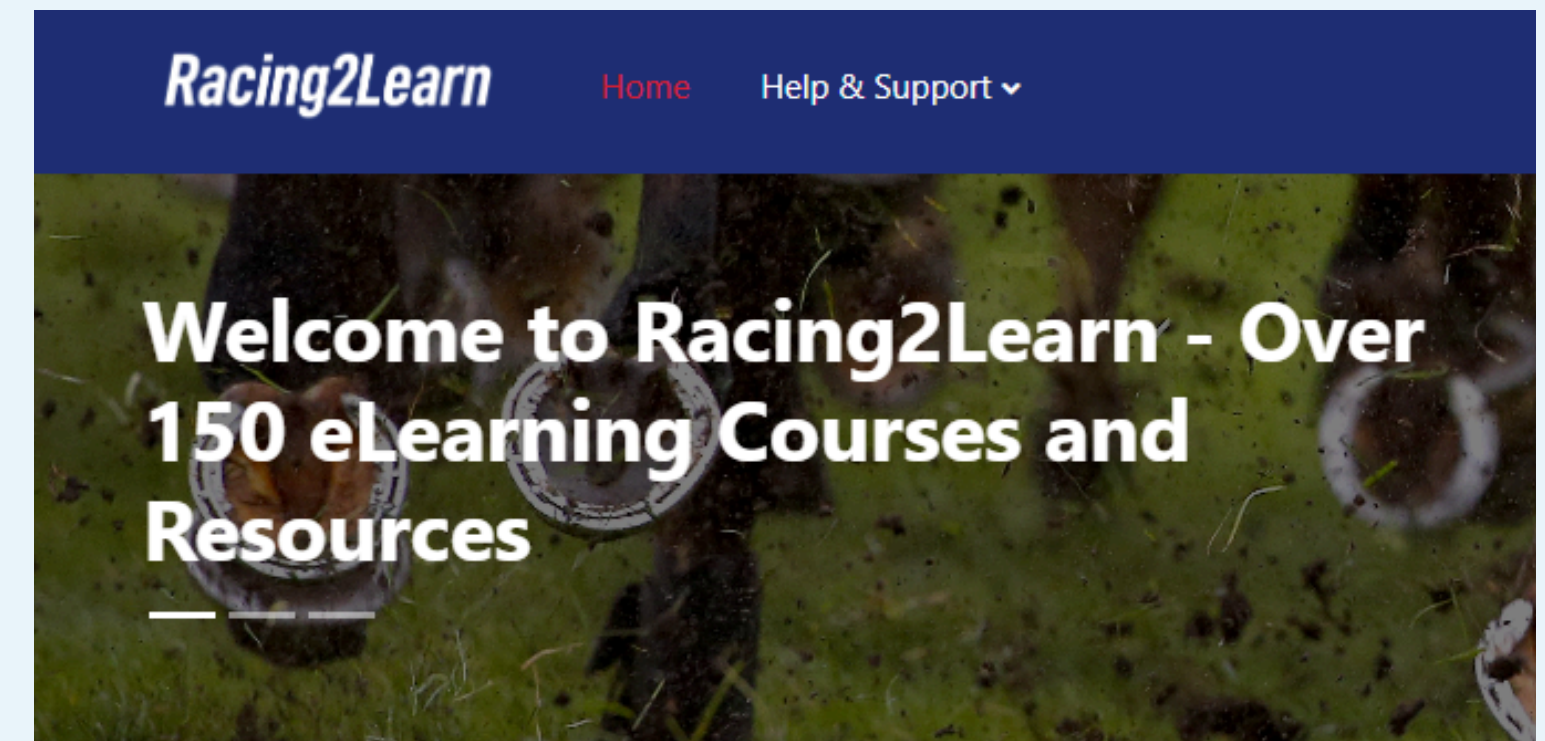
3 Education, awareness and engaging new audiences

Our progress in 2023

- We delivered a range of education workshops and seminars with expert partners to educate and raise awareness of D&I across the organisation, including an inclusive leadership session for Executive and Board members.
- We also provided opportunities for BHA staff, such as regular sessions at induction and general D&I workshops.
- The careers team took a proactive approach to widening the recruitment campaign for the BHA Development Programme in 2023 and analysed the impact on applicants. 43% of applicants were female, 34% from an ethnically diverse community background and 7% had a disability.

Our priorities for 2024 and beyond

- We will continue to provide education and training opportunities to our staff, specifically relating to D&I. We will also offer positive masculinity workshops to male colleagues, in addition to reviewing and enhancing the online training provided via Racing2Learn.



4 Celebrating and supporting racing's diversity

Our progress in 2023

- We hosted a workshop to raise awareness of Black History Month and also announced research into the experiences of ethnically diverse communities working in racing. This coincided with the BHA supporting the All in the Race campaign, which highlighted racial equity in British horseracing.



Our priorities for 2024 and beyond

- We will continue to visibly support events and campaigns throughout the year. Key moments include International Women's Day (March) and Black History Month (October).

