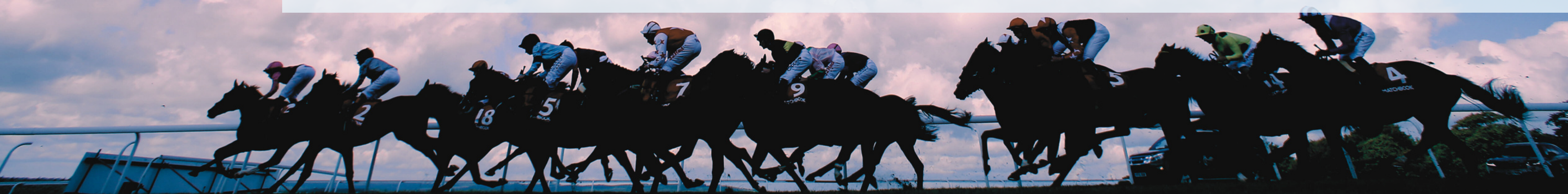


DIVERSITY & INCLUSION ACTION PLAN 2023/24



Supporting our people and ensuring the BHA is an enjoyable and fulfilling place to work

Vision and mission

The British Horseracing Authority's (BHA) Diversity & Inclusion Action Plan sets out our ambitions for how we continue to ensure our people feel happy and supported in an enjoyable and fulfilling work environment.

Racing is everyone's sport, and as the governing and regulatory body, it is incumbent on the BHA to show that we are leading by example: developing policies and taking action to embed equality, diversity and inclusion in everything we do.

We know that focusing on equality, diversity and inclusion is not only the right thing to do, but it has real business and workforce benefits that make us stronger as an organisation, help our people thrive and support British racing to grow and flourish.

Our Action Plan sets out what this means in practice. It reflects on some of our efforts and achievements to date, and details our priorities for the future, with clear and measurable objectives to help us continually monitor and review our progress.

As in previous years, our Plan has been developed around five key areas, ranging from strong leadership and accountability to how we can continue to attract and retain the brightest and best people who are fully representative of the communities we serve.

These overarching areas are supported by tangible actions for the short, medium and long-term, the delivery of which will be coordinated by our Diversity & Inclusion Action Group, but with a view to ensuring that all our people have an opportunity to play their part.



Julie Harrington
Chief Executive



David Jones
Board Member
Diversity & Inclusion Sponsor

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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.

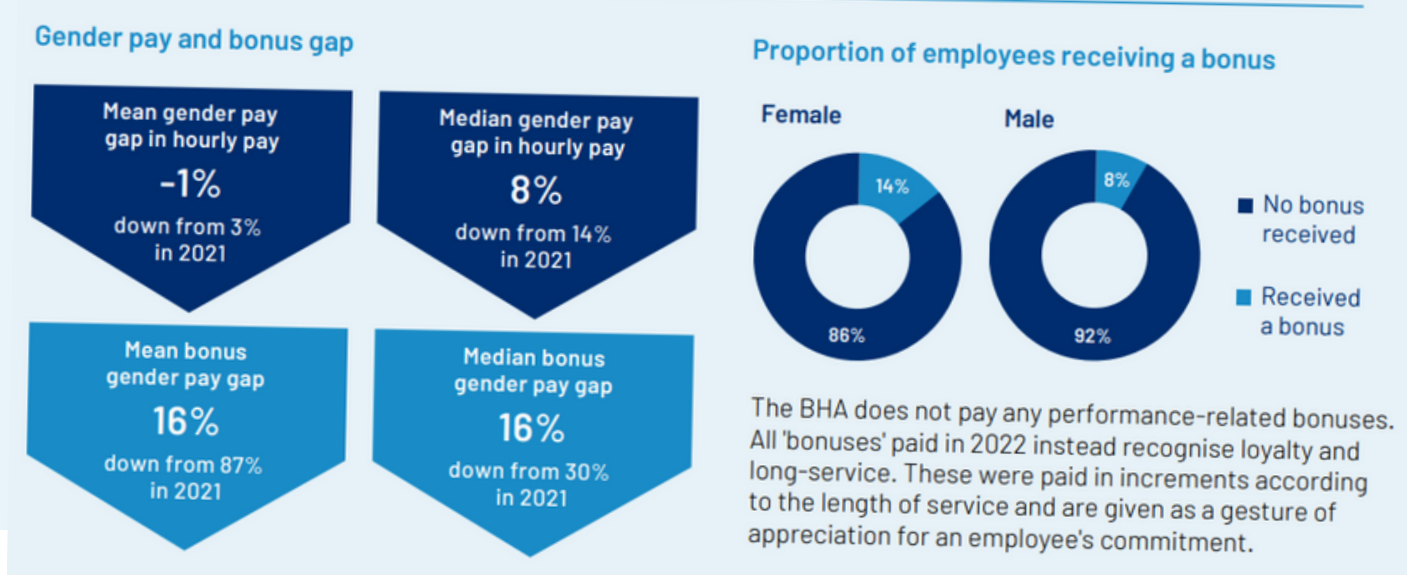
1 Leadership and accountability

Our progress in 2022

- Introduced equality monitoring at Board level, which allows us to benchmark against the Sport England Code of Sports Governance as well as other organisations across British racing
- This data will be reviewed by the BHA's Nominations Committee, which makes recommendations to the Board on suitable candidates for appointment to the Board and the role of Chief Executive, and factored into recruitment processes
- All BHA Board members completed diversity and inclusion training
- The BHA continues to publish data, initiatives and progress around D&I, with annual reporting through this action plan and the Gender Pay Gap report
- David Jones continues to sponsor the diversity and inclusion workstream at BHA Board level, with Catherine Beloff leading the work at Executive level and chairing the BHA's Diversity and Inclusion Action Group
- Laura Whyte is the new Welfare and Safety Champion on the BHA Board.

Our commitments for 2023 and beyond

- Continue to develop an equality impact assessment to help leaders ensure every decision goes through a “diversity and inclusion lens” and each team can start to create their own actions
- Senior leaders to participate in Inclusive Leadership workshops in 2023
- Ensure diversity and inclusion activity is recognised in new and revised job descriptions and in the Terms of Reference of BHA Committees.



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

2 Evidence and impact

Our progress in 2022

- Introduced equality monitoring for all employees to collect diversity data. This aims to help build a more accurate picture of our overall workforce and support better-informed decision-making
- The launch of equality monitoring was supported with an internal communications campaign to maximise engagement
- All applicants to BHA roles continue to be asked to complete equality monitoring as part of the application process.



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 commitments for 2023 and beyond

- Continue to encourage employees to complete the equality monitoring form, with an ongoing communications strategy to boost uptake
- Analyse employee data from equality monitoring to set a benchmark and use the data to feed into future action plan activities
- Support the development of an anonymised staff survey on culture and wellbeing.



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 2022

- Leading and supporting on industry-wide awareness campaigns, including around Black History Month and International Women's Day - encouraging open dialogue and celebrating achievements
- Delivered education and training sessions to BHA colleagues on a variety of topics, including Pride, Autism Awareness and Trans inclusion guidance
- Continued to promote Racing2Learn modules, including a new Respect In Racing module. All BHA new starters are asked to complete the D&I learning
- Worked with Racing With Pride to develop and introduce a *Transitioning in the Workplace* guidance note, which is available sport-wide and to BHA employees.

Our commitments for 2023 and beyond

- Develop at least four online workshops and blogs during 2023/24, to engage employees in different diversity topics, including sharing employee stories (including as allies)
- Introduce a Menopause Policy to better support colleagues and their families
- Promote Racing with Pride's *Transitioning at Work* guidance note to BHA colleagues, including through an accompanying e-learning module.



British Horseracing Authority
@BHAHorseracing

'I love my job & the people, as everyone is doing it for the love of horses and for the love of racing'.

Emily Jones @emilytheox on her role as a BHA Judge and passion for horseracing 🐾

Happy International Women's Day!

#IWD2023 #EmbraceEquity #Allintherace
@NewburyRacing



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 2022

- Signed the Armed Forces Covenant, which formally recognises our commitment to supporting serving personnel, veterans and their families. Subsequently awarded Silver status (upgraded from Bronze) through the Defence Employer Recognition Scheme
- Completed a thorough accessibility review of the BHA's new head office, making sure that the space and our working practices accommodate all colleagues



BHA Director, Catherine Beloff, signs the Armed Forces Covenant

- Hosted a BHA D&I Employee Forum to increase engagement across the organisation
- Supported the introduction of British racing's industry Code of Conduct, which helps encourage a culture of respect across the sport.

Our commitments for 2023 and beyond

- Review the BHA's Dignity at Work policy to ensure it is consistent with British racing's industry Code of Conduct
- Continue to develop our Disability Confident commitment to ensure we are as inclusive as possible
- Explore how we best support staff from underrepresented groups to continue their career development, through mentoring or coaching
- Carry out research to better understand where and why some women may leave the organisation, especially at a middle management level, and use this to inform long-term work around retention and development
- Review all relevant BHA people policies and ensure they are easily accessible
- Involve more employees from across the BHA in D&I activity, including through contributing ideas to incorporate into this plan.

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 2022

- Improved pay transparency by including salary information on job adverts
- Applicants to BHA roles are now asked to contribute an idea for a D&I project or share their D&I experience
- Expanded our reach to advertise positions in a wider range of external channels, with a particular focus on flexible working patterns and attracting people from underrepresented groups
- Following the roll out of the Inclusive Recruitment Management Guide, we have adapted to better recruitment practices, which include more diverse interview panels and anonymous applications.

5 Recruitment and outreach

Our commitments for 2023 and beyond

- Analyse the diversity data collected from job applicants to see who is applying for roles at the BHA and use this information to support greater diversity in applications
- Develop and test a menu of options for recruiting managers to use to advertise roles, and then evaluate their success
- Develop mentoring and work experience opportunities within the BHA for people from underrepresented groups
- Provide office visits/insight days to local schools and community groups to give them a taster of life at the BHA both in terms of racing as an industry and professional office.



Students from Reading Girls' School enjoy a day out at Newbury Racecourse with the [CareersinRacing](#) team.



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