

DIVERSITY & INCLUSION

ACTION PLAN 2022



Foreword

The British Horseracing Authority (BHA) is proud to restate our public commitment to progressing equality, diversity and inclusion throughout the organisation and across British racing.

Our Diversity and Inclusion Action Plan 2022 details some of the progress the BHA has made over the past year, and outlines our short, medium, and longer-term objectives.

Aligned to the industry's overarching commitment on diversity and inclusion, our objectives centre primarily on supporting BHA employees, with key areas of focus ranging from leadership and accountability to recruitment, education and development.

The appointment in 2021 of dedicated diversity and inclusion sponsors at Board and Executive level provides visible senior leadership, while support for managers and learning opportunities for all employees helps ensure that diversity and inclusion permeates every area of the organisation.

As racing's governing and regulatory body, the BHA will continue to lead in this area, working within our own teams and with our stakeholders to ensure our behaviours and organisational systems are welcoming, fair, and respectful.



Julie Harrington
Chief Executive



David Jones
Board Member
Diversity & Inclusion Sponsor

***"Racing is a sport for everyone.
We will play our part in helping our
industry grow and thrive."***



Why Diversity & Inclusion is a BHA priority

The BHA's vision to build a brighter future for our sport, our horses and our people, is more important than ever.

A focus on diversity and inclusion is morally the right thing to do, while there are also legal implications arising from the Equality Act 2010.

But the business case is also unequivocal: there is clear evidence that organisations that commit themselves to diversity and inclusion are more innovative, productive and profitable.

This **Action Plan** sets out five areas of focus for the BHA over the next 12 months, with long-term ambitions and short-term actions aligned to the sport's wider Industry Commitment.

We will be a better and stronger organisation, and more sustainable sport, if we attract a more diverse workforce that better represents the make-up of our communities.



**DIVERSITY AND
INCLUSION
INDUSTRY
COMMITMENT**

British racing's commitment to improving diversity and inclusion



Empowering our leaders as diversity and inclusion champions, providing visible leadership, and driving key actions, such as adapting policies and practices and developing new initiatives as set out in this plan.

1 Leadership and accountability

Our progress in 2021

- Appointed D&I sponsors at Board (David Jones) and Executive (Richard Wayman) level to ensure actions around improving diversity & inclusion are implemented across the organisation.
- Diversity and inclusion is now a regular standing agenda item at Executive meetings, with monthly reports to the Board and dedicated discussions at Senior Leadership Team meetings and Board meetings as necessary.
- BHA Board committed to complying with Sport England's Code for Sports Governance, adopting a target of a minimum of 30% of each gender on its Board. Also committed to greater ethnic, cultural and social diversity more generally.
- Completed equality monitoring of the BHA Board in March 2022.
- D&I training for Board members and staff in leadership roles.

Our commitments for 2022 and beyond

- Ensure diversity and inclusion activity is recognised in new and revised job descriptions and in committee Terms of Reference, amended on a rolling basis.
- Work to develop an Equality Impact Assessment to help leaders ensure every decision goes through a “D&I lens” and each team can start to create their own actions.



2 Evidence and impact

Improving understanding of the make-up of our workforce at different levels to help us implement the action plan. Identifying who is, and is not, applying for jobs at the BHA so that we can ensure we are an attractive career option.

Our progress in 2021

- Reviewed and changed the equality monitoring process for job applicants, increasing the response rate to over 80%.
- Launched a new HR system, which allows us to undertake systematic equality monitoring across our workforce, which is a key priority for 2022.

Our commitments for 2022 and beyond

- Embed an Equality Monitoring Form into the new HR system to collect diversity data from employees, with an accompanying internal communications campaign to maximise engagement.
- Create an anonymised employee engagement and culture survey, to help develop deeper understanding and appreciation of the significance of D&I.



Creating a culture where everyone can thrive and feels valued, while raising understanding of the importance of being a diverse and inclusive employer, and motivating colleagues to play their part.

3 Education and Awareness

Our progress in 2021

- Implemented a diversity and inclusion awareness calendar for both internal and external use, with awareness days being celebrated and promoted.
- Held six online diversity and inclusion events for employees, focusing on place on mental health, race, LGBT+ and trans inclusion. This included a session with former international rugby union referee, Nigel Owens, who shared his personal story regarding mental health and sexuality.
- 70% of employees, and the Judicial Panel, attended diversity and inclusion training.



Our commitments for 2022 and beyond

- Develop at least four online workshops and blogs during 2022, to engage employees in different diversity topics, including sharing employee stories (including as allies).
- All new starters will be asked to complete racing's diversity and inclusion e-learning module on Racing2Learn, in addition to D&I being embedded into the updated induction process.
- Further D&I training workshops to be run for new starters and those unable to attend previously.



4 Support and development

Engaging and retaining a talented workforce, ensuring that every person has the support they need to have a long, thriving and fulfilling career in racing.

Our progress in 2021

- Contributing to the development of a behavioural Code of Conduct for racing, which is in the final stages of development. Alongside this, a Culture of Respect Working Party was created in January 2022.
- Continued to offer and promote membership of career network groups, like Women in Racing.



Our commitments for 2022 and beyond

- Continue to develop the sport's Code of Conduct and lead the industry wide Culture of Respect Working Party. Review the Dignity at Work policy to ensure it is consistent with the new Code of Conduct.
- Review relevant BHA people policies and implement Equality Impact Assessment once developed.
- Involve more employees from across the BHA in D&I activity and / or to observe the D&I Action Group (especially from the raceday team).



Reviewing our attraction and selection methods and taking positive action to:

- reach out to wider communities, highlighting BHA opportunities and attracting a greater diversity of talent to apply for jobs
- recruit the best people based on skill and ability.

Our progress in 2021

- Reviewed our recruitment process and identified the BHA's key principles for recruiting in an inclusive way, including the consideration of language and criteria in job descriptions, advertising roles more widely and anonymising all applications to help remove unconscious bias.
- Produced supporting guidance for recruiting managers to assist with the revised recruiting process.
- Opened the BHA Development Programme (formerly Graduate Scheme) to non-graduates. One placement was within the BHA D&I team for the first time.
- Continued the Step on Track programme (launched in October 2020) but in a different format, enabling it to reach and showcase racing's opportunities to more young people from ethnically diverse communities.

5 Recruitment and outreach

Our commitments for 2022 and beyond

- To develop and test new ways of advertising roles to attract a wider pool.
- Evaluate each new job role at the BHA in 2022 and consider if this could be filled by a trainee or an apprentice.
- Aim to develop five mentoring and five work experience opportunities within the BHA for people from underrepresented groups.





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