

NEWBURY RACECOURSE DIVERSITY & INCLUSION STRATEGY

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 AND 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 STEPS WE ARE PROUD TO HAVE ALREADY TAKEN 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 to undertake D&I training with Racing2Learn

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

THERE IS ALWAYS MORE WORK TO BE DONE, AND WE ARE THEREFORE ALSO PLANNING THE FOLLOWING

Celebrating and supporting racing's diversity – we will

- profile D&I work via our social media channels
- ensure we celebrate and support D&I calendar events throughout 2023

Good governance – we will

- review our Equality Policy to ensure it is in line with our commitment to D&I
- carry 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

Engaging new audiences – we will

- review our approach to recruitment and selection, to ensure we attract candidates from all backgrounds