



# Welcome to pony racing.

## The PRA's Diversity and Inclusion Plan

Date Approved by the PRA Board: 08/06/2023

To be reviewed on: December 2023

### Our vision

*'To be a diverse and inclusive sport in which everyone has the opportunity and support to achieve their potential and where all feel welcome'.*

### Our Statement

We believe that pony racing can have a real impact on the future of British racing. We focus on the training and development of jockeys of the future, as well as those who may go into other careers within racing.

We are committed to ensuring that we run a sport for all where everyone feels welcome.

This is solidified by our part in joining and leading the Pathway into Racing through Pony Racing with our partner stakeholders, Racing to School, The Pony Club and Careers in Racing. The aim of the Pathway is to introduce and signpost young people from all backgrounds to a future in the horse racing industry.

We are proud to have signed up to British Racing's Diversity and Inclusion Industry Commitment and will continue to work to create a diverse and inclusive culture within the PRA's structure and activities as well as our wider Pathway activities to ensure we deliver our Diversity & Inclusion Action Plan.

For further details on our work, the work of the Pathway into Horse Racing through Pony Racing and the various actions we will be taking to support Horse Racing's Industry Commitment to Diversity & Inclusion as well as to help strengthen the future of pony racing and support the children involved, you can review our Action Plan.

**Clarissa Daly, Chief Executive of the PRA**

June 2023

## The PRA's Diversity and Inclusion Action Plan

### About the PRA

Formed in 2007, the Pony Racing Authority (PRA) is the governing body that organises, regulates and promotes pony racing, inspiring the next generation with particular responsibility for the integrity and safety of the sport. We govern pony racing at grass roots Point-to-Point Pony Racing for children aged 9 – 16 as well as in the prestigious Racecourse Series for children aged 11 – 16. All children taking part in PRA run races are PRA members. The PRA also works closely with the Pony Club to support entry level pony racing via the Pony Club Race Days and organise pony racing training (for children aged 8 – 16) as well as running Pony Racing Taster Days open to non-members with both the Pony Club and Racing to School (recommended for children aged from 7 to 15).

Shareholders of the PRA are the Racecourse Association, The Jockey Club, the Point-to-Point Secretaries Association and the Master of Foxhounds Association. Representatives from the British Horseracing Authority (BHA) and The Pony Club also sit on the PRA Board in observer positions. The PRA is a company limited by guarantee and all money raised by the PRA is invested into Pony Racing.

PRA Regulations were initially drafted from the Rules of the Arabian Racing Organisation and since then have developed into robust regulations suitable and applicable for the sport. Regulations are reviewed and updated each year in consultation with the BHA.

As well as being an excellent grounding in riding technique and raceday procedures, pony racing encourages children who may never have even considered shortening their stirrup leathers to turn their thoughts to race-riding. Essentially, the Pony Racing Authority is today reaching out beyond racing's normal parish to attract potential jockeys from less likely audiences as well as introducing the sport of horse racing and the opportunities it offers to those individuals.

The first regulated Pony Race was at Newton Abbot Racecourse with The Finals at Wincanton Racecourse in 2004. The Pony Racing Authority was formed in 2007 and the sport has provided an education for many professional and amateur jockeys. At the start of 2023, over 300 jockeys who have held a BHA licence to ride or a Rider Certificate to race in Point-to-Point Races started in pony racing. These jockeys have come from a variety of backgrounds, including those with racing backgrounds, those with a wider equestrian background and those with no links to racing or equestrianism.

We started Pony Racing Academies in 2013 for children who do not have their own pony to race. These have been a huge success with 18 fully funded Academy Schemes run in 2022 at 13 different venues with 88 children starting courses to take part in a pony race at the end of a 12 week programme. From this success and with the support of the Tim Dunlop Scholarship Fund we are also now supporting a number of children to take part in a second pony race and gain further experience working in the racing industry with placements in yards and establishments across the country.

Our alumni who have taken out licences to ride in races include many of the top names riding today including Hollie Dolye, Tom Marquand, Benoit de la Sayette, Harry Davies, Billy Loughnane, Harry Cobden and Bryony Frost. We are also incredibly proud of those graduates who have gone on to work in other roles in the racing industry including Annabel Willis, head travelling head girl to Sir Mark Prescott (and groom to Alpinista, winner of the Arc in 2022). Annabel is one of our first Academy Graduates.

### **Our role in the Pathway into Racing through Pony Racing**

We recognise that not all the children coming into the sport of pony racing will wish to ride professionally in the future. We aim to signpost the many opportunities available for careers in the Horseracing World as well as becoming a Jockey. We work with Racing to School, The Pony Club and also Careers in Racing to embed and effect the progressive delivery of Diversity and Inclusion into the introductory, training and development activities run as part of the pathway. We also work with a number of independent riding establishments to deliver our PRA Academy Programmes to children.

Our aim is that children involved in the sport of pony racing will not only play an important role in encouraging more inclusive and diverse entry pathways for other children to enter the sport but also that our graduates will, in the future, use their own profile to attract a more diverse audience generally into the sport benefitting all. We work to take pony racing to new audiences and increase the number of contacts with young people at each level of pony racing.

We aim to develop the PRA training framework to increase the accessibility of opportunities for children to be introduced to pony racing and training for the sport itself. Where appropriate, we work with our Pathway Partners and the wider racing community to develop and improve this introductory and training provision. We aim to increase the accessibility of the sport by supporting the existing and establishing new Pony Racing Academies as well as other training opportunities and events such as our Pony Racing Taster Days.

We continue to increase the fan base of racing and to link with the industry's careers advisors and the racing schools to encourage progression from pony racing into careers within the horseracing industry. We recognise that we must put more resources to reach out to children from non-racing or non-equine backgrounds to give them an equal opportunity to thrive in the sport.

## Our commitment to Diversity and Inclusion

British racing is one of the few sports where everyone can compete on equal terms, regardless of gender. In its footsteps comes pony racing.

Following the lead of British Racing's Diversity and Inclusion Industry Commitment, we determined to identify our own priorities and activities under the five following areas with plans to be launched within one year of signing the commitment, definite actions to undertake within a set time frame and bi-annual updates to follow.

- 1 – Leadership and Accountability
- 2- Good Governance
- 3- Education and Awareness Raising
- 4 – Celebrating and Supporting Racing's Diversity
- 5 – Engaging New Audiences

We will deliver these objectives via six broad areas of activity:

Insight

Education

Communication

Development

Environment

Accountability

The actions set out will focus on our short term goals along with work in progress on longer term goals.

**Creating a diverse and inclusive culture is everyone's responsibility.**

## Insight

We will listen and learn from our stakeholders and the wider pony racing community to ensure that all our activities are welcoming to a broad range of children.

This will include regular equality monitoring of our community, collecting diversity data to understand how diverse our pony racing community is.

## Education

We will share our knowledge and help our stakeholders to understand how to play their part in ensuring that pony racing is wholly inclusive through access to ongoing learning and development around a range of Diversity and Inclusion issues.

## Communication

We will communicate effectively to all our audiences, explain our plans and report our progress via our website, fortnightly newsletter 'The PRA Update' and ongoing social media communications as well as direct emails to members and our Annual Report.

## Development

The PRA embraces the positive impact of celebrating and supporting diversity within pony racing. We will work to reach out to communities who might be new to pony racing and less inclined to take part. We will continue to work with our Pathway Partners to enable more children from a variety of backgrounds to take part in pony racing activities.

## Environment

We will make the environment at all pony racing activities welcoming to all.

We will encourage and support our members and graduates to reach out to each other and younger members, using their experience in the sport to help others. This will help to promote racing as a sport for all and encourage diverse communities to take part.

## Accountability

We will have effective measures and processes in place for incident reporting, investigation and action. Anyone with a concern regarding our D&I Plan or Activities can contact us at [info@ponyracingauthority.co.uk](mailto:info@ponyracingauthority.co.uk)

## Conclusion

As a sport, we are committed to the progressive plans set out in this document to ensure that we are promoting a sport that is accessible to all and in turn promoting the wider horse racing industry and its opportunities.

We believe in bringing real and tangible change to the sport of pony racing which can only be achieved if we work together with our partners to deliver training to all.

For further information on this, please contact [verity@ponyracingauthority.co.uk](mailto:verity@ponyracingauthority.co.uk)

## Contact us

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## Useful links

<https://www.ponyracingauthority.co.uk/>

<https://www.britishhorseracing.com/regulation/participant-welfare/diversity-in-racing/>

<https://www.racingtoschool.co.uk/>

<https://racing2learn.com/>

<https://pcuk.org/>

<https://www.racingfoundation.co.uk/>

<https://www.racingtogether.co.uk/>

<https://careersinracing.com/>