



STABLE

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GEORGE'S COLUMN

AND THEN THE WORLD STOPPED



Well, it didn't stop as much as the world of racing as we knew it shuddered to a halt. On the 17th of March the BHA, in consultation with the stakeholders, took the inevitable but difficult decision to postpone all race fixtures for the foreseeable future. This was the only realistic course of action the BHA could take as a result of the Covid-19 pandemic.

The reaction from some in the industry was that of outrage and a few well-known trainers called for the resignation of the Chief Executive of the BHA. The vast majority of racing personal supported Nick Rust as did the Racing Post. Meanwhile, the staff who keep the show on the road kept their heads down and just took the setback on the chin. I have said it before but I make no apology for once again saying, you are a credit to the industry and yourselves. Your tenacity in the face of such an enormous challenge never faltered. It is fair to say that as professional exercise riders and support staff we were fortunate that we could continue to work, many were not in such a position. However, it is not easy to start your days work at the crack of dawn at the best of times and now it was going to be made much more difficult to stay motivated. We all know how quickly racehorses can get fresh, its one thing riding them everyday when you have a target to aim for, but when the racing stopped, so did our targets. Nobody knew when racing would resume (credit to Nick Rust and his team at the BHA for getting racing back as the first professional sport to restart) and it became increasingly difficult to remain focused and upbeat. Yet, as always, we came through for each other, for our employers, for racing, and for our horses. As racing restarted on the 1st of June, things looked very different. There were no showers available, no canteens are open, ten race cards are common, there are all the entry procedures to go through, we have to

maintain social distancing and wear a face covering but again we just got on with it. Not everyone who went racing had the good grace or common sense to wear a face covering (it's for the protection of others as well as yourself) but we all know who they are, I don't often say it, but thank you social media for highlighting the culprits, needless to say they are not racing staff! As we look to the future we can learn from the lessons of the recent past. One-way systems work really well in some racecourse stables (it won't work for all of them), some racecourses that had previously refused to provide any meals or sustenance for staff made the effort to do so. Thank you ARC, Jockey Club and those independent racecourses that recognised how vital we are to the staging of a day's racing, not just the day, but all the work that goes into the day. I must now try to ensure that once canteens open, we can continue to get one meal free of charge. I don't expect that to be easy but as has been shown, it can be done. Where there is a will, there is a way! As a workforce we will continue to face many challenges, we are still not paid as professional sports people, but we do the work of professional sports people. Certain racecourses don't feel we warrant a meal upon arrival, yet they know we will work in excess of an 8-hour day at their racecourse! We know some yards still work way beyond the 40-hour week agreed with the NTF last year, yet refuse to pay overtime. I will continue to work on all of these issues on your behalf. My task may have been made slightly easier by the fact that the RCA and BHA have a better understanding of what our day's work both in and out of the yard entails, but it also comes at a time when the economy and racing is struggling with the aftermath of the economic impact of Covid-19.

I will continue to strive for better recognition and conditions on your behalf.

NOTICE OF NARS AGM

This year the National Association of Racing Staff will hold its annual general meeting in the Racing Centre at 7pm on the 27th of August

This is the first AGM that has been held in Newmarket since 2016. We have moved the location of our AGMs around the country in order to give everyone an opportunity to attend regardless of where they work in the UK. We have previously held our AGMs in the South West, Epsom, Middleham, Malton and last year we held it in Lambourn.

We have always provided food and refreshments following the AGM for those that attend the event. This year will be no exception but with the Coronavirus still amongst us and at the time of printing this newsletter we may have to restrict attendance to those that register their interest in attending. This is simply due to the fact we may still have to social distance by the 27th of August. **At this time gatherings are restricted to 6 people. As such the 2020 AGM will be a hybrid version with an option to attend virtually. We intend to have a webinar for those members that either can't or don't want to attend in person. You must register with admin@naors.co.uk to be able to log into the webinar**

The AGM is for the staff in racing to listen to the work NARS has done during the year, the vision and strategy for the coming year and an opportunity for the staff to share their views on how the organisation can better help or represent its members. It is worth noting that it was an AGM in 2016 that prompted the setting up of the Racecourse inspectors who have gone on to rate racecourses from a staffing perspective. This has led to many positive changes amongst racecourses in terms of the facilities staff have when going racing. The AGM is also where and when we publish our independently audited accounts for the preceding year. There will be an agenda published on our website and a Q&A session at the end of the AGM.

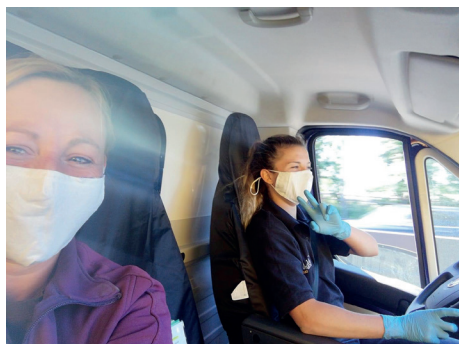
For anyone who wishes to attend please email admin@naors.co.uk to register your interest and please indicate if you wish to attend in person (if possible) or virtually.

If you cannot attend in person but you have any questions these can be submitted to the above email address. Any questions must be received by no later than the 20th of August.

I look forward to welcoming you and working with you for a better future.

George McGrath





RESUMPTION TO RACING

Now we are back underway and racing has returned safely we would like to take this opportunity to thank every staff member, for wearing the facemasks as much as possible and helping to keep their colleagues and other staff safe in doing so.

You are a credit to the industry.

The masks are not just for your protection but also to protect others in case you are carrying the virus. it is possible to have Covid-19 and have no symptoms.

During the lockdown and lead up to racing we held many Zoom video call meetings with staff across the country from our various committees, such as the Executive, the regionals and the NARS racecourse inspectors. We also included others who got in touch and were keen to be involved. We thank you all for your contribution leading the discussion and debate and allowing NARS to put the case forward for racing staff. This included a zoom meeting with Brant Dunshea who leads the Resumption2Racing group (George is a member of the group) and Cathy O'Meara of the BHA.

Those that have been involved are

Louisa Allen (J Boyle)	Shaun Johnson (D Kubler)
Cathy Beaumont (B Case)	Gary King (R Varian)
Robert Bettany (A Balding)	Jemma Marshall (O Burrows)
Liam Branch (S Bin Suroor)	Pete McCulloch (H Palmer)
Ross Burdon (A Balding)	Richard Phillips (W Muir)
Daryl Byrne (R Fahey)	Laura Pike (C Fellowes)
Jo Cody-Boutcher (P Hobbs)	Cheryl Powell (G Scott)
Greg Davis (Godolphin)	Kat Reynolds (D Roberts)
Amy Dean (O Sherwood)	Nicky Rigby (E Johnson-Houghton)
Mark Ellwood (N Alexander)	Sharmain Robertson (Middleham)
Richard Farmer (J Boyle)	James Savage (M Stoute)
Claudia Fisher (A Murphy)	Helena Warbrick (L Mongan)
Hannah Gregory (R Phillips)	Lauren Webb (D Kubler)
Helen Halliwell (J Fanshawe)	

Your views and input proved invaluable and have made the resumption of racing run as smoothly as it has. All racing staff are indebted to you

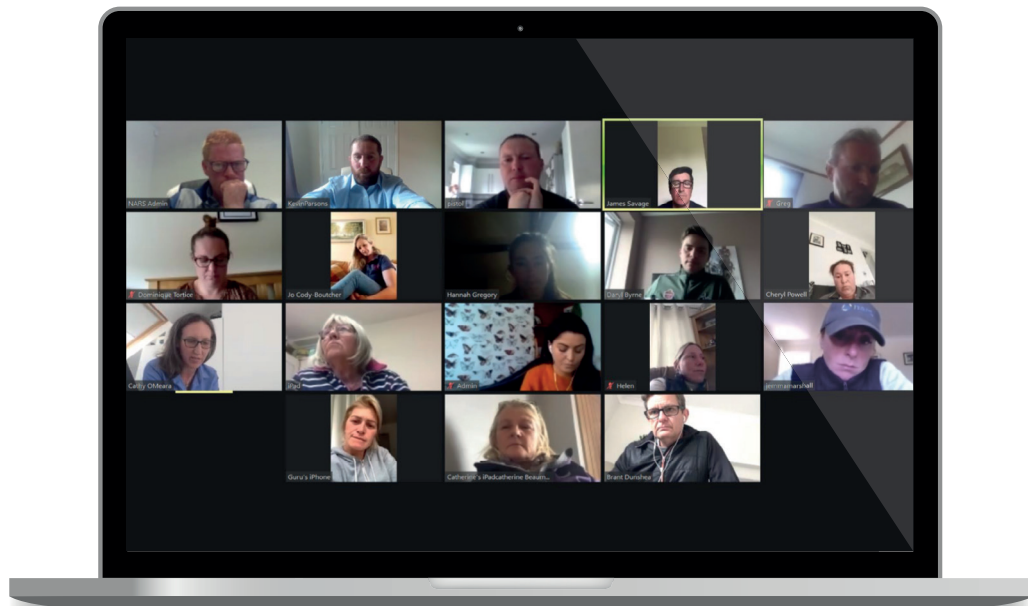
The first winner on the resumption to racing was Zodiakos, trained by Roger Fell, looked after and led up by Ellie Cross (pictured in the stable with her winner after the race).



GET INVOLVED, COME AND JOIN US!

NARS EXECUTIVE COMMITTEE ELECTIONS

The Executive Committee is the decision-making body within the National Association of Racing Staff.



The Executive Committee is elected every two years by the members. The membership is made up of every person working for a licenced racehorse trainer, but not the trainers themselves. This currently numbers at about 6,500.

Nominations are open from today the 03/07/20 and will close on the 14/08/20.

There are 15 seats available and a further seat is reserved for women and one more for the BAME community, a total of 17 seats.

If more than 17 nominations are received to the email address below there will be an election with all members entitled to vote for their candidate(s).

Each candidate will then submit a brief (no more than 250 words) summary about themselves and why they wish to stand for a seat on the Executive committee. This is to help the

membership make their decision when choosing a candidate.

If you are interested in standing for election, please send an email to narsec@morrishsolicitors.com with your full name, employer (confirming you work in a licenced racing yard), own address and contact details.

We are using an independent scrutineer called Paul Scholey from Morrish Solicitors for transparency and in accordance with best practice and regulations.

If elected, you will be required to attend a minimum of four meetings a year.

If you have ever thought you would like to play an active role in the running of NARS this is your opportunity. I look forward to working for you, with you, and on your behalf.



GODOLPHIN STUD AND STABLE STAFF AWARDS

BY KEVIN PARSONS

February, which now seems an age ago before lockdown, saw the 2020 Godolphin Stud and Stable Staff awards evening take place at the historic Shakespeare's Globe in London.

This year and once again Ed Chamberlain hosted the awards, someone who has been fantastic for all staff since joining ITV racing, firstly taking time to understand more about what we/you do behind the scenes and then highlighting it whenever he can live on TV.

Presenting the awards was Champion jockey Oisin Murphy, who spoke on the night about the importance of the staff role behind the scenes in helping to prepare and care for the horses, and to help him succeed in his role.

As every year, video stories of each individual played on the large screen gave you more of an understanding of the person and the role they fulfil, unfortunately only one of the three shortlisted in each category can win.

Starting the evening and the first award was the Newcomer Award, for staff that have only been in the industry for up to two years at time of nomination. Kevin Skelton from Bryan Smart's yard took this accolade and the £2000 prize money. This award also includes a superb additional prize of return flights, a five-day educational tour of Dubai and five nights' accommodation in a five-star hotel.

Second award of the evening was the Leadership award. For those managing two or more staff who have displayed leadership qualities, a desire to succeed in the industry and strong mentoring skills that have been to the benefit of those around them. The winner of this award was Mat Nicholls of Kim Bailey's yard.



The Rider/Groom award was next up. For those who have shown talent for horsemanship, consistency and reliability and someone who contributes to the overall performance of the yard through their commitment in and out of the saddle. This award went to Hayley Ashcroft who works for Tom Dascombe.

The next award is Dedication to Racing award, one that is great recognition for staff that have given so much to the industry. Andy Stringer from John Gosden's yard was this year's winner. Andy is someone with sound judgement, an eye for detail and an insistence on putting the needs of the horses and the yard before his own. They been the hallmarks of Andy's outstanding 40-year career in racing.

Next up was the Rory MacDonald Community award for someone who has shown an outstanding contribution to the racing industry and wider community. This went to Simone Sear who works for Racing Welfare.

The Stud Staff award and Overall Employee of the year both went to James Frank of Hascombe and Valiant Stud. James spoke so well and very humbly after working for 20 years in the stud side

of the industry. He has been involved in the early careers of some great horses too, notably Golden Horn and Cracksman. James plays a vital role in supporting other colleagues and ensuring things run smoothly through his meticulous organisational skills.

It was a memorable night once again with some great staff, that on the night is all about them. It is an occasion that always has you leaving with a feeling of great pride in being involved in such a great industry.

Employee of the Year:
James Frank - Hascombe and Valiant Stud

David Nicholson Newcomer Award:
Kevin Skelton - Bryan Smart

Runners up:
Charlotte Cotgrave - Mark Johnston,
Bradley Harris - Andrew Balding

Leadership Award:
Mat Nicholls - Kim Bailey

Runners up:
Leanne Kershaw - Jedd O'Keeffe,
James Savage - Sir Michael Stoute

Rider/Groom Award:
Hayley Ashcroft - Tom Dascombe

Runners up:
Shoab Patel - Stuart Williams,
Kate McCormack - Paul Nicholls

Stud Staff Award:
James Frank - Hascombe and Valiant Stud

Runners up:
Paddy Meehan - The National Stud,
Keith Warburton - Shade Oak Stud

Dedication to Racing Award:
Andy Stringer - John Gosden

Runners up:
Seanie Mulcaire - Philip Hobbs,
Phil Wright - Harry Dunlop

Rory MacDonald Award:
Simone Sear - Racing Welfare

Runners up:
Eleanor Boden - Scottish Racing,
Rachel 'Chicky' Oaksey - Injured Jockeys Fund



Dedication to Racing Award:
Andy Stringer - John Gosden



David Nicholson Newcomer Award:
Kevin Skelton - Bryan Smart



Rider/Groom Award:
Hayley Ashcroft - Tom Dascombe



Leadership Award:
Mat Nicholls - Kim Bailey





Jonjo O'Neill's yard winners of the over 40 horses category

LYCETTS TEAM CHAMPION

BY KEVIN PARSONS

The third year of the industry awards and accreditation for yards across the country saw the highest standards achieved so far. Every year it is great to see the progress by the yards that continue to develop their working practices and continue to lead the way in an industry that can often be stuck in the 'that's how we've always done it' mindset.

Once again, the award asked trainers and their yards to show the work they do and evidence it in the following five areas.

- Recruitment and Induction
- Safe Working Environment
- Management Structure, Leadership and Communication
- Development and Training
- Reward and Recognition

There are two categories of entrants, yards with under 40 horses and yards with over 40 horses.

After the written nominations are scored, the scores from the judges are combined and then averaged to give us each yard's total score. The top four in each of the two categories are then shortlisted.

We often have many smaller yards saying that they don't have the staff a big yard has and wouldn't be able to compete with them. Interestingly though the smaller yards generally score higher than the bigger ones. If it was one complete award the shortlisted four would contain more smaller yards for sure.

This year the shortlisted yards were.

Under 40 Horses	Over 40 Horses
Susan Corbett	Roger Charlton
Dan Kubler	William Haggas
Richard Phillips	Jonjo O'Neill
Suzy Smith	Bryan Smart

This year due to the lockdown and social distancing we were unable to attend the yards as normal so it was a video conference call to learn more about the yards. In what we thought could be hard to get a feel for the team spirit in each yard, the calls soon changed that, the camaraderie between staff, information and explanation on areas we wanted to know more about was excellent.

The winner of the Under 40 Horses category and for me personally the best nomination I have seen for detail and evidence of the processes and practices in place was Dan Kubler. A yard that has developed staff appraisals to suit the individual, getting ideas from other businesses outside the racing industry to improve what they do.

The winner of the Over 40 Horses category and for me personally the stand out video call, one that I left and felt like dusting off my boots, hat and body protector and putting my CV in straight away. The winner in this category was Jonjo O'Neill, a yard whose team spirit shone through.

Before the nomination they asked every member of staff to fill in a survey about what they do well and where they could improve. From this they formulated their nomination.

The best part of being a part of this award and reading through these nominations is when I visit the British Racing School and Northern Racing College to talk to the students, very often I get asked about the best places to work in the country.

I ask the students whereabouts in the country they want to go or where they are from and using my knowledge from the nominations every year, I can then advise them on the best trainer/s to work for nearest to that area.

This is the same for any staff member that gets in touch with us directly at NARS, asking for advice on who best to work for if they were looking to move for any reason. We always use those trainers that have taken part in the Lycetts Team Champion award, they have evidenced in their nominations what they do and how they do it, there are some superb practices going on out there.

For myself, I would like more trainers to take part, the evidence is there, the yards that have taken part and looked into what they do have a better staff retention rate following taking part in the award. The evidence also shows that the majority of yards have also had a more successful year in terms of prize money too following the award.

'Happy Staff' make 'Happy Horses' which in turn creates winners!

Dan Kubler's yard winners of the under 40 horses category



UNION LEARN PROJECT

WRITTEN BY DOMINIQUE TORTICE



Entering the seventh year of the Union Learn project for NARS it became clear to us that we were only really able to provide educational courses for racing staff able to travel to the training centres, Newmarket, Lambourn, Malton, Epsom and Middleham. This was something we wanted to rectify and decided to start exploring the possibility of building an online platform. We felt very strongly that we wanted to be able to offer the same opportunities to everyone in the industry, whether they work in a training centre or in a more rural location.

After meeting with the British Horseracing Authority, it was apparent that it would be more beneficial to everyone if we could offer one online platform for the whole industry with everyone's modules accessible on it. They sourced a company in the North East, 1st4Sport who did a fantastic job of building the platform named 'Racing2Learn' and populating it with all the various modules put together by the various organisations in the Horseracing and Breeding industry. Racing2Learn will continue to grow as there are new modules continuously being designed by all involved, to offer a broad and interesting range of educational programmes to all in the industry.

Thanks to a lot of hard work from everyone involved, Racing2Learn was launched at the beginning of April although not with the quite grandiose start we would have liked due to Covid 19.

The Racing2Learn online platform played an instrumental part in the resumption of Horseracing on the 1st of June, as many of you will know it allowed all attendees of the races to take a short course on Covid 19 and the correct protocols. It proved to be an invaluable asset to the BHA to ensure that all attendees were trained to the correct level to ensure the safety of everyone at the races.

NARS currently have English and Maths modules on the platform. We were very keen to make them as relevant to the industry as possible. Each module has a number of bitesize tasks complemented by the methodology for each. We quickly realised that a lot of staff in racing are using basic Maths and English on a daily basis without even realising, which we feel we have highlighted in the content of the modules. It is a great way to refresh your previous knowledge or to learn some new skills and we are very encouraged thus far by

the number of users who have completed the modules.

Our flagship course that we currently run is on Mentoring and Team Leadership Skills. As of June 2020 we have run three of these, two in Newmarket and one in Lambourn. All courses have been hugely successful and again we would like to provide this to all regardless of the location. We are in the process of designing a module for the online platform, this will be bitesize pieces of learning related to the industry. We hope to have this split into two modules, one on Mentoring and the other on Leadership and Team Skills on the Racing2Learn platform within the next couple of months.

The Mentoring Course has been hugely successful so far and there has been great interest from Staff around the country. As with all these things to make it a success and valuable to the Staff and in turn their employers it takes a great amount of organisation, planning and funding.

NARS has secured funding to be able to provide the course to other areas of the country and we were busy in the months running up to the Covid 19 lockdown sourcing a provider to deliver the course in the north of the country. Due to the current situation we have had to put these plans on hold as most colleges in line with government guidelines are closed. As soon as restrictions lift in that area, we hope to get the course up and running as soon as possible.

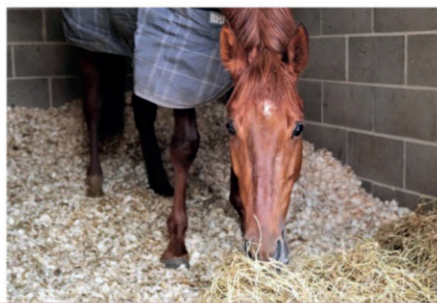
Kevin and I are very excited to bring the Mentoring course to other areas and hope that it will continue to be as successful. We believe the tools learnt on this course are invaluable to the horseracing industry. We are constantly striving to improve the Union Learn project to ensure that we are offering Racing and Stud staff the very best opportunities to gain qualifications.

NARS Mathematics in Racing



Q1. An average Racehorse weighs 500 kgs and needs to consume 2% of its bodyweight in food per day.
How much feed in kgs must it consume per day?

- ☐ 8kgs
- ☐ 10kgs
- ☐ 12kgs



RACEHORSE
MANAGEMENT AND
WELFARE

TRAINERS AND
JOCKEYS

RACECOURSE AND
INDUSTRY
PERSONNEL

THOROUGHBRED
BREEDING

RACING STAFF AND
CAREERS ADVICE

SAFEGUARDING,
INTEGRITY, HEALTH
AND WELFARE

REGIONAL STAFF
DEVELOPMENT
PROGRAMME

COACHING

WELCOME TO RACING2LEARN British Horseracing Authority LIVE. LEARN. RACE.

This learning resource centre is dedicated to anyone working within horseracing. It provides learning and development opportunities for people at the heart of the racing industry.

Engage with interactive eLearning course. Enjoy practical resources that support Continued Professional Development. Experience high quality and flexible learning.

To find out more about the British Horseracing Authority click on the red button below.

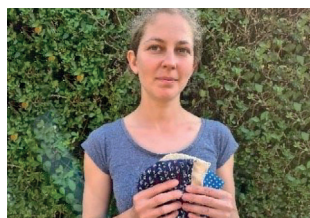
British Horseracing Authority

NEWMARKET RIDER JOANNA ŁACISZ

GOES THE EXTRA MILE TO SUPPORT HER TEAM THROUGH COVID-19

BY MOLLY HOBBS

Along with all other sporting industries, horse racing has been greatly affected by the coronavirus. However, the pandemic has not hindered the generosity of those in the racing community who are doing their utmost to support one another through these challenging times.



I recently had the pleasure of speaking with Joanna to discover more about her motivation for creating face-coverings which help protect herself and her colleagues from the invisible threat of coronavirus.

Joanna has worked for Sir Michael Stoute for more than three years and has enjoyed many highlights, including helping care for Grade 1 winner Expert Eye, who went on to win the prestigious Breeders Cup Mile.

"When the coronavirus outbreak started, I saw so many people helping each other, I thought that this is what I can do in my community to help people feel safe."

Even before the lockdown was enforced, Joanna was already thinking about how to protect not just herself, but others around her. By utilising

the sewing skills taught to her by her mother at a young age, Joanna has now supplied a staggering 146 face coverings to those in the racing industry, with each taking approximately 15 minutes to make. She created them from materials donated to her by a local company.



Joanna's hard work has not gone unnoticed, and she has been widely praised by her colleagues. Steven Eastwood, Travelling Head Lad, expressed his gratitude to Joanna, explaining "I am using the face covering to travel to, from and whilst at race meetings and they are very comfortable and easy to breathe through. My wife has also been using the face-coverings at work to help protect herself and has had a lot of people commenting on how good they look".

Fellow rider Veronika Krejcikova explained "masks

are expensive and sometimes do not fit the face well, so I'm happy to have Joanna's face covering, which fits perfectly".

James Savage, Head Lad, also added how extremely grateful the team at the racing yard are. "We feel safe and comfortable wearing the face-coverings at the races and whilst working at home in the stables".

Joanna explained she will continue to create face-coverings for those that need them. I would like to thank Joanna for sharing her uplifting story with me and wish her all the best for the future.

Do you have a good news story you would like to share with us? If you or someone you know has taken the extra step in supporting others in the racing industry throughout the coronavirus pandemic then please contact admin@naors.co.uk



NARS EVENTS

Every year we put on or support several events aimed at giving racing staff a day out away from the relentless pressures of work. We try to incorporate a competitive but relaxed and enjoyable atmosphere. This can be anything from a quiz in your region, to a nationally run competition. We had at least 15 days planned to include Racing Staff Week, Sports days, regional football and golf as well as our AGM.

That was before Covid-19.

We are now looking at just two events, one is the sponsored Golf day at the Warwickshire Golf course and the other is our AGM (information is in this newsletter) in Newmarket.

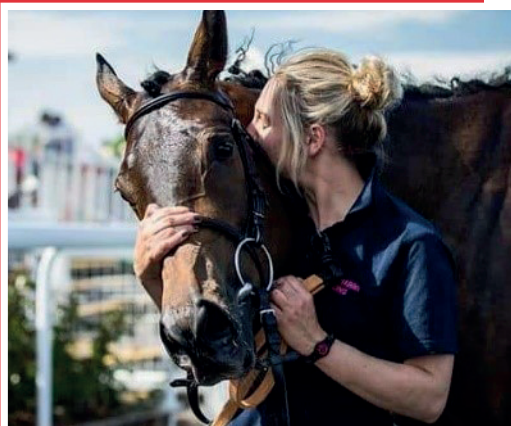
We will continue to look at ways to engage with everyone in terms of days out and we invite you to make any suggestions. We can hold a quiz in your region, or any event you think would appeal to the racing staff. Please get in touch with any ideas you have for a national competition or a smaller more localised one.

VALENTINES COMPETITION WINNER

Christina Berry entered our Valentines competition earlier this year. NARS received over 50 fabulous photos and the final decision was made by Simon Bailey, Racing Chaplain.

Christina's picture captured such a heart-warming and natural moment that he decided she would be the rightful winner. Congratulations Christina!

Christina Berry's picture is of her with her horse Bungee Jump, trained by Grace Harris after winning at Chepstow





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National Association of Racing Staff