



ANNUAL REVIEW & OUTLOOK 2022/23



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RACING WELFARE, THE JOCKEY CLUB'S CHARITY, SUPPORTS ALL PEOPLE WHO WORK IN RACING - INCLUDING STUD, STABLE AND RACECOURSE STAFF, ALONGSIDE THOSE WORKING IN ASSOCIATED PROFESSIONS - FROM THEIR RECRUITMENT RIGHT THROUGH INTO RETIREMENT.

OUR MISSION is to enhance the wellbeing of people from the horseracing and Thoroughbred breeding community, by providing enabling and proactive support throughout and after their working lives.

OUR VISION is that everyone from the horseracing industry and breeding community feels supported and has the opportunity to thrive.

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CHAIRMAN'S FOREWORD

WILLIAM BARLOW, CHAIRMAN OF THE BOARD OF TRUSTEES



Cast your minds back to January 2022, a time that saw racing (and indeed the whole of society) stagger blinkingly into the light following almost two years of COVID restrictions. Two years that signalled a stratospheric rise in the profile of Racing Welfare as the charity stepped up immeasurably to support racing's people in their greatest time of need. Little did we know that the end of restrictions merely signalled the start of a new chapter for Racing Welfare. A chapter that brings fresh challenges that continue to press our team to work harder than ever to support a workforce which, whilst recovering from all that the pandemic had thrown at us, was then hit by the crushing cost-of-living crisis – affecting all corners of our sport.

DEDICATED PEOPLE DELIVERING SPECIALIST SUPPORT

We are privileged to have such a multi-talented and dedicated team who are passionate about the racing industry and its people. It's at times like these that Racing Welfare's value to the industry is at its greatest, that our people thrive in their specialist roles, ensuring those most in need are not left behind. The support they provide to racing's people is compassionate, comprehensive and ever-evolving.

In addition to the support that we offer people working in the industry today, we view the support and services that we offer to the retired racing community as being a very important part of our work. Seeing the impact of the many coffee mornings, Christmas lunches, trips and outings on the wellbeing of the individuals participating is one of the best parts of our job. As our profile has grown, so have the numbers of the retired community that we reach.

HIGH PRAISE FOR OUR TEAM

The specialism and expertise of our people was once again recognised outside the racing world when we were highly commended at the Inside Out Awards, a prominent mental health awards event, for our efforts in training Mental Health First Aiders across the industry. The judges in the Third Party Influence category stated that 'other organisations and industries can learn from Racing Welfare's commitment to supporting its workforce.' – a sentiment that I agree with wholeheartedly. Congratulations to everyone involved with this important initiative, not least our team of Mental Health First Aid instructors led by Karen Ladym, who collected the award on our behalf.

It was an honour to host our President, HRH The Princess Royal, at our now annual lunch at Aintree. She speaks so articulately and with such knowledge about our work and its impact on the racing industry, again, recognising that expertise and dedication of our team at Racing Welfare. We were also lucky to hear from raceday presenter Anthony Kemp at the lunch, who has been a beneficiary of a range of our services and gave the guests a real insight into what those services mean to the lives of so many.

MAKING STRIDES WITH GOVERNANCE

We are now beginning to see the fruits of our labours in improving our governance structure and processes. The first two trustees recruited through the new recruitment process onto the specialist committees joined the board in June and are already making their knowledge and expertise felt. Olivia Broderick, a corporate finance lawyer and Nick McLeod Clarke, an investment specialist. Both Olivia and Nick also bring with them wide experience of charity governance from other voluntary positions they hold.

I'd like to personally thank Nicky Lyon, who had served as a trustee and on our finance, investment and audit committee for some nine years. Nicky brought enormous experience both from her accountancy background and her wide experience with other charities and supported the charity through some challenging times.

THE CHALLENGES AHEAD

Despite enjoying the support of so many individuals and organisations who value what we do, Racing Welfare is not immune from the economic challenges affecting the whole of society, nor the knock-on effects upon the charitable sector. These challenges show no sign of abating, so our charity will need to work harder than ever to ensure we continue to be there for racing's people when they need us most.

CHIEF EXECUTIVE'S REVIEW

As I reflect on another challenging year, I see several wider socio-economic factors filtering through the racing industry and affecting the day-to-day lives of those working in our sport. Under normal circumstances (and by 'normal' I mean a year without a pandemic!) Racing Welfare would expect to directly support around 2,000 people. In 2022 that figure was 2,740.

And we know that our support is felt by many more people than can be accurately represented by that figure. Factors such as the cost-of-living, economic stressors and worries affect our dependents and those closest to us. Much has changed in recent years, and if ever we needed proof that a 'new normal' exists then our figures from 2022 are just that. Racing Welfare is ready to rise to the challenges ahead, to be agile and adapt to support racing's people.

PREVENTATIVE SERVICES AT OUR HEART

Over the past eight years we've been working hard to change our approach from one of a reactive benevolent fund to one that provides more preventative services. Preventative services that arm racing's people with the tools they need to be able to lead sustainable and healthy lifestyles. Our award-winning Workforce Wellbeing Programme is one example of this new approach, as is our concentration on providing preventative measures to improve the mental health of racing's people, such as the Mental Health First Aid courses that we offer to all those working in the industry.

Another area we are continually developing is our community work. We are constantly striving to reach more of the racing and Thoroughbred breeding communities, many of whom are geographically isolated, and looking at new, cost-effective ways to do that. I am particularly excited about the role our ever-evolving digital services, as well as Racing's Support Line, can play in this extensive piece of work.

COMMITMENT TO OUR PEOPLE

Change is only possible with the support of a team. I am proud that so many of our team members have achieved both personal and professional goals in the past year. These include Chartered Institute of Housing qualifications, Mental Health First Aid Training and advanced Health and Safety qualifications, in addition to the many welfare-related training courses that are taken every year. We invest heavily in our people and it is very rewarding to see that investment appreciated and taken up with such positive enthusiasm, thus contributing toward that preventative shift change in the way we deliver our services.



RISING TO THE CHALLENGE

Another feather in the cap of each member of our team is how they have each risen to the challenges presented by the aftermath of COVID and the cost-of-living crisis we are hearing so much about. Our welfare team quickly sprang into action to design and deliver targeted grants, intended to build financial resilience in our communities and hopefully prevent people getting into crisis. Our growing partnership with the John Pearce Foundation has enabled us to think strategically about financial support for those who need it most and to focus on the most common challenges our welfare team has identified.

The challenging economic background has affected all departments. Whether it is our finance team working hard to process payments swiftly to those in need, our housing team finding ways to keep rent affordable for our tenants, or investigating potential new income streams for our charity - every member of staff has played a part in finding solutions to help racing's people through another tough year.



BUOYED BY OUR SUPPORTERS

We could not be more appreciative of the many partnerships we have established with different racing organisations, companies, employers and individuals who contribute to our work in so many different ways. The financial benefits are, of course, crucial to us given that we are wholly charitably funded, but the recognition of the value that our services bring also gives our team a real lift.

The efforts of some individuals' fundraising over the past year have been truly humbling. Nine-year-old Freja Thackray who ran, cycled and swam the distance between Aintree and Ascot; and Simon Jones who ran seven marathons across seven different countries as he continued to raise money and awareness for our Mental Health First Aid training. In recognition of Freja and Simon's dedication we were delighted that they both accepted invitations to become official ambassadors for our charity.

Not forgetting the many others who took up numerous other challenges, including our intrepid Great Racing Welfare Cyclists, who put in superhuman efforts over a 24 hour period to show their support for the work that we do. Thank you to you all - without you we simply would not be able to continue to offer our services on the scale that we currently do and be there for racing's people whenever they might need us.

SINCE 2019, SIMON HAS RAISED MORE THAN £25,000 TO SUPPORT MENTAL HEALTH TRAINING IN THE RACING INDUSTRY, AND THE PROGRAMME HAS TRAINED MORE THAN 500 PEOPLE

OVER

£125,000

RAISED BY THE GREAT RACING WELFARE CYCLISTS

OUR CHANGING WORLD

THE COST OF LIVING

During 2022 we saw sharp, steep increases in almost every facet of the cost of living in the UK which, despite some Government mitigation packages, saw the **real pay fall by 2.25% across the year.**

**DURING 2022
WE SUPPORTED
BENEFICIARIES
TO ACCESS OVER
£125,000
OF UNCLAIMED
BENEFITS**

Food and energy prices have been rising markedly over the past year, particularly gas prices, largely in response to the conflict in Ukraine. Global recovery from COVID-19 is also putting further pressure on prices. The ONS reports almost half of adults are buying less food, over half are heating their homes less and 1 in 3 are struggling to afford their housing costs.

These issues of course affect racing's people, but the nature of the industry means they as a whole are less able to mitigate the higher cost of living by, for example, taking on a second job or cutting down on travel to work or childcare. The effect of the rising cost of living on racing's people has led to a significant increase in demand for financial support, with 'Money Matters' **accounting for 22% of all instances of support in 2022 – a jump from 9.6% in 2021.**

MONEY MATTERS & FINANCIAL ASSISTANCE

Our approach to grant giving involves relieving financial distress and the potential negative effects on a person's wellbeing that can be exacerbated by financial worries. Our aim is always to increase a person's financial resilience by supporting them to identify and deal with the root causes of the situation they find themselves in.

To achieve this, our team of welfare officers conduct a full wellbeing and financial assessment as part of the grant application process which supports people to:

- Access their full statutory entitlements
- Address any budgeting issues and provide support and advice to deal with, understand and manage debts going forward
- Find and apply for any other financial assistance that may be available

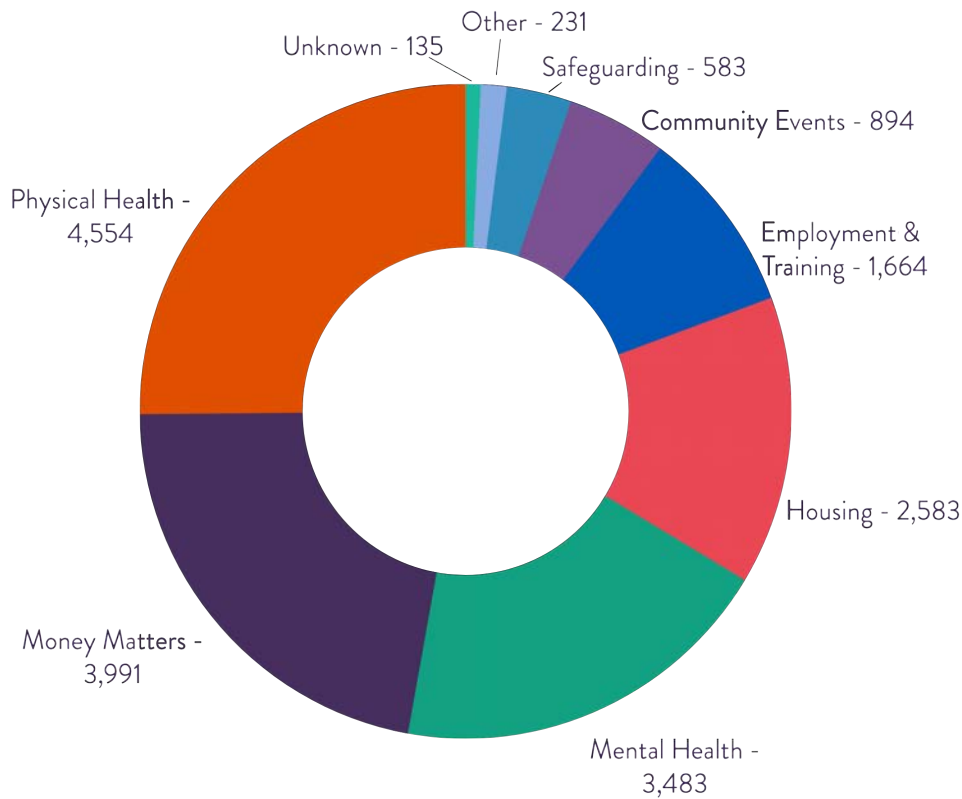
**OUR NEW PARTNERSHIP
WITH LIGHTNING REACH
VIA THE ASSOCIATION
OF CHARITABLE
ORGANISATIONS (ACO)
WAS LAUNCHED LAST
YEAR AND NOW SEES OUR
BENEFICIARIES APPLY
FOR OUR GRANTS VIA AN
ONLINE PORTAL WHICH
WILL ALSO MATCH THEM
TO OTHER FORMS OF
SUPPORT, SUCH AS THOSE
OFFERED BY ENERGY
SUPPLIERS, OTHER
GRANT MAKING BODIES
AND EVEN SOME LOCAL
COUNCILS**



“ I DID MY OWN PIP [PERSONAL INDEPENDENCE PAYMENT] APPLICATION AND GOT NOTHING. RACING WELFARE HELPED AS THEY WERE ABLE TO SPEAK THE RIGHT LANGUAGE. WITH THEIR HELP I GOT PART PAYMENT AND THEN LATER FULL PAYMENT SIX MONTHS LATER. WITHOUT THEIR HELP I WOULDN'T HAVE GOT SUPPORT. ”

RACING WELFARE BENEFICIARY

INSTANCES OF SUPPORT BY CATEGORY 2022



Due to the physical nature of the industry, physical health has historically always been and is always likely to be the most frequent reason people approach us for support and the percentage of total interventions remains constant at 25%. Money matters closely follows at 22% of total interventions in 2022.

CASE STUDY

FINANCIAL GRANTS

TOTAL OF
£281,919
AWARDED IN 2022

Lucy* is a mother of two who has been working in the racing industry for over ten years. In 2022 the increased cost of living started to pile pressure on her family’s finances and she turned to Racing Welfare for support.

She said: “The cost of living has just been awful really... racing is a great job to have, but it’s not the best pay.”

Lucy even had to give up her car, saying: “I just couldn’t do it anymore, it was too much. I was getting to the point where I was having nothing left over. I was paying £40 a month for gas and electric and that’s now £110 – but I’m using less!”

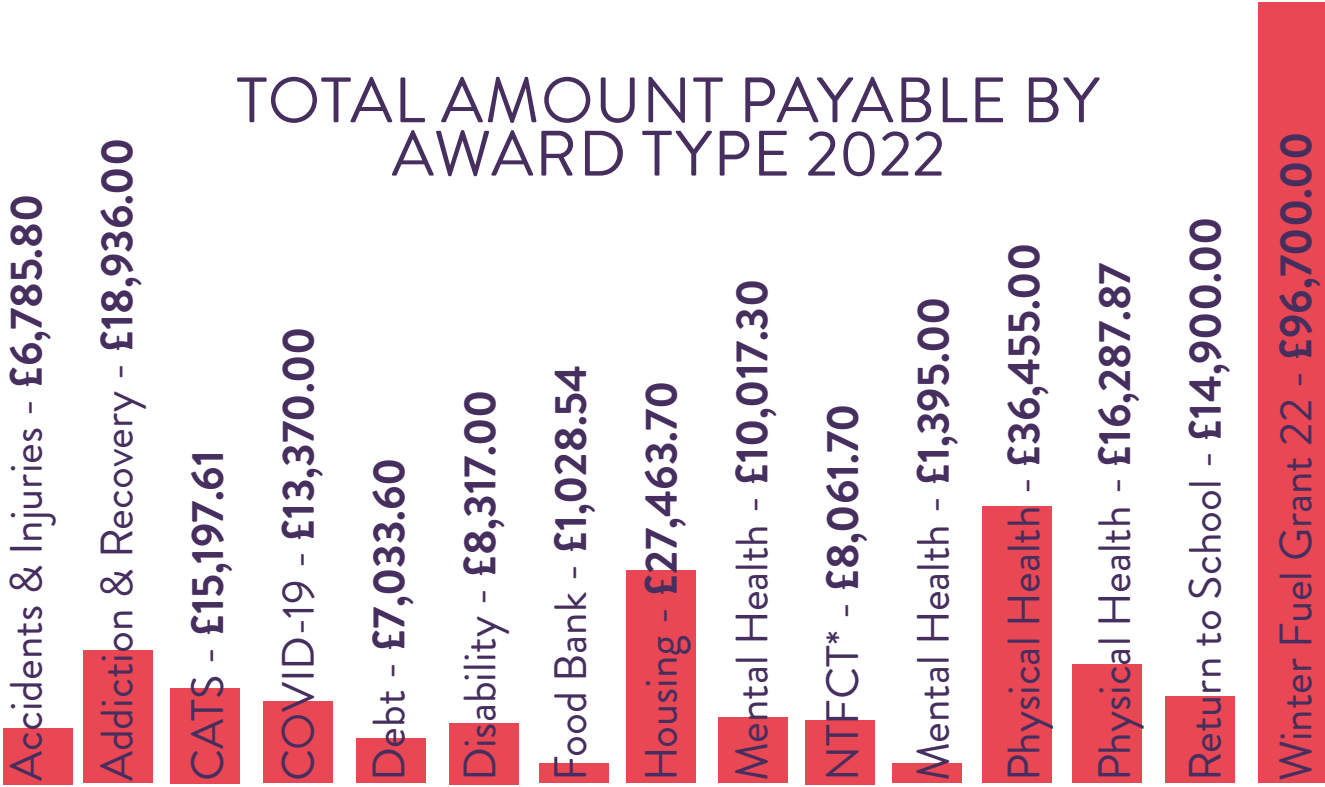
The pressure was such that it started to affect her mental health, as she was torn between paying the bills whilst also wanting to provide for her children.

“It was getting to me, like affecting my mental health, because I was just constantly counting every pound I was spending. But you just don’t want the kids to grow up not having memories of going places and stuff because we can’t afford it. I’d rather go without so that they can have.”

But having access to Racing Welfare’s Winter Fuel and Home Energy Grants has helped take some of the strain.

“I’m really grateful for the [financial grants] I’ve had. It’s a massive help. For me, it means the kids don’t have to go without.”

TOTAL AMOUNT PAYABLE BY AWARD TYPE 2022



*National Trainers Federation Charitable Trust

WORKFORCE WELLBEING

Over the last four years we've seen our Workforce Wellbeing programme (WWP) develop into a fully bespoke Employee Assistance Programme for the horseracing industry and its people. The award-winning programme has become the cornerstone of Racing Welfare's proactive and preventative support services, being accessed by 8,874 individuals during its relatively short lifespan.

The challenges faced during the early years of the WWP have already been well-documented. Though, as we move on from the acute demands associated with the pandemic, post-Covid recovery remains an adjustment for racing and the country more widely. For example, it is clear there is still an adjustment period as individuals become more comfortable returning to face-to-face delivery of physiotherapy treatment, face-to-face counselling and training courses. And there are new challenges faced by racing's people as they come to terms with economic change, affecting their day to day lives.

Beyond the pandemic, 2022 presented its own operational challenges. Our contract with occupational health provider Team Prevent came to an end, and we sought a new service provider for arguably one of our busiest services. In April we onboarded new supplier Healthwork and this, of course, resulted in a transitional period for our beneficiaries and colleagues alike. In October we said goodbye to our Head of Programmes Kay Boyden as she moved on to pastures new, and we appointed experienced programme manager Gerry Kiernan to head up the WWP.

Despite these challenges, we have still achieved notable success during 2022:

- We supported more than 1,200 people through Racing's Support Line: an increase of 27% from the previous year
- There have been almost 20,000 views of our digital support pages
- We have supported almost 400 people through Racing's Occupational Health Service
- We have supported 126 people through racing's Careers Advice & Training Service (CATS)
- 75 individuals have been trained in Mental Health First Aid and Mental Health Awareness



THE GATEWAY TO OUR SERVICES



Racing's Support Line is the gateway to all of Racing Welfare's services, offering everything from in-the-moment emotional support, practical advice and guidance, to access to occupational health or careers advice. Crucially, the support line is available 24/7, 365 days of the year to everyone working in the racing industry.

2022 was the second year of our contract with Care first. We made significant changes to the contract when we changed provider, removing call types such as befriending and housing maintenance calls, and reframing the service to become a more comprehensive, specialist Employee Assistance Programme (EAP) provision. The quality of the call handling remains high, with the 24/7 counsellors being well utilised along with the Citizen's Advice trained team.

Racing's Occupational Health Service was the most-accessed service via Racing's Support Line in 2022, with enquiries about financial assistance closely following. This is to be expected, as the cost-of-living and fuel crises began to have a significant impact on people's lives. Mental health enquiries were the third most common call type and again, given the cost-of-living pressures that arose towards the end of 2022, this is as expected.

MAINTAINING A HEALTHY WORKFORCE



Take up of Racing's Occupational Health Service (ROHS), whilst difficult to predict, is seeing an increase in demand. In particular, and towards the end of 2022, we noticed an increasing number of cases requiring ongoing, longer-term treatment beyond the standard allocation of ROHS provision. We have continued to provide Critical Incident support to a number of sites, supporting employees and employers with on-site counselling in the immediate aftermath following a traumatic event. We have also supported individuals with addiction counselling and residential rehabilitation.

CASE STUDY DAVID'S STORY



David suffered a severe multiple fracture to his leg and ankle. He explains how, without Racing Welfare's help, he'd have been facing an extended period off work.

David said: "You couldn't write it, I jumped down from the horsebox onto the road and my leg and ankle snapped! In almost twenty years of riding racehorses, I'd never broken anything, then I had a break like this from such a simple accident."

He recalls: "As the realisation set in about how bad a break this really was, all I could think was 'how am I actually going to do this?'. Due to needing surgery, having a plate and 14 screws fitted, I had no choice but to take four weeks off. I was very keen to get back... It was a massive inconvenience."

Feeling frustrated at not being able to carry out his normal duties, David contacted Racing Welfare for help with his post-op rehabilitation.

He said: "It became apparent quite soon after my surgery that I was going to need intense physio, which was going to cost a lot of money and time. I spoke to our secretary at work who suggested I give Racing Welfare a bell. It was a massive help, they quickly organised treatment for me at the Injured Jockeys Fund's Oaksey House in Lambourn. I will always be grateful for that, not only organising that but paying for it - without them it would have cost me a lot of money and going through the NHS would have taken a lot longer. I can't thank Racing Welfare enough."

**OCCUPATIONAL
HEALTH
WAS THE MOST
ACCESSED SERVICE
IN 2022**

MENTAL HEALTH SERVICES



Mental Health services are accessed through the WWP via Racing's Support Line, which provides in-the-moment counselling support by trained, BACP accredited counsellors. In addition, and where assessed, ongoing counselling provision is available for those who need it. Mental health provision is integrated within all our services, ensuring those who need support can access it regardless of their reason for contacting Racing Welfare.

We continued to deliver awareness-raising efforts for employers and managers around the critical incident support service that is available through Racing's Support Line. This is for any event in the workplace that isn't normal or expected; for example an accident or death. By accessing critical incident support, the workplace has instant access to counsellors over the phone and the option for a workplace visit by a counselling team 48hrs or more after the event.

We continued to develop a network of Mental Health First Aiders across the industry. This enables peer-to-peer support in workplaces across the industry, and our ambition is to ensure every employer, large and small, has a trained Mental Health First Aid member of staff available within their workplace. We also provided updates and refresher training as necessary.

Megan Sutton, Archie Watson Racing:

"The need for Mental Health First Aid training is becoming more and more evident."

"Working in a racing office, it is often the place that staff come to when they are going through a tough time. It can be difficult to know what to do in these circumstances, and how best to support that person. I'd been wanting to do the MHFA course for a while, I see it as important as, if not more needed, than physical first aid. With physical first aid it is very obvious when someone is in need, they either have an accident and get up with a few superficial injuries, or they don't get up right away and need an ambulance."

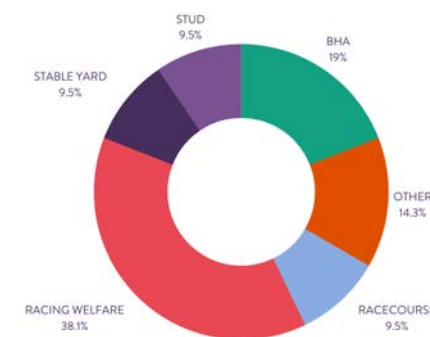
"Mental health issues can happen at any point and can be much more difficult to identify. Archie [Watson] was very supportive of me taking the course and paid for it for me."

Increasing access to mental health support was seen as a priority for the programme, as substantial research demonstrates the complexity of challenges facing those working in the horse racing industry, in addition to the burdens of the cost-of-living crisis and energy crisis facing the general population which is often acutely felt by those working in horseracing.

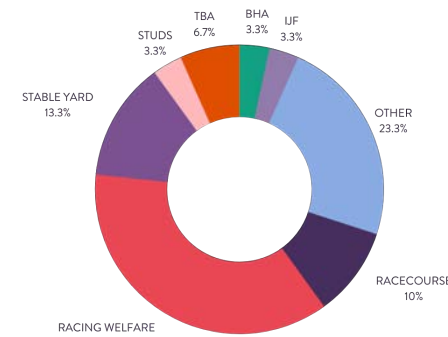
SUMMARY OF MENTAL HEALTH FIRST AID TRAINING DELIVERY 2022

Numbers of delegates did not match expectations in 2022, however, this was perhaps largely due to the unpredictable nature of post-covid recovery and the return to face-to-face training. This, understandably, was a source of uncertainty for some, resulting in a number of course cancellations. However, evaluation of the courses continues to demonstrate strong levels of satisfaction and an improvement in attitudes and support available for those delegates returning to their workplace having successfully completed the training. We've reviewed our delivery approach and are committed to continue delivering face-to-face courses in the training centres, as well as responding to any bespoke course requests more flexibly going forwards.

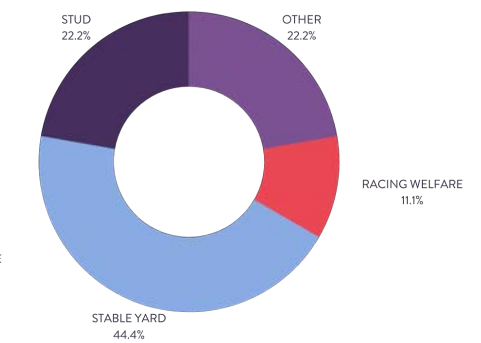
MENTAL HEALTH FIRST AIDERS -
ONLINE FOR THE YEAR 2022
TOTAL DELEGATES - 25



MENTAL HEALTH FIRST AIDERS -
CLASSROOM FOR THE YEAR 2022
TOTAL DELEGATES - 41



MENTAL HEALTH AWARE
- ONLINE COURSE FOR THE YEAR 2022 -
TOTAL DELEGATES - 9



CASE STUDY ESTHER'S STORY

Esther, a former Head Person based in North Yorkshire, struggled with her physical health after experiencing a head injury and chronic neurological symptoms. Racing Welfare not only supported with her physical health, but also offered mental health support as it became clear that returning to her job at the racing yard would not be possible.

Esther said: *"When I had to stop work, that was the worst thing. When you work in horseracing it's your social life, your work, everything. Work was always my identity. That's who I was, then suddenly that was gone."*

One of Racing Welfare's welfare officers suggested to Esther that she might benefit from attending a horsemanship course that the charity was offering in partnership with HorseBack UK. The course was fully residential, in the beautiful Scottish Highlands, available to a small group of beneficiaries who'd experienced physical or mental trauma.

Esther said: *"It took a while for me to decide whether to go to*

HorseBack. I didn't think I had any mental health issues - I was completely ignoring any effects on my mental health... I'd grown up in a family who'd always just got up and got on with it. Though, I finally agreed.

"I remember the first day, a chap called Jock talking about kindness. I was sat with all these people I didn't know and I just started crying. I realised I'd been ignoring everything - I'd ignored the fact that it looked like I was going to lose my job... I thought, as long as I can just keep going, I'll be ok."

Esther admits that she hadn't realised what a huge toll her physical health struggles had taken on her mental health. She reflects on her life-changing experience at HorseBack UK: *"I got so much out of HorseBack. By the time the course finished I was a far stronger person than I had ever been previously. If Racing Welfare hadn't referred me to the course I think I would probably be in that same mindset now. I was a walking time-bomb. It was all going to have to hit eventually. HorseBack UK helped me diffuse that."*

75
PEOPLE TRAINED ON
ONE OF OUR MENTAL
HEALTH COURSES



CAREERS SUPPORT – HELPING PEOPLE THRIVE IN THEIR RACING CAREER

Racing’s Careers Advice and Training Service (CATS) is available to those currently working in horseracing or Thoroughbred breeding who wish to develop their careers and remain within the industry. The service is also available to those who previously worked in the industry and wish to return.

Training and development is available through CATS to facilitate racing’s workforce to develop and progress in their roles.

CATS careers coaching can help those who may be thinking of leaving the industry. CATS can demonstrate that there may be other options and their skillset and experience is very likely to enable them to be successful in a different role and remain in the industry.

The number of people supported through CATS has remained consistent with the previous year and personal development remains the most popular topic for engagement with the service. The intensive nature of high-quality, specialist support – tailored specifically to those working in racing – is highly valued by those accessing the service. Individuals have been supported with advice, guidance and training that is geared towards retaining specialist skills and knowledge within the racing industry.

The second annual CATS Personal Development Awards took place in October 2022, with three outstanding finalists shortlisted and their achievements recognised at a lunch event at Newmarket racecourse.

Nicola Paramo, a freelance racing and bloodstock sales photographer, was crowned the overall winner having used the CATS careers coaching service and a grant to identify the next steps for her business and invest in specialist equipment.

Speaking about CATS from the awards lunch, Nicola said: “It’s a really friendly service, if there’s anything you want to know you just contact them – they’re very approachable and if there’s anything you need to know you can just ask.”



CASE STUDY JULIE’S STORY



Julie, 52, used CATS to help her land her dream job as an Equine Welfare Integrity Officer (EWIO) at the BHA after being made redundant from another role in the industry.

Julie, who hadn’t touched her CV for more than 20 years, worked with CATS careers coach Zoe Hendricks to bring her CV up-to-date, and to help her prepare for her interview.

Julie said: “Zoe gave me tips - she didn’t do my CV for me - she pointed me in the right direction. I’d send it back to her and she’d say, ‘that’s better but try this...’. That was a good thing for me, it made me think. She let me know the areas I needed to work on a bit more, gave me some ideas, then left it to me. She was there all the time; she was such a good back-up - absolutely brilliant. I couldn’t thank her enough, I really couldn’t.”

It wasn’t just the practical help that Julie found useful, she also explains how being made redundant had knocked her confidence: “I loved my previous job, but after 12 years I’d done all I could do there and was kind of living in a bubble, feeling as though I’d lost touch with things a little. We can all get a bit stuck or complacent... it really did hit me, being made redundant, I didn’t see it coming. I’d lost my confidence a bit, which I don’t think I’d ever felt before. You do think whether age is against you when you are going for a job at my age, that’s why I felt my CV had to be spot on. This experience has given me my confidence back, without a doubt, I’m back to my old self.”

Julie is resounding in her praise for CATS and Zoe Hendricks, explaining that she is not sure whether she’d be in the job today without that support.

She said: “I honestly do believe that the support of CATS had a massive impact on me getting the job, I’m not even sure I’d have got to the interview stage without the CV and advice I received, plus the confidence boost. Getting this job has massively opened the door for me – it has been the best thing for me. I love it - it’s great being back out there and seeing people that you’ve worked with in the past.

“I’m probably at my happiest that I have been for a long time. It’s come at the right time; I can’t thank CATS enough.”

Racing staff who express an interest to undertake further training in the advancement of their career can apply for grant funding, subject to meeting eligibility criteria. People like Joe, who secured funding towards the Horseracing Industry MBA.

Joe said: “I had been working in the industry for a long time and was at the point where I was looking to get some more business-related training, the MBA seemed the logical next step for me.

“The funding made paying for the course much less stressful. Knowing that there was funding available to help me complete the course was definitely a contributing factor to me deciding to go for it.”

Joe reflects on the whole process using CATS: “I have had a very positive experience. From the careers coaching to the funding application and the follow-up contact – from start to finish the process and support mechanisms have been standout throughout. I’m very grateful for that.”

112 PEOPLE WERE SUPPORTED WITH CATS IN 2022

CATS RECEIVED 9,239 DIGITAL VIEWS DURING 2022

“
I CANNOT THINK OF ANOTHER PROFESSION... THAT PROVIDE THAT SORT OF SUPPORT, THAT GIVE YOU AN IMMEDIATE POINT OF CONTACT TO SUPPORT YOUR EMPLOYEES, TO SUPPORT YOU. I CANNOT THINK... OF ANOTHER INDUSTRY, IN WHICH THAT BREADTH AND DEPTH OF SUPPORT IS AVAILABLE, SO IMMEDIATELY TO ANYBODY. AND I THINK, YOU KNOW, I THINK IT'S SOMETHING WE SHOULD BE IMMENSELY PROUD OF
”
ANON EMPLOYER, SPEAKING IN 2021

EMPLOYER PERSPECTIVE – REALISED BENEFITS TO THEM/THEIR WORKFORCE

CATS offers employers training for members of their workforce, developing a more experienced, capable and knowledgeable team who can do the job to the best of their abilities. Training courses provide the opportunity for staff to learn new skills but also to meet and discuss their roles with staff from different organisations, thus bring fresh and diverse ideas back into racing’s workplaces.

THE FUTURE OF THE WORKFORCE WELLBEING PROGRAMME



Despite the WWP seeing growth since 2019, the programme’s biggest challenge by far lies in the very near future, as the initial Racing Foundation funding comes to an end.

The WWP has been generously supported by grant funding from The Racing Foundation since 2019. This support will end in June 2023 and efforts to secure the financial future of the WWP are already underway. Any efforts will take into account development of the Industry People Board, its intentions and outcomes, with the WWP complementing any new, strategic wellbeing developments. Our focus for 2023 is to secure immediate funding for the programme beyond June 2023 and to continue to drive and meet the upward trend in demand for services, providing more impactful mental and physical health support services for those working in the British horseracing industry.



COMMUNITY WORK

RACING WELFARE IN THE COMMUNITY

Community engagement has always been of great importance to Racing Welfare. This programme of work was boosted considerably in 2022 as in-person events were possible across the whole year for the first time post-Covid.

This was particularly welcome for our retired population, for whom our community events provide a vital support network and social interaction. The events play a key role in helping to reduce isolation and loneliness, helping them to remain a part of the industry to which they have dedicated their lives. A total of 77 coffee mornings were held at 10 different locations across the country, and the demand was evident with up to 70 attendees at one event.

Additionally, almost 100 retired racing staff enjoyed a dedicated trackside facility at Epsom for the 2022 Cazoo Derby in June. The special area, gifted to Racing Welfare for the day by Jockey Club Racecourses, was located near to the Tattenham Enclosure. The trip brought back fond memories for Newmarket-based Fred Messer who, on his first ride at Epsom Downs as an apprentice jockey, won the 1966 Great Metropolitan Handicap on a mare named Cullen. Fred said: “It was an absolutely super day; we couldn’t have wished for more from Racing Welfare. I hadn’t been to the Derby since 1965 when Sea Bird won in the most impressive fashion, so it was a real treat to be back for this double celebration with the Queen’s Platinum Jubilee. We were massively surprised to have a facility all to ourselves, we had everything we needed and more. Thank you to Racing Welfare and the Jockey Club for a great day.”

Returning to the calendar for 2022 was the Racing Welfare beneficiary holiday, which had not been possible since 2019 due to the pandemic. The holiday, supported by Godolphin, saw more than thirty members of racing’s retired community enjoy a week in the Warwickshire countryside in the spring.

Guests on this year’s holiday stayed at Studley Castle, a Grade II listed building set in 28 acres of beautiful countryside in Warwickshire. Beneficiaries were able to enjoy the facility’s leisure activities on offer including swimming, archery, boules and walks in the grounds. In addition, day trips to Warwick races, Dan Skelton Racing, Alne Park Stud and a Cotswolds tour were organised throughout the week.

- 77 COFFEE MORNINGS
- 31 RETIRED BENEFICIARY TRIPS & OUTINGS
- 4 CHRISTMAS LUNCHES
- 3 COMBINED WORKING & RETIRED STAFF EVENTS

LIFETIME IN RACING

A further celebration of those who have dedicated their careers to the sport came in the form of our Lifetime in Racing Awards. Following a national campaign, we received 37 nominations highlighting individuals who had devoted upwards of 30 years of their lives to working in the industry. A deserving winner was selected for each of the four regions, with a further two highly commended. Each winner attended a VIP day, with hospitality, in the Autumn at a regional racecourse in their area where they were presented with their trophy. In the north alone, almost 300 years of service were represented by the nominees. RaceTech’s Brian Paul took the spoils in that region and accounted for 50 of those years, during which he has covered a variety of roles including camera operator, photo finish operator, director and OB Unit Manager.

“ I’M ABSOLUTELY BLOWN AWAY BY THE WHOLE OCCASION. IT WAS A TOTAL SHOCK, I NEVER EXPECTED ANYTHING LIKE THIS TO HAPPEN. RACING WELFARE DO SO MUCH TO SUPPORT RACING’S WORKFORCE AND IT IS AN HONOUR, NOT JUST FOR ME, BUT MY CLOSE COLLEAGUES AT RACETECH WHO HAVE BEEN PART OF MY JOURNEY. ”





SUPPORTING LOCAL COMMUNITIES

Racing Welfare also took the time to get involved with Racing Together's Community Day. The annual initiative is an opportunity for a range of racing businesses and charities nationwide to engage with and support their communities through local volunteering activities. Racing Welfare was one of over 65 organisations from across the sport in locations nationwide to embrace the day by giving up their time to help others.

16 members of the welfare team volunteered at local foodbanks on or near to the 5th May. In total, 10 foodbanks were supported across England, Scotland and Wales.

Welfare officers based in Newmarket spent the day with Newmarket Open Door, a charity supporting homeless and vulnerable local young people with housing options and second-hand household items, as well as running its own foodbank and community pop-up shop.



RACING STAFF WEEK

We once again celebrated the entirety of racing's workforce during Racing Staff Week at the end of June. This annual fixture allows us to shine a light on those working in the industry whose passion, skill and dedication make our great sport possible. New for this year, we held a competition encouraging industry staff to nominate a colleague who goes above and beyond in their role. With long-standing sponsors of the week, Betfair, once again supporting, their podcast panel judged the entries. The winning nominator and nominee each received a £250 shopping voucher.

Racing Welfare hosted events for racing staff up and down the country, including rounders matches, quiz nights and tea and coffee drop-ins, with a combined total of 422 attendees. A number of other industry initiatives took place throughout the week in support. These included: the Careers in Racing golden tickets, worth £100, hidden on racecourses throughout the week; free fitness classes at the Racing Centre; the TBA offering £100 towards staff summer barbeques and racecourses with fixtures supporting in a myriad of ways.

Events culminated at the end of the week with our hugely popular charity races at Doncaster and Newton Abbot. They were contested by 23 members of stable staff who were able to experience the thrill of riding in a race.

Winner of Doncaster's Betfair Clock Tower Cup, Michael Vokins, said: "Riding in the race was an unbelievable experience. It gives you a small insight into what our jockeys are seeing and doing when we take our own horses to the races, and just to experience another side to being at the races that we don't often see. Winning the race was just unbelievable, nothing compares to that winning feeling when you cross the line and know you've won. There's just no way of describing it. Magical stuff!"

“

NEWMARKET OPEN DOOR WERE LUCKY ENOUGH TO HAVE FOUR VOLUNTEERS FROM RACING WELFARE COME AND HELP US ON THE DAY. WE HAD TWO AT THE FOODBANK, HELPING ANGELA WITH SORTING AND DATING DONATIONS, AND TWO AT OUR COMMUNITY 'POP-UP' SHOP, HELPING SET UP, ASSISTING CUSTOMERS AND CLEARING UP. DAYS LIKE THESE ARE NOT ONLY GREAT FOR THE WHOLE COMMUNITY, BUT FOSTER A CLOSER AND WARMER RELATIONSHIP BETWEEN OUR CHARITIES.

CHARLES DORE, CHIEF OPERATING OFFICER OF NEWMARKET OPEN DOOR

”

VOLUNTEERING

Crucial to the delivery of all of Racing Welfare's events programme is our team of dedicated volunteers who selflessly give their time to help us in a variety of ways. 68 volunteers helped at a total of six events across the year, in turn helping us to raise vital funds. Many of those are long-standing supporters who return year-on-year. For example, at Middleham Open Day our team of volunteers includes: Maureen Winter who has been volunteering for as long as we can remember, Steve Marshall who has clocked up three years and Sue Jackson who has been involved with the day for five years.

Our volunteering programme also includes a befriending service, which sees 25 volunteers making regular phone calls to provide direct support to beneficiaries. We know that 6% of adults state that they feel lonely always or often, and Check-In and Chat was originally established during the pandemic as a way of helping those who may be particularly vulnerable to loneliness and isolation. The service has since continued to be a lifeline for many in helping them to stay connected and in 2022, 50 individuals were supported in this way, with a total of 283 hours of conversations.

Racing Welfare trustee and committee member, Venetia Wrigley DL, was instrumental in the setting up of the service and began making Check-In and Chat calls in 2020. This year she continued to support eight beneficiaries and made 232 calls in total, amounting to 52 hours of conversation.



“

I LOVE DOING IT AND THINK IT'S A VERY WORTHWHILE SERVICE. I LIVE IN A SMALL VILLAGE AND WITNESS EXTREME LONELINESS ON A REGULAR BASIS AND THE IMPACT THAT HAS ON PEOPLE'S MENTAL HEALTH.

SIX OF THE PEOPLE I SPEAK TO REGULARLY LIVE ON THEIR OWN, AND SOMETIMES THEY WOULDN'T SPEAK TO ANYONE ELSE FROM ONE WEEK TO THE NEXT. I JUST SIT AND LISTEN – WE TALK ABOUT ALL SORTS; WHAT'S ON THE FRONT OF THE PAPER THAT DAY, THEY TELL YOU ABOUT THEIR FAMILIES, WHAT THEY'RE UP TO AND THEY REALLY SEEM TO OPEN UP AND RESPOND. THEY ENJOY SOMEONE TAKING AN INTEREST IN THEIR LIVES AND THERE ISN'T MUCH I DON'T KNOW ABOUT THEM NOW!

WE HAVE GOOD CHATS AND LAUGHS AND I REALLY ENJOY IT. IT'S REALLY WORTHWHILE.

”

Recognising the value and contribution of our volunteers who give their time to help us deliver our events and services, in 2022 we developed our volunteer programme into an all-new, much more structured approach which included regular newsletters, online mental health training sessions and a big focus during Volunteers' Week. The week included sending letterbox treats and thank you cards, an online session featuring a thank you message from Dawn and other staff members, as well as a social media campaign to highlight some of our volunteering heroes.

Possibly the most transformational aspect of volunteering in 2022 was the introduction of an App called Volunteero in March. The App streamlined our approach and enabled better communication and engagement with our volunteers. It meant that we were able to set up missions, like a bucket collection, which volunteers could then find out more about and accept, log the hours they had given and much more. This was seen to greatest effect with the Check-in and Chat service as calls were made directly through the app, automatically logging call times and frequency. It gave volunteers the opportunity to report back on beneficiary happiness and mood using emojis. Importantly, it also enabled them to flag causes of concern regarding the beneficiary which was then fed back to the welfare team to take positive action.

For example, during a Check-In and Chat call, one volunteer identified that a beneficiary was unable to afford food shopping that week and as a result, we were able to send them a supermarket voucher. Another volunteer flagged up a beneficiary who was experiencing financial difficulties and was unable to leave the house due to having a fall. The local team were alerted and organised a Home Energy Grant, paid for some new glasses which had been broken, and crucially, arranged for frozen meals to be delivered. These conversations and the ability to raise concerns via the App brought about real and impactful action for the people involved.

CHECK-IN & CHAT IN NUMBERS

**25 VOLUNTEERS
MAKING
REGULAR CALLS
THROUGHOUT THE
YEAR**

**283 HOURS OF
CONVERSATION**

**50 BENEFICIARIES
SUPPORTED**

REACHING NEW COMMUNITIES

By having our roving welfare officers more widely spread on the ground, we were able to expand our geographical reach further in 2022. This was particularly noticeable in the West - an often-challenging region due to the size of the area and the distance between employers and potential beneficiaries.

Several new events and initiatives were introduced across the region, bringing our teams into closer and more regular contact with members of the respective communities. This, coupled with greater visibility at racecourses and other workplaces across the region, has helped strengthen relationships with stakeholders and raise awareness of our services with groups of people that may previously have had limited face-to-face contact with Racing Welfare.

SPORTING EVENTS POPULAR WITH WORKING-AGE STAFF

As with other regions, competitive sporting events for the local racing staff proved popular in the West. Thanks to support from Philip and Sarah Hobbs, Wincanton and Exeter racecourses, three new ‘Rounders and Quarter Pounders’ events were able to be staged in the region, attracting support from yards such as: Philip Hobbs, Paul Nicholls, Joe Tizzard, Sue Gardner, Anthony Honeyball and Mitchell Hunt.

Similarly, a new sporting event and BBQ dubbed ‘The Westerlands Games’ was introduced at Warwick racecourse, attracting racing staff based in the Worcestershire and Warwickshire area.

In total, these new sporting and community events provided our teams the opportunity to engage with around 100 members of racing staff in a more informal setting, helping create a sense of community in an area that is potentially more isolated for staff based there. Not only that, but they helped to raise awareness of Racing Welfare’s services to those who may not have been aware of the support available.

“It was great to have a quiz for the local yards in the west country and Team Ditchat were out in force. The evening was a lot of fun, a little competitive at times, and a good opportunity for local yards to socialise outside of the working environment, enjoy themselves and get to know more about what Racing Welfare can do for us.” Hannah Roche, Paul Nicholls Racing



REACHING MORE RETIRED STAFF AT RISK OF LONELINESS AND SOCIAL ISOLATION

We know that retired racing staff based outside the traditional racing centres may be at greater risk of becoming lonely or socially isolated. Therefore, it is an important part of our work to ensure we can reach as many of these individuals as we possibly can. Our Check-In and Chat service plays an important role in this, as well as our ability to expand our in-person events to reach those more geographically isolated.

We made strides in 2022, with a new coffee morning being introduced in Shropshire and racecourse meet-ups taking place across the South West and at Ludlow. Within a relatively short space of time the new coffee morning gained a loyal following of around 15-20 regular attendees. The quarterly lunches and race meetings can attract around 40 beneficiaries at any one time.

During the year, special effort was made to bring smaller groups of retired staff together for larger outings, with a particular highlight being a visit to Jonjo O’Neill’s Jackdaws Castle in September. Over 40 beneficiaries joined the trip, with coaches bringing guests from across the South West, Wales, Cheltenham and Shropshire to attend. A similar group were also taken to Weston-Super-Mare during the summer.



“FANTASTIC DAY, THANK TO EVERYONE FOR THEIR HOSPITALITY”

HOUSING

Racing Welfare is committed to providing affordable, safe and pleasant homes that we'd live in ourselves. This service is provided to racing's people through our housing arm, Racing Homes. Racing Homes has a dedicated and specialised team whose purpose is to deliver a good quality, financially viable and efficient housing management service that meets the needs of our tenants.

“
I FEEL A LOT BETTER IN MYSELF
NOW, MORE CONFIDENT.
IT'S VERY HARD TO ASK FOR
HELP SOMETIMES BUT RACING
WELFARE SEEM TO SENSE
THINGS AND JUST WHEN I DO
NEED HELP, WHEN I FEEL LIKE
I'M GOING UNDER AGAIN,
THEY RING ME UP!”
”

RACING HOMES, A SNAPSHOT IN 2022

REFURBISHED EMPTY
HOMES: 3 FULL
REFURBISHMENTS,
4 PARTIAL
REFURBISHMENTS

TOTAL RACING HOMES
PORTFOLIO: 165 UNITS OF
ACCOMMODATION

TOTAL NEW LETS: 35



FOCUS ON: JIM JOEL COURT

Anyone visiting Newmarket's Jim Joel Court can expect to be greeted by the sound of a radio and whistling emanating from the shared greenhouse situated on the communal lawn. Most likely you'll be greeted by a beaming Racing Homes tenant, David Brooks, whose love of gardening sees him spending most of the daylight hours tending to the flowerbeds or vegetables growing around the housing scheme.

David, a former racing employee for over 40 years, has lived at Jim Joel Court since 2017, but he explains how this hasn't always been smooth sailing.

"I went through a relationship breakdown and spent time in hospital – I was really unwell. When I came out I had nowhere to go, I was homeless and I spent around two years sofa surfing. I put my name down on the Racing Homes wait list and they managed to find me accommodation, initially at Jack Jarvis Close, then moving here [Jim Joel Court] in 2017."

During this time, David was battling a serious drug addiction which led to him falling into significant rent arrears.

He said: *"I'd get money in one hand then out the other on drugs."*

Racing Welfare's team supported David to overcome his addiction and worked hand-in-hand with Racing Homes to set up ongoing support and a repayment plan to clear his rent arrears.

He said: *"I went to Racing Welfare and asked if they could get me some help with counselling. They got a counsellor for me which helped out amazingly."*

"Over the last 18 months I've kept off [the drugs]. Slowly, slowly, over a few years, with the help of Racing Welfare and Racing Homes, I've managed to get the arrears right down."

David continues to receive ongoing support from the Racing Homes team and reflects on how this support affects his day-to-day life: *"Living here benefits me tremendously. Living somewhere where you know you can get support rather than just being left out to dry - I feel a lot better in myself now, more confident. It's very hard to ask for help sometimes but Racing Welfare seem to sense things and just when I do need help, when I feel like I'm going under again, they ring me up!"*



“IT’S HARD TO GET A ROOM IN NEWMARKET NOW, AND EVEN JUST A ROOM IN SHARED ACCOMMODATION IS EXPENSIVE. THIS HERE IS YOUR OWN SPACE... NICE AND BRIGHT, QUIET, AND WITHIN WALKING DISTANCE TO WORK. I CAN’T ASK FOR MORE, I’M REALLY PLEASED. I CAN’T THANK RACING WELFARE ENOUGH.”

COMMUNITY AT JIM JOEL COURT

Jim Joel Court is a scheme in Newmarket offering self-contained accommodation to working and retired racing staff. The flats are situated around a generous communal parking and garden space. Tenants also have access to a large communal kitchen, dining and lounge area, including laundry facilities and overnight accommodation for guests.

Tenant David Brooks says: “Everybody’s very friendly here, they all say good morning. You get to know people and we look out for each other.”

David makes plentiful use of the garden area, which contributes positively to his overall wellbeing. He says: “I love it to bits, my gardening. All the [produce] I grow, apart from the main bits I need, I give to the community. I take any bit of space I can find for plants – I even put pots on top of the drain covers here, just for somewhere else to put them!”

David also makes use of the large kitchen area, cooking Christmas dinners for family, friends and people in need. He says with a smile: “I had nine people over last year... I’ve had up to 17 people in here... I ended up doing about 70 roast potatoes!”

SUPPORTING OUR EXISTING TENANTS

As a small charity providing housing, Racing Homes is better able to get to know many of our tenants in person and understand their daily routines, challenges, vulnerabilities and therefore their changing needs. We work very closely with the welfare team to foster a joint working approach to explore any options to support our tenants through challenging times. For continuity of housing services, we can discuss alternative housing options to benefit either changed physical or mental health needs and work together to create a ‘move-on plan’ - often utilising our existing housing stock. This proactive approach allows us to help reduce the anxiety around declining health and often respond quickly to limit the impact on our tenants’ housing situations. Particularly in Newmarket, with the higher concentration of our properties, we have successfully transferred eight tenants during recent years to improve their wellbeing, two of which were in 2022.

“WE’RE LUCKY THAT WE KNOW ALL OF OUR TENANTS PERSONALLY - WE KIND OF KNOW EVERYONE’S WAYS. SO, I THINK WHEN WE CAN SEE SOMEONE IS NOT THEMSELVES, WE WILL PUT IN MORE CALLS, OR WHEN WE ARE PASSING WE WILL KNOCK AND ASK ‘ARE YOU OKAY?’”

RACING HOME’S HEAD OF HOUSING, ROBYN LEAMY

CASE STUDY SYLVIA’S STORY

Sylvia spent many years moving around, living in some unsatisfactory homes, before finally settling at Rous Memorial Court, somewhere she had lived many years before.

“Finally, I’m settled, I feel contented and I feel safe. I’ve had nothing but good experiences with Racing Welfare and Racing Homes - I know if I need anything I can just call up and ask.”

“When I went through those doors I truly felt at home. I’d lived [at Rous Memorial Court] before, when it was council owned and I was happy, very happy.”

Sylvia had been living outside of Newmarket for a period before re-joining the Racing Homes wait list for a property at Rous Memorial Court. She said: “I applied to come here, I was fortunate and very grateful to be taken back onto the list. I lived [in the upstairs flat] for almost four years and I loved it, I was happy.”

After four years, Sylvia was relocated to a downstairs flat due to mobility issues.

“I was really chuffed to get downstairs, it’s a lot, lot easier for me.” She continues: “I don’t just live here, it’s my home. That’s a big difference from just living somewhere and having a roof over your head.”



MACDONALD BUCHANAN HOUSE

One of our key focuses is providing homes for young people. Our flagship scheme MacDonald Buchanan House in Newmarket provides dedicated housing for up to two years for 18 to 24-year-olds giving them a perfect base as they start their career in the horseracing industry. Through the generous donation of Dr Johnny Hon this housing initiative has a funded Young Persons Project Officer who is on hand to check in with the residents and carry out STAR support plans, covering a range of topics e.g. debt and budgeting, health, people, support, choices and behaviour. The focus is on providing our young residents with the basic life skills to live independently and to sustain their tenancy. Once the resident is near to the end of their two year stay and they have demonstrated their ability to live independently, the Young Persons Project Officer will assist them with finding alternative accommodation in the private sector. This year saw us take the reluctant decision to cease housing under 18's. Following discussion with other stakeholders in the industry the difficult decision was taken as we felt there was insufficient provision to safeguard those under 18's who are deemed as children living in an unmanned residential setting. This policy change was communicated to trainers, BHA, BRS and NHC.

CASE STUDY BETH'S STORY

Beth, 19, moved into Racing Welfare's accommodation after completing the five-week Equine Student Progression Programme at the British Racing School. She held her tenancy for almost two years before moving into private accommodation at the end of 2022.

Beth began working for a trainer in Newmarket and got to know some of the other tenants at the recently renovated MacDonald Buchanan house. She put her name onto the Racing Homes waiting list, and within a few months she was moving into one of the 18 self-contained units within the building.

The Racing Homes initiative offers accommodation with the benefit of a project worker who supports young people with life skills to prepare for moving into private accommodation at the end of their stay. Recalling her enjoyable experience, she said: "It was nice to have people around you of similar ages. You had your own space so could spend time on your own if you wanted to, or you could all chill together and socialise. In the summer we'd do loads of things together. I enjoyed [my time there]."

A real benefit to Beth during her tenancy was the affordability of the accommodation, when compared with previous living arrangements that saw her lodging with a local family.

She said: "You're able to save whilst you're living there. I was learning to drive, and I passed my test during those two years. So, as well as being able to afford the accommodation, I managed to pay for my



lessons and save for a car. After [passing my test] I was saving for a deposit so that I could eventually move on. It was good that it was an affordable price, which allowed me to do that."

Racing Welfare's Housing Support Officers, Sue Shirley and later Sarah Ashley, oversaw all the young people living at MacDonald Buchanan house during that time. Beth said: "They were both really friendly, and if there were ever any problems they would sort them out - if you needed them they were always there for you."

Beth used the money she saved during her time at MacDonald Buchanan House to put down a deposit on a two-bedroom house, which she rents with a friend who also works in racing. She closes by saying:

"Had I not had the option of [Racing Welfare's] affordable accommodation it would have been much more difficult for me to save up for my driving lessons and my own place."

PROVIDING SAFE HOMES

Keeping our tenants safe in their homes is always a number one priority, and as part of that we conduct ongoing regular maintenance and checks to ensure that our buildings and communal areas are 100% compliant with regulations. Responding to feedback from our tenants is important to us which we do through our regular tenant newsletters which were introduced in 2022, and having invited our tenants to join our Housing Officer for an estate walkabout to better understand what we do and what these checks involve.

We also made improvements to our processes for recording and monitoring these checks, digitising how we record our block inspections and automating how we address any deficiencies. This not only enabled our small housing team to work more efficiently, but also delivered benefits to our tenants by enabling us to be more agile in responding to any issues identified.

Many of our tenants also benefitted from upgrades in electrical safety, a project which represented a significant investment from Racing Homes due to the age of some of our properties.

INVESTING IN OUR HOMES

Following inspection and review of the condition of our properties, Racing Homes trustees unanimously agreed to adopt a planned programme of repair, maintenance and upgrade from 2023 that will ensure our homes remain safe and high quality for our tenants. This will see us invest over £1million in our homes and estates over the next three years. The programme will include external and internal decoration of our communal areas, heating and water systems upgrades (where required) and improving energy efficiency to reduce costs for our tenants whose homes have the lowest energy performance.

We are committed to keeping our homes warm and safe and foresee greater investment will be required to meet this challenge - particularly as we have several older housing schemes, some of which are Grade II listed or in areas of conservation. Carrying out regular inspection of condition, ensuring safety as a priority, and listening to the needs of our tenants is all considered when deciding how money is spent, whilst ensuring our housing remains affordable. We look forward to seeing how this investment positively impacts the appearance and condition of our homes and estates, and in turn our tenants.

GROWING OUR TEAM AND EXPERTISE

Another significant investment during the year was seen through our people, as we welcomed a new Director of Housing, Wendy Botterill, and Property and Contracts Manager, Joanne Cullen, to the team. Wendy and Jo have considerable experience from the social housing sector and bring skills and expertise to enhance the team's ability to meet its strategic objectives, strengthening our expertise in housing management, health and safety, repair, maintenance, programme delivery and contractor management. These roles were created to enable our portfolio to deliver a standard of housing which sets the bar in our industry.

We continue to invest in our people to ensure they are developed and supported to be highly effective in their roles. Congratulations to Housing Administrator, Jenny Papworth, on achieving her Chartered Institute of Housing Level 3 Certificate in Housing Practice during 2022. Upon completion of the qualification, she immediately enrolled in the Level 4 training and is set to complete this additional qualification in 2023. The Level 4 is equivalent to the first year of an undergraduate degree and covers housing policy and law, finance, governance, and professional practice. Jenny originally joined Racing Welfare in 2016 as an Office Assistant Apprentice, quickly progressing to the role of Office Administrator. In 2020, she joined the housing team where she has found her passion and continues to develop her knowledge.



CELEBRATING ACHIEVEMENTS

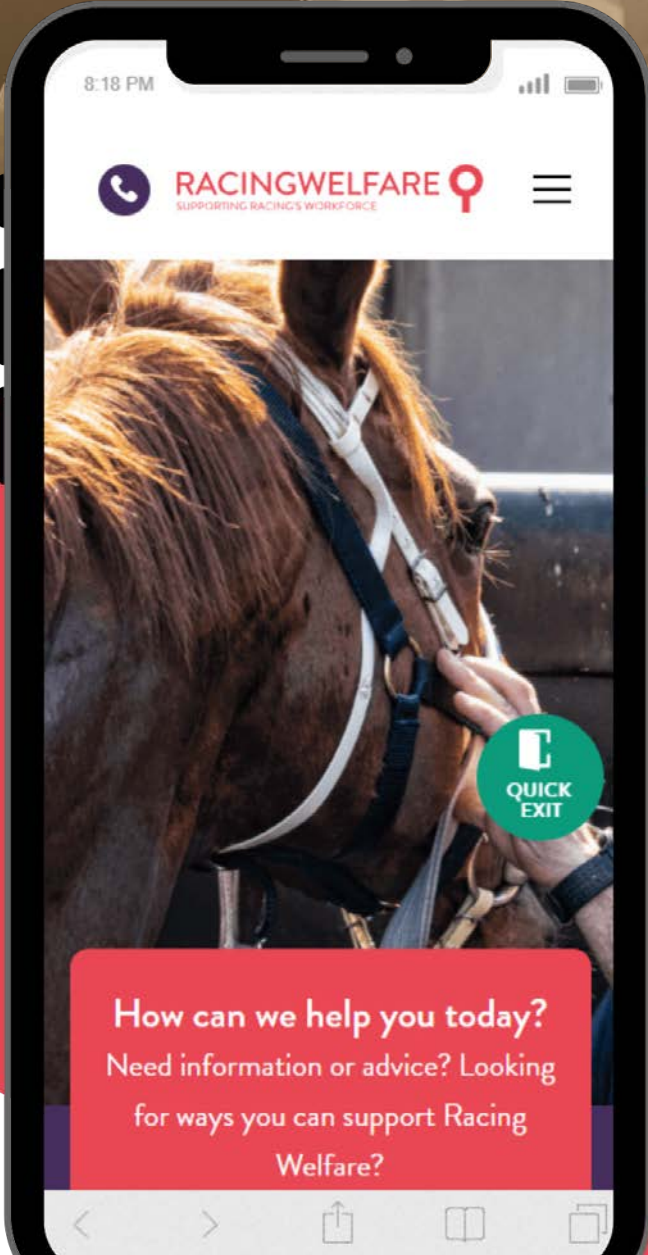
DIGITAL TRANSFORMATION MAKES SUPPORT MORE ACCESSIBLE THAN EVER

Racing Welfare’s digital platforms and channels provide a key route into our services, as well as housing over 100 information, advice and guidance pages. They also enable our supporters to donate to the charity and keep up to date with our news and events.

In 2021, we began the start of a two-phase digital transformation project which would see the creation of a new, fully responsive website, and later, the development of a new Racing Welfare App. The purpose of this project was to make our online services and resources more accessible than ever, while creating a better user experience through enhanced functionality.

Following months of work, the first phase of this piece of work came to fruition in April 2022 with the launch of the new website. Updated branding and improved structure and design has meant that the website is ultimately much more user friendly and works better for the 63% of users accessing via a mobile device. The improvements were reflected by the data, which showed the number of sessions per user increased by almost 3%, almost 6,000 more page views, and session duration increased by over 15%.

Work on phase two – the development of the app – continued throughout the remainder of 2022, with a planned launch for early 2023.



INTERNATIONAL QUALITY STANDARD ACHIEVED FOR INFORMATION, ADVICE AND GUIDANCE SERVICES

Racing Welfare’s commitment to ensuring the people we support have the best possible experience when accessing our services means that we continuously strive to not only maintain our standards but improve them further still.

With that in mind, at the end of 2021 we decided to apply for the matrix Standard – the international quality standard for organisations that deliver information, advice and/or guidance. Originally developed and still used by the Department for Education, the matrix Standard offers accreditation to those who meet their strict criteria, while helping providers improve their services by benchmarking against best practice and conducting continuous improvement checks annually.

Following a three-day assessment at the end of March 2022, Racing Welfare were awarded full accreditation. The process included a review of our forms, policies, procedures and resources – and importantly, interviews with beneficiaries, stakeholders and staff members.

We were thrilled to receive special commendation in a number of areas. The report specifically referenced our passionate and dedicated team, and the wealth of person-centred services that are available to racing’s people. We were also commended for our involvement in driving the industry Diversity and Inclusion strategy and for our commitment to continuous professional development and training for our staff members which, ultimately, benefits the people on the receiving end of their support.

INAUGURAL WELLBEING CONFERENCE

In a drive to create greater awareness and understanding of health and wellbeing issues across the horseracing industry, Racing Welfare assembled a team of experts to deliver an online conference in partnership with EventsAir in November.

Titled 'Healthy People and Healthy Organisations,' the conference was the first of its kind within the industry. It offered professionals and employers both within and outside the horseracing industry an opportunity to discuss topics relating to the overall health and wellbeing of their people. A multitude of subject experts gave talks, including Chair Helen Brewis, lead psychologist at Robertson Cooper, sports psychologist and lecturer, Dr Will McConn-Palfreyman, and Simon Blake OBE, chief executive of Mental Health First Aid England.

72 people virtually attended the conference, with

representation from all corners of the industry including The Injured Jockeys Fund, British Horseracing Authority, Retraining of Racehorses, Horse Racing Ireland, and Greatwood.

85% stated that their knowledge and awareness of health and wellbeing issues in the horseracing industry had increased as a result of attending the conference. 50% said they will change or take action in their workplace as a result of attending.

One participant said: *"I really enjoyed it and think it should run again in the future. Should be essential attendance for anyone running or managing in a yard, stud or other horseracing business."*

We very much hope to build on the success of this event and run another conference in the coming years.

HIGHLY COMMENDED FOR MENTAL HEALTH AND WELLBEING WORK

Mental health has long been a priority for Racing Welfare, and alongside our reactive services, we believe that education and awareness play a huge part in creating wellbeing in the workplace. Since 2019, we have been providing subsidised mental health training to people working in the industry with the vision that every workplace should have at least one Mental Health First Aider®.

Racing Welfare's delivery of Mental Health First Aid England® (MHFA) accredited programme of education has trained over 469 people in a variety of horseracing workplaces. This includes 179 Mental Health First Aiders, 260 Mental Health Awareness attendees and 30 people for MHFA refresher courses.

This work was recognised at The Inside Out Awards on 24 March at The Troxy in London, at which Racing Welfare was highly commended. The awards set out to celebrate individuals & companies that have inspired positive change, true commitment and courageousness to enable real change within their field towards creating mentally healthier workplaces.

Racing Welfare was in the Third-Party Influence category, dedicated to the employer/organisation who has best influenced beyond its own walls e.g. the supply chain or into their own client base.

Judges of the awards stated: *"A truly inside out approach to addressing very specific barriers and challenges to a very unique workforce. Several other organisations and industries can learn from Racing Welfare's commitment to supporting its workforce. A brilliant identification of a need together with an impactful and targeted solution."*

CELEBRATING OUR PEOPLE

2022 HIGHLIGHT

"I was really pleased to see a return to normality with all our in-person community events, including Middleham Open Day, making a return. I'm hoping we can build on that in 2023 with a greater reach across the north than ever before."

LUCY MILLER – REGIONAL WELFARE
MANAGER

Lucy manages our welfare team in the north region. She lives in the Scottish Borders with her family and loves walking her spaniel, Beau, spending time in the garden and open water swimming. Lucy grew up hunting and eventing her own horses, this leading to a season point-to-pointing and then working on a racing yard in Middleham.



Before joining Racing Welfare, Lucy completed a degree in Criminology and Law and then went on to be employed in the third sector, supporting and campaigning for unpaid carers. Her love of horses and racing, combined with a passion for the third sector, resulted in her joining Racing Welfare in a new role covering Scotland in 2017. Since joining the team, Lucy has completed her COSCA Counselling Skills Certificate and has managed the northern regional team for three years.

2022 HIGHLIGHT

"After five successful years I decided to retire in 2021, but after 20 months the lure of once again being able to help the people working within the British horseracing industry proved too much! I returned to undertake the role of Trust Fundraising Executive in 2022 and am looking forward to being part of this wonderful sport and charity again."

MARK LOADES – TRUST FUNDRAISING
EXECUTIVE

Mark's association with Racing Welfare goes back to 2016, when he joined as the charity's High Value Giving Manager before becoming our Head of Fundraising. This change came after 27 years working for a high street bank, then eight years with a children's hospice charity.



A lifelong follower of racing, Mark had no hesitation in applying for the role with Racing Welfare when he saw it advertised in the Racing Post one Saturday. He recalls: *"I couldn't believe it when I was successful. To be able to work in the sport which has and continues to provide so many good memories was a dream come true and I have loved every minute of it."*

The COVID-19 pandemic struck during Mark's tenure as Head of Fundraising, leading to the cancellation of all planned fundraising events. He says: *"I was really proud of my team when they came together to plan and undertake a new schedule of virtual events and activities to keep the charity's fundraising going in such a difficult time."*

2022 HIGHLIGHT

"I enjoyed all our community events, however, a particular highlight for me was the retired staff Christmas lunch at Epsom Downs. There were 170 guests and seeing them all join in with the festive activities, including an enthusiastic rendition of 'The Twelve Days of Christmas' was really uplifting."

JAYNE HOWICK – REGIONAL COMMUNITY
EXECUTIVE

Jayne joined us from Epsom Downs racecourse in 2022, having worked for the Jockey Club for six years as part of their London Customer Relations team. Living within a mile and a half of the home of the Derby, Jayne's knowledge of the local community is second to none – so when the opportunity came up to join Racing Welfare as Regional Community Executive she jumped at the chance.



Jayne oversees all the community events in the southern region, working closely with the regional welfare team, as well as the fundraising and communications teams. She says: *"Not only do I get to work in the industry I enjoy, but I am also giving something back to all those hard-working people who keep the sport running."*

2022 HIGHLIGHT

"Attending the Racing Staff Week Cup at Newton Abbot, one of our charity races for Racing Staff Week, was a real highlight for me. The excitement and tension in the air was palpable! I was so delighted for all the riders that took part in the race – it clearly meant so much to them all to have that opportunity. There were lots of supporters there to cheer them on, the atmosphere on the day was something I won't forget."

CHLOE MARTIN – MEDIA
AND COMMUNICATIONS
MANAGER

Chloe joined Racing Welfare in 2020, originally as Regional Community Executive, then moving across into the communications team in 2022. Chloe has spent her whole career in the racing industry, graduating from the British Racing School's nine-week foundation course in 2007.



After a stint working for a couple of Lambourn trainers, Chloe joined the Racehorse Owners Association and worked for the membership association for several years in a marketing/project support capacity. She also led the early development of the Racehorse Trader website, managing the website on a freelance basis for almost 10 years.

Chloe now manages our media and PR engagement activity at Racing Welfare, leading on campaigns such as Mental Health Awareness Week and writing our beneficiary case studies.

I am involved in the environmental, social and governance work being undertaken by Racing Welfare, which is far ahead of many of its charity peers. This initiative, in particular the environmental section, is a work in progress but I am enjoying being part of the project and bringing my governance experience to help refine Racing Welfare's approach.

OLIVIA BRODERICK - TRUSTEE

Olivia joined the Racing Welfare Board of Trustees in 2022 having grown up surrounded by horseracing in Listowel, Co. Kerry, where her father was a bookmaker. Olivia's day-to-day profession is Chief Legal Officer of one of Europe's leading online investment platforms. With over 20 years' experience as a solicitor, Olivia brings a wealth of experience in the charity governance sector from other voluntary positions that she holds, along with a passion for the horseracing industry and its people.



Olivia has a strong focus in her day job on people performance and development. In recent years she has sponsored in-house diversity and inclusion initiatives as well as mentoring and development programmes for her colleagues. Olivia also has experience of governance and board management, together with compliance and financial crime responsibilities, Olivia's extensive experience and interests mean that she is perfectly suited to support our Welfare and Governance committee boards.



JOHANNA TENNYSON – HOUSING OFFICER

Jo has worked in a number of roles at both regional and national housing associations and has built her career through experience and opportunities to reach a senior level. Her experience includes time spent working as a bid writer, securing major contracts for the continuation of support services.

Jo joined Racing Homes as a Housing Officer in 2020, a job she describes as her perfect role. She says: *"I'm dedicated to the job I love and am surrounded by people who have devoted their careers to racing. Having been crazy about horses all my life and fortunate to have owned a few of my own growing up, I really enjoy talking with our tenants and colleagues about their love of horses, too. It's definitely not your average housing officer job when you are surrounded by horses on your estate inspections!"*

2022 HIGHLIGHT
"I'm really proud of our resilience that's seen us through some difficult years. Despite being faced with challenges, we've continually strived for improvement so that our housing stock continues to make a difference to people's lives."



OUR PLACE IN THE INDUSTRY

2022 was a year that saw our industry continuing to battle challenges, not least regarding the funding of our sport and the age-old debate over gambling regulation.

However, hope was on the horizon as racing’s leaders came together in the autumn to form the Industry Strategy Group, with members agreeing several areas of focus with the aim of making long-term improvements to British horseracing.

One of the areas identified as playing a key part in the long-term improvement of our sport, as detailed by the BHA in a statement on 21 September 2022 is: “investment in our people and recruitment, welfare, development and retention of staff and diversity and inclusion.”

The creation of the Industry People Board, chaired by Neil Hayward, came soon after the strategy announcement. The Board is funded by the Horserace Betting Levy Board (HBLB) and the Racing Foundation and the aim is that its work will bring together the various people-related initiatives across the industry, with the aim of supporting, developing and future-proofing racing’s workforce.

To do this, the Board will be working with enablers to create ‘a sport that reflects wider society and gives everyone an opportunity to fulfil their potential’ – something that our charity wholeheartedly supports, indeed with our own vision being that everyone within the industry is provided the opportunity to thrive.



IMPROVING RECRUITMENT AND RETENTION LEVELS

A major area of focus for the Industry People Board will be around positioning racing as an attractive career option with a viable long-term outlook for its employees.

The industry’s most recent recruitment, skills and retention survey (Public Perspectives, 2021) indicated that 40% of trainers felt recruitment, skills and retention of staff were a problem for their business. It was estimated that the staff shortage across racing yards lay at approximately 400 to 500 employees.

A proportion of trainers who responded to the survey felt that there were skills gaps amongst their current workforce (27%), however, only 53% of trainers said they had funded or arranged training and development for their staff – this is lower than the national employer average. Of course, we are living in challenging times and we know that trainers have been some of those hardest hit by the economic crisis. That is where our Careers Advice and Training Service (CATS) provides invaluable support to employers experiencing skills gaps amongst their team, taking the pressure off employers and upskilling their workforce.

Perhaps the most worrying of all the results of the 2021 survey was that 29% of staff surveyed said they planned to leave the industry within two years, citing working conditions and pay, as well as a lack of career opportunities as their reasons.

The survey highlighted the need for a change in culture and the modernisation of working conditions to fit in with expectations of wider society, and the Industry People Board have already made clear this is a priority on their agenda. A holistic approach to people wellbeing must form part of this change, and this is something Racing Welfare has been striving towards for some time now with initiatives such as our Wellbeing Across the Horseracing Industry Conference and, of course, our Workforce Wellbeing Programme.

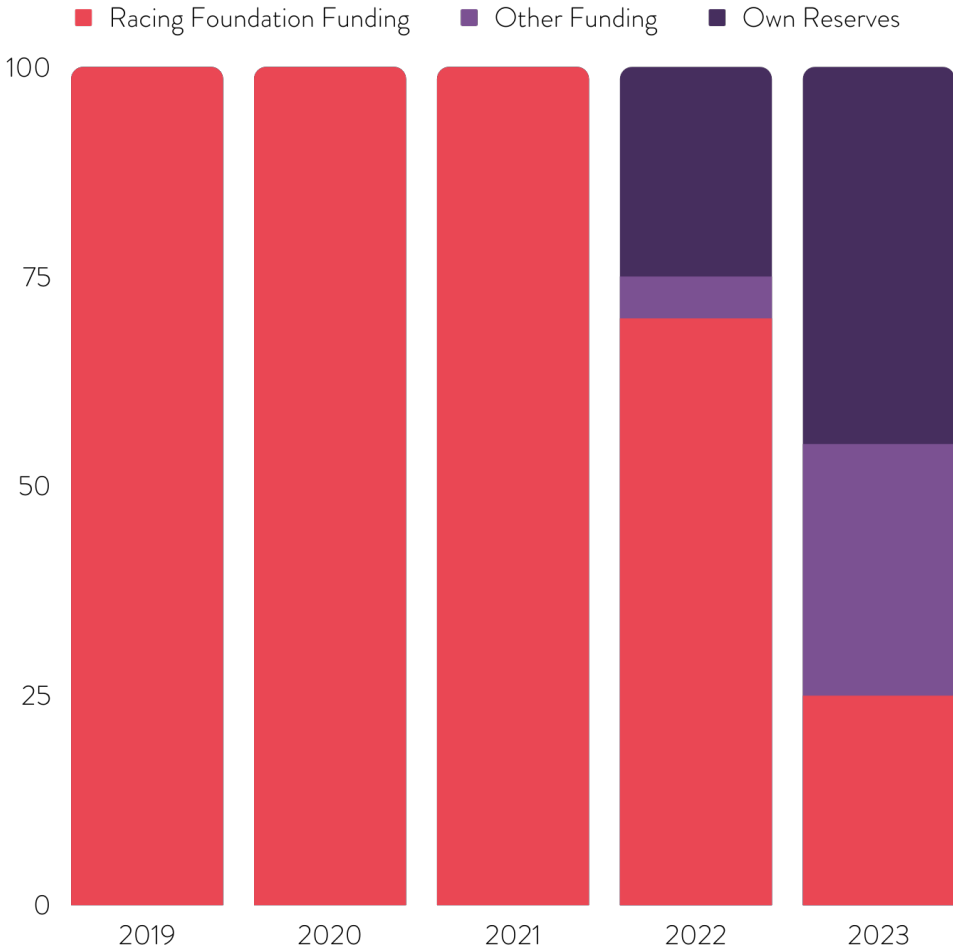
THE FUTURE OF THE WORKFORCE WELLBEING PROGRAMME

As people wellbeing begins to take priority in the boardrooms of our leaders, you’d think that our cup would be overflowing with optimism for the future when considering our own Workforce Wellbeing Programme (WWP) and the significant impact this has had on thousands of individuals over its relatively short lifespan.

But, in reality, the WWP faces a tough road in 2023. The final instalment of our four-year funding from the Racing Foundation will be processed and, with numerous alternative funding streams still bearing little fruit, we enter unknown territory. It is clear there are many synergies between our existing work through the WWP and the aims of the new People Board and, as we go to press, we eagerly await details of the Board’s strategy to identify where our services may fit into their wider plan.

To summarise, it is encouraging that the investment in racing’s people has been earmarked as a key priority area for racing, and that this is recognised by our leaders as integral to racing’s long-term growth and success. Racing Welfare wholeheartedly supports the BHA’s commitment to the welfare of racing’s people and our expert team look forward to working with Neil and the Industry People Board to deliver solutions to future-proof the wellbeing of our sport’s workforce.

WWP FUNDING SOURCES (% OF TOTAL COST)



FUNDING OUR SERVICES

A sigh of relief for 2022, as we headed into our first full year of fundraising events not constrained by Covid restrictions. As a charity that relies wholly on fundraised income, it was a welcome break from the uncertainties of the previous two years.

Our year couldn't have gotten off to a better start than with the Aintree Lunch, held on the opening day of the Grand National meeting and yielding a net income of more than £36,000. We were honoured to be joined by our President, HRH The Princess Royal, as well as raceday presenter Anthony Kemp who spoke so graciously about the support he'd received from Racing Welfare. The lunch event is a truly wonderful opportunity for our supporters to come together and celebrate the work of our charity and, as such, will become an annual event going forwards.

Other annual events, such as the golf days at Woburn and Close House and the Haydock raceday, remained as popular as ever and we are incredibly grateful to everyone who returns year-on-year in support of racing's people. Events such as these are the foundation on which our fundraising activity can build, and our small but mighty team work hard to ensure they remain important fixtures in racing's social calendar.

Our relationships with racing's stakeholders remain of utmost importance in ensuring our services reach as many people as possible across the sport. During 2022 we announced a partnership with the Racehorse Owners Association (ROA) which provided greater scope for collaboration between our two organisations.



CEMENTING RELATIONSHIPS

To mark the launch of the partnership, the ROA logo was added to all Racing Welfare uniform, and the ROA was announced as headline sponsor of the Northern Racing Awards and the Epsom Owners' & Trainers Awards. Commenting in April 2022, ROA Chief Executive Charlie Liverton said: *"There is a natural synergy in our ambition to protect and promote the health of everyone in the horse racing industry. Moreover, this represents a genuinely exciting opportunity to foster a closer relationship between owners and racing staff."*

"OWNERS RECOGNISE THE VITAL ROLE THAT RACING STAFF PLAY AND UNDERSTAND THE IMPORTANCE OF SAFEGUARDING THEIR HEALTH, WELFARE AND WELLBEING, AND THEREFORE WORKING TOGETHER TO DELIVER THIS PARTNERSHIP IS OF CRITICAL IMPORTANCE TO THE ROA. THE RETENTION AND RECRUITMENT OF RACING STAFF IS VITAL FOR THE INDUSTRY AND WE LOOK FORWARD TO PARTNERING WITH RACING WELFARE TO HELP AND SUPPORT THEM IN THIS KEY AREA."

CHARLIE LVERTON, ROA CHIEF EXECUTIVE

We are humbled by the support and recognition we receive from so many stakeholders across the industry. Our fundraising events provide a myriad of opportunities to work with good people from all corners of the sport, not only to raise money to support our life-changing services, but to also ensure our support reaches every individual that needs it.

THE GREAT RACING WELFARE CYCLE RETURNS!

2022 saw the return of the Great Racing Welfare Cycle in a new guise. Evolving from the five-day event of 2021, this time our challenge saw 80 participants take turns in their teams of four to cycle a continuous 30km loop over 24 hours, starting and finishing at the iconic Cheltenham racecourse.

Sponsored by the Jockey Club, Tattersalls, Unibet and Racehorse Lotto, the challenge started at midday on 16th July and finished at the same time on 17th July. The route was a gruelling test of fitness and stamina, over one of the hottest weekends of the summer, encompassing some of Cheltenham’s steepest hills, including the infamous Cleeve Hill.

Teams set up base within the Vestey Bar, where they were extremely well fed and watered thanks to the generosity of Jockey Club Catering whilst they rested their tired limbs and soothed their saddle sores! Despite their exhaustion, spirits were always high, and the cyclists repeatedly returned to base adorned with smiles every single time.

A host of racing celebrities joined us for the challenge, supporting not only our fundraising, but also boosting morale within their teams. Celebrity cyclists included former NH Champion jockeys Sir AP McCoy and Richard Johnson as well as fellow riders Oisin Murphy and Harry Skelton. Model and TV presenter Rosie Tapner was an intrepid supporter of the challenge along with Sky Sports Racing’s Vanessa Ryle who said afterwards: *“It has been a wonderful fundraising experience, great camaraderie, brilliantly organised – way better than I was expecting in terms of the planning that’s gone into it.”*

The event attracted huge media coverage and was the most talked about campaign across the whole year for Racing Welfare. Coverage was achieved not only through our own channels, but also through the channels of our supporters. The event was also well covered by Sky Sports Racing, Racing TV, ITV Racing and the Nick Luck Daily Podcast as well as in the local press around Cheltenham.

IN TOTAL, OUR CYCLISTS COVERED A WHOPPING **12,313KM** DURING THEIR 644 LAPS, RAISING A STAGGERING **£125,000** FOR RACING WELFARE!



SIMON JONES

Simon Jones has put his heart into raising money and awareness for Racing Welfare, and specifically for our mental health support services and training, since the tragic loss of his son Tim to suicide in 2019. Tim was a valued member of Micky Hammond’s team in Middleham and was only 17 when he died.



In 2022, Simon Jones set upon a huge challenge to run seven marathons in seven different countries throughout the year. His exploits have seen the Racing Welfare logo being proudly displayed through the streets of Paris, Barcelona, Edinburgh, Madrid, Barbados, London and New York. Simon even took part in the famous New York City Marathon Opening Ceremony in Central Park.

Speaking in November 2022, ahead of the New York Marathon, Simon said: “More than three years on from losing Tim, I’ve not lost sight of the ultimate goal which is to have a trained Mental Health First Aider in every workplace in the horseracing industry. It’s amazing knowing that more than 500 people have received mental health training, and almost 250 are now qualified Mental Health First Aiders, since I began my fundraising just two and a half years ago, but we know there is more to do.

“This year I set out on my multiple marathon challenge to build on the fundraising I’d done since Tim’s death, to fund access to even more training places. By the time I get to New York, I’ll have covered 1,500 miles in training, burnt 160,000 calories and taken over 3.6million steps!”

Simon has now raised over £25,000 in memory of Tim, helping Racing Welfare to provide life-saving mental health support across the industry. He was formally appointed as a Racing Welfare ambassador at the end of 2022.

MIDDLEHAM OPEN DAY

The jewel in the crown of our fundraising open days, Middleham Open Day, was back in 2022 – the first event since the pandemic halted proceedings in 2020. The event was once again sponsored by ARC, without whom we’d seriously struggle to be able to host an event of this scale.

12 trainers opened their doors to the public on Good Friday, attracting a record crowd of more than 3,500 people to the North Yorkshire training centre. The day truly was a magnificent success, not only in raising a net income of £28,000 for our charity, but also from a community perspective in bringing together local people and businesses to celebrate our wonderful sport.

Huge thanks must go to our volunteers, all 44 of them, who were integral to the success of this event. Also, to the racing community – the 12 trainers and their staff who not only gave up their time to welcome guests to their yards, but who were also sporting in their support of the inter-yard challenge during the afternoon on the Low Moor.

Thanks go to all the sponsors and local businesses that are unwavering in their support for this event, year-on-year.



CHARITABLE TRUSTS

Sincere thanks to the following charitable trusts and foundations for their backing during the past year. The financial backing of these organisations is a major source of income for our charity and enables us to deliver such a vast range of support and a consistent service to racing’s people. Some of our services simply would not exist without charitable funding from the following organisations:

The Racing Foundation	EBM Charitable Trust	Worshipful Company of Loriners
The Childwick Trust	Anne Duchess of Westminster Charity	Payne-Gallwey Charitable Trust
The John Pearce Foundation	Gerald Leigh Charitable Trust	The Earl of Derby’s Charitable Trust
The Thompson Family Charitable Trust	The Langdon Trust	The Britwell Charitable Trust
The Sir Peter O’Sullivan Charitable Trust	Lord Leverhulme’s Charitable Trust	The Garth Doubleday Trust
The Rank Foundation	Hobson Charitable Trust	The Pippbrook Charitable Trust
The Bamford Charitable Foundation	Dalby Charitable Trust	The Privy Purse Charitable Trust

CORPORATE SUPPORT

Thank you to our corporate sponsors, whose support is often the key enabler for our fundraising activity and events. Many of our sponsors have remained with us for a number of years and, as such, we have built longstanding relationships and cemented our partnerships over time. Other sponsors have come on board over the past 12 months and have opened new doors for us in terms of reaching new audiences and exploring further opportunities to raise our profile and funds for our charity. Thank you to all our partners for their support during 2022.

Arena Racing Company (ARC) - Our long-standing relationship with ARC has been pivotal in the success of our open day events at both Middleham and Malton over the years. *“Everyone at ARC is proud to support Racing Welfare. As an organisation, they do vital work in supporting the racing industry, which we are glad to contribute towards through our support of the Malton and Middleham Open Days, as well as numerous other events and fundraising activities throughout the year.”* Sam Cone, ARC Head of Communications and Public Affairs

Ascot racecourse supported us by hosting a retired beneficiary outing in November.

4 Racing

Bedmax sponsor our annual Newmarket Heath Ride.

Betfair - During 2022 Racing Staff Week returned to its original summer slot in the calendar, having been moved the previous year due to Covid restrictions. Betfair have continually supported Racing Staff Week, with this being its sixth year, and their generous contribution has meant our charity has been able to host some valuable events for the racing community during this time, including the ever-popular stable staff races and events such as quiz nights and BBQs for racing’s frontline workers. Also introduced during Racing Staff Week this year was a new ‘Thank You’ competition, where racing staff were invited to give a shout-out to a colleague who goes above and beyond in their role. The winners of the inaugural competition, announced on Betfair’s Weighed In podcast, were Sarah Green and Lisa Cook who each won £250 in shopping vouchers. Anna Glyn-Davies, Interim Head of Campaigns, Brand and Media at Betfair said: *“It is a pleasure to continue our long-standing support of Racing Staff Week and Racing Welfare, and an honour to play a part in shining a light on those working in all areas across the industry. The event has gone from strength to strength in the years we’ve supported and we’re excited to see that continue, celebrating the great work of the people in our industry.”*

Careers in Racing

CNG Switch

Crowd Racing

Farm and Stable

Global Group Racing

Hambleton Racing
Henrietta Knight Racing Club
Hot 2 Trot

Middleham Park Racing

Racehorse Lotto 20% of all sales are donated to Racing Welfare, plus sponsor of the Great Racing Welfare Cycle.

Racehorse Owners Association formal partnership announced in 2022, including headline sponsorship of the Northern Racing Awards and the Epsom Owners’ & Trainers’ Awards.

RaceTech continually supports Racing Welfare initiatives, from mustering up support with their teams on the ground and encouraging participation in events or campaigns, to creating content for events such as our Northern Racing Awards and Epsom Owners’ & Trainers’ Awards. When considering the size and spread of our industry, and our own limits when it comes to resource, RaceTech’s advocacy coupled with practical support is invaluable to our organisation.

Racing Breaks

Rewards 4 Racing

SBK new sponsor of the Woburn Golf Day

Sky Sports Racing

Sportinglife

Tattersalls sponsored the Great Racing Welfare Cycle

The Good Racing Co

The Jockey Club sponsored the Great Racing Welfare Cycle and the Epsom Open Day, in addition to providing ongoing support in a myriad of ways. From providing donations from their online ticketing system and staff fundraising, to the provision of HR, IT and property services, The Jockey Club’s support is far-reaching and crucial to Racing Welfare in being able to provide our services.

Tote

Unibet sponsored the Great Racing Welfare Cycle

Vickers Bet sponsored the Close House Open Day

William Hill sponsored the Northern Boxing Tournament

Windsor Clive sponsored the Woburn Golf Day

York Racecourse

In addition to the above, we continue to receive generous support from many other organisations who donate auction prizes, offer facilities on racedays or sponsor individual awards at our events.



GOOD GOVERNANCE

Our Board of Trustees continue to follow the seven principles of the Charity Commission’s Governance Code and have made strides in our governance procedures during 2022.

Following work already completed in 2020 and 2021 to overhaul our trustee recruitment and induction processes, we welcomed two new trustees to the Board in 2022: Olivia Broderick and Nick McLeod-Clarke. Olivia and Nick both initially joined Racing Welfare as committee members in 2021 through an open recruitment process which extended beyond the confines of the industry.

OLIVIA BRODERICK

An experienced General Counsel having spent many years in various legal, risk and business teams across banking and fintech environments. Olivia currently heads up the Legal function, the Regulatory team and the Company Secretarial function at Checkout.com.

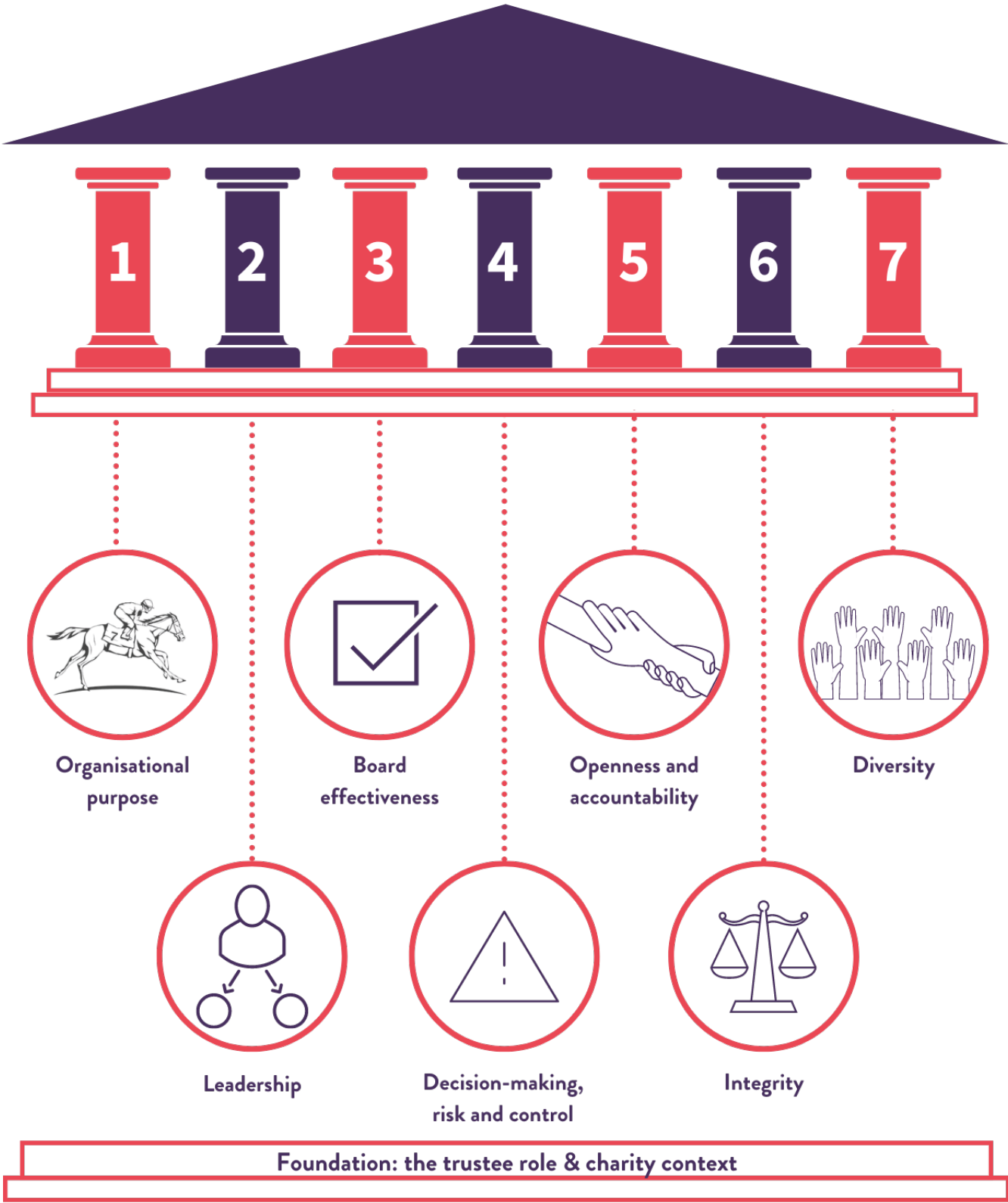
Previous to that Olivia held the position of Group General Counsel and Company Secretary at Zopa where she established and led an award-winning legal team. In previous roles Olivia has supported a wide breadth of businesses and an interesting variety of legal and regulatory disciplines. Olivia supports our Welfare and Governance committee boards.




NICK MCLEOD-CLARKE

Nick joins us from a corporate investment background having had a long and successful career as a fund manager. Nick has also previously offered his services as an advisor and non-executive director for other charities and brings strong audit experience to his role as a trustee.


Nick is a racehorse owner and has supported Racing Welfare events in the past, even being part of the winning team at the 2016 Woburn Golf Day! He sits on the Finance and Investment Committee.




BOARD OF TRUSTEES




William Barlow
Chairman of Racing Welfare and Trustee of Racing Homes




Simon Hope
Vice Chairman & Chair of Racing Homes




Olivia Broderick
Trustee of Racing Welfare




Richard Farquhar
Trustee of Racing Welfare




Morag Gray
Trustee of Racing Welfare




Nick McLeod-Clarke
Trustee of Racing Welfare




Toby Browne
Trustee of Racing Welfare




Johnny Eddis
Trustee of Racing Welfare




Venetia Wrigley, DL
Trustee of Racing Welfare




Lady Celina Carter
Trustee of Racing Welfare



Patrick Russell
Trustee of Racing Welfare & Racing Homes



Rod Street
Trustee of Racing Welfare



Craig Glasper
Trustee of Racing Homes

STEPPING DOWN

Nicky Lyon stepped down from the Board in June after serving as a committee member and Trustee for almost nine years.

“I’d like to personally thank Nicky Lyon, who had served as a trustee and on our finance, investment and audit committee for some nine years. Nicky brought enormous experience both from her accountancy background and her wide experience with other charities and supported the charity through some challenging times.” William Barlow – Chairman, Racing Welfare

COMMITTEES

- GOVERNANCE:** Rod Street, Morag Gray, Olivia Broderick, Nicky Lyon (to June 2022), Annamarie Phelps. Exec members: Gemma Waterhouse, Matthew Cawkwell
- FINANCE, INVESTMENT & AUDIT:** Nick McLeod-Clarke, William Barlow, Richard Farquhar, Johnny Eddis, Nicky Lyon (to June 2022). Exec members: Dawn Goodfellow, Gemma Waterhouse, Matthew Cawkwell
- WELFARE:** Morag Gray, Venetia Wrigley DL, Lady Celina Carter, Patrick Russell, William Barlow, Anna Lisa Balding, Olivia Broderick, Paul Swain. Exec members: Dawn Goodfellow, Simone Sear, Becky Ireland
- FUNDRAISING & COMMUNICATIONS:** Rod Street, Richard Farquhar, Charlie Boss, Nick Luck, William Barlow, Colonel Toby Browne, Lady Celina Carter. Exec members: Dawn Goodfellow, Gemma Waterhouse, Ryan Judson, Nicki Strong.
- RACING HOMES:** Simon Hope, William Barlow, Patrick Russell, Craig Glasper, Simon Stockley. Exec members: Dawn Goodfellow, Gemma Waterhouse, Wendy Botterill, Matthew Cawkwell

For further information on our governance procedures, and to view our financial statements, scan the QR code



PRESIDENT
HER ROYAL HIGHNESS THE PRINCESS ROYAL

RACINGWELFARE

The Jockey Club's Charity | Incorporated in England No 4116279 | Registered Charity No 1084042

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It has never been easier to access information, advice and guidance – download the new Racing Welfare App for 24/7 support at the touch of a button. Scan the QR code to download.

