



STABLE

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NARS Newsletter - December 2019



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GEORGE'S COLUMN

THE WHIP, IT'S DOOMED!



Regardless of whether you agree with that statement, the fact is that we can probably count the years we have left when jockeys can use the whip on one hand.

Is the use of the whip cruel? No, not in my opinion, at least when it is properly used.

Is it an integral part of racing or can the sport of Kings not just survive, but thrive without using the whip. I believe it can.

I recall growing up in the world of racing during the mid-eighties in Ireland. In those days if a jockey didn't use the whip at least a dozen times he was considered not to have tried hard enough! From those days to the present racing and society has changed at a rate that nobody could have imagined. We now live in a society that will happily take to social media to voice their concerns, views and at times in racing, their disgust and all without ever referring to any facts. The truth is the first casualty of social media.

Of course, in terms of the public's views on racing we can see that they are by and large misinformed. However, once a view or opinion is out there it is impossible to correct, we have all seen how these things snowball on social media. The few voices, from the professionals in the sport to the BHA will try to correct the misinformed, but I am afraid their voice is lost in the media storm. For example, just look at what animal aid did in the run up to Royal Ascot, with posters on all the buses in London condemning our sport as cruel. Their message was not just misinformed but wrong in every sense, yet the damage was done. Consequently, a greater number of Londoners than ever before believe our sport is cruel and should be stopped. A worrying

number of the public think our sport should be banned and the same goes for the Grand National. It is not enough for those of us who work in racing to say, "don't listen to the detractors, they only ever watch the Grand National or the Derby, they can watch Peppa Pig if they don't like racing". That sort of head in the sand attitude will be the death knell for racing

The sport itself could do more in terms of PR with the public and although this is being addressed it is woefully underfunded centrally at the BHA.

However, if we really want to address the perception the public have of racing as a cruel sport then we must address the use of the whip. As it stands a jockey on the flat can only use the whip 6 times and 7 for the national hunt jockeys. The rules are properly enforced but the penalties simply do not deter a jockey from breaking the rules to win a valuable race. This was well pointed out by Charlie Fellows who gained his first Royal Ascot win when Hayley Turner hit her mount excessively to win. She didn't care if she was banned for a week or two, with the prize money in her bank, after all a week or two in the Caribbean sounds like a good idea. There lies the problem, the punishment doesn't fit the crime. A ban of three months for a first offence would concentrate the mind a bit more, six months for a second offence and so on. I am sure jockeys will be outraged but I very much doubt the BHA would have to ban more than one or two jockeys before the message sunk in. Others suggest that the race be taken off the winning connections, but in my view that punishes the owner, the trainer, the betting public and the staff, all for a transgression the jockey makes. Why punish everyone else?

Clearly, as things stand the public still believe our sport is cruel and we need to move on this before it is taken out of our hands and into government offices. Then we will really be in trouble, because the government do not understand racing as well as those that currently run and regulate it. However, the government does understand and know all about public attitudes and views.

The debate is not about whether the use of the whip is cruel or not, I don't believe it is, when used as an implement to motivate and correct. The debate is about how we change the perception of

the public who do not want to see horses hit in the course of a race. I am convinced that as an industry we look after our horses better than any other equine sport, but we cannot rest on our laurels. The fact is that unless we embrace changes in how the whip is used and the consequences for breaches of its abuse, we are in grave danger of becoming regulated by people who have no love, no passion or vested interest in our sport.

We have a choice, we embrace change and prosper or carry on as we are, to wither and die.



YOUR WAGES, TERMS AND CONDITIONS

BY GEORGE McGRATH

Every year NARS holds an NJC meeting (National Joint Council) with the NFT to discuss wage rates and expenses. This year the NARS delegation was made up of Shaun Johnson who works for Daniel Kubler in Lambourn, Jemma Marshall who works for Owen Burrows also in Lambourn and Pete McCulloch who works for Hugo Palmer in Newmarket and myself. The NTF were represented by Rupert Arnold and Dawn Bacchus.

The negotiations took place over two meetings and the new agreement came in to force on the 2nd Of December.

The delegation felt that in light of the difficulties businesses were having with the uncertainty of Brexit and the general economic climate, they would concentrate their efforts on improving the expenses when going racing as well as a basic wage rise. As predicted the NTF reported that a significant amount of their ranks were struggling to attract owners and pointed out that prize money levels were due to fall with the closure of over 1,400 betting shops, and the reduced levy income racing receives. We countered that the terms and conditions our members are working under predate the current economic climate and we do not accept that we have to suffer in the bad times when we didn't enjoy the benefits of the racing economy in the good times.

The outcome was that racing expenses would be improved across the board and there would be a 2% pay rise on all basic rates. The 2% may sound poor but it is in fact above inflation at this time.

The full changes are as follows;

- Racing expenses will go from £8.21 to £8.80, up 7%
- Overnight expenses will go from £15 to £19, up 26%
- Foreign travel allowances will go from £30 per day to £47.50 per day, up 58%
- Basic wages on all rates are up 2%

Should any member believe they can contribute to the next NJC which will be held in the late summer of 2020 then please contact the office on admin@naors.co.uk

NEW OFFICE MANAGER – MOLLY HOBBS

Before joining NARS, I worked in various equine related jobs, including five years full time in a racing yard and more recently as a secretary at Newmarket Equine Hospital, with both roles providing me with invaluable experience and opportunities.



I have been passionate about horses and racing since a young age and have early memories of visiting Worcester and Cheltenham racecourse with my grandfather. As a child I spent most weekends whilst still at school, riding out and lending a hand at my local riding school where I learnt the basics of horse care, show jumping and dressage. I knew from an early age that I wanted to make a successful career in this fast-paced, exciting industry.

After completing college, where I studied 3 A-levels and a Higher-Level Diploma, I began working at Tom Dascombes racing yard (who is unsurprisingly the winner of the 2019 Lycett Team Champion Award). It was a fantastic place to work to gain some hands-on experience.

I then applied to the British Racing School, where I was successful in securing a position and was given the opportunity to further my education. To

date, I have completed the Level 2 and 3 in Horse Care Management, a racing secretary course, and I am looking forward to starting the new Level 4 in Horse Care Management next year.

After completion of the course, I chose to settle in Newmarket and began working for the trainer Charlie Fellowes. I had many highlights working here, including travelling all over the UK and abroad with many exceptional horses. However, after having my two children, I personally found myself in a position where I needed a role that could fit around childcare and the challenges of becoming a new parent. At this time, the position of Office Manger became available at NARS.

Since stepping into the role four months ago I have been stunned at the amount of cases and the variety of work-related issues we deal with daily. However, none of this can be reported due to the confidentiality of each case.

MENTORING FOR THE FUTURE

BY KEVIN PARSONS

On Friday 22nd November NARS held an event to celebrate the first two cohorts of learners completing and passing their Level in Mentoring, Leadership and Team Skills.



The event was held at The Racing Centre in Newmarket, guests included various industry figureheads, employers and friends and family of the mentees, of the twenty-four members of racing staff who passed the course seventeen were in attendance.

NARS were keen to offer staff the opportunity to gain knowledge, practical skills and a qualification in Mentoring, this would give them the ability and confidence to mentor others in the workplace and

in many cases provide them with a qualification for something they were already doing in their current role. The idea behind the course was to have trained mentors in yards all around the country to help with the retention situation the industry currently finds itself in.

George McGrath, Chief Executive of NARS kicked off the evening, he began by thanking Jenningsbet for their generous sponsorship of the courses and told how he had first met them at a parliamentary reception in London, after their initial meeting George and Kevin sat down with JenningsBet and put the idea to them, which they loved and following that, confirmed five years of sponsorship to run the course.

On the night Greg Knight was in attendance and said "We are very proud to have played a part in helping dedicated racing staff with their personal development and adding to their skill set, at the end of the day it is the people working in the yards that keep the whole show on the road." He added afterwards "It really was a pleasure to see the fruition of a lot of work and planning, and to hear from those collecting their certificates on how they had grown in confidence as result of the course."





Jade Ransley, Mentor

Local MP Matt Hancock was due to attend the event but unfortunately was called to a political debate, however he said “The work NARS is doing to further develop the well-being and professional development of those working in the horseracing industry is not only impressive but vital. None of this can be achieved without the talented and dedicated people who work in the horseracing industry. It is the people who make it what it is, and those individuals need support and education to further their lives within racing. I am very disappointed not to be there with you tonight to present the fantastic mentors with their incredibly well-deserved certificates.”

In the months prior to the course starting last September working with West Suffolk College the course was designed and the modules and content carefully selected by Kevin Parsons and Dominique Tortice of NARS, they wanted to make sure the course was as beneficial to the staff as possible and very relevant to the horseracing industry.

The first cohort began the course at the end of September 2018, one of the learners from the first cohort was Jade Ransley who works for Sir Michael Stoute. She spoke at the event of how she had joined the industry and been nurtured through the first years of her employment there, “I was mentored by our head girl Sarah Denniff, shadowing her and learning about the role of a head person, she mentioned to me about this course and thinking about it I decided to sign up.”

On completion of the course Jade was promoted to a senior role and not long after was putting her newly acquired mentoring skills to good use. “We had a girl join us in January, one of the worst

times to join a flat yard. The horses were fresh, she kept falling off and her confidence was at rock bottom and was contemplating whether this was the right job for her. I began mentoring her, using the skills I had learnt and also organized some evenings with the staff from the yard so she could get to know everyone. That way if I wasn't around or was busy, she would then at least feel confident asking others for help if. She is now another important member of the team, riding work and enjoying the job, and that for me is great.”

She added “The course was superb, it has built up my own confidence no end, the fact that I am even up here speaking in front of you all is proof, before the course I never would have done this.”

Nick Rust from the BHA was in attendance to give a short speech and to present the mentees with their certificates, he commented “ We have many talented individuals in the sport and sometimes in the past we haven't invested enough in them and helped to share learning across the industry. I really welcome this programme and look forward to hearing more about the fruits of it.”

NARS are delighted with how well this initiative has taken off and the feedback from the learners, employers and industry figureheads has been excellent. We are very excited to take this down to Lambourn in the early part of 2020 and expand it further to other parts of the country.

We would like to thank all of the learners for their dedication and hard work to complete and pass the course to gain their qualifications, Congratulations from all at NARS.



Nick Rust, BHA

NARS GOLF TOURNAMENT 2019

BY KEVIN PARSONS

For the second year running we held our annual Golf competition with three qualifiers around the country to secure a place in the National Final.

We would once again like to thank our generous sponsors who all contribute to the series, keeping the costs down for the staff to just £20 per player. This includes Bacon Roll and refreshments on arrival, the round of Golf followed by a two-course dinner after. So, a huge thanks to Morrish Solicitors, NKT Financial Services and The Jockey Club for all making this possible.

The first event was held in Newmarket in May and the largest turnout of any of the qualifiers saw 46 players take part. The Ripon event was held in June with a total of 27 players taking part, the final qualifier being held at West Berkshire Golf Course with 35 players involved.

It was great to see a few people play more than one event too, either wanting a day out or to qualify for a place in the final.

Each qualifying event winner along with the overall winner, would also secure a place for the Racing Welfare Golf event at Woburn in 2020, coming together as the fourball to represent NARS in this event.

The top three at each of the qualifying events were.

Newmarket

Pos	Score	Name	H'Cap	Employer
1st	42	Pete McCulloch	11	H Palmer
2nd	41	Peter Hawkins	14	B Meehan
3rd	41	Jimmy Thompson	24	R Varian

Ripon

Pos	Score	Name	H'Cap	Employer
1st	44	David Hickin	19	M Johnston
2nd	41	Chris Durham	24	W Haggas
3rd	39	Robin Land	18	N Henderson

West Berkshire

Pos	Score	Name	H'Cap	Employer
1st	41	Billy Nicholson	16	C Hills
2nd	40	David Egan	20	Jockey
3rd	38	Robin Land	18	N Henderson

The Final was once again held at the Warwickshire Golf and Country Club, a fantastic venue that looks after us so well.

One of the guys that supported most of our golf events over the years was Chris Conway snr. Yorkie as he was better known, always helped us by organising the 2's on the day (everyone puts £2 in the pot, and for anyone that hits a hole in 2 on the day wins the pot, if more than one player then it is split).

Yorkie was all set for a place in the final before he sadly passed away in August. Yorkie was a friend to many in the industry and was semi-retired, only because he wouldn't fully retire, he was still well involved and out and about many days as well as taking part in these events.

An easy decision for us at NARS was to therefore create the Chris "Yorkie" Conway Memorial Trophy for the overall winner of this competition and to honour such a great guy in remembering him each year for this final event and in the future going forward.

For the final event the forty players lined up for the £1,000 prize and the bragging rights of Racing Staff Golfer of the Year.

This year's winner was Nick Whiteman who works for Ben Pauling, Nick scored 42 points playing off a 14 handicap and was six points clear of second place. Second place was claimed by Jody Mogford scoring 36 points with Billy Nicholson in third place scoring 33 points.

Overall scores for the top 20 places in the Final held at The Warwickshire with all players playing off three quarters handicaps were.

Pos	Score	Name	H'Cap	Employer
1st	42	Nick Whiteman	14	B Pauling
2nd	36	Jody Mogford	8	G McPherson
3rd	33	Billy Nicholson	12	C Hills
4th	32	Tom Pirie	7	H Morrison
5th	31	David Allan	7	Jockey
	31	Ray Yule	15	BBA
7th	30	Joseph Golding	18	B Pauling
8th	29	Jack Finlater	4	N Henderson
	29	George McGrath	9	NARS
	29	Peter Hawkins	10	B Meehan
	29	Richard Arnold	18	R Beckett
12th	28	Sam McCullagh	17	M Johnston
13th	27	Pete McCulloch	8	H Palmer
	27	Daniel Redmond	13	T Easterby
15th	26	Kieran Fallon	11	S Bin Suroor
	26	Marc Halford	12	S Bin Suroor
	26	Kieran Watson	14	A Stronge
18th	24	David Hickin	13	M Johnston
	24	Pat Leech	17	W Jarvis
20th	23	Nathan Cheshire	13	A Balding
	23	Mark Lashly	14	C Hills
	23	Rikki Morse	14	Tattersalls
	23	Tristan Burton-Pye	18	M Johnston



Chris "Yorkie" Conway in the (middle)



David Hickin, Northern winner



Jodie Mogford, Runner Up in the Final



Billie Nicholson,
Southern Winner and
third place in the Final



Nick Whiteman 2019 Final winner



Peter McCulloch, Midlands Winner

REGIONAL STAFF DEVELOPMENT PROGRAMME

BY GEORGE McGRATH

Earlier this year the RSDP was launched with the objective to create an experienced, motivated workforce that would have access to constantly develop their skills, knowledge and understanding of the racing industry.

The idea was to have 119 qualified rider coaches (why should the jockeys be the only ones to get coaching?) throughout the industry based in yards from Perth to Brighton.

The idea is to reach 2,400 racing staff within the first 3 years. All sounds very good and positive. But then ideas on paper are often great until you try to put them into practice. When I originally had the idea to write about the RSDP I was hoping to tell you about how great it was that the BHA was investing in us and this is how it has helped racing staff.

Alas, the first 2 meetings when the RSDP invited racing staff to attend have only had a few turn up. I see part of the problem in the ideas the RSDP is

trying to promote, the first meeting in Middleham and the second one in Malton were advertised as a "Finance Evening". Now I know some people would attend the opening of an envelope but even the most ardent supporters would struggle to get excited about going to a meeting called a Finance Evening. Although Kevin, who heads up our educational program found it most useful and commented that any staff member would have done also, if attending.

I have faith in the team that are charged with delivering it, but the concept and approach has to change, you can have the best message in the world, but if there is no one there to hear it then it's all rather pointless.

THE NARS RACECOURSE RATINGS

BY GEORGE McGRATH

In 2018 we published our findings on how racecourses look after the staff and the facilities for the horses.

We look forward to publishing our 2019 report early in the New year and we invite anyone with a view or opinion to get in touch once we have made the report available. The reports themselves were compiled by fourteen staff that are currently employed in racing with most of them employed as travelling staff.

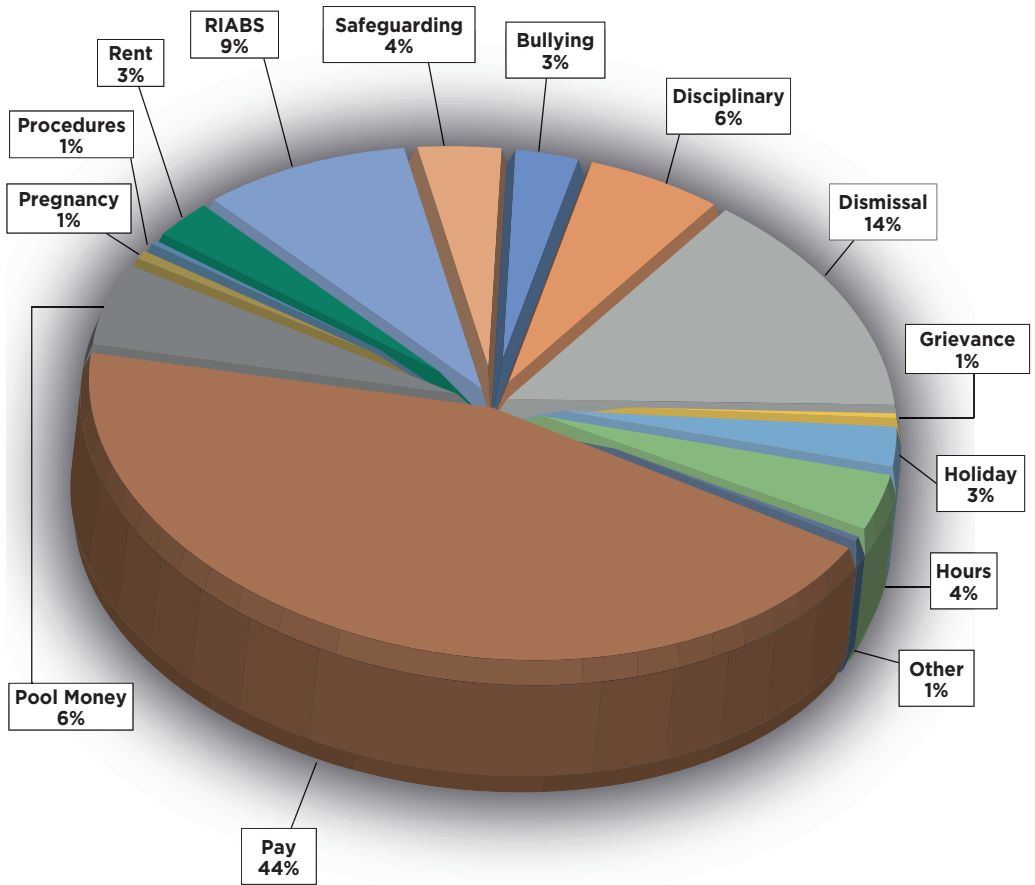
The findings are based on 4 headings, Overnight Accommodation, Day Facilities, the Canteen and the Yard. These headings then had 3 or 4 subheadings, such as, quality, cleanliness, cost etc. A full breakdown of the 2018 report is available on our website.

I understand not everyone may agree with some of our ratings, even some racecourses scores, but if you look further into the individual scores in each area it will help you to understand how they were scored. I would ask you to appreciate that the work undertaken has led to 63% of racecourses improving their facilities for racing staff and their horses in 2019. We still have a lot of work in front of us and we look forward to making our time at racecourses something to look forward to rather than something to be endured.

NARS will continue to strive for better standards and facilities on your behalf.

OVERVIEW OF CASES AND QUERIES

Every case and query brought to NARS is confidential, which means we can't report most of what we do day to day, here is an overview of the cases and queries we would cover in one month.



UNION LEARN EDUCATION PROJECT

unionlearn
with the TUC

WRITTEN BY DOMINIQUE TORTICE

As we all know working in the Horseracing Industry can be dangerous, working with highly charged thoroughbred athletes can be unpredictable and getting injured whilst in the workplace is all too familiar for most.

Every staff member who works in the NARS office has worked in the industry and knows how important it is to always be prepared for the unexpected. There are many reasons why we believe putting on free educational courses for the staff are so important. For some a career ending injury means that they must start looking at other options, others the choice to start a family. We see many learners who want to make the transition from the yard to the office and quite often learners who want to help their children with their homework or just to better themselves.

That is why as an organization it is so important that we continue making the Union Learn project a success and expanding the opportunities for learning to Racing Staff all over the country.

As the project starts its 7th year it has helped 323 learners to date to achieve a qualification in either English, Math's, ICT or ESOL (English speaking other languages). Some learners have chosen to complete multiple courses. This is a huge achievement for all those members of the industry and for the team running the project.

We are currently mid-way through the first English, Math's, ICT and ESOL of this academic year in Newmarket and very pleased with the numbers on the courses. I decided this year that rather than just sending out posters for tack rooms/canteens etc. that I would arrange to go in to yards at a convenient time and engage with the staff. This was a revelation and I was pleasantly surprised at how many yards were very friendly and welcoming and also how many trainers were on board with this approach!

In 2018 a new course was offered to staff in the Newmarket area, the Level 2 Mentoring, Leadership and Team Skills course saw 24 learners pass the qualification, all these learners worked for Newmarket based trainers and Horseracing organizations. NARS are very excited to be extending this course to the Lambourn area in early 2020.

We are always looking to improve the project to ensure that we are reaching as many staff as possible and making it as inclusive as we can, with that being said after much hard work throughout 2019 we are collaborating with the BHA to deliver an online learning platform which will launch in 2020! This will enable staff living and working in horseracing in rural areas to take part on the courses, meaning that every member of the industry will have the chance to better themselves and gain some qualifications.

Over the past year or more the BHA have been working on and collaborating with many industry experts to help create Level 4 qualifications for the industry. This is the first time anything like this has ever been offered to Racing Staff and will offer excellent opportunities for senior staff to progress in the industry. There are 8 different industry related modules for learners to choose from and they can do multiple modules if they should wish. They will be asked to complete a portfolio and then attend a professional discussion assessment. All learners will be supported by an industry experienced mentor.

There are so many excellent educational opportunities being offered within the industry currently that it is easier than ever to better yourselves and plan for the future. In my opinion with all the educational courses offered to the staff there is no better time to work in Horseracing!

DATES FOR YOUR DIARY

Monday 13th January	Newmarket Regional Committee	Racing Centre, Newmarket
Friday 17th January	Lambourn Regional Committee	TBC, Lambourn
Wednesday 5th February	Malton Regional Committee	TBC, Malton
Thursday 6th February	Epsom Regional Committee	TBC, Epsom
Friday 21st February	NARS Executive Committee	TBC
Monday 24th February	Godolphin Racing Staff Awards	Jumeirah Carlton, London
Tuesday 24th March	Racecourse Inspectors Meeting	TBC
Friday 3rd April	Newmarket Regional Committee	Racing Centre, Newmarket
Monday 6th April	Lambourn Regional Committee	TBC, Lambourn
Monday 13th April	Malton Regional Committee	TBC, Malton
Friday 24th April	Epsom Regional Committee	TBC, Epsom
Monday 18th May	NARS Executive Committee	TBC
Wednesday 27th May	NARS Golf Qualifier	Newmarket Links Golf Club
Tuesday 2nd June	NARS Golf Qualifier	Northern Venue TBC
Saturday 27th June - Saturday 4th July	Racing Staff Week	Nationally
Thursday 2nd July	Lycett's Team Champion Award	TBC
Monday 6th July	Epsom Regional Committee	TBC, Epsom
Tuesday 7th July	NARS Golf Qualifier	West Berkshire Golf Club
Monday 13th July	Malton Regional Committee	TBC, Malton
Friday 17th July	Lambourn Regional Committee	TBC, Lambourn
Monday 20th July	Newmarket Regional Committee	Racing Centre, Newmarket
Tuesday 18th August	NARS Golf Final	Warwickshire Golf Club
Thursday 27th August	NARS AGM	The Racing Centre, Newmarket
Wednesday 2nd September	NARS Golf Team Event	Belfry Golf Club
Monday 28th September	NARS Executive Committee	TBC
Tuesday 13th October	Newmarket Regional Committee	Racing Centre, Newmarket
Monday 26th October	Epsom Regional Committee	TBC, Epsom
Wednesday 28th October	Malton Regional Committee	TBC, Malton
Friday 6th November	Lambourn Regional Committee	TBC, Lambourn
Tuesday 17th November	Racecourse Inspectors Meeting	TBC
Wednesday 18th November	NARS Executive Committee	TBC

Should anyone working for a licenced trainer wish to be part of the committee in their region please email admin@naors.co.uk and we will pass the request on to the relevant committee. If there is no committee in your area and you want one, then please email the office on admin@naors.co.uk

We pay our regional committee members a fee of £75 for attendance to include the drawing up of an agenda, the minutes of the meeting and action points. We also pay for the refreshments during the meeting.

If you don't wish to join the committee, you can attend as an observer, you will not be eligible for the £75 payment, but you can take part in the meeting.



THE NARS 12 DAYS OF CHRISTMAS QUIZ

BY GEORGE McGRATH

This is a spoof quiz, although the questions are extracts of real events that the NARS office has dealt with during the course of this year.



1. Name the trainer that thinks part time staff do not have the right to holidays?
There is more than one correct answer to this question.
2. Name the trainer that thinks part time members of staff are not entitled to receive pool money?
3. Name the trainer who believes he is above the law by refusing to pay for work completed?
4. Name the trainer who thinks he can refuse to pay his staff because he doesn't agree with their lifestyle?
5. Name the trainer who keeps the best turned out money to pay for diesel in the horsebox?
6. Name the trainer who does not believe he has to abide by a doctor's note and told the member to return to work (member broke their hand)?
7. Name the trainer who paid his staff £120 per week for working 8-hour mornings six days a week?
8. Name the trainer whose secretary gets 4 times the pool money that the staff receive?
9. Name the trainer who refused to carry out a risk assessment on a pregnant member of staff (legally required)?
10. Name the trainer who refuses to pay sick pay?
11. Name the trainer that pays his female riders less than the male counterparts with similar ability?
12. Name the trainer who was arrested for assaulting a female member of staff?