



Safeguarding and Human Welfare Strategy

2024-2027

**British Horseracing is for everyone, and
safeguarding is everyone's responsibility.**

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FOREWORD

Our vision is to create a universal culture of respect across British horseracing where everyone - regardless of age, cultural background, gender or ability - is able to participate in our sport, free from any kind of abuse. Human welfare and safeguarding must be a priority for the national governing body; for the protection of all participants, the retention of staff, and to ensure long-term success for the sport itself.

The BHA Safeguarding Regulations and industry-wide Code of Conduct establish a set of standards aimed at protecting our values - and everyone involved in the sport is expected to uphold these values.

The industry aims to provide a respectful, supportive, and safe working environment where everyone is empowered to achieve their full potential. We aim to provide a friendly, fun, and respectful environment for all engaged within the sport.

The BHA's role in safeguarding is to provide leadership to the sport through effective governance, ensuring that the sport's most vulnerable are considered throughout decision making processes and protected by preventative measures and initiatives that enable individuals and organisations to meet their safeguarding obligations.

This responsibility is delivered via a programme of education for all licenced participants and those in roles which involve managing people, underpinned by a robust regulatory framework which ensures the BHA is able to respond swiftly and fully to concerns when they arise.

This strategy sets out the BHA's strategic direction in this important area over the next three years.

The BHA created the sport's first dedicated safeguarding unit in 2018 and since then has gone on to introduce overarching safeguarding policy and regulations. Building on the progress made since 2018, by widening the remit of the safeguarding function to cover human welfare, the BHA:

- recognises that anyone of us can become vulnerable at any time
- acknowledges the unique demands of the industry, both on its athletes and its workforce.

We are proud to move towards a 'safeguarding all' model, utilising data and research gathered over the last five years to create a targeted approach based on knowledge and insight.

The data indicates that there are some cultural norms that need to be challenged if British horseracing is to continue its appeal to society as a positive environment to become a fan, start a career, or enjoy as a past-time.

This is a crucial time for British horseracing to ensure that the industry provides opportunities to enable everyone engaged in the sport to thrive.

SAFEGUARDING MILESTONES

2018

- Created the BHA's first dedicated safeguarding unit.
- Launched the sport's first overarching Safeguarding Policy, Regulations, Code of Conduct, and dedicated reporting mechanism.
- Introduced safeguarding education to jockeys and other training and development programmes.
- Introduced safeguarding licensing requirements for all licenced personnel.
- Introduced safeguarding requirements for racecourses.

2021

- Launched the sport's first Safeguarding Strategy: *Serious about Safeguarding*.
- Review and relaunch of Safeguarding Policy and Regulations.

2022

- Launched new Code of Conduct and regulatory framework.
- Appointed first Head of Safeguarding and Human Welfare.

2023

- BHA Safeguarding incorporated as a core BHA governance and regulatory function to create Integrity, Regulation and Safeguarding Department.
- Publish updated BHA Safeguarding and Human Welfare Strategy.

BHA SAFEGUARDING AND HUMAN WELFARE MODEL

The BHA's role in protecting participants:



BREAKDOWN OF CASES 2018 - 2023 (INCLUSIVE)

Since 2018, the BHA has had in place safeguarding measures and reporting mechanisms specifically set up for safeguarding concerns. In 2022 the BHA safeguarding unit's remit was broadened to incorporate human welfare more generally and therefore manage concerns that are raised following the launch of the new Code of Conduct.

Since the launch of the BHA Safeguarding Policy, Regulations and Code of Conduct, the BHA has received and investigated over 350 safeguarding and human welfare related concerns. Now with a safeguarding unit in place, the BHA is able to collect important data around the types of concerns that have been reported and develop a strategic response with the aim of reducing and preventing future issues occurring and protecting participants from harm, while also maintaining the sport's reputation.

This can only be achieved with a joined-up approach from racing's stakeholders. Therefore, the horseracing industry is called to unite around the core principles of this strategy to ensure a safe environment is created for current and future participants in an industry that celebrates diversity and encourages people to thrive. We ask the sport to call out abusive behaviour and not tolerate harm being caused to others through poor practice or negative behavioural standards.



KEY PRIORITIES: SEXUAL MISCONDUCT AND BULLYING ¹

The case data collected by the BHA indicates that a large proportion of the referrals to the BHA safeguarding unit involve sexual misconduct (26%) and bullying (22%). Within the sexual misconduct referrals, many involve the more serious sexual offences of rape or attempted rape (41%). Linked to these complaints are issues regarding the way in which complainants in sexual misconduct allegations are treated by other participants after they report incidents or concerning behaviour to the BHA. The BHA has also received a high number of referrals relating to abusive behaviour and bullying, with some staff leaving the industry altogether because of the way they were treated. This paints a very worrying picture for our sport.

The BHA is determined to address these issues and has identified two key projects to enable us to do this. The first is to develop role-specific education for jockeys, trainers and stable staff, which specifically addresses issues of consent, boundaries and standards of behaviour. The content of this education will be designed to address some of the problematic trends in behaviour which have been identified in the data we have collected and will build upon the work surrounding the Code of Conduct which came into force in October 2022. The BHA will also be launching a Safer Recruitment and DBS Consultation Strategy to key stakeholders, with a view to introducing mandatory DBS checks to certain roles within the industry. This is going to represent a significant change for the industry, but it is vital that those working in horseracing, particularly those supervising children, are safe to do so.

¹ What happens when a report is made to the BHA?

On receiving a report, the BHA will consider the appropriate action including whether an investigation into the issue(s) raised is appropriate. You will be contacted by a member of the BHA Integrity or Safeguarding team to discuss how the BHA intends to proceed.

The extent of any investigation that may take place will differ in each case and depend upon factors such as the nature of the complaint, the number of individuals involved, the responses received, and the evidence uncovered as the investigation progresses.

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

If an investigation does take place, then once it is completed, all of the evidence gathered will be considered by the BHA Compliance team and a decision will be taken as to how to proceed.

A person should never fear making a report in good faith and the BHA is grateful to all who do so. However, it should be noted that if the BHA uncovers a report that has been made maliciously or falsely, then the BHA will issue charges for misleading the BHA (or seek to exclude a person not bound by the Rules of Racing).

VISION AND PURPOSE

VISION

Our vision is to create a universal culture of respect across British Horseracing where everyone, regardless of age, cultural background, gender or ability, is able to participate in our sport free from any kind of abuse.

PURPOSE

- 1 To empower everyone involved in racing to identify and challenge negative standards of behaviour to create meaningful cultural change
- 2 To implement effective procedures for managing safeguarding and human welfare concerns and allegations
- 3 To make racing a safe and fulfilling career that attracts and retains talent and helps participants to thrive
- 4 To safeguard all involved in racing through a culture of respect - safeguarding is everyone's responsibility

SAFEGUARDING STRATEGY

LEADERSHIP



Embed a culture of safeguarding across British Horseracing.

GOVERNANCE



Establish a strong governance framework to support our safeguarding and human welfare arrangements.

PREVENTION



Create an environment where it is as difficult as possible for any form of abuse, exploitation, or mistreatment to take place.

PROTECTION



Promote and protect the safety and welfare of all people involved in racing and continuously work with stakeholders to create a culture of respect.

EMPOWERMENT and EDUCATION



Educate and empower everyone we engage with to identify and report concerns.

To do this we will ensure that



a) Our regulatory framework is consistent with legislation, government guidance and best practice.



b) Our safeguarding and human welfare unit is resourced appropriately to meet current and future demands.



c) People initiatives are joined up across the sport and safeguarding is embedded throughout.



d) Our Policies and procedures are informed by lived experience, participant voice, data and research.



e) Those employed or deployed to work with racing's people receive regular safeguarding education.



f) We take all safeguarding and human welfare concerns seriously and ensure that they are dealt with swiftly and appropriately.



OBJECTIVES AND INITIATIVES

The British Horseracing Authority's Safeguarding and Human Welfare Strategy has five core objectives:

- Leadership
- Governance
- Prevention
- Protection
- Education and Empowerment

Key:



New initiative



Ongoing initiative





Continuous improvement cycle

OBJECTIVE ONE:

Leadership

'Embed a culture of safeguarding across British Horseracing'

Objective	Measure
 BHA Board to have ownership of overarching Safeguarding Policy and Strategy for British Horseracing.	<ul style="list-style-type: none"> • Appoint BHA Board Lead for Safeguarding by January 2024. • Appoint Safeguarding Lead on Integrity Advisory Committee and Industry People Board by January 2024. • BHA Board and Integrity Advisory Committee to receive safeguarding education by April 2024 and refreshed every two years. • BHA Board and Integrity Advisory Committee will receive a safeguarding report, which as a minimum will include number of referrals, charges brought and outcomes, every quarter.
 All BHA staff to receive regular safeguarding education and briefings.	All BHA staff to receive safeguarding training online or in-person by April 2024 to be updated every two years.

OBJECTIVE TWO:

Governance



'Establish a strong governance framework to support our safeguarding arrangements.'

Objective	Measure
 <p>Our regulatory framework is consistent with legislation, government guidance, and good practice.</p>	<ul style="list-style-type: none"> • Adopt an independent safeguarding case audit process by January 2024. • Adopt a new electronic case management system by August 2024.
 <p>Ensure all cases are progressed by the Safeguarding and Regulatory team in accordance with the Safeguarding Case Management SOP.</p>	<ul style="list-style-type: none"> • Develop Case Management key performance indicators, including length of investigations by March 2024. • Ensure standard operating procedures (SOP) are reviewed and updated every two years.
 <p>Effective data gathering.</p>	<ul style="list-style-type: none"> • Appropriately categorise and present cases to the BHA Board every quarter. • Use data collected to identify relevant trends, themes and emerging threats.
 <p>Set necessary licensing criteria for safeguarding and human welfare.</p>	<ul style="list-style-type: none"> • Monitor and regularly review requirements for licensing personnel and facilities. • 80% of yards to appoint a Respect in Racing champion by December 2026. • Licenced personnel to receive safeguarding education every 2 years as a minimum.
 <p>Grow dedicated safeguarding unit to meet current and predicted demands.</p>	<p>Recruit Safeguarding Education/Compliance Officer and additional Specialist Investigator by February 2024.</p>
 <p>Safeguarding Policies, Rules and Regulations and Code of Conduct are regularly reviewed, and any proposed improvements are discussed and endorsed at Board level.</p>	<ul style="list-style-type: none"> • Review Safeguarding Policy and Regulations by December 2024, in consultation with stakeholders. • Create and implement a Serious Incident Protocol for human welfare incidents such as fatalities by August 2024.

OBJECTIVE THREE:




Prevention

'Create an environment where it is as difficult as possible for any form of abuse, exploitation or mistreatment to take place.'

Objective	Measure
 <p>Develop an industry policy on DBS and Safer Recruitment.</p>	<ul style="list-style-type: none"> • Launch a stakeholder consultation on Safer Recruitment and DBS Policy, by July 2024
 <p>Information is shared where necessary to protect the safety and welfare of children and adults at risk.</p>	<ul style="list-style-type: none"> • Introduce information sharing agreements with key stakeholders and other third parties to proactively share concerns by April 2024. • Develop a clear privacy policy on how personal data about participants may be shared by March 2024.
 <p>Include a safeguarding assessment in racecourse and licensed premises inspections.</p>	<ul style="list-style-type: none"> • Deliver enhanced safeguarding education to stable and racecourse inspectors to include specific mention of sexual misconduct, misogynistic language and reporting. • Develop a safeguarding and human welfare quality assurance and audit model for BHA Inspectors by December 2025. • Create a Respect in Racing Champion model for yards that requires employers to nominate a safeguarding champion in every yard by January 2025.
 <p>Ensure integrated approach between Integrity and Safeguarding teams.</p>	<p>Regular communications and updates between BHA teams through heads of departments and team training and events.</p>
 <p>General Code of Conduct regulatory framework to be embedded in Safeguarding Regulations to create a safeguarding all/human welfare regulatory model.</p>	<p>Create a 'sport leading' Safeguarding and Human Welfare Regulatory Model.</p>

OBJECTIVE FOUR: Protection

'Promote and protect the safety and welfare of all people involved in racing and continuously work with stakeholders to create a culture of respect.'

Objective	Measure
 Take all safeguarding incidents, allegations, and concerns seriously and ensure that they are dealt with swiftly and appropriately.	Head of Safeguarding and Human Welfare to report on case data and strategic progress on a monthly basis via the Chief Executive Report.
 There is a multidisciplinary approach to promoting and protecting the safety, welfare and wellbeing of children and adults at risk.	To be achieved through enhanced education programme, campaigns and collaboration with key stakeholders throughout the 2024-2027 period.
 Create a safe environment ensuring appropriate facilities are provided for vulnerable participants.	<ul style="list-style-type: none"> • Develop DBS and Safer Recruitment Policy by January 2026. • Regular review of racecourse overnight accommodation arrangements and guidance, as well as creation of a digital booking process for overnight accommodation by January 2025.



OBJECTIVE FIVE: Education and Empowerment

'Educate and empower everyone we engage with to identify and report concerns.'

Objective	Measure
 <p>Safeguarding procedures, individual responsibilities, and details on how to seek support or raise concerns are widely promoted to everyone involved in British Horseracing.</p>	<ul style="list-style-type: none"> • New education and quality assurance model to be developed by December 2025. • Develop a 'train the trainer model' to create a network of Respect in Racing Champions. • Racing Staff Development Programme to include safeguarding and Code of Conduct education by the BHA or an accredited provider by December 2026.
 <p>Create a culture that gives children and adults at risk a voice and takes account of their rights and wishes in decision making.</p>	<ul style="list-style-type: none"> • Lived experience captured to influence strategy, policy, campaign, and education programmes. • Participant (athlete and survivors) voice incorporated into BHA Policy and decision making, through sensitive consultation and focus group opportunities with BHA Safeguarding and Human Welfare team by December 2024.
 <p>Those employed or deployed to work with or on behalf of children and adults at risk receive regular safeguarding education.</p>	<p>A specific safeguarding, consent and sexual harassment education module (including addressing misogynistic language) included in Jockey Training and Development Strategy, Racehorse Trainers modules and other BHA/Racing School(s) education programmes by April 2024.</p>
 <p>Support and deliver awareness campaigns around safeguarding and human welfare.</p>	<p>Utilise the 'Respect in Racing' branding to develop and deliver an industry-wide campaign, challenging sexual misconduct in the sport by December 2024.</p>
 <p>Utilising research to inform BHA safeguarding priorities and campaigns.</p>	<p>The priorities for the Safeguarding and Human Welfare Strategy will be informed by research and case data.</p>

WHAT DOES SUCCESS LOOK LIKE?

Success for this strategy will help to create a sport where misconduct of any form is challenged and reported. Development in the prevention and protection areas of the strategy should begin to result in the number of more serious concerns occurring being reduced. This will be achieved by widening the scope of the BHA-led education programme to reach more people across the sport and ensuring more prominent leadership to prioritise safeguarding and human welfare in decision-making processes.

It will help to influence positive behavioural standards and create a workforce that feels valued and a workplace where talent is recognised, developed, and retained.

Increased awareness of the expected behaviours and standards of safeguarding will help to challenge negative cultural norms that exist, and in turn improve people's experience when engaged or participating in British horseracing.

Successful implementation of this strategy will demonstrate the sport's commitment to making British horseracing an inclusive and welcoming environment for all to thrive.



FUTURE PRIORITIES AND MILESTONES

2024

- Appoint BHA Board lead for Safeguarding.
- Appoint Safeguarding Lead on Integrity Advisory Committee and Industry People Board.
- BHA Board, Integrity Advisory Committee, and all BHA staff to receive refresher Safeguarding training.
- Adopt new electronic case management system.
- Adopt independent safeguarding case audit process.
- Develop case management key performance indicators.
- Recruit safeguarding education/compliance officer, and additional specialist investigators.
- Review Safeguarding Policy and Regulations in consultation with stakeholders.
- Launch stakeholder consultation on Safer Recruitment and DBS Policy.
- Deliver enhanced safeguarding education to key staff.
- Launch industry-wide campaign with Respect in Racing, tackling sexual misconduct and bullying.

2025

- Develop a safeguarding and human welfare quality assurance and audit model for BHA inspectors.
- Create a Safeguarding/Respect in Racing Champion model.
- Racecourse safeguarding audit process developed.
- Review of racecourse overnight accommodation guidance and creation of a digital booking process.
- Education programme reviewed and developed.

2026+

- 80% of yards to have appointed Respect in Racing Champions
- DBS and Safer Recruitment Policy produced.
- Standard Operating Procedures reviewed and updated every two years.
- Licensed personnel to receive safeguarding education at least every two years.



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