

INTRODUCTION

At Newbury Racecourse, we aim to create an environment that is welcoming and accessible for racegoers, our own team and all our stakeholders.

OUR VISION

Our vision is to build a future in which diversity & inclusion is second nature to us, both as a venue and an employer and for the future of the sport as a whole. Making this a reality will enable our employees to come to work as their authentic selves, in order to put on the very best races and events. We are committed to ensuring that racegoers feel welcome regardless of any individual needs or requirements, and are always treated with dignity and respect.

OUR MISSION

We are proud that British racing is one of only a handful of sports in which all genders compete on equal terms. However, it isn't enough for us to stop there. Only by educating ourselves, challenging our ways of thinking, and analysing our processes within everything we do, will we learn what we need to improve and how best to affect change.

OBJECTIVES & ACTIONS

With this in mind, we are proud to have signed up to British racing's Diversity and Inclusion Industry Commitment. Our hope is that our work in this area, alongside that of other racing organisations signed up to the commitment, will contribute to long-term improvements within British horseracing. These intended improvements fall under 5 main key areas, as outlined in the commitment:

- 1 Leadership and accountability** – leaders taking responsibility for increasing diversity & inclusion within the sport, including factoring D&I into board decision-making, and adopting targets for board diversity.
- 2 Good governance** – improving our understanding of the demographic makeup of our workforce, as well as barriers to and perceptions of the sport from underrepresented and diverse communities.
- 3 Education and awareness training** – ensuring our entire team take part in D&I training, to increase our understanding of these key issues.
- 4 Celebrating and supporting racing's diversity** – shining a light on diversity within the industry to create an environment where difference is embraced and celebrated.
- 5 Engaging new audiences** – using our promotional activities to communicate the message that British racing welcomes everyone, from any background.

Below are some of the outcomes we are proud to have already achieved towards our goal:

Education and awareness training

We have...

- Provided diversity and inclusion training for our Senior Management Team
- Provided all our staff with the opportunity and encouragement to undertake D&I training with Racing2Learn ensured a representative attended all Racing Bitesize D&I
- Workshops arranged by the BHA and shared learning

Leadership and accountability

We have...

- Appointed a D&I Board Champion
- Engaged a D&I consultant to help highlight areas we can focus on improving
- Made D&I a standing item on the agenda at our team focus group
- Made D&I a standing item at leadership meetings at senior management and board level

Engaging new audiences

We have...

- Partnered with Autism in Racing to host a free afternoon at the races with autism-friendly facilities, including a mobile sensory room
- Engaged communities who might not normally go racing, to come for a day's racing
- Partnered with Community United and Castle School to host a raceday with a difference on 29th August 23 – a raceday which threw the Racecourse's doors open to hundreds of first-time racegoers with more information available here
- Celebrated and supported D&I calendar events through social media throughout 2023 and 2024 including Pride, International Women's Day and more

Celebrating and supporting racing's diversity

We have...

- Participated in the BHA's 'All in the Race' campaign which promoted and celebrated Black contributions to the sport and wider society, as well as raising awareness and understanding of the connected history

Good governance

We have...

- Reviewed our Equality Policy to ensure it is in line with our commitment to D&I
- Carried out a D&I survey with our team, with equality monitoring being built into our D&I strategy as a regular activity in order to understand how representative NRC is

There is always more work to be done, and we are therefore also planning the following:

Celebrating and supporting racing's diversity

We will...

- Continue to support and profile D&I calendar events via our social media channels
- Review how we can better support and celebrate events internally participate in the BHA Commitment Progress Review Share and participate in the BHA Ethnically Diverse
- Communities Working in Racing Research

Good governance

We will...

- Continue to seek expert independent guidance to ensure we remain up to date with latest best practice

Engaging new audiences

We will...

- Review our approach to recruitment and selection, to ensure we attract candidates from all backgrounds
- Review our website to ensure it is accessible for users make concession tickets available to purchase online, to improve accessibility