

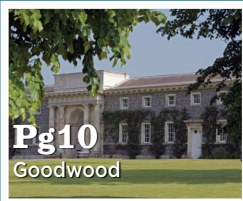


STABLE *talk*

NARS Newsletter - December 2017



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NARS Head Office: The Racing Centre, Fred Archer Way, Newmarket, Suffolk, CB8 8NT
T: 01638 663411 E: admin@naors.co.uk W: www.naors.co.uk

CATCH 22

Catch 22 is defined as a dilemma or difficult circumstance from which there is no escape.

That definition perfectly describes the situation the racing staff of Great Britain finds itself in at the moment. Many of you will know from either talking to me or reading the newsletters that I have been trying to get an agreement from the trainers on working hours and more time off for the staff.

The reality of the situation is that today's society and therefore the workforce coming into it simply will not accept working 13 out of 14 mornings a fortnight, especially as the mornings tend to start at anything between 5am and 6am. So that coupled with the fact most of the racing staff only get one and a half days off per fortnight is why we are facing a staffing shortage soon to become a crisis if we are already not at that stage. The staff that may come into racing will no doubt have friends that work in other areas and they will be used to getting two clear days off per week, we don't even get that over two weeks! Anyone who has a partner who doesn't work in racing will ask you what you mean when you say you have the weekend off, but you are going to work for 6 hours on Saturday morning, and when it's put like that you can see how silly it sounds. A weekend off should start on a Friday evening and you should return to work on a Monday morning. That is a weekend off. In racing we call that length of time off as holiday!

This is one of the most important aspects of our working environment that needs to change and that's where the catch 22 comes into play.

It isn't only the trainers that approach me to say we can't give the staff any more time off, there isn't enough of them to go around as it is, I also get that reaction from some staff. So what we have is a situation where the trainers know they need to give the staff more down time but they don't have enough staff to cover so they just keep driving the present staff harder and harder. Eventually the current staff, exhausted and fed up choose to leave



racing and by doing so put even more pressure on the remaining staff meaning there is even less likelihood of them getting the time off that would enable them to once again have a work/life balance and enjoy working with horses again. Catch 22 in a nutshell.

Yet it doesn't have to be like this, in France they work a 35 hour week and they still train Group 1 winners! A few yards around the country work a rota whereby half the staff work evening stables on one week and half work it the following week. Those trainers also train Group 1 winners!

What we need is a change in the mentality of the employers, many of whom follow a working pattern that wouldn't be any different than if you went back a 100 years ago and in some cases a change in the current racing staffs expectations as well.

NARS has presented a paper to the NTF in our wage and conditions negotiations (NJC) to address the issue of time off. Initially, it was well received but it appears that the majority of trainers are not willing to have anymore time off written into the Memorandum of Agreement at this time.

The very same trainers bemoan the lack of staff they can attract while failing to understand the answers are looking at them. If only they would open their eyes I would gladly welcome them to the sight of the 21st century.

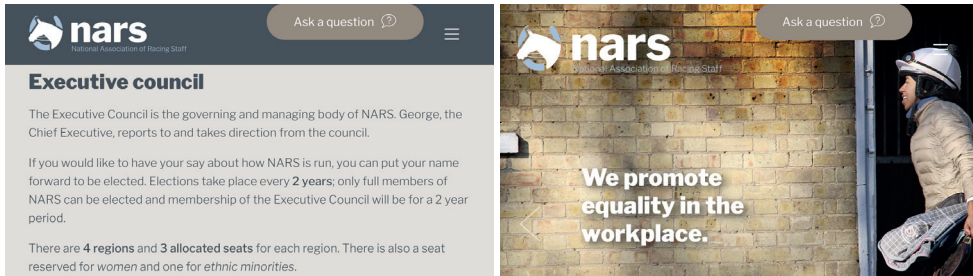
Until they grasp the reality and make the necessary changes we are left with a catch 22 situation.

NEW NAME – SAME VALUES

We are officially now called NARS – National Association of Racing Staff. We hope you love the new look of your representative organisation. We are really excited about the fact that our new name further reflects the changing perceptions of staff working in racing. Along with the name change comes a brand-new website, branding and most exciting of all a NARS App. This is a free app to be downloaded on all your phones, it is currently available on android and will be with apple for the iphone very soon and we will announce this on our facebook and twitter page. Download it as soon as you can!

This is a huge step forward for us and will help us to keep in contact with you all in a more personal, proactive way. It will help us react more quickly, build a better profile of our members and brings us in line with many other industries in the world using social media and mobile apps at the forefront of their marketing and engagement campaigns. We hope the message is clearer than ever before and that is that we represent you. This service is 100% confidential and all support and guidance given is free, as are any legal costs involved.

Please do give us your feedback on the App and Website! New web address is www.naors.co.uk. Our new email address is admin@naors.co.uk. The old email and web addresses will link in to the new ones so don't worry if you use them by mistake!



The left screenshot shows the NARS website header with the logo and 'National Association of Racing Staff'. Below the header is a section titled 'Executive council' with the following text: 'The Executive Council is the governing and managing body of NARS. George, the Chief Executive, reports to and takes direction from the council. If you would like to have your say about how NARS is run, you can put your name forward to be elected. Elections take place every 2 years; only full members of NARS can be elected and membership of the Executive Council will be for a 2 year period. There are 4 regions and 3 allocated seats for each region. There is also a seat reserved for women and one for ethnic minorities.'

The right screenshot shows a banner with the NARS logo and the text 'We promote equality in the workplace.' The banner also features an image of a person wearing a racing helmet and holding a newspaper.



SCANNING HORSES AT THE RACES

An incident at Yarmouth has led to changes in the way the BHA manages the scanning of horses at the races.

On that occasion Charlie McBride saddled a 3 year old to run in a race for 2 year olds. To make matters worse the 3 year old won and it was only after the horse was scanned that the mistake was identified. That in turn led to front page coverage in the Racing Post and was picked up by local and national media too. All very embarrassing for the sport (not to mention Charlie) and the BHA felt it had to react.

As a result they have decided to scan horses on the way out as well as on the way into the yard

The problem here is that it's one thing to scan a horse when it enters the stable yard at the races and entirely another thing to do so when they are about to race. The main issue is that horses that are arriving at the races do so in drips and drabs and tend not to be as excited as they can be just before a race. It is surely only a matter of time before we have several horses, colts among fillies, all together in a confined space (think of how narrow a lot of entrances are at the stable yard) and you have a recipe for disaster. Not only do you have the horses queuing up to get scanned on the way out but you also have the horses from the previous race trying to return, most of them jig jogging with their blood up. I am only surprised that we haven't had an accident already.

I have brought this up with the BHA in order to see if we cannot find a more practical solution but it would have made more sense if the BHA had thought to consult with those responsible for the horses in the first place.

WINNERS ENCLOSURE

With Cheltenham just a few months away I thought I would ask the question;

How do you feel about the owners leading in a winner?

This was brought to my attention last year at the Cheltenham Festival when a number of high profile winners were lead in by the equally high profile owners. Of course, all of this is captured live on television and there were times when watching an owner grab a horse by the reins and attempt to lead it in was embarrassing, but there were also times when the owners inadvertently put the jockey and horse in danger. Most horses know their grooms and the groom will know the horses character and how it should be handled. Owners on the other hand seldom have first hand experience of racehorses and certainly not ones who have just run their hearts out minutes earlier. There were occasions, mostly on the Flat, when an owner wanted to grab a horse coming into the winners enclosure and it was evident the horse was frightened by the clumsy way in which the people who are not used to racehorses tend to go about this.

Some will argue (mostly owners) that owners pay the bills and should have the right to do this and I know not every racing groom is overly bothered by an owner leading his horse in. It is usually the way the owner will go about taking the horse off the groom that looks so bad and this upsets those that are responsible for the horse. While it is fair to say the owners pay the bills it is also fair to say that the grooms work with their horses everyday and are equally entitled to share the glory. Personally, if an owner took a horse off me in what I thought was a disrespectful way I would leave them to it. I'd like to see them lead it away, wash it down and walk it off for the next 45 minutes! While I am not advocating this as a course of action I do think owners should think carefully before they decide to try leading a racehorse into a winners enclosure, or anywhere else.

THE BENEFITS OF WORKING IN RACING:

I know we are not going to get rich doing our jobs but I love working in racing all the same! I am outspoken about our industry and champion it enthusiastically to those who have negative comments. I know there is much that needs to change but choose to focus on the positive instead.

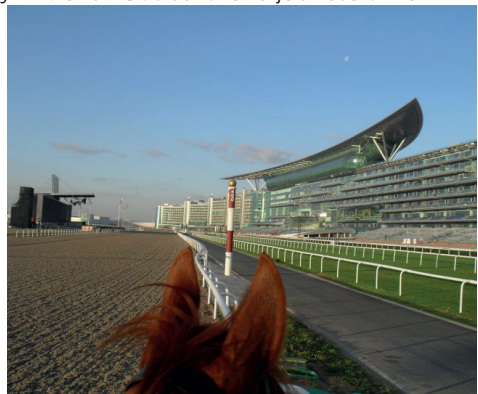
Apart from the obvious pluses, such as getting to work in an exciting high profile industry, getting up close and personal with the buzz and atmosphere of the races, and often working in incredible countryside and surroundings with world class facilities. We get to interact with horses, generally don't have long commutes in rush hour traffic to get to and from work every day and don't have to use expensive and often unreliable public transport - a thing I relish after years of commuting in to London catching trains and tubes.

Another thing I personally love is the opportunity to learn. The courses on offer from the BRS, NRC and NARS are excellent and the fact that funding can be accessed easily is amazing and unlike any other industry I have worked in. I would really recommend you looking in to this, the courses on offer cover a wide range of skill sets. We get to experience first-hand the change learning makes to people's daily lives. Not only do learners use their new skills, but the confidence gained and friends made along the way bring additional benefits.

Personal support is another thing that differs in our industry. Racing Welfare, The Injured Jockeys Fund and NARS add real value to people's daily lives and offers free counselling and support when people need it most. Again, I have never experienced this in a work place previously and I am lucky I get to witness first-hand what this means to the racing staff we represent. On the welfare issue, our horses in the UK have the highest welfare standards in the world, another bonus!

The availability of jobs we have is also unheard of in other industries. If you are a reliable, good work rider, yard person or travelling groom there are always options open to you and the rate of employment is extremely high. The way we apply for jobs and the speed we move from one job to another is also very different. In London, the average time it takes to get a new job is 10 - 12 weeks and only 12% of all CVs sent for a job result in an interview - you do the math! This is why your reputation in racing is key as we rely on word of mouth so much. There is a good career progression for many and the opportunity to travel abroad is also a draw to racing. We also don't have the corporate "BS" that goes with many office jobs - anyone who has climbed the corporate ladder could write a thesis on this and it wouldn't be pretty reading!

I know there will be many members reading this who will think I am completely nuts and I have no problem with that as I honestly love this sport and feel incredibly lucky to be involved in it.



REFERENCES

Most staff working in the racing industry think that an employer must provide a good reference once you have left a job. That's not correct.

An employer has an obligation to provide an accurate reference which doesn't mean it will read favourably with a new employer. Therefore, most employers now simply state when an employee started and when they left their employment.

As an example; if an employee who worked for a trainer for a short time and in that time the other employees noticed their belongings had been stolen - money, waterproofs, goggles etc and the trainer didn't tell the next employer he had concerns they would be in trouble for not providing an accurate reference. The reason for this is to protect the current employees at their place of work from a potential rogue employee who has just joined.

It is not about giving somebody a bad name or making it difficult for them to get a job, it's about providing the next employer and their staff with an accurate description of their newest work colleague. Personally I would want to know if the new person

riding out next to me was a good rider or an inexperienced one. The days when lads got a job by word of mouth are still here, it's how most positions are filled but it's not a great way forward for the employers or the staff. My colleague, Kevin Parsons is able to help you with your CV and we have offered this service free of charge for the last five years. It makes a great deal of difference to an employer if you have CV as opposed to someone who doesn't. In racing if you start a job you will probably be thrown a set of tack, told where to find your first lot (that's if you don't have to muck it out first) and where to go from there. There are exceptions such as Mark Johnston's and Godolphin but for the majority of the industry there is no induction.

On the other hand, we as a workforce need to understand that even if we dislike the job a period of notice should be given. By law it's one week for every year worked up to twelve weeks' notice

I berate employers for not asking for a reference. By the same token we as employees should work notice.



BULLYING IN THE WORKPLACE



This is a subject which has had much media attention placed on it, in our industry and across schools and other workplaces worldwide. The media has had a field day with Gay Kelleway's alleged expose of this in racing. We get numerous complaints about bullying in the workplace and this seems to be escalating, with social media playing a big part in this too. This is a matter we take very seriously but it is a difficult one to follow up and stamp out. It is ALL of our responsibility to address this.

So let's look at the issue. What is bullying? In a nutshell, it is someone trying to intimidate you, either verbally or physically.

You are probably being bullied if you are:

- constantly picked on
- humiliated in front of colleagues
- regularly treated unfairly
- physically or verbally abused
- blamed for problems caused by others
- given too much to do, so that you regularly fail in your work
- regularly threatened with the sack
- unfairly passed over for promotion or denied training opportunities

Bullying can be face-to-face, in writing, over the phone or by social media or email.

There was an excellent clip on Facebook recently which highlighted that bullying escalates when neither party will back down. The best way of stamping this out is by looking at it from a work perspective only – generally bullies attack people who threaten them so these are likely to be people who are good at their jobs, favoured by management, well liked in the workplace and don't often fight back. If you do not engage on a personal level but keep all communication to do with work only, they will eventually lose interest in you. A bully's biggest weapon is making you lose your cool and making it personal. Most of them are insecure so it helps if you can remember this is about them not you – not easy to do I know!

Bullying should be reported to your trainer immediately. If you feel your concerns are not adequately addressed you can contact us. We will discuss everything with you, listen to your issues and if you want us to we can start formal grievance procedures against the person involved.

RACECOURSES AND THE FACILITIES

The facilities at the racecourses has always been a hotbed of contention for staff, and quite rightly so!

We receive many complaints about the standards of the rooms that staff stay in overnight and the canteens when they are serving either poor quality food or its expensive. We accept and understand the complaints and we would like to think that we have improved many racecourses but understand there are still too many that need to catch up to what we feel is an acceptable standard.

The biggest problem NARS faces is that we don't licence racecourses, the BHA does, and we don't regulate racecourses, the RCA is their representative body.

Following the 2016 NARS AGM, when several staff complained about the facilities at racecourses for staff we appointed Racecourse Inspectors drawn from the membership. The positions are paid and were advertised in the newsletter, so now we have 7 Racecourse inspectors who view the facilities and write a report on their findings. This year we have covered 44 racecourses and had a total of 66 reports (the aim is that all racecourses are inspected twice by the RCIs). With this information, we have greatly improved our data and we have been in a position to contact racecourses as soon as there is a problem. Unfortunately, some racing staff still prefer to voice their disgust on FB, which is fine (free society) but it doesn't help NARS resolve the problem, it just makes it public, with no results, you get to let of steam and then face the same problem the next time you go racing. The staff of NARS monitor FB for such issues and we respond immediately but its often to late to resolve the issues. We absolutely endorse the complaints when they are merited and have no objection to them being posted on FB (name and shame can work) but at least give my RCIs and NARS a fighting chance by contacting us as well rather than having to read it on FB.

If you wanted to be really proactive and change things you could copy in the RCA who are the representative body for racecourses and the BHA who licence them. NARS is on your side but without the ability to withdraw a licence or impose a fine on a racecourse we are relying on the power of goodwill and embarrassment which works to an extent.

So far my Racecourse Inspectors and Regional Co-ordinators have been responsible for the vast improvements at Newbury which has new accommodation and uses a voucher to discount food, Ascot, free food, Brighton, overnight accommodation now in hotels, Chelmsford, free food, Perth, hotel standard rooms and the Scottish racecourses who always put on a great welcome for the racing staff.

We are working on all of them, if you attend a race meeting and you are not happy my RCIs will have a suggestion box for you to post your views, please keep it constructive, abusive comments reflect poorly on you and can not be used. The comment, "its shit" is all too familiar to me but that doesn't help as it identifies nothing and its exactly why racecourses have got away with some poor standards so far.

The Regional Coordinators are David Holland and Tim Lyle and the Racecourse Inspectors are Cathy Beaumont, Grey Davis, Andrew Doyle, Cairi Dyson, Hannah Gregory, Pete McCulloch and Nicky Rigby.

RACECOURSE INSPECTORS

We held our first training day for the NARS Racecourse Inspectors in London last month and had an extremely productive session with many excellent ideas coming out of this. All the inspectors and regional coordinators will now be identified on course by their NARS jackets and lanyards. They each have a suggestion box which will be in the racecourse canteens whilst they are on course, so please put any comments and suggestions you may have into these boxes and these will be relayed to us. We have also included all the inspectors and their photos on our new website so you will be able to put faces to the names.

During the meeting, we looked at all the courses and after lots of discussion (argument?) came up with the following list. The inspectors could only vote on courses they had personally visited in the past 12 months. We know not everyone will agree but feel it is a really good starting point.

RACING STAFF RACECOURSE QUALITY

Very Good	Average		Poor
Ascot	Aintree	Kelso	Cartmel
Ayr	Bath	Leicester	Chepstow
Bangor	Beverley	Lingfield	Huntingdon
Chelmsford	Brighton	Ludlow	Nottingham
Cheltenham	Carlisle	Market Rasen	Pontefract
Chester	Catterick	Muskelburgh	Plumpton
Kempton	Doncaster	Newcastle	Southwell
Newbury	Epsom	Newmarket	Stratford
Newton Abott	Exter	Redcar	Towcester
Perth	Fakenham	Ripon	Uttoxeter
Wincanton	Ffos Las	Salisbury	Windsor
York	Fakenham	Sandown	Wolverhampton
	Fontwell	Sedgefield	Worcester
	Goodwood	Taunton	
	Hamilton	Thirsk	
	Haydock	Warwick	
	Hereford	Wetherby	
	Hexham	Yarmouth	

Jockey Club Owned in Blue. ARC Owned in Red and Independents in Green.

We are looking for 2 more inspectors so please get in contact with me if you are interested in this role, admin@naors.co.uk

GOODWOOD

Goodwood launches £1,000 #RacingLife competition for Racing Staff

We all know that Britain's Got Talent,' but now it's the turn of the racing industry to prove that those working in stable yards up and down the country have a diverse range of skills.

Goodwood Racecourse is launching a digital competition to reward racing staff, who are some of the hardest working people in the sport. A prize of £1,000 will be awarded to an individual that works in a racing stable, who produces the most entertaining video showcasing their life — and talents — in the industry.

Racing staff work outdoors in all weathers, doing unsocial hours with early starts, long days and regular weekend work, as well as always having the risk of working with highly-strung thoroughbred racehorses. The backbone of the sport, racing would not function without the dedication and love of these professional horsemen and women, who focus their lives on caring for the equine athletes that we see and enjoy on the racecourse.

As a thank you for their efforts, Goodwood will show, first-hand, what these individuals undertake on a daily basis. The videos submitted will be shown on Goodwood Racecourse's social channels throughout December, with a shortlist of four being selected before a public vote in the New Year. The judges are looking for videos which are humorous, creative and

insightful. best telling the story of what racing staff get up to in their daily working lives.

Entries to the #RacingLife competition can be sent via email to racinglife@goodwood.com or via WhatsApp to 07971 598287 between 1 and 31 December."

In addition to the competition Goodwood is running for racing staff I have met with

Ed Arkell, the Clerk of the Course, to discuss the accommodation available to the staff staying overnight at Goodwood, particularly at the Glorious Goodwood Festival meeting.

We are all in agreement (that included Ed) that the facilities are simply not good enough for our members in this day and age. The problems that Goodwood faces are that the building is a Grade 1 listed building and to so much as change a light bulb needs permission (ok I exaggerate but you get the idea).

Once planning permission has been given work will commence but due to the commitments, the rooms are also used for other events such as the Festival of speed.

There are plans in place to create single occupancy rooms to a high standard by knocking through the joining walls which are plaster board throughout the corridors, this project will start at the end of the 2018 season and I have asked that Goodwood put the plans on display for those that will be staying overnight this coming season.

The 10-year plan is to move everything from the current base which is a mile away from the course up to the top where the racing takes place, but this will need a £20 to £30-million-pound investment.

In the mean time we hope to have some changes in place for this season, but you will not see a huge difference, that all will hopefully come in 2019.



GOLF DAYS:



NARS is delighted to announce we have now joined up with Racing Welfare to host 4 days of golf for the racing staff.

We have decided to try a few new venues with a view to getting more of the racing staff from around the Country involved. Over the past few years we have tended to have the same lads taking part (I am one of them!) We really need to bring these days to everyone who may want to play regardless of where they may work. With that in mind we have booked 4 days of golf at the following locations.

- 1) May 22nd Newmarket Golf Club, catchment area is Newmarket and the surrounding areas.
- 2) June 5th Ripon Golf Club, catchment area is Middleham, Malton and the surrounding areas.
- 3) July 10th West Berkshire Golf Club, catchment area is Lambourn, Epsom, The South West and surrounding areas.
- 4) August 28th will see The Warwickshire host the final. We have kept this as it's a central location for all the staff.

The format will once again be $\frac{3}{4}$ of your handicap, if you don't have one we will allocate you one on the day. We have booked the above courses to provide us with 10 tee off times allowing for a maximum of 40 golfers. All of the venues will provide you with a bacon roll and a coffee followed by a two-course meal and the presentation of the trophies. The cost to the racing staff will be just £20! You apply for a spot by emailing kevinparsons@naoss.co.uk The first 40 to email in will get a place.

As usual there will be prizes for the winner and runner up as well as a nearest the pin and longest drive at each venue.

In addition to this NARS will be offering a yourgolftravel voucher to the value of £1,000 to the winner of the Warwickshire golf day. To qualify for a place at the Warwickshire you must finish in the top ten at one of the 3 tournaments preceding the Warwickshire. There will be 10 places for guests and retired racing staff (who will not be eligible for the £1,000 prize) you can play all of the tournaments and even if you don't get into the top ten, should there be a space available you can still email in for a place.

Both NARS and Racing Welfare would also like to take this opportunity to thank Rab McKeller for all his hard work over the years for organising the Racing Welfare golf days. We have asked Rab to be part of the planning committee for our new venture but he has chosen not to do so.

I look forward to seeing you next year.

SPORTS DAY'S



With The Racing Centre Sports day in Newmarket now completing its third year it has been great to see other centres taking the same idea and incorporating similar within their racing communities.

Various centres around the country this year held sports days or sporting team events which encouraged staff to get out, competing with each other, having fun as a team and creating those memories to last a lifetime.

This is what our industry is about, teamwork, fun and with that competitive edge throughout!

NARS has been delighted to help and support each event in some way and will continue to do so, the Newmarket event of which we help organise was once again a fantastic day with many staff and various yards taking part once again. And in future years again would like to open it up for anyone or yard across the country to come and take part if you wish. The more the merrier!



Results from the Newmarket Sports Day were:

3000m	Sponsored by Godolphin Pre Training		
Female	1st	Ozge Arslanoglu	R Varian
3000m	Sponsored by Ryan Moore		
Male	1st	Oz Wedmore	R Varian
1500m	Sponsored by Ed Dunlop		
Female	1st	Pavla Sedlakova	S Crisford
1500m	Sponsored by Sir Michael Stoute		
Male	1st	Derek McGaffin	C Appleby
800m	Sponsored by William Haggas		
Female	1st	Hannah Pollard	C Appleby
800m	Sponsored by Chris Wall		
Male	1st	Adam Elias	M Stoute
400m	Sponsored by Frankie Dettori		
Female	1st	Hannah Pollard	C Appleby
400m	Sponsored by Henry Spiller		
Male	1st	Wayne Hogg	C Appleby
200m	Sponsored by David Simcock		
Female	1st	Leah Mapston	C Appleby
200m	Sponsored by Charlie McBride		
Male	1st	Wayne Hogg	C Appleby
100m	Sponsored by Racing Welfare		
Female	1st	Emma Carey	J Gosden
100m	Sponsored by Mark Tompkins		
Male	1st	James Beasley	J Tate
Long Jump	Sponsored by Simon Bailey		
Female	1st	Leah Mapston (4.51m)	C Appleby
Long Jump	Sponsored by Simon Bailey		
Male	1st	Bruno Sampaio (5.21m)	M Prescott
Tug of War	Sponsored by Hugo Wright Insurance		
Mixed	1st	R Varian	
4x100m Relay	Sponsored by KPO and Racefit		
Mixed	1st	John Gosden	
Overall Team Winner	Sponsored by Mulqueen Farrriers		
	1st	C Appleby	42 ½
	2nd	R Varian	33
	3rd	J Gosden	13



Once again we have been confirmed for further funding for the next year taking the project into its sixth year with the opportunity to also expand further.

In 2017 we have successfully run courses in Middleham which has seen many people take part. This opportunity for racing staff to expand their qualifications is fantastic. Whatever the reason they have chosen to do them for it is an opportunity that has cost them nothing.

As always all of our courses are free of charge for staff to take part on, they also include refreshments and a lunch so even more reason to come along.

The past year has also seen courses in Newmarket taking place as normal, with the most signed up being the ESOL (English Speaking of Other Languages) course. These courses are always over-subscribed and we often have to split into two class to help them run better.

In 2018 we are looking to head down to the South West to be able to offer the same opportunities to the racing staff as long as the demand is there whilst also looking to start with courses again in Malton if possible. Lambourn is another area that we have had some interest from and if we can get something going there too it would be great.

The courses we are able to run are;

English Functional Skills

Maths Functional Skills

ICT Functional Skills

ESOL (English Speaking of Other Languages)

The project now five years old has been for myself, NARS, and the racing staff across the country a fantastic success. With learners up and down the country taking part with mobile learning centres set up in Epsom, Lambourn, Malton and Middleham. The centre in Newmarket which has been running courses continuously in the five years.

Courses have been run in English, Maths, ICT, ESOL (English Speaking of Other Languages) and Mentoring. All helping to improve skills for the racing staff.

We have had many people take part for various reasons from wanting to improve their skills to move sideways to other jobs within the industry, some to improve their skills to leave the industry and a few that have come in to refresh their skills to be able to help their own children with their homework/revision for exams at school.

Some of the staff that have come to upskill from our courses that have gone onto other employment include people now working





as a postman, taxi driver, carer and dog groomer.

Staff that have sidestepped in the industry have seen them go from work rider/grooms to now working in the office at some of the biggest yards in the country, something they wouldn't have had the confidence to possibly do so before completing our courses.

The project over the five years has engaged with 952 racing staff, whether that is them taking part on a course, writing their CV with them, giving them careers advice and guidance.

As well as this I also chat to students at the British Racing School and Northern Racing College before they head off into the industry. Helping to highlight the many various job roles within the industry, the training available to help them achieve their goals and share my experiences of my time working in racing.

All of this wouldn't have been possible without our providers that run the courses for us, currently West Suffolk College in Newmarket of who we have formed a great relationship with and the North Yorkshire Adult Learning and Skills Service. Who have been our provider in Middleham. In the past we have also used the City Of Bristol College who helped get the project off the ground and East Riding College who ran the course for us in Malton.

Whilst the project is re-funded each year depending on outcomes and progress of the project, lets hope for another five years!

It is great to host courses wherever they are needed and if any interest in any type of course please get in touch with myself Kevin Parsons at kevinparsons@naors.co.uk



