

# Newsletter

The Voice of Britain's Racehorse Trainers



## New Racing Administration Site Ready for Launch

Over the past 18 months teams from Weatherbys and BHA have been working to replace the current racing administration system, which is coming to the end of its working life. In this article, Steve Gibson from the project team, brings trainers up to date with progress and invites you to join.



**Our aims at the start of this work were as follows and we have ensured they have been achieved:**

- Easy to use
- Intuitive - to enable you to easily complete all administrative functions online
- Where possible, remove the need for paper forms
- Built on a modern platform to allow us to build on and improve the system in the future

The site has been live with 30 trainers over the last two months and the results of that trial period have been positive. We're in a position now to move forward with the rollout. We hope to have moved every trainer onto the new site by the end of September.

For phase one, we'd like to **invite people** to move to the new site before moving onto a mandatory phase of migration. If you would like to join this group, please could you email [websupport@racingadmin.co.uk](mailto:websupport@racingadmin.co.uk). We will allocate slots on a first come, first served basis.

### What will happen when I get access to the new site?

- You will be emailed joining instructions by Weatherbys.
- You will log into the new site using the same email address and password that you use for your online licence renewal.
- As part of the migration process we will also ask for a **unique email address for each team member (with an authority to act) that you'd like to use the site. This will become their own user name.**
- Note: All communication will still go to the main email address registered against the trainer.
- You will have access to both the old and the new site for a period of time whilst you get used to the new site.

## National Trainers Federation

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SEE ALL NTF NEWS ON THE **NTFMUSE BLOG** WHERE YOU CAN COMMENT and DEBATE CURRENT ISSUES  
<http://ntfmuse.wordpress.com/>



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## What's new?

There are lots of great new features which will make your administrative processes easier. We have picked out just a few here:

### Online Stable Employees

- You can now manage all of your stable employees online.
- This includes the ability to add new employees, maintain and terminate employment, and keep employee details up to date.
- You will no longer need to complete any paper forms.
- Attendants Passes and Validity Slips have been combined into one Racehorse Attendants Pass. This can also be applied for and managed online, including the facility to upload photographs.

### Horse management and "Care or Control"

- The improved Horses area allows you to manage your horses in training.
- Enhanced status options mean that you can record all horses in your care or control, regardless of whether they are in-training, pre-training, or simply on the yard as a companion or hack.
- To help you comply with the anti-doping "whereabouts" requirements, you will be able to record the location of each of your horses – whether they are in one of your own training yards or at a location somewhere else. You are also able to provide more details of horses leaving your care or control.
- New features include an export option which enables you to download spreadsheets with details of all your horses and owners. You will also receive messages to notify you of any matters needing your attention.

We look forward to you using the site.

*BHA and Weatherbys Project Team.*

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## Make them yours – regional meetings coming up in June and July

The summer is here and with it comes the first round of regional meetings for NTF members. These begin with the South West on Monday 27th June at Taunton Racecourse. Since we started holding regional meetings back in 2001, they have had a very formal agenda. More recently, we have run them in some regions as a round table conversation and found that this more informal setting works well. We hope that this encourages more trainers to come along and share their views with us and fellow trainers.

You will find a list of the meeting dates on the back page of this newsletter. Why not make a diary note now of the meeting in your region. We always try to find dates with no fixture in the relevant area – though that's increasingly difficult.

Also, we are happy to have a loose agenda and give you, the members, the lead in setting the items you want to talk about. Are there other people you would like to hear from and question? Send suggested topics or guests to Rupert Arnold at [r.arnold@racehorsetrainers.org](mailto:r.arnold@racehorsetrainers.org) or call on 01488 71794.



## Revised Flat Championship format is most logical

Our announcement in April of a revised format for the Flat Trainers Championship took the media by surprise. That is to be expected when the Championship had apparently already started in November! To recap, the Championship is reverting to its original format based on a calendar year. The current campaign will be decided on performances between 1st January and 31st December 2016.

To explain, the context for this decision was the upcoming Jockeys and Owners 2016 Championships, due to commence at Newmarket's Guineas meeting. The NTF was being sounded out for its willingness to adopt a similar format. An interesting package was proposed with the aim of all three Championships being aligned to end on British Champions Day. Instead, it sparked a realisation that the reasons for ending the Flat Trainers Championship on the last day of the turf season in November had evaporated. Given the trainers thought all Pattern races should be contained within one Championship period and not split across two seasons, the logical step was to revert to the calendar year. It was run along these lines until 2010.

The new format recognises all performances by all trainers throughout a period that is more meaningful and relevant to trainers, the public and the media. It enables an analysis of each trainer's performance with different generations of horses within the period during which the age of those horses doesn't change. It simplifies the statistical record. The Racing Post had displayed four different tables for Flat trainers' statistics; this can now be reduced to two (All Flat and AWT.)

The NTF supports the Winter AWT Championship as a discreet entity and envisages this continuing on the same basis as it currently runs within the parameters of the 12-month Flat Trainers Championship.

Although commencing the new format on 1st January 2016 omits performances in November and December 2015, this is for one year only and these figures were recognised in the 2015/16 AWT Championship.

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*“The new format ... is more meaningful and relevant to trainers, the public and the media.”*

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Our intention is for this decision to settle the format once and for all and put an end to the constant debate. Arrangements for the presentation ceremony are under discussion and will be announced in due course.

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## Introduction of 'Confined' Handicaps

This spring the BHA has introduced six races referred to as “confined” handicaps. These are races which are open only to horses that in the preceding 12 month period have run in at least four races in Great Britain and have not won any race run under the Rules during that period. There are a mix of Hurdle races and Steeple Chases.

The idea behind this initiative is that there are many horses in training which consistently run their hearts out, much of the time in handicaps, but don't get their heads in front. The BHA wants to try some races restricted to those horses so that their owners have a better opportunity to win a race. Ownership of racehorses is obviously vital for the health of our sport, and retaining owners is key. This initiative may help the owners of middle and lower tier horses enjoy that experience of winning a race.

This idea was developed through the BHA's Jump Racing Committee and has since gained further momentum through the Jump Racing Review. The BHA is working on further 'alternative' and more creative race conditions, which was one of the recommendations of the Review.

Similar race conditions are being considered for Flat horses rated 81 to 100 and an alternative proposal concerning the eligibility for rating reassessment in flat conditions races is being discussed by the NTF Flat Committee.



## TBA and EBF create valuable opportunities for flat fillies

The EBF's Breeders' Fillies Series is a collection of races which aims to provide lucrative opportunities for fillies rated just below black type level. The series and bonus also aims to encourage fillies to stay in training longer and incentivise their retention in GB for breeding. The concept of the series was devised by the TBA following the results of the BHA's Fillies & Mares Review – a comprehensive study of fillies and mares race programming – the results of which were announced on 1st June.

The Series began at Ascot in May; the schedule of upcoming races is below:

Friday 10 June	YORK	3yo & up	6f	81-100	£30,000
Friday 24 June	CHESTER	3yo & up	10f	71-90	£20,000
Friday 8 July	ASCOT	3yo & up	12f	76-95	£20,000
Saturday 16 July	NEWBURY	3yo & up	8f	81-100	£30,000
Saturday 16 July	NEWMARKET	3yo & up	6f	76-95	£20,000
Wednesday 27 July	GOODWOOD	3yo & up	10f	81-100	£30,000

Horses must win or be placed at least once in an EBF Breeder's Fillies Series race (Not including the series races on 1st October) and then go on to win one of the EBF Breeders' Fillies Series races at Newmarket on 1st October for the chance to qualify for the TBA £25,000 Bonus. The bonus, which takes the form of a stallion nomination voucher, aims to encourage fillies tested as racehorses to become the next generation of broodmares. Full terms and conditions available from the TBA office upon request. Contact Charlotte Lovatt, TBA Communications and Marketing Manager, telephone 01638 661321, email [charlotte.lovatt@thetba.co.uk](mailto:charlotte.lovatt@thetba.co.uk).

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## Mares Chase Series success for new race planning collaboration

A Mares Chase Series has been added to the Challenger Series after trainers at NTF regional meetings highlighted the need to strengthen the mares' chase programme now that other initiatives have provided the stepping stones to develop mares and introduce incentives for mares to be kept in training.

In the spirit of the Challenger Series, which is aimed at quality horses which are just below top level, the qualifying races will be Class 3 and 4 races for Mares rated up to 130. The Series of 10 Chases for Mares culminates in a £50,000 Final added to Challenger Series programme.

This initiative gives a bright start to the new collaborative structure on race planning between the NTF and BHA. Arising out of the Holistic Race Planning project, the BHA Racing Department and NTF's Flat and NH Committees will meet quarterly for a debriefing session on the previous period's Programme Book. On 18th April, the inaugural meeting discussed trainers' feedback about building on the mares' jump programme, developed the idea of using the Challenger Series as a vehicle and agreed to take it forward to the BHA Racing Group, which supported the concept. Interestingly, the Challenger Series was itself a product of discussion between the Jump Racing Review group and trainers attending the NTF's South West region meeting last July.

So that we have all the necessary information to make effective use of future meetings with the BHA Racing team, we will be developing a system of communications with you – our members – asking for the experience only you have when searching the Programme Book for races and entering races your horses. We are inviting you to become a member of our specialist group that will provide us with this vital information.

If you would like to be involved, please call George Noad, the NTF's Racing Industry Executive on 01488 71719 or email him at [g.noad@racehorsetrainers.org](mailto:g.noad@racehorsetrainers.org).



## Late Load form updated

If you want one of your horses to be loaded late in the starting stalls, it is best to give the Starter a Late Load form, as provided by the NTF. We have recently updated the form to reference the rules that apply and you can download one from our website (Information – On the racecourse.)

It is very important to note that late loads usually constitute a criteria failure, which will add to your tally at the end of the year and could result in you facing sanctions the following year. The only exceptions to this are when the horse has passed a pre-race stalls assessment or has twice been the subject of a Starter's report under Rule 41.2 and has subsequently passed the necessary stalls tests.

## Next Running and Riding seminar in the north

Trainers in the north should make a note now of the next NTF seminar explaining the Running and Riding rules; it will be in North Yorkshire on Tuesday 28th June, 1 – 2.30 pm.

The seminar presented by Roderick Moore, barrister with Slee Blackwell, explains the intricacies of the running and riding rules, the importance of instructions and how to present your best case at an enquiry. The seminar is free to NTF members and their raceday representatives. Invitations will be sent out once the location has been confirmed.

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## Understanding the rules on attendants' sponsored clothing

All too often, the BHA has to write to trainers about infringements of the code for owners' sponsorship. To clarify some points, the BHA has asked us to remind trainers and their Travelling Staff and Attendants at the races that they are under no obligation to wear Attendants clothing that is given out by Race Sponsors at the course, with the exception of the Aintree Grand National Meeting and the Epsom Derby Meeting where exclusivity agreements are in place.

If their horse carries Owners Sponsorship, then this must be displayed on at least one sponsorship site. If this is normally on the Attendant's clothing then that takes priority over Race Sponsor's clothing and must be shown, apart from at the two meetings above. If a horse has more than one Sponsor then a logo must be in use for each Sponsor.

The NTF believes racecourses should take some responsibility in this area so we have ensured that racecourses are being told that the wearing of race sponsor's clothing may contravene the owner's Sponsorship arrangements and must not be worn. Racecourses must also manage the expectations of Race Sponsors who provide any clothing items to ensure that they understand it will not be worn by all Attendants, except where the exclusivity arrangements are in place, and it is notified in the conditions of the race.

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## Passport endorsement for horse described as a "rig"

Following discussion with trainers, the BHA and Weatherbys have clarified that, for the purposes of racecard definition, a rig is classified as a horse that has no external testicles (i.e.) both testicles are undescended. Such horses are unlikely to be fertile. Should both undescended testicles be removed, the horse should be classified as a gelding.

Horses which have one undescended testicle and one external testicle are likely to be fertile, and for the purposes of racecard definition should be classified as colts. Should the undescended testicle be removed, the passport should be clearly endorsed by the veterinary surgeon to state that this has occurred (i.e. that the horse has one external testicle only.) In these instances, the passport should be sent to Weatherbys for endorsement. Should the passport be misplaced in the future, there will be a record that the horse has one external testicle only and a replacement passport would be marked as such. These horses should continue to be classified as colts.



## Focus on the Pre-Race testing protocol

Pre-race testing is a standard part of the BHA's anti-doping and medication control strategy. It is designed to detect the administration of substances that reduce fatigue, a practice sometimes known as "milk-shaking". The sample is tested for raised TCO<sub>2</sub> levels.

A sample is taken from selected horses and analysed at the racecourse with the result available prior to the horse starting in its scheduled race.

Sampling needs to be carried out as close to race time as possible in order to be able to detect alkalinisation that may affect performance. This is commonly 40 minutes before the race. To trainers and their travelling staff, this may seem too close to the race. If a trainer has a reason that he or she feels this would be inappropriate for a specific horse in her/his care then that reason will be recorded, the horse will be kept under close observation post race which means it will need to be in the sampling unit so will need to have a member of staff with it and then it will be sampled 2 hours post-race.

If your horse has been selected for testing, your representative will be given an Appointment Card notifying them of the time the horse is required for examination. Failure to be present may result in further testing after racing and/or disciplinary action.

In the event of a raised TCO<sub>2</sub> level, you will be notified and a Stewards' enquiry will be convened immediately. You will be asked whether you wish to run the horse. In your absence, your representative must attend the enquiry.

If you have any questions about Pre-race testing, please contact the BHA's Equine Health and Welfare Department on 0207 152 0090 or at [equine@britishhorseracing.com](mailto:equine@britishhorseracing.com)

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## Applications for dispensations to the Hind Shoes Rule

The BHA has approved a number of requests for dispensation from the new rule on shoeing on race days. After some questions from trainers about the dispensation process, the BHA has provided us with the following explanation.

1. Complete the application form (Form for Evidence) available on the BHA website here [www.britishhorseracing.com/resource-centre/veterinary-welfare/veterinary-notice-policies/](http://www.britishhorseracing.com/resource-centre/veterinary-welfare/veterinary-notice-policies/)
2. Provide written veterinary or similar professional evidence, scanned and attached with the form.

There is a step-by-step guide to the dispensation process available on the BHA website at the link above. This can be found using the following sequence:

1. Select 'Resource Centre'
2. Select 'Veterinary & Horse Welfare'
3. Select 'Veterinary Notices & Policies'
4. Scroll down to "Amendment to Rules of Racing in Relation to Shoes"
  - i. Procedure for Granting Exceptions to Rule 7.2
  - ii. Form for evidence to support a rule 7.2 Application

As stated in the Guidance Document, applications must be submitted in full two working days before the deadline for declarations.

If an exemption is granted, that exemption stays with the horse until further notice, so there is no need to apply for a dispensation each time the horse runs.

If you have any other questions, please contact Lucy Ralph at the BHA on (0) 20 7152 0118 or by email at [lralph@britishhorseracing.com](mailto:lralph@britishhorseracing.com).

## Forthcoming road tolls in Belgium

Trainers who manage their own transport through the continent will be interested in forthcoming road tolls in Belgium. A company called Motis gave a presentation on the subject at the Racehorse Transporters Association AGM in April.

Motis are able to supply a new toll box that will cover Belgium, France, Spain & Portugal. This will be vehicle / registration specific. There is a monthly rental charge of €6 per month but no administration fee or big up-front deposits required.

A Belgium toll box has an initial deposit of €180 per box (Deposit for equipment & initial usage). €135 will be rebated if the box is returned in good order. The box can be swapped to different vehicles but this must be registered online. It will be the operator's responsibility to ensure the registrations match the vehicle. If the registrations do not match, there will be a fine from the Belgium Authorities.



## Understanding your racecourse injuries

The NTF is currently in discussion with the BHA about supplying trainers with individualised data on injuries to their horses on racecourse. The BHA supplies racecourse injury data on a regular basis to individual racecourse Clerks. None of these identify individual courses, horses or trainers. However, they do indicate how that course compares to the national average, and its position in 'ranking' tables of fatalities, long term injuries, and fallers. The sole aim is to make courses aware of the facts, so they can discuss the results, take further advice, and implement changes if appropriate. BHA will sometimes take part in those discussions. The BHA believes this procedure has been important in helping effect a significant reduction in racecourse fatalities and long term injuries, most particularly in NH racing.

The BHA is now able to extend this service to trainers, and is consulting us on the most appropriate and useful way to make the information available.

The idea would be to report annually to all trainers (at season-end) with details of their racecourse fatalities (including electives) and serious injuries as they were recorded on the course. Remember that, as facilities for accurate diagnosis on the racecourse are sometimes limited, it is inevitable that the racecourse diagnosis and that achieved after full examination at home may not always be the same.

Trainers would then be in an informed position and able to decide whether to discuss their data with their vet or the BHA if that were felt to be helpful. Anthony Stirk and Jenny Hall will be coming to some of the NTF regional meetings to illustrate the kind of data trainers would receive and explain the rationale for providing it.



## Important update on travelling allowances

As reported in NTF Weekly on 21 May, after further discussions with HMRC, including with a compliance officer for the industry allowances, we have been able to announce that the rules on paying employees travelling allowances following the changes in April 2016 is simpler for trainers than we initially were advised. HMRC have confirmed to us that:

### Daily expenses allowance

Trainers can pay the £10 expenses allowance free of tax and NI provided that:

- the employee has gone racing
- the employee has incurred expenses

### Receipts and checking procedures

Trainers do not have to check receipts for all expenses.

Trainers must do random checks that expenses are being properly incurred.

As previously advised, HMRC indicate a 10% random checking by employers is required, so 10% of receipts should be checked in a particular period or an employer may decide to check every 10th expense claim. These only need to be checked against records to show that the employee was racing on that day and the employee incurred expenses, supported by receipts. If no receipts are presented, the employee must explain what was bought and why no receipt is available.

Where an employee does not incur expenses amounting the full £10, the whole allowance can still be paid tax free.

If an employee spends more than the agreed tax free amount of £10, the excess amount – even if genuinely incurred and evidenced by receipts – must be taxed.

However, if an employee is not incurring any expenses at all (e.g. takes their own food or is going racing at a racecourse that provides free food) then the £10 allowance cannot be paid tax free as no expenses are being incurred. In that case, any allowance paid must be taxed to meet HMRC rules.

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*“...employees should be encouraged to get receipts every time they go racing and those receipts should be kept either by the employee or the trainer so they are available for random checking.”*

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Whilst employers only need to do a 10% random checking exercise, employees should be encouraged to get receipts every time they go racing and those receipts should be kept either by the employee or the trainer so they are available for random checking. NASS are advising their members of the need to obtain receipts; if you are aware of any racecourse that is not providing receipts, please let us know. Receipts, of course, will not just be from racecourse canteens but other food outlets as well.

If any trainer has not applied to the HMRC to use the industry bespoke allowances then you must do so without delay. The application deadline was 6th April 2016 but we hope that HMRC will accept slightly late applications given that this is a new requirement for businesses. Information on making the application is on our website at Information – Employment – More employment information.



## Workplace banter could be expensive

A recent employment law case concerned a salesman who succeeded in an age discrimination claim where he was nicknamed “Gramps” by his younger colleagues and later dismissed after customer complaints that he was old fashioned and long in the tooth. The tribunal awarded the ex-employee more than £63,000. The salesperson did not complain about the nickname whilst employed but the use of the nickname by his younger colleagues was taken by the tribunal to suggest that ageist attitudes were tolerated in the workplace.

Another case a few years ago resulted in a tribunal upholding a Polish welder’s race discrimination claim over the nickname “Borat” on the basis that the name evoked stereotypes about eastern Europeans.

Employers will often say that it is just workplace banter and no harm was meant. However, tribunals will not accept a defence to harassment that the remarks were banter since it is how the recipient of the remarks feels that is important – one person’s humour can be offensive and degrading to another person. It does not matter either if the person making the comment meant no offence – the intention of the alleged offender does not matter. That said, the complainant’s reaction does have to be reasonable and employers can take some comfort in that. However, it is important to try to ensure employees know what is and what isn’t acceptable and avoid any offensive comments being made in the first place and secondly to ensure that if an employee does raise a grievance that it is dealt with fairly and effectively.

NTF members can find more information in chapter 11 of the NTF employment manual including the NTF/NASS Dignity at Work policy explaining what may constitute bullying and harassment and ACAS ([www.acas.org.uk](http://www.acas.org.uk)) offers courses including through e-learning.

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## TURNING ROUND THE STAFF SHORTAGE

**Last month’s three-day sequence of features in the Racing Post on the stable staff shortage shone a spot light on this serious issue for the industry. On the following pages we list initiatives that aim to turn around the current trends. The NTF is working closely with industry partners in many of these areas and the creation of a new role at the NTF, dedicated to recruitment and training, aims to link these initiatives for added value.**

**The NTF will assist trainers to put together a package to support the development of their staff’s skills using the elements of the initiatives now available. Please speak to Shelley Perham, who will advise what would be most appropriate for your business.**

## New ‘racehorse care’ training programme for young adults

Further evidence of the wave of initiatives to address the current shortage of stable staff in racing is the new training programme launched this month by Haddon Training and HEROS, the Lambourn racehorse re-homing charity. HEROS will offer individualised Traineeship programmes for young people who would like more experience working with racehorses. The Traineeships are a structured work-experience programme covering racehorse care, employability skills, maths and English.

The Traineeships will offer a holistic work-experience placement for the young people wishing to make their first steps within the racing industry. The curriculum will allow learners to achieve transferable skills which will be useful in many future employment and training situations. The racehorse care part of the programme will cover units from the Level 1 Diploma such as: ‘Principles of feeding and watering horses’, ‘Assist with cleaning the stables and yard’ and ‘Principles of cleaning tack and horse clothing’. Pupils will also be able to access other training topics such as the rehabilitation of horses.



## Appointment of NTF Recruitment and Training Coordinator

Addressing the shortage of skilled stable staff is at the top of our priorities so we were delighted to appoint Shelley Perham in a new role as Recruitment and Training Coordinator – Stable Staff. This marks a significant step in our strategy.

Shelley began work as a member of the NTF executive team on Monday 9th May. She will be working from home near Huntingdon but will also have a base at the NTF office in Lambourn.

Some of you will already know Shelley as she has excellent connections in British horseracing. As an amateur rider and through her employment with bloodstock agents and syndicate managers, she has a good rapport with trainers. In addition she brings to the role wider experience in the equestrian world through her achievements in the showing arena and management of the Keysoe Equestrian Centre. Shelley has a passionate interest in young people's personal development and is a Sporting Champion for the Dame Kelly Holmes Trust and Sport England's community projects, mentoring and motivating young people. She has recent experience of delivering the education programme for Racing to School.

As the job title suggests, Shelley's role is to coordinate the NTF's work with other industry partners on recruitment and training with the aim of achieving an adequate number of skilled stable staff over the long term. She will be the industry's principal point of contact at the NTF on recruitment, training, retention and welfare.

This appointment demonstrates our commitment to finding solutions to an issue that has a serious impact not just on trainers but on the sport as a whole. Shelley is very excited about the opportunity to work with our members and all our industry partners to take forward all the work we are doing in this area.

If you would like to discuss stable staff recruitment and training issues with Shelley, you can contact her on 07753 982052 and on email [s.perham@racehorsetrainers.org](mailto:s.perham@racehorsetrainers.org).

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## Betfair to support Stable Staff Week and the Clock Tower Cup

The pinnacle of Stable Staff Week – Monday 27th June to Saturday 2nd July – will be the Betfair Clock Tower Cup on Racing Welfare's Raceday at Doncaster on Friday 1st July.

The Clock Tower Cup is a charity race which sees stable staff switching saddles to become jockeys and riding horses trained by their bosses. The prize on offer for the race will be a scholarship at the British Racing School or the Northern Racing College, where the winner will receive the highest standard of training to either attain their Category A Amateur Jockey License, or undertake another training course in order to advance their career in racing.

Trainers who wish to nominate a member of staff, or staff wishing to get their trainers to nominate them to ride in the Betfair Clock Tower Cup, should visit [bit.ly/ClockTowerCup](http://bit.ly/ClockTowerCup) to download the Betfair Clock Tower Cup race conditions, nomination and sponsorship forms.

Tables for 10 at the Racing Welfare Charity Raceday lunch, sponsored by Betfair, on Friday 1st July at Doncaster Racecourse, are £1,300 and individual places are £130. Anyone wishing to book a table or individual places should contact Mary-Ann Sandercock, Racing Welfare - [msandercock@racingwelfare.co.uk](mailto:msandercock@racingwelfare.co.uk) or call 07786 925803.

## Timely opportunity to recruit riders and fund their training

Hundreds of students are about to finish their studies across 30+ Equine Colleges. The majority of them will be looking for jobs with horses.

The BHA's careersinracing team, alongside Racing To School – racing's education charity – have been working hard touring the colleges, giving lectures to students about the career opportunities in horseracing, and taking them on visits to racing yards and racecourses. **Many of them do show an interest in working in racing.**

On average there are 80 racing yard jobs on the [careersinracing.com](https://careersinracing.com) job board at any one time, yet the shortage of staff is thought to be 400-500. With more visibility of job vacancies the we can promote the opportunities to people to work in our industry.



We recognise that many of the equine college students would need a great deal of support and development on entering a racing yard. However, we now have in place both the Employer Led Training Pilot and regional training initiatives to be run by BRS and NRC instructor teams to support you in your development of skills in the workplace.

**If you are currently experiencing a staff shortage and would be willing to recruit and develop a junior member of staff please contact Zoe Elliott at the BHA via [zelliott@britishhorseracing.com](mailto:zelliott@britishhorseracing.com) for more information about the help available.**

- Step 1** – agree in principal to establish a role for a junior member of staff
- Step 2** – contact BHA for information on the Employer Led Training (ELT) initiative and funding support. Complete application process to be accepted onto the scheme.
- Step 3** – write the job advert with support from [BHA/careersinracing.com](https://BHA/careersinracing.com)
- Step 4** – your job advert will be promoted on [careersinracing.com](https://careersinracing.com) and to all equine colleges for attention of their students and student alumni and to all members of the British Grooms Association (grooms currently working in other disciplines with no racing experience)
- Step 5** – review job applications/interview and job offer

**With the structure of the academic year, this opportunity comes round only once in 12 months so don't miss this chance to fill your vacancies with people who are already hand-on with horses.**



## First BRS Ground Based Yard Staff course a success

Among their initiatives to address the shortage of stable staff the British Racing School (BRS) decided to look beyond its traditional model of training young people and has just run the first course for yard staff, aimed at older people who are non-riders.

Having spent 6 weeks on an intense residential programme, 10 trainees have now completed the Ground Based Yard Staff (GBYS) course. Five of these are young people on an Apprenticeship in Racehorse Care but the remainder are older people who came into racing for a career change. One man had worked for an insurance company for 35 years, one was a postman, another had been a marine engineer; they came from a variety of backgrounds but the common factor was a passion for racing. Prior to finding this course, they all thought they had 'missed the boat' with regards to a career in the industry and were thrilled to find that this wasn't the case.

They start their new jobs in yards dotted all over England and all the trainees are excited to become part of the team at a racing yard. While they were at the BRS they got plenty of experience with horse handling and mucking out but beyond this they had sessions with a sea walker, a treadmill, starting stalls, a farrier and a trip to Lingfield Racecourse. They also completed a certified tractor driving course and achieved their first aid at work qualification.

Following the success of this course another one is planned and applications are invited from those with no or limited experience of working with horses but who are committed to working in a racing yard for the long term.

Of course the BRS are committed to continue training as many young people to ride as possible and are looking to increase these numbers alongside non-riders over the coming years. For more details on recruitment please contact [Carol.Bramhill@brs.org.uk](mailto:Carol.Bramhill@brs.org.uk) or call 01638 675905.

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## BRS to introduce a finder's fee

Recent Government cuts have led to significant reductions in BRS funding and it looks likely that further reductions will be made in the future. Simultaneously the demand for trainees graduating from the BRS has increased substantially due to the current shortage of stable staff.

The Trustees of the BRS have researched alternative income streams and from 1st August 2016 the BRS will be introducing accommodation fees, payable by trainees and "finder's fees", payable by trainers taking on trainees.

The accommodation fee will be £450 for both nine and fourteen week courses and will cover full board and lodging at the BRS for the duration of the course. A means tested bursary will be available.

Trainers will be charged a fee of £300 per trainee, when taking on graduates of the BRS, unless the trainer recruited the trainee prior to the trainee attending a course at the BRS. The fee will be refunded should the trainee leave the trainer's employment within six weeks of commencing employment with the trainer. The BRS currently represents one of the few free sources of staff for trainers, and provides a valuable route into the industry for new staff, at a time when many yards do not have the capacity to train complete novices. Therefore it is thought reasonable that trainers employing BRS trainees are asked to make a direct contribution to the work of the BRS.

Further details are available from the BRS. Please contact Andrew Braithwaite at 01638 665103.

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*“A means tested bursary will be available.”*

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## Racing Foundation supports recruitment and training

Following the first open funding round of 2016, Trustees of the Racing Foundation are delighted to announce that 10 new grants totalling just over £400,000 have been pledged, with significant focus on education and training for the industry's participants. Included in these is a pledge for a capital grant towards the development of a new training facility at Askham Bryan College to help address the current staff shortage in racing and inspire more young people to pursue careers within the industry.

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*“The ‘Racing Stream’ initiative will see the development of a purpose-built racing yard at the College’s York campus.”*

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The ‘Racing Stream’ initiative will see the development of a purpose-built racing yard at the College’s York campus, along with the delivery of a range of equine and racing-related courses, at all levels, for 150 full-time and 350 part-time students. In addition to potentially providing the industry with 80 new stud and stable staff each year, it will also run courses for racing secretaries, point-to-point jockeys, pony racing, sports turf management and taster sessions for youngsters looking to get into racing.

The establishment of the new training facility has industry-wide support and is endorsed by the BHA, NTF, NASS, Pony Racing Authority, Point-to-Point Association and local racecourses. It will complement the work of the existing racing schools (BRS and NRC) and collaborative arrangements are being explored.

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## Introducing more young people to opportunities in racing

The acute shortage of stable staff brings home to trainers daily the need to raise young people’s awareness of the opportunities available to them in the racing industry. A number of methods are being used to achieve this goal and one of them is through the Racing to School programme in alliance with Racing Together, the title of the industry’s collaborative work to connect racing with local communities.

Racing Together’s latest blog (at [www.britishhorseracing.com/news-media/bha-news/](http://www.britishhorseracing.com/news-media/bha-news/)) describes how it is working with the Dame Kelly Holmes Trust to connect with young people facing disadvantage. Shelley Perham, the NTF’s new Recruitment and Training Coordinator, does volunteer work for the Dame Kelly Holmes Trust and is a strong advocate for this strategy. Sean O’Connor, Racing Together Community Engagement Manager says, “We are delighted to be working with the Dame Kelly Holmes Trust. The Trust has impacted on the lives of 200,000 young people in Great Britain. It is great that the Trust is excited to be working with British Racing to introduce young people to horseracing and the diverse opportunities within our great Sport.”

Judith Allen, Executive Director at Racing to School, has announced she is moving on at the end of the month. She asked us to send this message to trainers: “After ten rewarding and thoroughly enjoyable years with the charity, I felt the time was right for me to step down. I will be sad to leave and will miss working alongside so many people that I have met and that have supported the work of the charity over the years.

John Blake, who as you may know has been leading our fundraising and communications functions since the autumn, will be taking over my main responsibilities from 1st May. His contact details are [john.blake@bhest.co.uk](mailto:john.blake@bhest.co.uk) tel: 07766 114828.



## File your Horses in Training online to avoid charges

During last year's BHA budget discussions, the NTF came to an agreement with the BHA that there would be no general increase in trainers' licence fees but that a small charge (£5) would be introduced for trainers that continued to file their Horses in Training return using the paper form rather than using the online system.

The aim is to encourage a transfer of administrative activity to the online system, which reduces costs and brings benefits for the industry's contract with Weatherbys. The introduction of the charge from 1st January 2016 was shown in the BHA Budget leaflet sent to all trainers but we apologise for not having informed our members in any of our news publications before 12th May. A notice has now been published in the Racing Calendar.

Any trainers to have incurred the charge in ignorance of the free alternative may receive a rebate of those charges (backdated to January 2016) on application to the BHA. Please contact Paul Foster at [pfoster@britishhorseracing.com](mailto:pfoster@britishhorseracing.com)

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## NRC launches new website

The Northern Racing College has redesigned its website ([www.northernracingcollege.com](http://www.northernracingcollege.com)) with a funding contribution from Racing to School (formerly BHEST.)

The new website is fully compatible with all devices. With better functionality and being more visually attractive, it will benefit the college's stable staff recruitment efforts. More photos and new video footage will be added regularly and content updated over the coming year.



*Above: the new home page for [www.northernracingcollege.com](http://www.northernracingcollege.com)*

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## No charges for Death in Service benefit again this year

A Death in Service Benefit of £10,000 is paid to the next of kin of any full time paid employee who dies while in the service of a licensed trainer. This is provided under the NTF Life Cover Trust.

Trainers usually pay an annual charge per employee and this is shown on the annual RIABS statement in April. This year the charges will be paid from a surplus of funds from previous charges. We hope this is a welcome cash flow boost.

The trust deed is currently being revised following the NTF Council's decision to widen the scheme to all paid employees. Assuming the necessary rule change is approved by the BHA Board, this expanded eligibility will take effect from 1st July 2016 and will lead to an increase in total premium in 2017. We will confirm these details in due course.



## Importance of mental health recognised by racing

To coincide with Mental Health Awareness Week in May, the BHA and Racing Welfare announced that they have become signatories to the Mental Health Charter for Sport and Recreation.

The Charter was launched in March 2015 by the Sport and Recreation Alliance, alongside the Professional Players Federation and with support from the mental health charity, Mind. It sets out how sport can use its collective power to tackle mental ill-health and the stigma that surrounds it.

The Racing industry already provides substantial support to its participants in terms of wellbeing and mental health. Racing Welfare provides a 24 hour support line for those who work in the industry and the network of welfare officers employed by the sport has grown substantially in recent years. The PJA – who are already signatories to the Charter – launched a Confidential Counselling Helpline in partnership with Cognacity last year. The BHA has also recently recruited a dedicated Welfare Development Manager, Matt Mancini, with a remit for delivering a participant welfare strategy.

To coincide with the signing of the Charter, and to reflect its importance to horseracing and all sport and recreation, the BHA has issued the following mission statement around mental health:

*“British Horseracing aims to support its participants through a variety of welfare services and specialist facilities to enhance the health and wellbeing of those who help to make the sport what it is.*

*“The British Horseracing Authority recognises the responsibility to the workforce and the communities that it operates in and is committed to raising awareness around mental health, both internally and amongst stakeholders. We will work closely with partners to communicate the good work already going on in this area, lead and support the development of new innovative initiatives and take action across the six key areas of the charter.”*

In signing the Charter, the BHA and Racing Welfare join some of the country’s biggest sports organisations, including The FA, Lawn Tennis Association, Rugby Football Union, English Cricket Board and UK Athletics in declaring responsibility to encourage people to talk about mental health and support people to seek help and support when needed.

With the establishment of the Racehorse Trainers Benevolent Fund, funds would be available to begin similar programmes to support trainers’ welfare. This will form part of the NTF’s future strategy.

*“The Charter... sets out how sport can use its collective power to tackle mental ill-health and the stigma that surrounds it.”*

## NTF Meeting Dates

Region	Date	Location
South West Region	Monday 27 June	Taunton Racecourse
South East Region	Thursday 30 June	Epsom before racing
West Midlands and Wales Region	Monday 11 July	Wolverhampton
East Region	Tuesday 12 July	Rowley Mile
Central South Region	Monday 18 July	Oaksey House
North Region	Thursday 21 July	Wetherby Racecourse
Council and NH Committee	Monday 1 August	BHA, London



## Regulation deadlines

### 🛡 Pension auto enrolment staging dates\*

– **1st June 2015 to 1st April 2017** for businesses with fewer than 30 employees. Date for each business depends on last two letters of the PAYE reference.

**\*Number of employees in PAYE scheme at April 2012. It is essential that you check your staging date on the Pension Regulator website using your full PAYE reference.**

- 🛡 **1st April 2016** – Introduction of Living Wage, £7.20 per hour for time away from the yard outside normal working hours for those aged 25+
- 🛡 **2nd April 2016** – all runners must enter the parade ring fully shod unless the trainers has been granted an exemption by the BHA
- 🛡 **2nd April 2016** – new raceday threshold for cobalt of 0.01 micrograms (= 100 nanograms) total cobalt per millilitre in urine.
- 🛡 **6th April 2016** – to justify the payment of tax free allowances to stable staff when away from the yard, new HMRC systems must be used to record expenses paid
- 🛡 **31st December 2016** – deadline to replace skull caps that meet the (BS or CSN) EN 1384:2012 standard. Only standard PAS: 015 2011 will be acceptable

## Executive month, April and May 2016

Trainer representation by Rupert Arnold, Dawn Bacchus, Jill Crook and George Noad unless otherwise shown.

- 🛡 NTF Council
- 🛡 NTF Flat and NH Committee
- 🛡 BHA Board
- 🛡 BHA Executive Committee
- 🛡 BHA Racing Committee (S Mullins and R Beckett)
- 🛡 Vocational Training Group
- 🛡 Racing to School Board and Audit Committee
- 🛡 National Joint Council for Stable Staff
- 🛡 NTF/Weatherbys liaison meeting
- 🛡 Racing Foundation seminar
- 🛡 Horsemen's Group Board
- 🛡 Fixtures Group x 4
- 🛡 Racecourse injuries analysis
- 🛡 Knights legal assistance review meeting
- 🛡 Running and Riding Seminar
- 🛡 Industry Insurances review
- 🛡 BRS Racing Secretaries Course
- 🛡 BRS Trainers Course
- 🛡 NTF running and riding seminar in Lambourn



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