

BRITISH HORSERACING AUTHORITY

DIVERSITY AND INCLUSION ACTION PLAN 2021

Foreword

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

We are proud to have been, and continue to be, a leader in this area for British racing. From launching the Diversity in Racing Steering Group in 2017 and hiring the sport's first Head of Diversity and Inclusion in 2018, to working collaboratively to develop the unified "[Industry Commitment](#)" to improving diversity and inclusion in 2020, we want to ensure racing truly is a sport for everyone and to help the sport grow and thrive in the future.

This Diversity and Inclusion Action Plan updates on some of the progress the BHA has made in recent years before detailing short and long-term goals and actions in relation to increasing diversity and inclusion across the organisation.

The Action Plan will be applied to all levels throughout the business and to all aspects of diversity including, but not limited to, the characteristics protected by the Equality Act 2010 as well as other aspects such as socio-economic background. This plan is primarily focused on employees of the BHA, who lead and support British racing and therefore they should role model best practice by ensuring our behaviours and organisational systems and services are welcoming, respectful and fair, and that we recognise and respond to discrimination, wherever it exists.



Julie Harrington.

Julie Harrington, BHA CEO



David Jones

David Jones, BHA Board Member and D&I Sponsor

Why is diversity and inclusion a priority for the BHA?

The BHA's vision to build a brighter future for our sport, our horses and our people, is more important now, than ever. As the governing body for British racing and a leader on the development and growth of racing, it is vital we ensure that creating an inclusive sport is central to everything we do, as is outlined in British racing's Covid-19 'Recovery Plan for British racing'.

A focus on inclusion of all is morally and ethically the right thing to do and there are legal implications according to the Equality Act 2010, but the business case is also unequivocal. We know that we will be a better and stronger organisation, and more sustainable sport, if we attract a more diverse audience and a workforce that better represents the make-up of our communities. There is clear evidence that organisations that commit themselves to diversity and inclusion are more innovative, productive and profitable. As we look ahead to a new era, having a diverse workforce to bring diversity of thought will be crucial to our success.

BHA D&I Commitments

This Action Plan sets out five areas of focus for the BHA with long-term ambitions and short-term actions, each with individual outcomes and timescales for completion before June 2022.

This plan focusses on being inclusive of all people, however, it is acknowledged that sometimes specific actions are needed to address unique challenges and barriers that particular communities or individuals, because of their identity, might experience in accessing racing.

Our five areas of focus, which aim to create a culture where everyone can thrive aligning with the [Industry Commitment](#), are:

1. Leadership and Accountability: Drive action by setting and demonstrating the expected standard from the top.
2. Evidence and Impact: Improve our understanding of our workforce to influence the actions we take, and the impact they make.
3. Education and Awareness: Developing everyone's understanding of the importance of diversity and inclusion.
4. Support and Development: Ensure that every person has the support they need to be successful.
5. Recruitment and Outreach: Reach and attract diverse talent through our inclusive approach to recruitment and selection.

1. Leadership and Accountability

To empower all leaders as D&I champions, provide visible leadership, and drive key actions such as adapting policies and practices and developing new initiatives as set out in this plan.

To ensure action to improve diversity & inclusion is implemented organisation-wide, David Jones has been appointed as D&I Sponsor at Board Level and Richard Wayman as D&I Sponsor at Executive Level and will both work alongside Rose Grissell, Head of Diversity and Inclusion, on the delivery of this Action Plan.

Diversity and Inclusion is now a standing agenda item at Executive meetings and reported to the Board monthly, with regular discussion at Board meetings, as necessary.

The BHA Board is 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; and to demonstrating a

strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board, including ethnic and cultural diversity and disability. By ensuring D&I is central to the recruitment of Board members, the Board now has a strong advocate and sponsor for D&I along with 40% female representation.

Our commitments:

- The Board shall annually publish progress against this Action Plan on its website.
- Board members will undertake D&I training.
- All staff in leadership roles to continue ongoing tailored D&I training.

2. Evidence and Impact

To improve understanding of the make-up of our workforce at different levels to help in the implementation of strategic actions. To understand who is, and who is not, applying for jobs at the BHA and to monitor how attractive a career option it is for emerging talent.

Our commitments:

- Review methods of continuously collecting diversity data of current employees supported by the implementation of a new HR system.
- Develop an internal communications campaign to increase the response rate of the employee Equal Opportunities Monitoring Form.
- An Equal Opportunities Monitoring Form has been introduced into BHA application process with an encouraging completion rate. As part of a wider review of the BHA recruitment process, we will explore how we can increase the number of responses.

3. Education and Awareness

To create a culture where everyone can thrive, feels valued and able to bring their whole self to work, while raising employee understanding and awareness of what it means to be a diverse and inclusive employer and motivating colleagues to play their role.

Our commitments:

- Deliver on a calendar of educational and awareness raising activity around key inclusion events, such as (but not limited to) Mental Health Awareness Week, Pride Month, Black History Month and International Day of People with Disabilities, including:
 - Staging online events for staff to discuss and engage in D&I topics, involving internal and external speakers to bring subjects to life.
 - Building on previous engaging content, encourage employees to share their stories.
- Continue to promote and encourage all staff to complete LGBT+ awareness and inclusion and join the Racing With Pride network.
- Mandatory D&I e-learning to be rolled to all staff, as well as included as part of new staff inductions.

4. Support and Development

To engage and retain a talented workforce ensuring that every person has the support they need to have a long, thriving and successful career in racing.

Our commitments:

- Work with the industry to promote good behaviours and conduct.

- BHA Dignity at Work policy to be updated and brought to life to ensure consistency with industry behaviours and conduct, ensuring all employees know how to and feel comfortable identifying and reporting discriminatory behaviour.
- Continue to work with the Department of Work and Pensions on our commitment to being a [Disability Confident Employer Level 1](#).
- Continue to offer membership of career network groups, like Women in Racing, to all staff.
- Building on the Women in Racing mentoring programme, increase opportunities for BHA employees to be mentored to support their career progression.

5. Recruitment and Outreach

To review our attraction and selection methods and take positive action to ensure the BHA is an employer of choice for all by:

- *reaching out to wider communities, highlighting BHA opportunities and attracting a greater diversity of talent to apply for jobs.*
- *recruiting the best people based on the skills required.*

Our commitments:

- Build on the recent improvements made to the recruitment process, including consideration of language and criteria in job descriptions, advertising roles more widely and anonymising all applications to help remove unconscious bias, and review every element of the process, including the use of technology, and create standard best practice policy for all recruitment managers to adhere to.
- Develop a positive action recruitment programme to include:
 - Working with Sky Sports Racing to increase the impact and reach of [Step on Track](#), a development programme for young ethnic minority groups, which feeds into the BHA Development Programme (formerly the Graduate Programme).
 - Work with a community partner to offer insight experience days in Autumn 2021, with the view of offering a work experience opportunity within the BHA to people from underrepresented communities.
 - Create opportunities for all staff to become mentors to help disadvantaged or underrepresented groups succeed but also to be 'reverse mentored' themselves to gain a greater understanding of the experiences and challenges different people face.

A Long-Term Commitment

We understand that there is much more we can do to improve the diversity and inclusion of the BHA. We must be continuously learning from and listening to our colleagues, as well as wider sport and society, to adapt and develop these actions. We will live by our long-term commitment to improving diversity and inclusion at all levels across the BHA and wider sport and strive to always do better.

For more information, please contact Rose Grissell, Head of Diversity & Inclusion, on rgrissell@britishhorseracing.com.