



DIVERSITY IN RACING ANNUAL UPDATE 2022

Produced by the Diversity in Racing Steering Group

#ALLINTHERACE

OUR VISION FOR BRITISH RACING:

We want British racing to be a diverse and inclusive sport in which everyone has the opportunity to achieve their potential and where fans from all communities feel welcome.

Introduction from the Diversity in Racing Steering Group

2022 has been another year of progress for diversity and inclusion in British racing.

The number of organisations within British racing signed up to the [Diversity and Inclusion Industry Commitment](#) has grown to 30, with 13 organisations signing up in April 2022. In order to ensure these organisations make tangible and positive progress, the [Diversity in Racing Steering Group \(DiRSG\)](#) will be rolling out further support and engagement opportunities in 2023, with a clear focus on delivery and accountability. Just as crucially, we look forward to working with the newly formed Industry People Board, which has diversity and inclusion embedded within its activities.

A notable highlight for the DiRSG in 2022 was launching the first ever diversity media campaign for British racing, All in the Race (#ALLINTHERACE) which will continue to be the central message for our work, supported by stakeholders across the sport. This was followed by launching a campaign to mark Black History Month, another important first for British racing and something we must build on to help increase ethnic representation across all levels of the sport, including leadership roles.

Numerous individuals continue to do brilliant and pioneering work in this space. We are thankful and hugely appreciative of their incredible efforts. The vast majority of the sport's coordinated diversity and inclusion activities continue to be funded by the [Racing Foundation](#), for which the whole sport should be very grateful as it proves a catalyst for change. However, we should also be aware that this will not continue indefinitely. It is the responsibility of all of us in the sport to ensure diversity and inclusion is embedded in every organisation if we want British racing to grow and thrive in a world that is changing faster than ever and in which consistently higher standards are rightly expected from individuals and organisations.

This is the challenge for us all to embrace in 2023 and beyond.

About the Diversity in Racing Steering Group

The Diversity in Racing Steering Group was formed in 2017 and brings together diversity and inclusion advocates from across the sport who contribute a range of skills and expertise. The group is run as an independent voluntary body. It meets regularly to contribute ideas, advice, and direction to help reach its aim of a diverse and inclusive sport in which everyone has the opportunity to achieve their potential and where fans from all communities feel welcome.



2022: A Year of Firsts

2022 has been an extraordinary year. This has been felt in the world of racing just as much as anywhere. Some of the 'firsts' we have seen in the diversity and inclusion field may well have shifted the direction of the sport, while others have been less headline grabbing but no less meaningful in terms of their long-term impact:

- Hollie Doyle set a new record for a female jockey in a British championship season, finishing an impressive second to William Buick.
- Ashleigh Wicheard, travelling assistant for Neil Mulholland, won the Magnolia Cup charity race during Qatar Goodwood Festival, having earlier led her fellow riders in a taking of the knee prior to the race. This was the first time this symbolic gesture has been seen on a British racecourse, despite it having become a common sight across the sporting world.
- Following on from All in the Race, the sport collectively marked Black History Month for the first time in October with [a campaign that featured three of British racing's trailblazers.](#)
- Brian Finch was appointed chair of Epsom Downs Racecourse, the first Black person to hold such a senior position within the sport.
- Diversity and Inclusion is now taught specifically on jockey licensing courses, ensuring the next generation of our athletes are educated in this vital subject.
- The British Horseracing Authority (BHA) Code of Conduct came into force, aimed at protecting the values of the sport and making racing a great place to work based on a culture of respect.



2022 Review and 2023 Priorities

The DiRSG has been working to the three objectives set out last year, covering a wide range of activities and priorities. There have been some real successes and progress in some of these areas, as highlighted in the 'firsts' above and on the following pages.

There have been major changes within the governance of the sport, with the creation of a new, strategically focused People Board, soon to come into place. This will oversee not just diversity and inclusion work but everything that affects the sport's workforce.

The [BHA's Code of Conduct](#) has been launched. This is an industry-wide piece of regulation that is relevant to all in the sport. We have advanced our understanding of various diversity and inclusion issues. This has included research on the history of ethnic minorities in the sport in the UK and the formation of ideas about how we can better understand and support trans gender athletes. More information on both of these strands of work is detailed in the sections below.

Data remains an area of high importance as many organisations across the sport begin to gather information to give us a true picture of the make-up of our sport's people. This data will be vital for us to be able to prioritise our future work going forwards, and we acknowledge this is an area on which progress has not been made as quickly as we would have wished.

Julie Harrington, Chief Executive of the BHA says of the sport's diversity and inclusion work:

"British Racing's commitment to diversity and inclusion has advanced further in 2022. Our collective actions will continue to ensure our workforce, athletes and fans alike feel at home in the sport, supported and championed regardless of their background or circumstance."



Objective 1

Raising awareness of the importance of diversity and inclusion across the whole sport.

The DiRSG has continued to work with a wide range of stakeholders to promote shared responsibility and encourage the sport as a whole towards one clear goal.

The [Diversity and Inclusion Industry Commitment](#), the sport's public declaration of support for diversity and inclusion, has grown from an initial eight signatories in 2019 to having 30 organisations now signed up. This shows not only a growing movement of support but facilitates greater learning and collaboration between organisations. Education has also been encouraged through the creation of an Industry Commitment Toolkit and related resources, such as a guidance document to enable those in the sport to support colleagues who may be transitioning. This document will have an accompanying E-Learning module on [Racing2Learn](#) that will be available to anyone in the sport in early 2023. Also soon to be made available, is a recruitment toolkit that will provide practical tools to apply and embed diversity and inclusion principles into the recruitment process for all organisations within British racing.

We are pleased to have seen diversity and inclusion work showcased at events such as the fifth annual Horseracing Industry Conference in June 2022 and, further afield, during the USA Racing Symposium at the University of Arizona. These events spread the message of our work, highlight case studies and spark conversations and ideas.

Brian Finch, Chair of Epsom Downs Racecourse who features in the All in the Race campaign says:

“Diversity & Inclusion is not a nice to do, it’s a must do for British racing. As the sport seeks new talent, participants and customers, it has to be beneficial to fish in the broadest user pool possible. I am privileged to be a small part of the very forward looking All In The Race campaign. How wonderful and exciting it will be if, in a few years’ time, there is tangible Black history to look back on with admiration and appreciation.”



Outside the work of the DiRSG, there are many others who are helping to adopt and embed diversity and inclusion principles into British racing. [Jockeys Education and Training Scheme \(JETS\)](#) showed their commitment to engaging jockeys in this topic by making two films that show honest and open conversations with the sport's athletes. The BHA launched a sport-wide initiative, [Respect in Racing](#), which brought in a new [Code of Conduct](#) for all employed in the sport and aims to foster a culture of greater inclusivity and encourage the calling out of behaviour that falls below an agreed accepted standard. This is a great step forward in improving the culture of racing.

Whilst we are pleased with progress in this area, we should acknowledge that some projects have taken longer to complete and taken more resources than anticipated, one example being the development of an E-Learning module to create diversity champions. This will be accelerated when resources allow.

Objective 1: Priorities for 2023

- We will build on our All in the Race media campaign to ensure important messages are being shared and success stories are being told and celebrated across British racing. There is a particular focus on developing the Black History Month messaging to increase representation of diverse colleagues.
- We will work more closely with those who have signed the Diversity and Inclusion Industry Commitment to share best practice, collaborate more closely and learn together to drive the agenda forward.
- We aim to launch further tools to support development of policies and best practice, such as a diversity and inclusion recruitment toolkit and further E-Learning modules on Racing2Learn, including supporting trans colleagues.
- We will aim to establish a position on the inclusion of trans athletes, supported by guidance and information from other sports and governing bodies.



Objective 2

Better understanding British racing's landscape.

As British racing's work in diversity and inclusion develops, a more detailed understanding of our people is vital. Work to collect data about our workforce and athletes has not progressed as quickly as we would have hoped over the last year. However, the launch of monitoring of BHA employees as well as licensed personnel (jockeys and trainers) is imminent which will greatly advance our understanding of who truly makes up our sport.

We are pleased to have supported various organisations in their planned data collection, with a guide available on how to monitor and evaluate workforces across the sport. We have also set up close collaboration with key stakeholders so that as monitoring is developed we are able to share and collate data to build a true picture of the sport.

In 2022 we continued to work with the [Horserace Betting Levy Board \(HBLB\)](#) to collect data in three key areas:

- The board composition across the eight leading organisations that run British racing.
- Participants in the British Racing School and National Horseracing College's Foundation Course.
- The gender split and riding opportunities of different groups of jockeys.

Having collected data for three years, we are now able to start making comparisons and identify areas of work to prioritise. We have seen some limited progress in representation of ethnic minorities on boards for the first time. However, this area will remain a priority for the coming year as we recognise how important representation is at all levels.



Representation of females, both at board level and in the jockey population, has remained steady at 28% and 16% respectively over the three years that data has been collected.

In 2019 almost 9% of students completing the Foundation Course at the British Racing School and National Horseracing College were identified as "not white British". However, in 2022 this figure had dropped to less than 5%. This is clearly not the progress we want to see. We must now seek to understand the factors behind this and work to address the decline. Despite this setback, we have witnessed examples of young jockeys from non-traditional racing backgrounds coming through the ranks of the sport and winning races, thus becoming the next generation of role models.

Research has been carried out for the first time into British racing's ethnic diversity in racing in the UK. There is little data and information on this, despite a rich history of black jockeys in other territories such as the USA. Further research will be carried out in the coming year.

Objective 2: Priorities for 2023

- When feasible we will introduce robust monitoring across a range of stakeholders using the new Racing Digital platform that will allow accurate and efficient collation and comparison of data.
- We aim to continue to support other stakeholders across the sport to collect and then share their own data so that we can build up an accurate picture of the industry.
- The BHA will lead by example and monitor and then release data relating to its own staff team.
- We aim to implement more accurate and independent reporting of board members across the industry.
- We will lead on carrying out further research into ethnic diversity in the sport, informed by other countries and working with key partners, such as National Horseracing Museum in Newmarket.

Objective 3

Creating an inclusive sport for all.

Having a sport in which anyone can feel included is the goal for successful diversity and inclusion work. From athletes to office workers, fans, racing staff and trainers, British racing should be a place where all can thrive.

Ethnically Diverse Communities

Over the last year we have seen developments on and off the track that aim to include and promote people from ethnically diverse backgrounds. There is considerable work being carried out at a grassroots level to encourage participation.

[The Riding a Dream Academy](#) was established as a legacy of Khadijah Mellah's Magnolia Cup win in 2019 and to date has seen 60% of its applicants come from a diverse ethnic background. Their first "Scholarship" participants graduated this summer with two of them already going on to gain employment in the industry.

Josh Apiafi has continued to develop the [Racing Pathway](#) and says of his work:

"We are aiming to inspire a more diverse and inclusive generation into horseracing, one that is more reflective of society. By defining pathways into the sport for the future fan and a non-yard based workforce, we have been able to launch engaging initiatives and routes into the sport. Our aim is to make sure that no matter what age, colour, religion or gender, there is a place for you to land and to be embraced by British horseracing."

[The Pony Racing Authority](#), [Careers in Racing](#), [Racing to School](#) and several others have initiatives specifically developed to make the industry accessible to those from none-traditional backgrounds.

We have started to see a raft of new talent on the track from ethnically diverse backgrounds, proving that the face of the sport is changing. Kaiya Fraser, originally from Hackney in London, has a handful of wins to his name, while teenager Tyrese Cameron won on just his fourth ride as an apprentice.

The Magnolia Cup at Goodwood once again proved a showcase for diverse talent. Not only did Ashleigh Wicheard pass the finishing post in first place, but in taking the knee in the paddock ahead of the race, made a bold, symbolic and defining image for the whole sport. This was the first time that a participant had taken the knee on a racecourse in Great Britain and sparked conversation and positive debate from racegoers and in the media with Ashleigh featuring in the DiRSG's Black History Month media campaign. Whilst we appreciate that media coverage alone will not make all the changes we need, encouraging people to think differently and talk about issues is a positive step.



LGBTQ+

The sport's official LGBTQ+ network, [Racing With Pride](#), continues to grow, now having almost 280 members. The entirely volunteer-led group provides a range of activities, information and education to promote the LGBTQ+ communities involvement in racing and support the industry in its efforts to be more inclusive. We are very pleased to see a great deal of activity in this area, including a Pride Raceday at York that benefited from collaboration between York Racecourse, the European Breeders Fund and York Templar's community rugby team. The event not only raised the profile of RWP's work and the importance of inclusivity but also reflected solidarity with the LGBTQ+ community. The day was shortlisted for the Racecourse Association's Diversity & Inclusion Award.

York RI Templars rugby team member, [Stephen](#), said:

"LGBT+ visibility in sport is so important and events like this help people feel comfortable being who they are, enjoying sports they love. In-your-face visibility is the only way to engage all parts of a sport in those conversations."

Racing with Pride has its own set of silks that were worn victoriously by Harry Davies on a horse trained by DiRSG member John Berry at Newmarket's July Course. Racing With Pride members were in attendance to celebrate the triumph with winning connections. Others across the sport have recognised the importance of marking inclusivity in this area, with considerable activity seen for Pride Month in June across the racing landscape. The Jockey Club ran Pride racedays and organised activity at several racecourses, culminating in an evening where Racing with Pride members were hosted at Epsom in July. Further community engagement was seen with Hereford Racecourse linking with Hereford Pride to host their annual celebrations at the racecourse.



[Jen Loomes](#), Head of Diversity and Inclusion at the Jockey Club said

"We are proud to support the LGBTQIA+ community every day at The Jockey Club and Pride month in June was a wonderful month of celebrations for us. From decorating our offices in rainbows, racecourses flying the rainbow flag, welcoming the drag community at the Derby Festival at Epsom Downs, offering Racing with Pride members free tickets to fixtures over the month and then hosting them at Epsom. We were delighted to demonstrate the industry's, and our, continued commitment to ensuring racing is everyone's sport, and that a day at the races is a safe, inclusive and welcoming environment for all."

A document offering guidance on how to support trans colleagues in the workplace, produced by the Racing with Pride committee, will become a valuable resource, with an associated E-Learning facility on Racing2Learn. This will also help inform the sport's position on the inclusivity of trans athletes. We also look forward to Great British Racing's celebration of Racing with Pride across a variety of racecourses in early December. In June next year, Pride month activities and messages will be amplified through a collaboration with the National Horseracing Museum.



Gender

Our female stars have continued to break boundaries, with Hollie Doyle finishing second in the Flat jockeys' championship, the highest ever place for a female jockey. However, the numbers of female jockeys has failed to increase in recent years, staying at around 16% of the jockey population. Opportunities at the highest level remain hard to secure.

There are some areas in which women do outperform men statistically; in 2021 female jockeys took 8% of the rides over jumps in Group 1 races but achieved 19% of wins.

Off the track, [Women in Racing](#) continue to introduce more women to the sport. This year they launched the [Racing Home programme](#), to support racing's working parents. The programme recognises that many people thinking about starting a family can face significant challenges and aims to provide advice, support and information. There are already signs that women who were considering leaving the sport are reconsidering, motivated by the existence of new initiatives.

Dena Merson, representing WIR, comments:

“Racing Home seeks to change the culture around talking about parenting challenges in the workplace and to that end all the racing colleges, academies and industry courses will soon be including modules that address having a family and caring responsibilities as well as addressing women specific subjects. The Return to Racing Rehabilitation Pilot is proving popular for women seeking to ride again after childbirth and Salisbury has launched Talk and Walk, a fabulous initiative around menopause. The new Racing Home Portal addressing rights, responsibilities and good practice is being very well received and the [10 Racing Home podcasts](#) are helping many. The stakeholders are fully engaged in finding ways of helping employees, employers and the self-employed improve the lives of racing parents and this can only help retain our workforce and ensure the sustainability of our industry.”

Improvements continue to be made to facilities at racecourses across the country. This will lead to weighing rooms becoming more inclusive for jockeys of all genders and provide greater privacy and safeguarding. The stated aim is for work to be completed by the end of 2024. Three courses have to this point completed the necessary work and another 33 already have plans in progress. This programme of work is significant in providing all jockeys with equal facilities and at a high standard. While this project will improve physical spaces, the newly launched Code of Conduct aims to improve behaviour amongst all in the sport and should create an inclusive and welcoming environment for all genders.

Laura Whyte, Chair of the Respect in Racing Committee, says of the Code:

“The Code of Conduct is a significant step in defining the behaviours all our participants should be able to expect as they go about their working lives. Mutual respect and courtesy are essential components of a supportive and enjoyable working environment.”



Disability

The industry has recognised the need to both support those from within who may need additional help or adjustments and also work to include fans, and the workforce who may have a disability or long term health condition.

[Autism in Racing](#), set up by Bobby Beevers, continues to provide autism-friendly racedays to families who would otherwise face barriers to attending racecourses. Working in partnership with local community groups, they have welcomed over 80 families with children with Autism Spectrum Disorder. Pleasingly, 92 per cent of those families have reported that they would go racing again if Autism in Racing was on site. In a significant step forward for the project, Cheltenham became the first track to open a permanent sensory room in November, having converted a hospitality box into a space for families with sensory needs.

The power of the horse was recognised once again in 2022's [National Racehorse Week](#). The event opened up the industry to the public for the week but also put an added focus on harder-to-reach communities with 800 people from schools, charities, urban equestrian centres and community groups getting involved, gaining their first experience behind the scenes of racing.

Objective 3: Priorities for 2023

- Racing with Pride will work with the National Horseracing Museum and other key partners to celebrate Pride month.
- We will release and promote guidance for supporting trans colleagues in the workplace and the associated E-learning module.
- We will work with academics Dr David Letts, Dr Eleanor Boden and Vanessa Cashmore to understand how their PHD findings can inform policies and practices to make racing more inclusive.
- We will work with the BHA safeguarding team to support the implementation of any sexual harassment awareness programme to promote safe working practices for all across the sport.
- We will support the BHA to embed the Code of Conduct, including through the development of a network of Respect in Racing ambassadors.
- We will support efforts to increase representation of ethnically diverse communities at all levels of the sport from the weighing room to the boardroom.



Case Study

Market Rasen's Sensory Raceday – RCA Showcase Award Winner for Diversity & Inclusion

Market Rasen Racecourse's successful sensory raceday claimed the award, celebrating diversity and inclusion at the [2022 RCA Showcase Awards](#). The racecourse's charity partnership with [Deafblind UK](#) led to the launch of the exciting innovation, which saw the big screens featuring a sign language interpreter as part of race commentary for all seven races. In addition, a dedicated area was created by the last fence to enhance the sensory experience for those with audio or visual impairments. In addition, on two races the commentator and raceday presenter created extra descriptive details aimed at those who are visually impaired.

Steve Conway, CEO of Deafblind UK, said of the day:

“There are thousands of people living with sight and hearing loss in the UK, for whom horseracing brings as much excitement and adrenaline as it does to everyone else. This partnership means that we can help more people who are living with deafblindness to enjoy horseracing and other sports. We are extremely grateful to Market Rasen Racecourse for the opportunity, and we hope that together we can help to make sports and entertainment accessible to everyone.”



Nadia Powell, General Manager at Market Rasen Racecourse, says:

“The whole team across Market Rasen and our partners [Deafblind UK](#) are delighted to be recognised for our Sensory Raceday. It was a great first step to ensure we are doing all we can to make racing more accessible for those who are suffering with sight and hearing loss and we are excited to now build on the initiative moving forward.”



Summary

The DiRSG is grateful to all those working across the sport who are contributing to make British racing fairer and more inclusive. We have seen tremendous efforts and energy from organisations and individuals who are creating change in many different ways. We would like to thank the Racing Foundation, whose generous grant has funded the DiRSG's diversity and inclusion work since 2019.

There is clearly still a long way to go before equality is achieved for all minority groups. However, some of the 'firsts' and breakthroughs we have seen over the last year simply would not have happened without the collective focus on diversity and inclusion work that has begun to change the sport in recent years. We will continue to strive towards our goal of creating a diverse and inclusive sport for all, working with as many people as we can across British racing.

Get in touch

If you would like to know more about our work or share your success stories in this area, please get in touch by emailing: diversity@britishhorseracing.com.



Members of the DiRSG

Susannah Gill, UK Tote Group Communications and Corporate Affairs Director (Chair)

Harriet Rochester, PR and Reputation Consultant/Work rider (Deputy Chair)

Catherine Beloff, BHA Director of Legal and Governance

John Berry, Racehorse Trainer and Journalist

Dr Eleanor Boden, Scottish Racing Academy Chief Executive

Dr Cedric Chan, The Hong Kong Jockey Club Veterinarian

Guy Disney, Walking with the Wounded and Amateur Jockey

Zoe Elliott, BHA Head of Careers Marketing and Recruitment

David Letts, PhD Candidate and Diversity and Inclusion Manager

Lee Mottershead, Racing Post Senior Writer

Rishi Persad, Broadcaster for ITV, BBC, Racing TV

Gareth Wesley, Brand Dynamics Head of Innovation

Laura Whyte, BHA Independent Non-Executive Director

Suzy Smith, Racehorse Trainer (stepped down September 2022)

Linda Bowles, Racing Foundation Trustee (stepped down May 2022)

Rory Palmer (stepped down September 2022)

BHA Executive Diversity and Inclusion Team

Rose Grissell, Head of Diversity and Inclusion

Naomi Howgate, Head of Diversity and Inclusion (Maternity Cover)

Di Farrell-Thomas, Diversity and Inclusion Project Manager

Racing with Pride Committee Members

David Letts (Chair)

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