



nars
National Association of Racing Staff

Foreword by Nick Rust,

Chief Executive of the BHA

It is a pleasure to write a short foreword to the 2019 NARS Annual Report. The organisation and its members can be proud of the work carried out and progress made in furthering its aims in helping to ensure racing's workforce is properly supported in its wellbeing.



George McGrath and his team continue to do an excellent job for members day to day, but also playing their part in the decision-making at industry level. It is vital that the voices of our workforce are heard properly so that decisions which will undoubtedly affect them can be taken with consideration of their interests at heart.

Good progress has been made in 2019 on working with the NTF and individual trainers on implementing the maximum 40-hour week and improving working conditions overall.

The fixture list was adjusted to ensure earlier last race times for evening meetings. Improvements have been made to insurance and welfare arrangements. George and the union learn team headed by Kevin Parsons

and Dominique Tortice, continue to lead improvements in education programmes available to our racing staff. All this in addition to handling over 300 issues, a breakdown of which is set out later in the report.

Covid19 caused racing to be suspended over two and a half months this spring, and that has led to challenging conditions for all in the industry. The NARS executive worked hard throughout to support the industry's efforts to deliver support for individuals facing difficulties, including over £20m delivered from the Racing Foundation and Horserace Betting Levy Board.

We are on the long road to recovery as a sport, and I know that George and his team, together with the Executive Council, will continue to do all they can to ensure our workforce are properly supported to ensure they can carry out their working lives in the best way possible."

Nick Rust

Chief Executive of the BHA



A group of jockeys on horses are seen from behind, riding along a dirt path in a paddock. They are wearing bright green high-visibility vests and helmets. The path is bordered by a dark wooden fence. In the background, there are trees with autumn foliage and a building. The scene is captured in a soft, hazy light, possibly early morning or late afternoon.

Mission Statement

The association was founded to improve the economic and social wellbeing of its members, and racing staff in general.

To enhance their status, pay and terms and conditions of employment.

To watch over, promote and protect the common and individual interests of its members and to regulate relations between members and employers.

To ensure the opportunity for education and training is available to all racing staff in order that they can achieve their full potential within their work careers and lives.

AGM Agenda

- 1** Opening remarks, welcome and introduction
- 2** Apologies for absence
- 3** Minutes of the 2019 AGM and matters arising
- 4** Foreword by Nick Rust, Chief Executive of the BHA
- 5** Chief Executive's report
- 6** Financial statement, accounts and balance sheet
- 7** Questions and approval of the accounts
- 8** Rule changes, to consider any proposed rule changes which must have been submitted by the 20th of August.
Any rule change requires a 2/3 majority of the votes cast at the AGM
- 9** Policy motions, these must also have been submitted by the 20th of August
- 10** Question and Answer session
- 11** A.O.B

Chief Executive's Report

When I wrote the Chief Executive's report last year, I spoke of the challenges the racing staff day both on a daily basis and the long-term future of our role. While the National Association of Racing Staff has made inroads into some of the targets, we never envisaged the challenges we would face in the early part of 2020. This report is based on the year 2019, our targets and aspirations for the racing staff during that year, but it is impossible to write any report coming out in an AGM held on 2020 without talking about the impact Covid-19 has had on our personal and professional lives. As such, while I will concentrate on business of 2019 as the report ought to, I will also reference some of 2020.

The fixture list setting out the future meetings at UK racecourse has a huge impact on the working lives of the racing staff. The bigger the fixture list the harder the racing staff have to work to fill it. Obviously, the fixture list is part of what underpins the financial wellbeing of British racing, in a nutshell, the more racing the more opportunity for bookmakers taking bets and therefore the more income for racing. The problem is the same one we as a work force, and racing as a whole, have faced for as long as I can remember. More racing drives down the quality of races, dilutes the prize money pot for winning connections and is the reason behind the long hours we have to work. Bookmakers will want racing 7 days a week 52 weeks a year, staff and trainers need time off to achieve a work life balance. Late in 2019 a consultancy firm called Portus was commissioned



to look at the fixture list and see what changes could be made while still protecting the income generated by a race meeting. They looked at things like, Sunday racing, evening fixtures and bank holiday meetings to determine the value to the racing industry of staging those meeting and at what day and time. Staff generally don't like a Sunday Fixture, it's the one day off every two weeks, if you have to go racing on your Sunday off you are most likely to go a month before you

More racing drives down the quality of races, dilutes the prize money pot for winning connections and is the reason behind the long hours we have to work.

The good news is that following the agreed 40-hour week in December of 2018 we are seeing more trainers change working practices

get another day off, if you have to race twice on your Sunday off its two months. I know some travelling staff go 3 and 4 months without a set day off. Little wonder racing is understaffed then. However, there may be some respite from this scenario, Sunday racing may generate crowds, but it is a poor return by comparison to other days in betting revenue. Some have argued that if we have to race on a Sunday, we should have a blank day in the week, the logic is not without merit but it misses the point about protecting revenue, even if it is at the low end of what that revenue will generate. Other staff welcome Sunday racing as it earns them more than any other days racing, a fact supported by trainers who must initially foot the bill and then pass it on to the owners, not all owners are wealthy. NARS will argue the racings staff corner citing the impossibility of a work life balance with a fixture list that previously did not consider the impact it had on racing staff. The good news is that following the agreed 40-hour week in December of 2018 we are seeing more trainers change working practices and more staff either claiming overtime or taking more time off. I appreciate that this isn't the case in every yard, and we continue to get questions

on a weekly basis from members who are either working excessive hours or being told they can't have overtime. I will continue to support those who come to us with overtime claims and pursue those rouge employers. One of the difficulties is getting the staff to submit the overtime form (available on our website or by calling the office). Unless you submit an overtime form you cannot expect to be paid. It is frustrating that we often get overtime claims when a member of staff has left their job. Overtime forms need to be submitted on payroll dates, so weekly, fortnightly or monthly, whenever you are paid. As more staff stand up for themselves, we are seeing better working practices as employers either can't or won't pay the overtime and as such the hours are getting better. It usually only takes one person in the yard to stand up and everyone benefits. The difficulty is getting that one person to stand up. Some staff still say we do not achieve enough for the staff in this or other areas. In the last decade we have won in excess of £6,800,000 for our members. That's certainly not only overtime, but it is part of it.

As you can imagine the National Joint Council, which meets two or three times a year, to determine wages, terms and conditions, will not be a straightforward negotiation for the 2021 agreement. Indeed, the National Trainers Federation has already indicated to NARS that there is no scope to explore a pay rise at this time.

In the last decade we have won in excess of £6,800,000 for our members.

The Union Learn program continues to go from strength to strength.

That communication was based on the fact that by comparison to public sector workers we have made significant ground over the last five years including on pay rise of 5.5%. NARS will continue to negotiate a good deal on your behalf, but we are mindful of the financial implosion the Country is facing.

The Union Learn program continues to go from strength to strength. Union Learn is the educational arm of NARS and is run by Kevin Parsons, the project manager and his project assistant Dominique Tortice. The project was born as a direct result of the experiences both I and Kevin Parsons had during our combined 48 years in the racing industry. Between us we held every position in racing from apprentices to senior staff (not our age but experience!). However, we both knew that we could only progress so far in racing and we both felt we had more to offer than just our horsemanship skills. When we started this program in February of 2013, we had ambitions and aspirations, we have exceeded beyond what we thought possible and if anything, we have misunderstood the desire among racing staff to gain qualifications in areas outside of racing. When the first course was launched in February of 2013, we were approached by some trainers who asked if we were trying to educate our members so they would get out of racing. Nothing could be further from the truth. We are offering our members the opportunity to better themselves in



terms of academic qualifications and as a person. One of the best achievements we have found is that the staff that go on a course begin to grow in confidence. Just because you work in racing does not mean you do not have to use your brain. I have always said anyone with horse sense has a degree in common sense. Of course, some staff have left racing as a result of gaining qualifications, but most have stayed and progressed in the industry. Racing is not all about being a jockey, nor is it about working for a trainer, racing has hundreds of jobs to offer from catering to Clerk of the course. But all those jobs do require the kind of skills you don't need to be a horseman. We ran the courses between 1pm and 3pm twice a week to make sure the staff could attend, and we continue to run them all over the Country at times to suit racing staff. In 2019 we had 387 individual staff take courses, all gained a qualification. We are smarter

Anyone with horse
sense has a degree in
common sense.



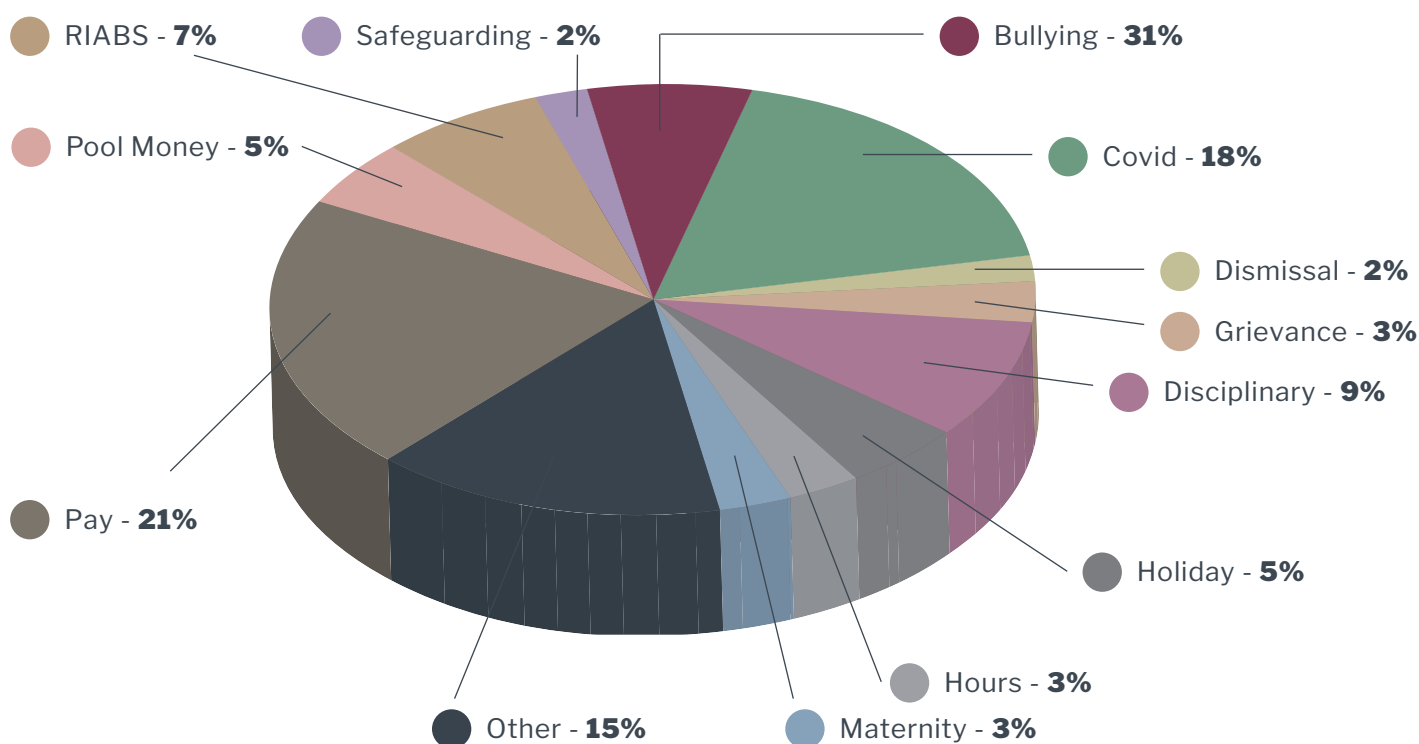
We are smarter than we think and are given credit for!

than we think and are given credit for! The Union Learn program is fully funded by NARS through government funding which only registered trade unions can access. Last year our budget was just over £119,538.62, none of which has to come from racing.

In 2016 NARS initiated a racecourse report based on the experience staff judge a day's racing, from both their point of view, and by proxy, the horses they are responsible for. The first report came out in 2017, our second in 2018 and 2019 should have been our third. When racing came to an abrupt halt in the 18th of March so did the project. While we have resumed racing since the 1st of June it would not be realistic to continue the reports that the Racecourse Inspectors have provided in the last two years. Things changed so much with Covid-19 that the days racing, from staff facilities, to the way horses are scanned in and out and the one-way systems that are now common, that it was impossible to compile a report based on previous findings. To have attempted to do so would have been unfair on all working in racing. I view this as a temporary, we will continue to strive for better racecourse conditions for both our members and the horses we are responsible

for. One of the major changes we have seen since the RCIs started is the provision of a free meal at all jockey club racecourses as well as 13 independent racecourses. We continue to work with racecourses to improve facilities and to a fair degree of success. Over 25 racecourses have improved their facilities for staff and horses since the 2018 report. I would expect that figure to increase had we been able to finish our reports this year (we inspect every racecourse twice a year). It should also be noted that the lowest score a racecourse received was 41 in 2018, last year it was 59., the maximum score is 120, twelve categories with a maximum of 10 points each. You may not always notice improvements over a course of time, but it is happening. As an aside, I understand that racecourse canteens are an emotive issue for staff, rightly so, but is the price of your meal, free at 27 racecourses, subsidised at the others and with £10 tax free to pay for it, as important as your pension? It is something I have always struggled to understand with the membership. Of course I believe all racing staff should be provided with a free meal but it is the level of anger staff feel when they have to pay for their food at one of the racecourses that don't provide it free, while happily working additional hours in their yards without claiming overtime. Putting up with toilet facilities that no racecourse would dare provide and generally accepting working practices that are not fit for the 21st century in some yards.

This pie chart gives an indication of the issues the NARS office typically deals with. All of these percentages are cases we have actively addressed, some are ongoing. The pie chart does not include phone calls to the office, typically in the region of 35 to 50 in any given week, nor does it include walk ins, about 12 to 15 per week. All of this work is done by the Chief Executive and a single office manager, Molly Hobbs. Kevin Parsons runs the social media and events side of NARS. However, his main role is Project manager for Union Learn. Kevin is assisted by Dominique Tortice the project assistant manager and together they run the educational side of NARS, although much to my relief they do help out in the office when they can. The pie chart is taken from the 1st of January to the 12th of September and represents a total of 301 cases.



In addition to handling all this NARS also represents you on, or at, the following;

- RIABS, Racing Industry Accident Benefit Scheme
- The TUC, Trade unions congress
- GTFU, General Federation of Trade Unions
- NHC, the National Horseracing College
- BRS, the British Racing School
- BOH, Bridge of Hope (a charity)
- RCA, the Racecourse Association
- WiR, Women in Racing (Dominique Tortice)
- UL, Union Learn (Kevin Parsons)
- TRC, The Racing Centre
- NJC, THE National Joint Council, wage, terms and conditions negotiations

We also run 4 regional committees as well as an Executive Committee.

Strategic Objectives for 2019/2020 Made and Measured

1

NARS to design and implement a ratings system or gold standard for all racecourses.

The objective is to showcase the racecourses that best look after our members in every respect. From the day and overnight accommodation right through to the water pressure for washing down runners, post-race.

NARS devised a ratings system whereby all racecourses were inspected twice yearly by racecourse inspectors appointed by NARS. The inspectors all work full time in racing. The culmination of their work was published in January of this year. A copy of this was sent to every racecourse and the results of every racecourse was published in the racing post. We are in our 3rd year but due to Covid-19 we will not publish a report based on our findings for 2019. We will resume the RCI reports in 2021.

2

All racecourses to provide a meal free of charge for racing staff via a voucher system or upon the showing of your racing pass

At the time of writing this all Jockey Club racecourses offer a free meal to all racing staff and following our report a further 13 have now provided free food, we will continue to put pressure on those courses that refuse to provide a free meal. When racing resumed on the 1st of June 2020, ARC and Jockey Club racecourses provided a lunch bag for the staff, this at least was progress with the ARC run racecourses. All the independents offered at least the same with some doing exceptionally well, York for example.

3

NARS to be front and central in any negotiations concerning the effect of Brexit on foreign staff currently working in British racing.

We continue to work closely with the BHA and all relevant government departments to ensure our members are in no way inconvenienced. There is information on the BHA website and as things stand anyone who does not have an English passport must register with the home office, Irish nationals are exempt. During the postponement of racing from the 18th of March, NARS has been part of the Resumption of Racing group, ensuring the voice of the staff was heard and that our concerns were addressed.

Strategic Objectives for 2019/2020 Made and Measured (Continued)

4

NARS to help design and implement the licencing of racing staff thereby establishing the role of a rider/groom as a professional occupation

Talks have been held with the licencing and integrity department of the BHA. However, this is not seen as a priority at this time. We will continue to develop the concept of licencing racing staff as I feel this is a step closer to making the job of a rider/groom a profession one

5

NARS to create regional hubs for racing staff. These hubs will be a one stop shop for help, advice, career guidance, education, entertainment, fun and socialising

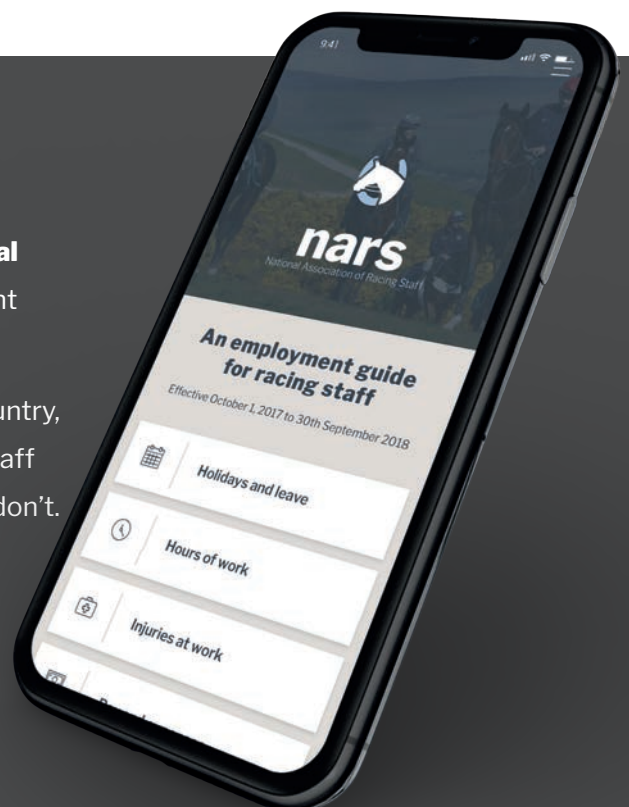
We have set up regional hubs or committees in 4 regions around the Country. NARS continues to run its regional committees gaining feedback from the different regions, therefore giving the staff around the Country a say in their workplace and the decision-making process within NARS. In addition to this NARS (and the BHA) supports the RSDP which is funded by the Racing Foundation and is run by the National Horseracing College.

The NARS App

The NARS app can be downloaded by typing in **NAORS** or **National Association of Racing Staff**. It contains all your basic employment information from your wages to your pension.

I had this developed because when I was riding out around the country, I try to ride out wherever I go (24 different trainers so far) I have staff asking me basic questions that they ought to know but evidently don't. So we have an App which is free to download containing all the basics of your employment in racing.

Don't take my word for it, just download it and see for yourselves.



Union Learn Project

Round 20 (April 2019 - March 2020)

Funding for the project: £119,538.62

Spent at project end: £115,727.10

Variance: £3,811.52

Learning Outcomes

Target outcomes: 1930

Actual outcomes: 1993

Variance: +63

Cost per learning outcome: £58.06

Total Individual learners: 387

Cost per learner: £299.03

With the project being given more funding and able to expand steadily year on year, last year saw our largest numbers of learning outcomes and learners reached. The project money not spent stays with the government as it cannot be claimed or carried over unless it has been spent first with evidence.

Our annual independent project audit for this round came back with a Green (green being the highest standard of practice). As the project is funded by the government, every penny spent, learning outcome claimed, as well as the correct project governance all needs to be evidenced and in place, and once again we couldn't have scored any higher in these areas.

Currently

The project is now in its second year of a three-year funding cycle and once again has slightly more money to spend, helping us to expand the project even more.

At last years AGM we spoke about the work that was going on to develop an online learning platform, well Racing2learn is now here and live and we couldn't be more proud of how it looks, the small part we played in it and how well it has been used since its launch in April. Over 10,000 people

have signed up to the platform and taken part in some type of learning, which has far exceeded our expectations.

On the platform we have launched our own English and Maths racing relevant modules with the help of West Suffolk College. We are always looking to improve our work so any feedback on these will be gratefully received.

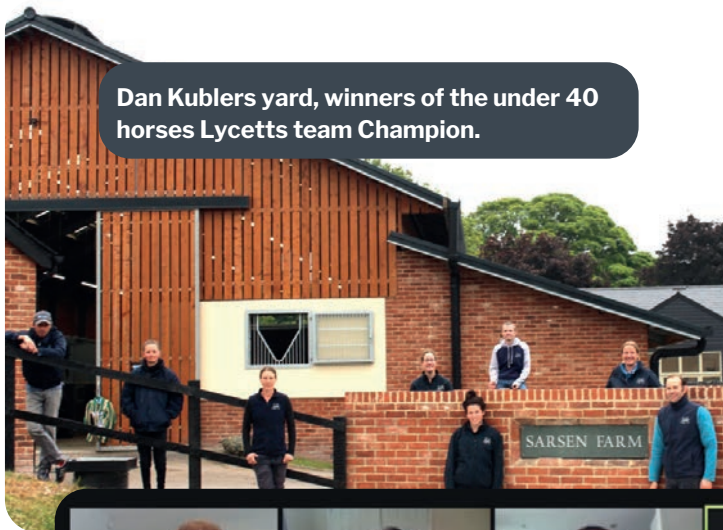
With the current Covid19 situation our face to face classes haven't been able to go ahead since the start of this year's project in April. Planning is currently underway to hopefully start back again in September with courses where there is demand for them.

The Future

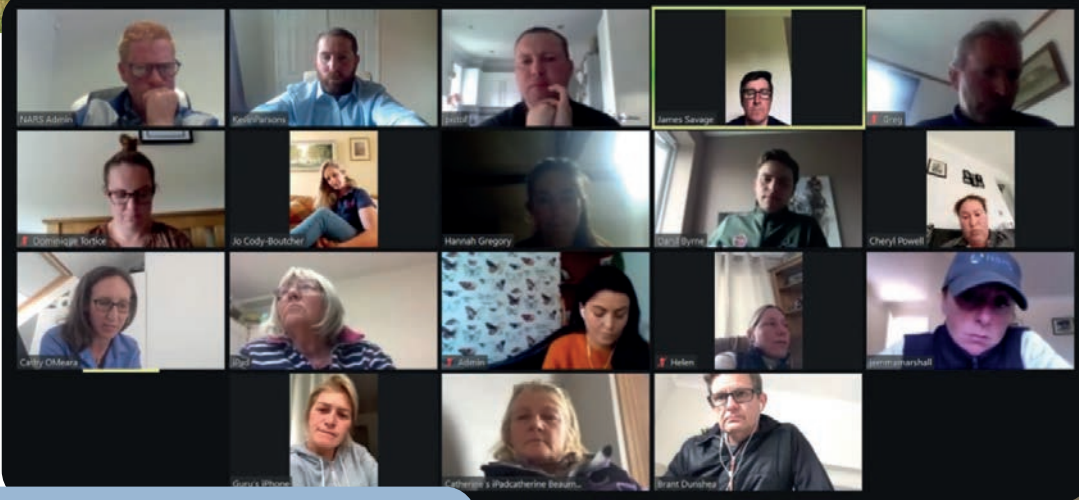
The success of our Mentoring, Leadership and Team Skills course's which have been generously sponsored by Jenningsbet has seen more demand for this course all around the country. With a new sponsor keen to come on board and help us to expand this further, when possible to restart face to face learning we will be launching this course in Middleham and Malton. A great opportunity for staff in those areas to develop their experience and knowledge whilst gaining two Level 2 qualifications for free!

With the high demand for places on these courses we are also in the process of developing two more online learning modules covering this course, one module on Mentoring and the other on Leadership and Team Skills. An informal opportunity to have a preview of what we cover on the course with some good information and learning also to take part in.

As long as we keep hitting our targets, developing and expanding year on year the Union Learn education project will continue to be here for staff, to help you develop your own CV, and offering various learning opportunities all for free!



Dan Kublers yard, winners of the under 40 horses Lycetts team Champion.



A zoom call between the BHA resumption 2 racing group, the NARS Executive and Racecourse inspectors.



Jonjo O'Neill's staff, winners of the over 40 horses Lycetts team Champion awards.



Godolphin Stud and Stable Staff 2020 Finalists on the London Eye.



The qualified mentors from the first two courses run.

Executive Council

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 Executive Council must meet at least 4 times per year.



Greg Davis

I started in racing at 16 years old and was apprentice to the late Derek Kent. Aspirations of being a jockey were curtailed swiftly by “ability” and genes as I grew in height rapidly. In 1984 a travelling head lads job became available in Jimmy Faxes yard. A very worthwhile 2 years spent there then saw me take my Class 1 HGV license and move to Jim Ratcliffe horse transport in Newmarket. In 1989 I worked for John Gosden in Stanley House Stables, as horsebox driver, where I stayed for 10 years. Between 1999 and 2005 I had my only spell out of racing since leaving school when I went to drive for Turners haulage. In 2005 I began working for Godolphin as a horsebox driver where I am still employed. I am passionate about the racing industry generally and wish to see standards constantly improve where possible. I enjoy contributing to the NARS quest to raise maintain and improve the working standards for racing staff throughout the country.



Claudia Fisher

I have worked in racing at the “coal face” since the age of 18, and subsequently spent 13 years working in PR and Marketing for Arena Leisure, when under the ownership of Trevor Hemmings. On moving to Newmarket, I spent 7 years in fundraising and communications for Racing Welfare before becoming self-employed from 2007 – 2016, working in a range of racing related positions. At the same time, I rode out first lot and kept a horse in training. After 5 years in HR and Health and Safety for Luca Cumani, I am now with Amy Murphy Racing carrying out a similar role.



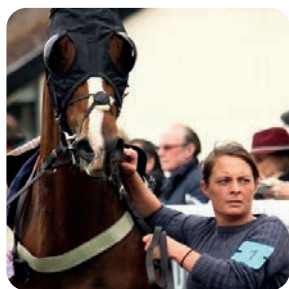
Louisa Allen

Louisa has been Head girl at Jim Boyle's in Epsom for 15 years. When she's not working, she can be found retraining her ex-racehorse Victor. He is her money pit as her partner says. Her response is that if he continues to say this Victor will stay but her partner might not!



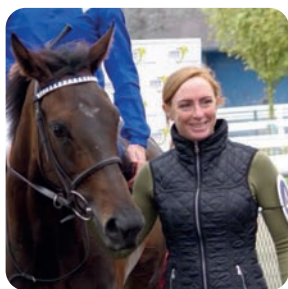
Richard Farmer

Richard is a work rider for Jim Boyle in Epsom and has been there for 15 years. He's ace at poker — pun intended and would love to go to Vegas with a big wedge of cash and not worry about losing it! After that his next loves are Kronenbourg and food — any and lots!



Kat Reynolds

Works for Dave Roberts and Richard Newland in Shropshire. She enjoys eating out, doesn't enjoy the gym but spends any time not eating in there... and can usually be found crying in the corner on the treadmill.



Jemma Marshall

Jemma Marshall is the chair for the Lambourn regional committee, she has also successfully helped stage the AGM there. Jemma also organises the Lambourn football and pool competitions. She works for Owen Burrow and has ridden over 73 winners in her career.



Pete McCulloch

Pete works for Hugo Palmer in Newmarket and lists his hobbies as beer and golf and depending on the combination they are taken in his handicap differs! He swears his golf is better than George's.



John-Ross Burdon

I've worked as head lad for Andrew Balding for over 3 years having spent 15+ years in Newmarket and a winter in Australia previously for trainers such as Henry Cecil, Roger Varian and Chris Waller.



Shaun Johnson

I started working in racing in 1996 and since 2017 I have worked for Lycetts team champion winners Kubler racing as their transport manager. I have been on the NARS Lambourn committee since it was formed and am proud to say we have improved many aspects of working in racing in the area.



Julia Bennet

I am travelling head girl for Jamie Osborne racing, in Lambourn. I seem to be rapidly approaching my half century birthday at the end of this year!! I have worked with horses all my adult life including 8 years in Northern Virginia, USA.



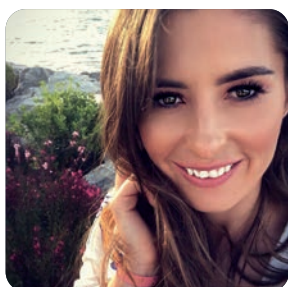
Gary King

I have worked within the racing industry since the age of 13! I currently work for Roger Varian as a yard person, a position I have held for the last 3 years. I have filled almost every position there is, from apprentice jockey up to and including the senior head lad in a 100+ horse stable.



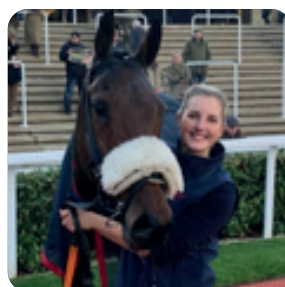
Daryl Byrne

Daryl rode as an apprentice in both Ireland and the UK. Daryl studies Sports Psychology at Leeds Trinity University. If that wasn't enough, he is also secretary at the York Gaelic football club.



Hannah Gregory

Hannah hails from Yorkshire and is Assistant Trainer for Richard Phillips in Gloucestershire. She loves the jumps and rides competitively herself having won the skinners ladies open point to point final in 2018.



Holly Tetsil

I have worked at Olly Murphy Racing for the past 3 years and am still based here, I'm in charge of a 35 horse barn and a few staff members. I'm very lucky to look after and ride Thomas Darby daily.

NARS Appointed Racecourse Inspectors



Cathy Beaumont

Cathy works for Ben Case and Alex Hales on Oxfordshire. She loves the sun and jets off somewhere hot at any opportunity, she has regularly sent us emails and notes from the airport.



Greg Davis

Greg drives for Godolphin, he is based in Newmarket and has been there since 2005. Greg says the older he gets the faster he was! He won the Stable Staff cross country race at Cheltenham Festival in 1984, quick shower then led up one ridden by Mr R Dunwoody just before he turned professional. And yes, the photos are in black and white!



Hannah Gregory

Hannah hails from Yorkshire and is Assistant Trainer for Richard Phillips in Gloucestershire. She loves the jumps and rides competitively herself having won the skinnners ladies open point to point final in 2018.



Mark Ellwood

Cathy works for Ben Case and Alex Hales on Oxfordshire. She loves the sun and jets off somewhere hot at any opportunity, she has regularly sent us emails and notes from the airport.



Nicky Rigby

Nicky works for Eve Johnson Houghton in Oxfordshire and has a wealth of knowledge across the industry. She loves gardening, she is particularly skilled with vegetables.



Pete McCulloch

Pete works for Hugo Palmer in Newmarket and lists his hobbies as beer and golf and depending on the combination they are used in his handicap differs — He is sometimes referred to as The judge!



Cheryl Powell

I have worked with horses for over 15 years and in racing for about 12 years and have been a travelling head person for about 10 of them years. I enjoy going racing and meeting different people at the races and seeing the hard work put in at home come to light on the track. My other interests outside of racing is photography, reading, exploring new places and spending time with my family, friends and my dog.



Daryl Byrne

Daryl rode as an apprentice in both Ireland and the UK. He is currently a rider at Richard Fahey's. He studied Sports Psychology at Leeds Trinity University. Daryl is also a Regional Coordinator in Malton area for the Regional Staff Development Programme and also a Player Liaison Officer for York Gaelic football club. He enjoys being busy and loves all types of sports. Horse racing, Gaelic football and golf would be his favourite.



Helen Halliwell

I've always had a passion for horses and grew up with having my own horse before coming into racing over 20 years ago. I'm travelling head girl at Pegasus stables for James Fanshawe for whom I've worked for over 18 years and have rehomed several of his horses for their retirement.

Regional Staff Development Programme



Gill Greeves

**Vocational Training
Manager for the BHA, said:**

“The importance of the RSDP in future staff development should not be underestimated. Since its inception we have been overwhelmed by the appetite from staff and employers to access relevant, career progressive training and education opportunities. The RSDP has evolved to provide yard based and remote staff development initiatives as well as creating a learning network that has engaged with new and experienced staff. We will continue to listen to staff and employers and provide blended, innovative and practical support for those at the heart of racehorse training, care and welfare.”



George McGrath

**Chief Executive
of NARS, said:**

“The Regional Staff Development Scheme will provide an opportunity for racing staff of all ages and experience to progress their career in racing. For decades racing staff have felt there are no career opportunities for them outside of becoming a professional jockey, headperson or travelling headperson. The funding provided by the Racing Foundation demonstrates the high regard the racing industry holds for its staff.

“This initiative provides basic training for racing staff who just want to enhance their current skills right up to providing skills and qualifications for staff that want to further progress their racing career”.



Rob Hezel

**Chief Executive of the
Racing Foundation, said:**

“The Foundation recognises the importance of increasing the retention rate of staff and hopes the funding provided allows for both the delivery of a successful project and stimulates the creation of a robust and sustainable people strategy for the sport”.



Stephen Padgett
Chief Executive of the
Northern Racing College
(NRC), said:

“The RSDP already has added real value for the industry. Employers are telling us how much they appreciate the up-skilling of their dedicated workforce. Experienced staff are telling us how much they appreciate the investment the industry is putting into their personal development. It’s a win-win. We are delighted with progress so far and are planning for much more. Flexibility will be key in the current situation of course, so we are finding and using new, better ways to deliver the training people want and need.”



Daniel Kubler
Trainer, said:

“We found the Regional Staff Development Programme really helpful in terms of working on our riders’ positions and helping them improve their riding. We have put quite a lot of effort into our staff development over the past year and one of the things we looked at is this particular programme. We have had the mobile training facility here a few times to work with our riders which they have enjoyed.”

Report of Financial Trustee to the Trustees and for Members at the 2020 AGM of NARS

	2014 Actual	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Actual
Income (Exc Unionlearn)	323,570	361,781	375,140	371,410	429,822	404,352
Expenditure (Exc Unionlearn)	260,294	296,505	280,225	294,818	325,544	371,410
Net Trading Position	75,045	65,276	94,915	76,592	104,195	32,843
Reserves	259,750	324,982	419,919	496,511	600,706	633,549

This report, my 11th since appointment in April 2009, is set out as in previous years. The audited accounts were prepared this year by Wilkins Kennedy LLP. The accounts have since been approved by the Executive and the statutory AR21 filed with the Certification Officer. Copies of the most significant pages of the Audited Accounts (pages 8, 9 and 11) are available to the meeting. A full copy of the accounts can be inspected at the office upon request.

Just to recap, since 2011, following the successful negotiation with the BHA of an increase in the prize money distribution levy from 0.15% to 0.25%, income to the Union has continued to be received in line with the annual Prize Money fund. This, as we expected, has come under pressure following the reduction to Fixed Odds (FOBT) machines and the closure of many betting shops. For the first time in many years we have now experienced a fall in income in 2019.

For some years now with careful budgeting and tight control of expenditure we have seen consistent surpluses and enabled Union reserves to be built up, now to £633k. We do though remain linked directly to the 'Prize Pot' for the majority of our income. With Covid-19 hitting racing in 2020

(and possibly into 2021) we have seen a significant reduction to surplus in 2019 due to Prize Money reduction from Fixed Odds machine reduction and closure of Betting Shops and no doubt will do so again in 2020 due to Covid-19.

The operating surplus for 2019 turned out at a reduced £33k – almost exactly as budgeted – partly due to a reduction of prize Money, but also due to an increase in expenditure. Operationally the Union has now been in a good financial position for over 9 years, with reserves growing that continue to enable decisions to be made about key and new services, eg learning & education and communications.

Overall expenditure though rose in 2019 by £46k to £371k. That includes costs of; Office & Computer £20k, Staff costs of £122k, increased Executive Council costs of £14k and Advertising/ Sponsorship of £27k.

The audited out-turn for 2019, has produced a reduced surplus of £33k (excluding Unionlearn project activity) down by £71k on the previous year. Still though increasing General Fund reserves by £33k to £633k.

The Budget for 2020, was agreed earlier this year by the Executive, projects total income of £300k and expenditure of £297k, which is therefore expected to create a greatly reduced, surplus in the region of £3k.

This year I have projected Prize Income to be at £290k, based on expectations of the 2019 'pot', but this may now be much lower due to the effects of Covid-19 and reduced racing.

It remains, as ever, for the Union Executive to consider how funds are spent, and how future budgets are shaped. But significant items such

as Newsletters, legal Costs App and any Sports/ Entertaining costs should be reviewed annually with the overall budget and value to the Union in mind. This year we are unlikely to see and Sports/Entertaining costs, but Legal Costs may rise significantly in these Covid-19 times where employment issues may well be raised.

There remains a healthy reserve that could comfort any significant short-term change to either income levels or a need for new expenditure, though I do recommend that deficit budgeting should not be a done.

My thanks go to Molly Hobbs who has kept the finance records up-to-date and accurate and to our external bookkeeper Martin Power for the provision of regular monthly management information.

Also, to Wilkins Kennedy LLP for completing the audit during Covid-19. I therefore recommend that Wilkins Kennedy LLP be reappointed for the 2020 audit.

L J Bell

Financial Trustee - 27/7/20

Income and Expenditure Account

for the Year Ended 31 December 2019

		Unrestricted Funds	Restricted Funds	Total 2019	Total 2018
	NOTE	£	£	£	£
Income					
Prize money and cloth sponsorship		400,629	–	400,629	415,580
Other income (schedule 1)		2,000	–	2,000	6,483
Bank interest received		523	–	523	434
Project income	8		107,557	107,557	112,122
Event and sports team sponsorship		1,200	–	1,200	7,325
		<hr/>	<hr/>	<hr/>	<hr/>
		404,352	107,557	511,909	541,944
Expenditure					
Member services		80,343	–	80,343	71,466
Event and sports team costs		12,376	–	12,376	15,964
Project expenses (schedule 2)		–	107,557	107,557	112,122
Administrative expenses (schedule 2)		278,691	–	278,691	238,114
		<hr/>	<hr/>	<hr/>	<hr/>
		371,410	107,557	478,967	437,666
Surplus (deficit) for the year before taxation		32,942	–	32,942	104,278
Taxation	2	(99)	–	(99)	(83)
Surplus (deficit) for the year after taxation		32,843	–	32,843	104,195
Gross transfers between funds		–	–	–	–
Net movement in funds for the year	7	32,843	–	32,843	104,195
Fund balances brought forward		600,706	–	600,706	496,511
Fund balances carried forward		633,549	–	633,549	600,706

Independent Auditor's Report for the Year Ended 31 December 2019

Opinion

We have audited the financial statements of The National Association of Racing Staff (NARS) for the year ended 31 December 2019 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Income and Expenditure Statement, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2018 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.







nars

National Association of Racing Staff