

DIVERSITY & INCLUSION STRATEGY

INTRODUCTION

At Newbury Racecourse, we aim to create an environment that is welcoming and accessible for racegoers, our 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 under-represented 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 an important topic of discussion 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
- celebrated and supported D&I calendar events through social media throughout the year including Pride, International Women's Day and more
- reviewed our website to ensure it is accessible for users
- made concession tickets available to purchase online, to improve accessibility
- hosted a free and inclusive Community Raceday for families registered with Swings & Smiles, our 2025 charity partner – [click here](#) for more information. Our team has also provided 60 hours of volunteering, and raised money for Swings & Smiles via Dress Down Fridays and other fundraising events

- hosted our first ever 'Deaf Aware' music raceday on 20 September 2025, with discounted tickets available to members of the Deaf community

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
- celebrated and recognised D&I calendar events both internally and externally via social media
- participated in the BHA Commitment Progress Review
- shared and participated in the BHA Ethnically Diverse Communities Working in Racing Research
- improved the Diversity & Inclusion section of our website to make it more prominent and easier to access
- offered raceday work experience to young adults with complex learning difficulties in partnership with a local school
- hosted a supported internship programme at The Lodge through Ways into Work, a registered charity supporting people with disabilities across Berkshire to get into work
- opened Bar None, our no- and low-alcohol lounge, which has been shortlisted for an RCA Showcase Award in the Food & Beverage category

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
- reviewed our selection and recruitment process in line with the BHA's guidance and implemented appropriate measures to support diverse recruiting

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
- continue to acknowledge and celebrate D&I calendar events internally within our team

Good governance

We will...

- continue to seek expert independent guidance to ensure we remain up to date with latest best practice
- carry out an annual D&I survey to monitor our internal diversity
- continue to review our D&I strategy annually

Education and awareness training

We will...

- provide updated training for Senior Management Team
- make unconscious bias training accessible to all staff
- provide mental health first aid training