



JETS DIVERSITY AND INCLUSION PLAN 2022

JETS is committed to embedding a culture of continuous personal and professional development by providing holistic support to professional jockeys throughout their riding careers and beyond. As an organisation we are committed to continual learning, improvement and action, and fully support the Diversity and Inclusion Industry Commitment.

About JETS

JETS commitment to professional Jockeys:

JETS provides a range of support to aid you career development during your time as a jockey and to help prepare you for life after riding so that your future is secure.

JETS is a charity set up in 1995 to help current and former professional jockeys plan and achieve a secure future. The organisation works jointly with the PJA, BHA and the racing schools on The Jockey Training & Development Strategy and Programme to ensure that Jockeys are provided with career-long guidance and holistic support to ensure they achieve their maximum potential as athletes and secure a sustainable career. The JT&D programme provides a curriculum-based framework to train Jockeys, to improve the safety and welfare of horse and rider and to enhance the integrity and regulation of the sport. The strategy has highlighted the ongoing need to create a positive and progressive working environment for Jockeys, in which they regarded with respect as elite athletes comparable to high-performance athletes in other sporting disciplines.

1. Leadership and Accountability and Good Governance

JETS has a Board made up of six Trustees and has two full time employees. Two (33%) of the Trustees are female, JETS Manager is female, and the second full time employee is male. JETS contracts a female Communications/PR Consultant.

- **Action:** Maintain the gender diversity of the Board of Trustees and employees.
- **Action:** JETS Manager will be the organisational lead for Diversity & Inclusion. Andrew Chalk will take to responsibility for Diversity & Inclusion at Board level for JETS.
- **Action:** Organisation statement outlining JETS internal commitment to Equality, Diversity and Inclusion and external commitment to driving awareness and cultural change throughout the racing industry.

JETS Board of Trustees meets twice a year to receive reports and consider strategy.

- **Action:** Include Equality, Diversity & Inclusion in all strategy and set as a regular agenda item for the attention of the board.
- **Action:** Regular reporting to the board on relevant equality, diversity and inclusion matters as part of the Management Report.
- **Action:** Board members and employees to undertake/have completed the Diversity and Inclusion and LGBT+ Awareness and Inclusion courses for the British Horseracing Industry on Racing2Learn and commit to continual learning, improvement and action to help create an inclusive culture and environment within the sport.

Ensure that JETS has inclusive and equitable employee and employment policies in place. Due to the small team involved in the work of the organisation recruitment is largely static.

- **Action:** Review all employee documents and recruiting practices.
- **Action:** Review policies to ensure that the work environment is safe, equitable and inclusive.

JET team to champion and uphold the BHA Safeguarding Policy and Safeguarding regulations.

- **Action:** All Trustees and employees to complete/have completed the BHA Introduction of Safeguarding in the Horseracing Industry eLearning course on Racing2Learn and commit to continual learning to protect the sport's participants.

2. Education and Awareness Raising

JETS has a broad sphere of influence, with a database of over 1,100 jockeys and former jockeys, and a current jockey population of circa 400. As an organisation committed to the holistic training and development of the jockey population, we will ensure a strategic delivery of diversity and inclusion education from the point of licensing and throughout a rider's career. We will work to highlight the importance of creating a welcoming and proactively inclusive environment, so that every jockey will be accepted for themselves. We will also work to give jockeys the skills and confidence to call out inappropriate behaviour.

- **Action:** Work as part the Jockey Training & Development Management team to embed and effect the progressive delivery of Equality, Diversity and Inclusion into the JT&D curriculum.
- **Action:** Produce a new film within the Jockey Matters series focussing on Inclusion & Respect and 'looking after one another'. The film would be used in formal training sessions within the JT&D Curriculum, as an online resource for the wider jockey population and could also be presented within the compulsory BHA seminars.
- **Action:** Review all communications, social media, website, ENews and Journal content to ensure integration and alignment with the Diversity and Inclusion Industry Commitment

3. Celebrating and Supporting Racing's Diversity

JETS embraces the positive impact of celebrating and supporting diversity within the sport of racing. We will work to support cultural and positive social change in alignment with the Diversity and Inclusion Industry Commitment.

- **Action:** Progress, as part of the Jockey Training & Development Management team, work on one of the key recommendations of the Jockey Training & Development Strategy by formalising a jockey talent identification programme and communication of talent pathways. Enhance relevant links to support and encourage inclusive and diverse entry pathways for young riders
- **Action:** Progress, as part of the Jockey Training & Development Management team, work on one of the key recommendations of the Jockey Training & Development Strategy by creating an inclusive programme for the development and training of 'Jockey Mentors' to act as weighing room ambassadors, to support all jockeys, with the knowledge and ability to signpost when relevant to the wider jockey support network, to encourage the recruitment and training of female coach/mentors.
- **Action:** Join and contribute to The Professional Players Federation Women's Sport Group. This newly formed group aims to improve the experience of being a professional female athlete/player by: developing a collective understanding of the specific services and support needed by female athletes, identifying and action on points of difference between the needs of male and female athletes, providing meaningful insight into the research areas require in Women's Sport.

4. Engaging New Audiences

JETS will actively promote racing as a welcoming, inclusive and diverse sport. We will showcase the range of opportunities available within racing, and highlight the support available to those engaged with the industry.

- **Action:** Progress as part of The Jockey Athlete project the development of Jockey Ambassadors. The goal is to elevate the status of jockeys as elite athletes, in addition to promoting jockeys as elite sportspeople both internally and externally, including to the wider public, allowing Jockey to be ambassadors for the industry. These young sportspeople can take racing to new audiences.
- **Action:** Pay It Forward - Many elite athletes have links within the community. As part of Jockey Personal Development Planning, we encourage jockeys to explore ways in which they can 'give back' and engage with the community. Jockey Ambassadors, current and former jockeys could be utilised through existing Racing in the Community

projects and school activities, racing charities such as Take the Reins, the Newmarket Pony Academy and projects targeting new and diverse groups and audiences.