

British Racing's Code of Conduct Q&A

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1. What is the Code of Conduct?

The industry Code of Conduct establishes a set of universal standards that apply to everyone involved in British racing. The Code aims to protect the values of our sport by promoting and embedding a culture of respect at all levels of the industry – helping to ensure it is a great place to work.

2. Why is the Code being introduced?

British racing is a sport characterised by shared values such as hard work, commitment, and the highest possible standards – values which come hand-in-hand with working in a professional sport alongside elite horses. It is also an industry that seeks to ensure a safe, supportive, and respectful environment where everyone has the opportunity to fulfil their potential.

As with wider society, British racing has made significant progress in recent years to improve standards around training, education, employment practices, wellbeing and career development – making the sport a better place to work.

However, there is always more that can be done, and the introduction of an industry-wide Code of Conduct reflects this shared ambition to promote the highest standards of behaviour and a culture of respect at all levels of the sport.

For the overwhelming majority of people, the principles and behaviour set out in the Code will be second nature. However, where conduct is considered to fall below the standards expected, the Code allows for regulatory action to be taken to deal with any alleged breaches while ensuring the necessary support and protection for anyone adversely impacted.

3. Who has been involved in developing the Code?

The Code has been developed by the British Horseracing Authority, in close consultation with and endorsed by the major stakeholder bodies of British racing.

This includes the National Trainers Federation (NTF), Professional Jockeys Association (PJA), National Association of Racing Staff (NARS), Racehorse Owners Association (ROA), Thoroughbred Breeders' Association (TBA) and Racecourse Association (RCA).

Implementation of the Code will be overseen by the cross-industry [Respect in Racing working party](#) which will be working to ensure that it is properly communicated, explained and understood – and achieves its objectives.

4. Who does the Code apply to?

The Code applies to everyone who works in or is involved with British racing. This includes:

- All Persons bound by the Rules of Racing – for example jockeys, trainers, owners, stable staff. Persons bound by the Rules are subject to the Disciplinary Processes set out in the Guide to Procedures and Penalties which accompanies the Code.
- Individuals not bound by the Rules – including racegoers. Those not bound by the Code may find themselves excluded from the sport should they act contrary to the Code.

All are expected to adhere to the minimum standards set out in the Code, whether that is on the racecourse, in a training yard or office environment, but also when engaging with others online. BHA officials and racecourse staff are, of course, expected to adhere to the Code.

5. When does it come into effect?

The Code comes into effect on Saturday 8 October 2022.

It has been published well in advance of the implementation date to ensure that as many people as possible are familiar with its aims, objectives and requirements before it is included officially in the BHA Rules of Racing.

6. How do I know what is unacceptable behaviour ('where is the line')?

The Code and its accompanying guidance have been developed to ensure the standards are as clear as possible and reflect accepted norms in terms of general behaviour. These are principles that help ensure people feel happy, safe and respected.

However, what is considered unacceptable or inappropriate behaviour will often depend on the specific circumstances and therefore be decided by the BHA on a case-by-case basis. Where there are accusations of serious misconduct, this decision will be made by an independent panel.

7. Where do I go to report an alleged breach?

There are several ways you can raise a concern with the BHA. If you know of anyone who needs help, or you experience or witness unsatisfactory behaviour please report it by email to respect@britishhorseracing.com.

You can also raise a concern through the RaceWISE service. Call **0800 085 2580** or complete the online form available [here](#).

If your concern relates to a Young Person (anyone under 18) or an Adult at Risk (anyone less able to protect him/herself) then you may wish to contact the BHA Safeguarding team directly. You can do so by email to safeguarding@britishhorseracing.com or you can call **0207 052 0099**.

Alternatively, support is available from the representative bodies for those licensed and/or registered by the BHA. The PJA, NTF and NARS can all offer assistance and advice to their members.

8. What happens once I've reported an alleged breach?

The BHA will consider the information and contact you directly to discuss the next steps. The extent of any investigation will always depend on several factors, including the nature of the complaint, the evidence available and the number of people involved.

However, your concerns will always be treated fairly and with respect, and you will be kept up to date with any decisions on how the BHA plans to proceed.

9. If I make a complaint, how do I know that it will be kept confidential?

The BHA takes very seriously its responsibility to act appropriately upon receiving a report of wrongdoing. This includes ensuring that the person(s) that the report concerns are treated fairly and with respect.

When a complaint is initially received it will remain confidential within the BHA. If the complaint requires further investigation, the content of the complaint will need to be shared with the parties involved. In certain circumstances, the Investigating Officer will discuss how and when this information is shared with the relevant parties.

We will always ensure that your safety and wellbeing are at the heart of every decision around sharing information.

10. How do I retain confidentiality if a case goes before a Disciplinary Panel?

All hearings before the Disciplinary Panel are heard in public and are often attended by members of the media. If a complaint was to go to a hearing, all stages will be explained to those involved.

It is possible in certain circumstances to give your evidence in private and your name not disclosed to the public. These situations are rare, but your safety and wellbeing will be considered at all stages.

11. What do I do if I have a problem but don't want to make a formal complaint?

This is not unusual, and the BHA would encourage anyone to report a problem even if they do not wish to make a formal complaint. Any problems reported will be handled sensitively and in consultation with the person who has raised the issue.

Alternatively, support is available from the representative bodies for those licensed and/or registered by the BHA. The PJA, NTF and NARS can all offer assistance and advice to their members.

Of course, Racing Welfare is also available for those experiencing problems and who do not wish to make a formal complaint. The Racing Welfare support line provides access to a range of welfare and occupational health services, including critical incident support, and careers advice and training,

12. What do I do if the person who is the problem is senior to me in my job?

Suppose a person feels that there is no one in their place of employment to resolve their issues. In that case, they can contact their representative body or report the matter to the BHA, which will provide advice and support and act when appropriate.

13. What happens if someone makes a complaint about me?

You will be contacted by a member of the BHA Integrity (or Safeguarding) team to discuss the next steps.

All complaints will be recorded and allocated to an Investigating Officer, but not all will result in disciplinary action being taken. Many will be handled through conversation, mediation and support. However, some may require a more detailed investigation and, in some instances, disciplinary action.

If an investigation is necessary, you will be kept informed and assigned a named contact who will be able to answer any questions that you may have.

14. Who decides if the Code has been breached?

Upon receiving a report, the BHA will consider the appropriate action including whether an investigation into the issue(s) raised is appropriate. If an investigation does take place, then once it is completed, the BHA Compliance team will consider all of the evidence gathered, and a decision will be taken as to how to proceed. If the BHA considers the Code has been breached, then the following applies:

- If a 'Solution' can be found, this is done by way of agreement.
- If Fast-Track is appropriate, this is done by way of agreement and with the approval of the Chairperson of the Independent Disciplinary Panel.
- In all other cases the Independent Disciplinary Panel decides if the Code has been breached.

15. What happens if I am found to have breached the Code?

Where there is sufficient evidence to suggest that someone has breached the Code the BHA will take disciplinary action.

Where the breach concerns a non-participant (i.e. a person not bound by the Rules of Racing, the matter will be referred to the Independent Disciplinary Officer of the BHA to consider potential exclusion in the same fashion as set out in the Rules.

For all those bound by the Rules of Racing the process to be followed, and penalty ranges for various types of breach, are set out in the 'Procedures and Penalties' document.

Suppose it is possible to find an agreed solution without the need for formal disciplinary action. In that case, matters may be resolved by way of acknowledgement, apology and/or another appropriate resolution (this may include a charitable donation or attendance on an education course).

If a matter is 'fast-tracked' the penalty is agreed between the BHA and the person in breach and subject to approval by the Chairperson of the Independent Disciplinary Panel.

If a person is found in breach by the Disciplinary Panel, then the penalty guidance for each breach is set out in the 'Procedures and Penalties' document.