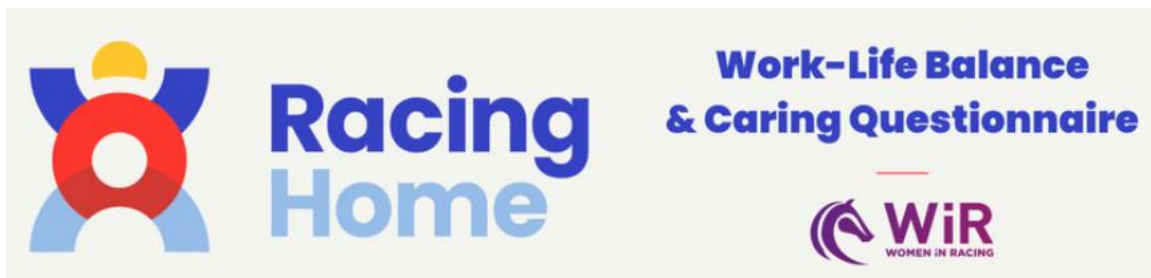


WORK-LIFE BALANCE & CARING IN HORSERACING

Women in Racing summary of pilot survey
December 2022-February 2023



Final report produced: April 2023

Author: Dr Kate Clayton-Hathway, Centre for Diversity Policy Research and Practice,
Oxford Brookes University, as part of the Racing Home Team

1	Introduction	3
2	Distribution and responses	3
3	Summary results	5
4	Conclusions and observations	9
	ANNEX I – Survey questionnaire	11
	ANNEX II – Free format text comments.....	17
	ANNEX III – Respondent demographics.....	22

1 INTRODUCTION

Horseracing is a diverse sport attracting individuals from different backgrounds, skillsets and talents. It is important to know the needs of the workforce to understand how they can best be supported. Following on from the [Racing Home](#) project, a need was identified to better understand the extent and nature of issues relating to pregnancy, maternity, caring and family life, and the barriers/enablers to people reaching their full potential. This survey served as a pilot for gaining feedback on these areas, particularly through a lens of work-life balance, and the results are summarised below.

Many thanks to The Racing Foundation and Kindred Group for their support in funding this project, with support from Simply Racing.

2 DISTRIBUTION AND RESPONSES

The content of the questionnaire was developed during November 2022 by the Racing Home team in consultation with Women in Racing. It was distributed via email and social media (Twitter and Facebook), and available from mid-December 2022 until early February 2023. It was set up for completion online and could be accessed through a range of devices including laptops, tablets and smart phones to appeal to as wide an audience as possible. Content was designed to collect data related to work and employment, aspects of pregnancy and maternity, caring and family life (relating to responsibilities, family size, childcare arrangements, etc.) and work-life balance. The questions are shown in Annex I.¹ In terms of responses:

- 90 individuals completed the survey, 98% of whom responded as female and 2% as male.²
- The age of respondents spanned the life course from 18 – 65+, with the highest participation split between the 25-29, 30-34 and 40-44 age groups (each of which were 18%).
- The majority (78%) were permanent employees, 4% were self-employed, 7% were temporary employees with one who had left the industry and one between roles. 9% were employers.

¹ Answers were mainly confined to yes/no and checkbox lists for ease of completion. A small amount of (optional) free-format space was provided for those who wished to elaborate on their answers, with responses listed in Annex II.

² The majority of questions provided an option of 'prefer not to say', and there were a small number of blank responses. Therefore, results may not always add up to 100%.1013

- Industry experience ranged from 1-5 years (14%) to 20+ years (31%), with 26% having 6-10 years and 23% having between 11 and 20 years.
- Several types of employment were represented, with the largest groups based at racing yards/studs (33%) and racecourses (18%).
- 67% were primarily desk-based workers (with some of these having additional, more physical duties including yard work and riding). 12% identified 'riding' as their key job role. 77% are full-time and 22% part-time.
- Respondents came from a broad range of geographical locations, with the largest groups coming from East of England (28%) and the South East (27%).

As part of the survey, and to support good industry practices,³ a full set of personal demographic data was requested including age, gender, gender identity, race or ethnicity, sexual orientation, religion and belief and disability status. Where appropriate,⁴ these data have been reported in graph form in Annex III.

Given the fairly low number of responses to the survey, however, it is not possible to show detailed analysis according to sub-sets of race or ethnicity, sexual orientation, religion and belief, disability status as this may compromise the anonymity of respondents.⁵ Nevertheless, the dataset obtained forms a baseline that can be used for future surveys and to give an indication of diversity characteristics for this population. Collecting this data to feed into longer-term analysis sets an important standard to encourage the inclusion of more diverse family structures and lifestyles for collecting information in future on family life and work-life balance in the industry.

³ Using categories as outlined in the BHA Equality Monitoring template, all of which are protected characteristics under the Equality Act 2010.

⁴ I.e., where numbers are not so small as to compromise anonymity.

⁵ Where fewer than five individuals have responded to a category there is a risk that they may be identifiable, particularly within 'closed' communities such as the horseracing sector. In this report, no results are attributed to these small groups to avoid any chance of recognition by either the respondent or others in the industry.

3 SUMMARY RESULTS

The following sections outline a summary of responses to the questionnaire, highlighting key points of interest.

Caring responsibilities and family life

Forty-five respondents (50%) reported having at least one child, with 24% having two or more. Forty-one respondents (46%)⁶ have at least one child under 18, with 24 having at least one child younger than primary school age. Twenty-five individuals identified having the main caring responsibilities, which included those who were a primary carer for children, an older person and/or a child with disabilities. An additional six had a secondary or different type of carer role, and at least one is a single parent. The most common concern for all of those with caring responsibilities was the need for flexibility to manage their family needs. Two thirds of carers fed back that they had already adjusted an aspect of their work pattern to fit with caring responsibilities, with the most common by far being a change in hours such as flexing around childcare/lifestyle and reducing their hours. Eight had changed their job roles/taken a less senior role. Almost two-thirds of respondents reported having no caring responsibilities, including a small number whose children who were 18+.

Maternity or parental leave (including adoption leave)

Of those who responded, 25 respondents (28%) have taken any type of parental leave of whom 10 had taken their latest period of leave within the last 5 years so could draw on fairly recent experiences. Feedback from respondents who commented on any barriers they had faced referred primarily to childcare costs, availability and lack of flexibility in hours, with two not returning to work because of no viable, affordable childcare. Six respondents working in a number of different roles (though several were desk-based) reported experiencing no barriers at all when returning to work.

When asked about future plans, three-quarters of all respondents (67 individuals) stated that they would consider adjusting their work pattern to fit with caring responsibilities. Most would reduce their hours (or at least make these more flexible), with almost half who would consider changing job role (including to a less senior position).

⁶ This is higher than the UK average, which is just under 30% - Office for National Statistics (ONS) (2022). Childbearing for women born in different years, England and Wales:2020, <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/conceptionandfertilityrates/bulletins/childbearingforwomenbornindifferentyearsenglandandwales/2020>.

Work-life balance (WLB)

When asked about work-life balance, almost a third (31%) reported their work-life balance to be very good.⁷ Most of this grouping (24, i.e., 86%) were in a primarily desk-based role (sometimes with other varied tasks). Seven worked part-time and the rest full-time, and over 60% had some element of a home-based work arrangement or flexibility which included annualised hours, compressed hours, flexible shifts and hybrid arrangements.

At the other end of the scale, 25 (28%) reported their work-life balance to be very poor.⁸ These spanned different types of work, with racing yards the most highly represented type of employer at 48%. Those in desk-based roles made up over half (56%) of those with poor work-life balance, though it is worth recognising that this group are over-represented in the sample overall so this does not necessarily point to a desk-based role being more difficult to balance healthily compared to other types of work in the sector. There were, though, low rates of flexible/homeworking across this grouping with only seven mentioning this as their work pattern (i.e., 25% compared to 60% for those with the WLB highest scores). Caring responsibilities did not appear to be a major driver of the low scores as a fairly low number of this group (5, i.e., 20%) identified as a carer. The average work-life balance score across all respondents was 6/10.

Comments and suggestions for change

Barriers to work-life balance were identified by many (within free-format text) as a lack of flexible hours and/or access to affordable and accessible childcare. A reduced workload/hours or more restrictions on weekend working (e.g., a Saturday afternoon off if working on Sunday too) were also mentioned frequently. Some did raise a point that they would like to reduce hours, but were unable to afford to do so and therefore flexibility in hours is far more valuable/workable. Weekend racing was identified by a number of respondents as putting particular pressure on staff, with some suggestion (from both employees and employers) that there should be less racing more generally and/or a break in the calendar to allow staff to recuperate. There was also recognition of a need to work around the horses' requirements and that the love of the animals is a strong motivator. Some felt, though, that there is potential for employers to take advantage of this dedication.

In addition, comments were raised about some attitudes within the industry, for instance, one respondent argued that employers need to "recognise the skills of working mothers returning to the yard" as "we are losing women who have great experience and skills",

⁷ Ranging from 8-10 on a scale of 1 – 10, where 10=" great" and 1= "I have no work-life balance at all".

⁸ Scoring 3 or less on the same scale.

with another identifying that women with school-aged children are a significant part of the potential workforce. Similar points were emphasised by others about the limitations to career opportunities for those with children and caring responsibilities.

Reliance on the attitude of individual line managers was identified as an important WLB factor, with both positive and negative experiences reported by the respondents, and one senior manager respondent arguing that more management information and training is needed to understand and support better work-life balance for the workforce. There was praise for managers and employers who are already supportive, recognition that change for the better is being introduced in some places and arguments for this to become more widespread. Respondents shared examples of allowing parents working in racing yards to start after school drop-off. Other ideas included accommodating those with childcare/caring responsibilities giving flexibility around shift patterns, to work through lunch, do late-night checks, etc so as not to compromise on paid hours. Opportunities to support working parents included shared child-minding facilities at racecourses during holidays and or to accommodate 'racing hours', and creches in studs and yards. Similarly, it was felt that practical help for carers of older or ill relatives would be helpful.

Feedback on the pilot process

Based on a potential 'population' of 400 from the Women in Racing mailing list makes the response rate 22.5%.⁹ It may be useful to explore reasons for low completion rates before rolling out this survey on a wider industry basis. For example, the pilot was issued in December out of necessity, to fit with organisational priorities, but a similar exercise in future survey may, for example, be run at a time that is less busy time for people. The publication of this report on the survey may support further opportunities for presenting the findings/feedback, increasing engagement and opening a conversation that leads to increased participation for future surveys.

In terms of the content of the questionnaire, the process of the survey distribution and data collection all ran smoothly. Just a tiny number failed to complete the entire survey once they had started, indicating that the questions and the subject matter were relevant to them. The 'tick box' question options provided met the majority of their personal scenarios, and we now have sufficient examples to create more comprehensive checklist options for a future survey. This will further streamline the completion process for respondents and data collection. The questions covered provided relevant data to find out more about motherhood, caring and family life in the industry, and with greater

⁹ Membership was closer to 200 at the time of the pilot. It is not possible to identify whether those who responded are current members. However, as an indication if only current members were involved the response rate would be 45%.

numbers of respondents can build a helpful picture. To provide some direction to the industry, it would be helpful to include some additional questions around what businesses/employers can put in place, for example, ensuring staff are aware of maternity/paternity policies, appraisals and availability of feedback mechanisms between employee and employer regarding personal circumstances. These can be explored in a further iteration of a work-life balance questionnaire.

4 CONCLUSIONS AND OBSERVATIONS

This survey pilot offers an interesting addition to existing industry studies, and in particular it addresses aspects of caring and carers' needs in the workplace. A key feature of the respondent group is the high proportion of 'desk-based' employees involved who may face different types of work challenges to those in yards and/or who work in animal care yet are experiencing some similar issues with regard to caring. The feedback on barriers around returning to the workplace following maternity (and possibly other parental leave) suggested that returning to a desk-based role is more straightforward, but when we look at work-life balance for this group it can still be poor.

Measures of work-life balance 'levels' showed a significant range of experience which, in the case of this limited study and the words of the respondents, indicates the importance surrounding flexibility and working hours. This may be a cause for concern about retention of both those with and without caring responsibilities. It is an issue being faced by many other industries as indicated by recent government commitments in granting rights to request flexible work from day one of employment.¹⁰ This is clearly a feature of the modern workplace for those juggling family and work against a backdrop of cost of living increases and other pressures such as high childcare costs and more 'sandwich' carers (i.e., people caring for an older relative as well as bringing up a family)¹¹ of whom 68% are women.

It is also notable that a number of those with caring responsibilities would consider reducing their hours or curtailing their careers, indicating potential for future drain on resources and loss of talent. An emphasis on the need for greater flexibility or less demanding hours was also evident for some with no caring responsibilities who gave low WLB scores and one respondent from this grouping spoke of an "incredibly demanding" industry and expressed a wish for realisation that "there is life outside racing too".

In terms of survey take-up rate, the number of questionnaires submitted was relatively low (i.e., 22.5%), whereas a rate of 50-60% is generally seen as acceptable for workforce feedback to be representative. However, those who completed the survey came from a diverse demographic in terms of age, employment type, length of experience, types of caring and geographical location. They gave a good amount of additional information wherever possible (eg, indications of multiple reasons for their plans and completing free-format text), indicating strong engagement from those who took part therefore giving us some rich, high-quality data. An important factor is that the messages from this survey

¹⁰ CIPD (2022). <https://www.cipd.co.uk/news-views/news-articles/flex-from-first-flexible-working#ref>

¹¹ Age UK (2019). Breaking Point. The social care burden on women.

<https://www.ageuk.org.uk/contentassets/c3dac0771e614672b363c5fe7e6f826e/breaking-point-age-uk.pdf>.

were also consistent with all other previous work related to this topic in the industry, both qualitative and quantitative. Overall, the project therefore served as an effective pilot and an insight into the impact of caring on work-life balance.

Suggestions from the data support the following employer actions for improved employee work-life balance, where these are not already in place:

- Initiating discussions with individual employees regarding job structure and potential to introduce job-sharing, flexi-time, some home-working or other flexible working patterns. Ideally, this should also form part of an annual '180' appraisal process.
- Exploration of different working patterns such as a four-day week and ensuring that all employees have regular days off (at least one per week).
- Recognising childcare needs and investigating possibilities for support, for example, through childcare voucher schemes.
- Introducing informal 'check-ins' with each member of staff regarding work-life balance and their current work-life situation (which can change quickly).
- Ensuring all staff have access to the information they need and that they are aware of their employer's maternity and paternity policies.

This approach to dealing with work-life balance in the workforce is endorsed by Scottish Racing as supported by the findings of this and other studies in the industry.

Information relating to all aspects of motherhood, caring and family life in the industry is available for both employers and employees on the [Racing Home portal](#). This gives access to current legal advice, employer best practice guidance and examples of 'lived experience' via podcasts and video. As well as recommending that employers use the portal as a valuable resource, we encourage them to prompt their workforce to do the same. As the recent budget, which focused on childcare spending, has shown the impact of parenting and caring on the workplace is topical and of great importance. By sharing this knowledge and the accompanying resources, we hope to support the industry in meeting the work-life balance needs of its people.

ANNEX I – SURVEY QUESTIONNAIRE

Racing Home – survey on work-life balance and caring

Thank you for visiting our survey on work-life balance and caring. Horseracing is a diverse sport attracting individuals from different backgrounds, skillsets and talents. It is important for us to know the needs of the workforce to understand how they can best be supported. In particular, we are interested in what can be done to help with work-life balance and family life, not least as many roles in the industry involve long hours, travel and/or hard physical work. This survey will help us identify priorities for the industry, and should take 10 minutes maximum to complete.

Findings will be presented anonymously, and published in a report that will be made available via [website]. No one will be identifiable from what we report. This project is sponsored by The Racing Foundation and Kindred Group, supported by Women in Racing and Simply Racing. By completing and submitting this survey you are confirming that you have read and understand the purpose of the survey. If you have any questions, please contact [email].

About your work

1. Please indicate if you are (tick all that apply): A permanent employee/A temporary employee/An employer/Self-employed/Other (please specify). Tick all that apply [TICK BOX LIST, MAY TICK MORE THAN ONE]
2. How long have you been in the industry in total? Less than a year/1-5 years/6-10years/11-20 years/over 20 years [TICK BOX LIST, ONE RESPONSE]
3. Place of work: is your current, primary role in: Racecourse/racing yard/stud/other (please specify)? Tick all that apply [TICK BOX LIST, MAY TICK MORE THAN ONE]
4. Does your job involve: desk-based work/riding/other (please specify)? Tick all that apply [TICK BOX LIST, MAY TICK MORE THAN ONE]
5. Are you: Part-time/Full-time/other (eg, several part-time roles) – please specify [TICK BOX LIST, MAY TICK MORE THAN ONE]
6. Do you work any sort of flexible pattern? YES/NO

IF YES:

Flexitime/staggered hours/term-time hours/annualised hours/job-share/flexible shifts/compressed hours/homeworking/other (please specify) [TICK BOX LIST, MAY TICK MORE THAN ONE]

Caring and family life

7. Do you have caring responsibilities? This includes if you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age. Please exclude anything you do as part of your paid employment. YES/NO/PREFER NOT TO SAY

IF YES:

Primary carer of a child/children (under 18); primary carer of a disabled adult (18 and over); primary carer of a disabled child/children; primary carer of an older person; secondary carer (another person carries out the main caring role); other (please specify) [TICK BOX LIST, MAY TICK MORE THAN ONE]

8. Do you have any children? YES/NO/PREFER NOT TO SAY

IF YES:

What ages are your children? [GRID WITH CHILD ONE-SIX FOR ROWS AND AGES 0-17 and 18+ ON COLUMNS]

9. Are you currently pregnant or taking parental leave (including adoption leave)?
Yes/no/prefer not to say [TICK BOX LIST, ONE RESPONSE]
10. Have you ever taken maternity or parental leave (including adoption leave) from working in horseracing? Yes/no/prefer not to say. [TICK BOX LIST, ONE RESPONSE]

IF YES:

If yes, give approximate dates [FREE-FORMAT TEXT BOX]

11. If/when you returned to work after maternity or parental leave (including adoption leave), did you face any barriers when returning? [FREE FORMAT TEXT BOX]

Work-life balance and family life

12. Have you ever adjusted your work pattern to fit with caring responsibilities? YES/NO

IF YES:

Have you: Reduced hours/changed job role/taken a less senior job role/other (please specify). Tick all that apply [TICK BOX LIST, MAY TICK MORE THAN ONE]

13. Would you consider adjusting your work pattern in future to fit with caring responsibilities? YES/NO

IF YES:

How? Reduce hours/change job role/less senior job role/other (please specify). Tick all that apply [TICK BOX LIST, MAY TICK MORE THAN ONE]

14. How would you describe your current work-life balance, where 10= I have a great work-life balance and 1=I have no work-life balance at all [LIKERT SCALE]
15. What could help you achieve a better work-life balance? More flexible work hours/Caring support (eg, childcare) that suits my working hours/More affordable caring support (eg, childcare)/More accessible caring support (eg, closer to the workplace)/Other (please specify). Tick all that apply [TICK BOX LIST, MAY TICK MORE THAN ONE]
16. Do you have any further comments or suggestions on work-life balance or caring within the industry? [FREE FORMAT TXT]

Personal details

17. What is your age? 16-17/18-24/25-29/30-34/35-39/40-44/45-49/50-54/55-59/60-64/65+/prefer not to say. [TICK BOX LIST, ONE RESPONSE]
18. What is your gender? Male/female/prefer not to say. [TICK BOX LIST, ONE RESPONSE]
19. Is the gender you identify with the same as your sex registered at birth? Yes/No, my gender identity is (eg, trans, non-binary)/prefer not to say. [TICK BOX LIST, ONE RESPONSE]
20. Which of the following best describes your sexual orientation? Bisexual/Gay or Lesbian/Straight or Heterosexual/If other or you prefer to use your own term, please specify here/prefer not to say. [TICK BOX LIST, ONE RESPONSE]
21. Which best describes your ethnic group? [TICK BOX LIST, ONE ANSWER ONLY]

Asian/Asian British

- Bangladeshi
- Chinese
- Indian
- Pakistani

Any other Asian background, please specify here:

Black/African/Caribbean/Black British

- African
- Black British
- Caribbean

Any other Black/African/Caribbean background, please specify here:

Mixed/multiple ethnic groups

- White and Asian
- White and Black African
- White and Black Caribbean

Any other mixed background, please specify here:

White

- British
- English
- Gypsy or Irish Traveller
- Irish
- Northern Irish
- Scottish

Welsh

Any other white background, please specify here:

Arab or other ethnic group

Arab

Any other ethnic group, please specify here:

Prefer not to say

22. What is your religion? [TICK BOX LIST, ONE ANSWER ONLY]

Buddhist

Christian (Including Church of England, Catholic, Protestant and all other Christian denominations.)

Hindu

Jewish

Muslim

No religion

Sikh

Any other religion, please specify here:

Prefer not to say

23. Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

(This is about health conditions, illnesses or impairments you may have. Consider conditions that always affect you and those that flare up from time to time. These may include, for example, sensory conditions, developmental conditions or learning impairments.)

Yes

- No
- Prefer not to say

If the answer is yes, please select all that apply below: [Participants can select multiple answers.]

- Hearing impairment
- Learning difficulty
- Learning impairment/disability
- Long term illness
- Mental health condition
- Physical impairment - ambulant
- Physical impairment - wheelchair user
- Social/communication impairment
- Visual impairment

If other or you prefer to use your own term, please specify here:

- Prefer not to say

24. What part of the UK are you based in?

East Midlands/East of England/London/North East/North West/Northern Ireland/Scotland/South East/South West/Wales/West Midland/Yorkshire and the Humber/prefer not to say

ANNEX II – FREE FORMAT TEXT COMMENTS

Do you have any further comments or suggestions on work-life balance or caring within the industry?

NB: a small number of the comments have been annotated to remove any risk of identification.

I believe that working with horses it is almost impossible to plan your day and only work your hours because you do it for the horses, if a problem arises you have to deal with it, which most of the time you are willing to do. Unfortunately some employers do take advantage of this.

It hugely varies depending on your role, the company you work for and your line manager's attitude

My Manager has been brilliant! I'm not sure I would be allowed the flexibility I have in different departments.

More flexible hours necessary

More weekends off or afternoons off or a week of afternoons off and a week of afternoons on. If not significant pay rise to compensate for loss of work life balance

More fixable hours and affordable childcare

Different hours

It would be helpful to have more support for those who need to care for older/ill relatives. It feels rarely considered and can turn people's lives upside down. Racing services towards this seem focused on loneliness instead of advice on practical support. Personally this is an increasing responsibility that will no doubt affect my career further.

I think employers need to recognise the skills of working mothers returning to the yard and try and accommodate them working round childcare. We are losing women who have great experience and skills which could be used to help educate the younger workforce

I feel there has been some change for the better allowing parents working in racing yards to start after school drop off but there is still a barrier with some trainers therefore their job opportunities are limited. Child care is also an issue for working parents as registered child minders rarely cater for these hours .

Changing working hours to fit around school runs etc would greatly help mums to get back into the industry. Employers need to be more flexible with this.

More time off - I'm less worried about the money but would prefer to have more time to socialise with friends and family.

Less weekend work

Sadly due to the nature of the Industry, family life will always suffer due to the antisocial hours, although on occasions it helps with working a weekend when I have childcare in place instead of having to pay extortionate fees during the week. The cost of childcare is a big barrier to returning to work after children.

Not in my current role, but having worked for a number of racing yards and studs the most important thing is flexible hours, particularly to reflect childcare issues and school run times. For example, mothers who need to drop off or pick up children could work through their lunch break or do late night checks if childcare allowed, to give the flexibility to look after their children without having to compromise on paid hours and wages. When I worked in [elsewhere] we worked right through the day which massively helped our work life balance as we were finished by 3.30pm. This meant you could attend Drs appointments or other engagements without having to take time off work. We were also provided with a warm kitchen/tack room to make lunch in which dramatically improved our life at work. We also always finished at 12 on a Saturday which enabled us to have a full afternoon off every week even if you were working on a Sunday

Flexibility is key

More information to snr management teams on working and caring and hitting the perfect work/life balance. Currently I wouldn't even know how to broach the subject of working different hours/ reduced hours.

Less pressure to work 24/7

An understanding that reducing hours is not helpful when you need to earn a full time salary to pay for childcare support

Be an employee - my employees have hours to suit their family requirements

Work to many hours and long days to balance work -life balance

I come from a non-racing, corporate background where flexible working is very much embraced and encouraged where possible. I have found where I currently work to be pretty flexible so far, but I don't see that across the sport.

Employer is flexible if I need to make last minute changes to deal with care requirements

I have friends who have previously worked as stable staff and had to leave in order to be able to balance their personal and working lives - I still don't understand why horses have to be exercised so early in the morning. It makes the job so hard for those with school-aged children, which is a significant part of the (potential) workforce.

Opportunities for shared child minding in particular at racecourses when school is out. or at region locations convenient to most yards which focus on outside 'normal' hours to accommodate racing hours.

Sadly most employers have next to [no work-life balance]. The BHA have zero understanding of the pressures on employers at this current time. Reducing evening and Sunday racing would help, sadly this is likely to increase putting more pressure on the staff and participants in the industry. The fact that every bank holiday or Easter/Christmas is double the work does not help. There is no way anyone running the sport would be prepared to work these hours. Less racing needed.

In order to attract more staff to the industry the hours need to be more attractive, working every other weekend isn't active to most people, some people in the industry have changed this and moved to working 1 weekend in 3 or giving a member of staff a day off in the week before their weekend working, it's a shame all studs can't see that this is attractive to staff and also they would get more work out of staff if they are happier.

My current employer is fantastic with being flexible to fit my hours around childcare. However, the lack of extra funding available for full time childcare for working parents is putting a huge strain on our finances

It doesn't apply to me but crèches for staff in studs and yards with children would be a great boon for staff retention

More time off, currently working 1 in 2 weekends with no time off in the week.

Early years are brutal with the expense of childcare. It was only worth it for me to retain my career status and progression. Even in a good corporate role the finances took a big hit over this time ... the juggle of the short school day is still challenging with work.

cheaper childcare

The industry needs more flexible working conditions - especially for women planning pregnancies. Most women just leave racing as they know it's basically impossible to manage it once they have had a child

Feel more employers could make use of shift patterns

This industry is incredibly demanding and this comes from a non-parent woman with more time on their hands. I cannot imagine what juggling children and working in this industry must be like. I hope ... this industry joins the 21st century and realises there is life outside racing too.

Reduced hours on sales days or time in lieu. Often working up to 18 hours a day 10 days straight.

Better hours. Paid overtime

No Sunday racing

Working the majority of Saturdays unless on annual leave, is becoming a chore with my [child] getting older and wanting to do things on a weekend as I'm missing out.

although not relevant to me personally, providing both flexible hours but also physical resources such as a creche at a racecourse would be very helpful

All consuming - the racing break is wonderful for the flat - March / Nov

I think racing yards could have more consideration for working mums

For my role my work life balance is good. But I left working full time in racing as I wanted more of a work- life balance.

More consideration given to individual circumstances

Significant breaks in racing calendar to allow all staff to have a proper break.

Cost of childcare is prohibitive to working any full time role unless on a good salary - IMHO at least £30/£35k

Hours need to be more flexible working hours and fewer. Also many employers against hiring women of childbearing age

If you have no caring responsibilities it is easier to manage a workload but even then the industry is 'always on' even for those in administration roles.. Once there is responsibility for a dependent be it a child, parent or other dependent it can be extremely difficult and stressful to manage if the employer is not receptive to change of working patten.

I think there needs to be less stigma of if you aren't working 24/7 you aren't working. Efficiency is key.

Childcare for working parents within the industry

Highlighting case studies

I feel very lucky that I have a flexible job and understanding manager!

There is no chance of a proper work life balance especially when as a female in a senior role.

It is a wonderful industry in some ways - we truly get to live childhood dreams of working with these incredible animals, but in others it is devastatingly exhausting and soul destroying.

I don't know how we improve the current situation, as many of the younger generation of staff coming through do not have the same dedication or care that we have grown up

knowing, therefore I fear for the future of the industry as a whole. Irregardless of work - life balance and wages.

Lack of flexible working led me to change my job and reduce my hours to enable me to get a better work life balance

I think the industry is doing a great job at trying to support staff as are the trainers that I regularly come in to contact with

Adjusting the work week in order for stable staff to have a better weekend, such as only having to work one day over the weekend

It is hard to switch off from racing as my social medias are constantly saturated, I live in [a racing hub] so I am constantly surrounded by racing. I feel it virtually impossible to switch off from racing.

Visibility would promote more acceptance. As long as you get your job done, there is no reason why you can't do it all in the way that suits you. So why do we have to pretend that we don't have any other responsibilities outside of work (for fear of people thinking we're not committed to the job).

The pressures of working and parenting are very real. Just because most people have to do it doesn't make it acceptable.

Flexible hours to encourage more people into the industry

Tiredness, physically fatigued

More work needs to be done within the industry to recognise that this is a real issue for parents who want to maintain a role within horseracing

True flexible working. Real considerations of adjustments to make flexible working possible

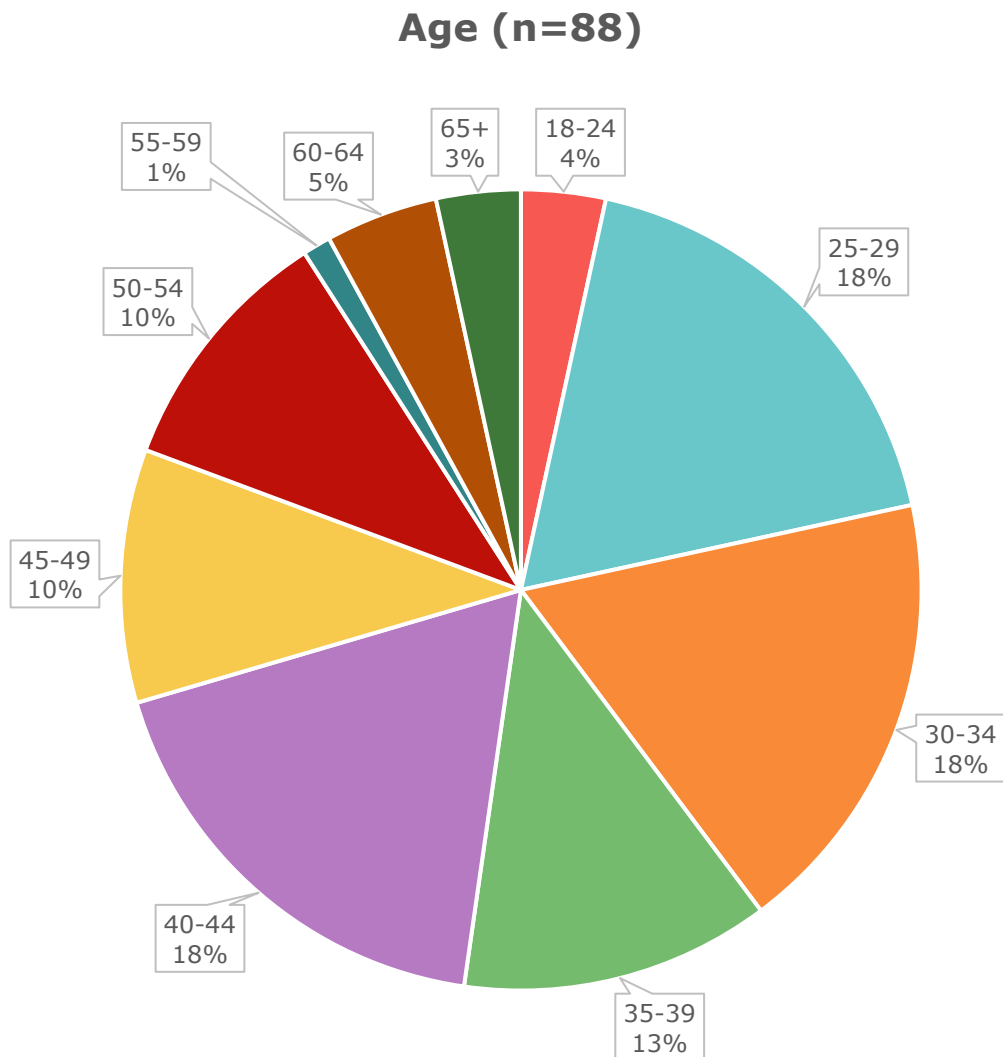
Nursery too expensive to make working feasible with young children

Generally poor

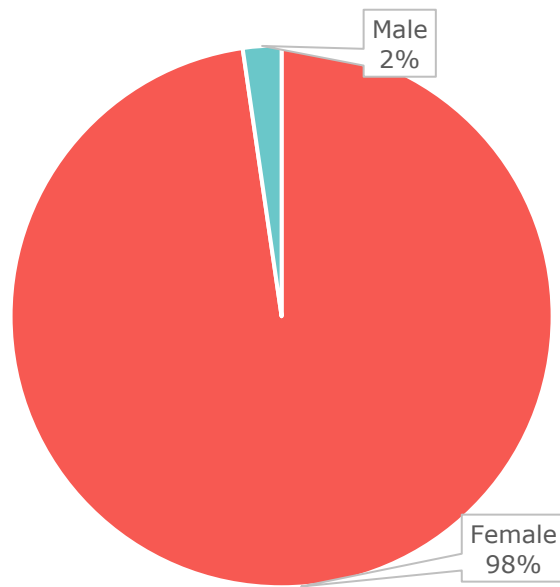
Appreciating the challenges that come with having family and/or caring commitments- less stigma around these.

ANNEX III – RESPONDENT DEMOGRAPHICS

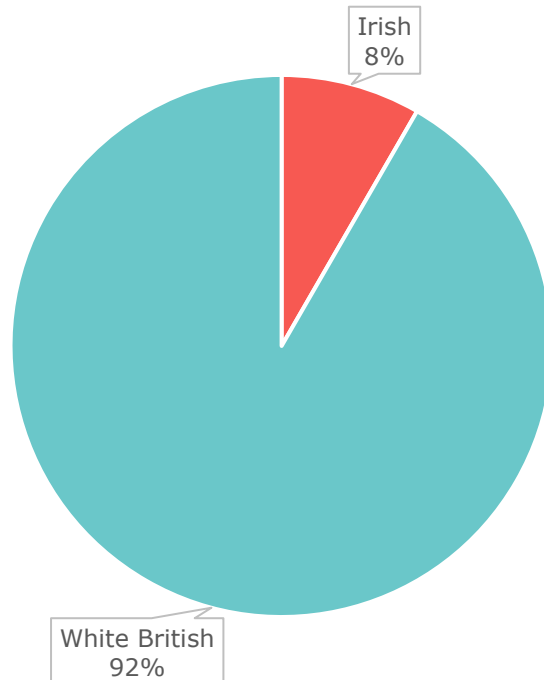
NB: blank and ‘prefer not to say’ responses have been removed for clarity of the graphs; and for ethnic group, sexual orientation, and religion all values <5 have been removed to preserve full anonymity. ‘N’ therefore shows the number of respondents represented in the graph (out of the total of 90).



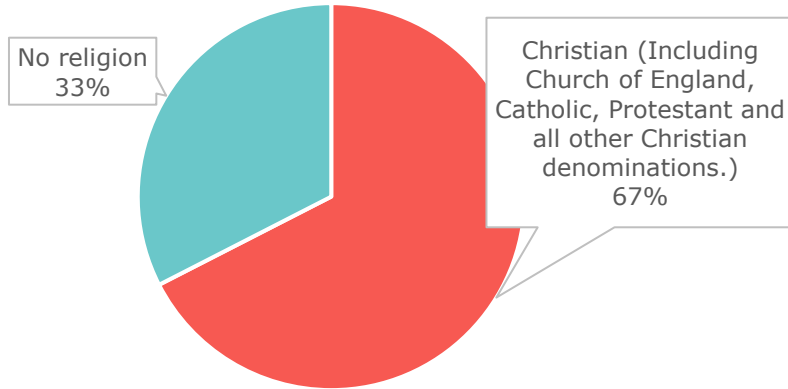
Gender (n=87)



Ethnic group (n=84)



Religion (n=83)



Sexual orientation and gender identity: The number of respondents identifying as bisexual, gay or lesbian is too low to report upon, with the vast majority identifying as 'heterosexual or straight'. No respondents reported having a gender identity that differed from their sex registered at birth.

Disability (n=87)

