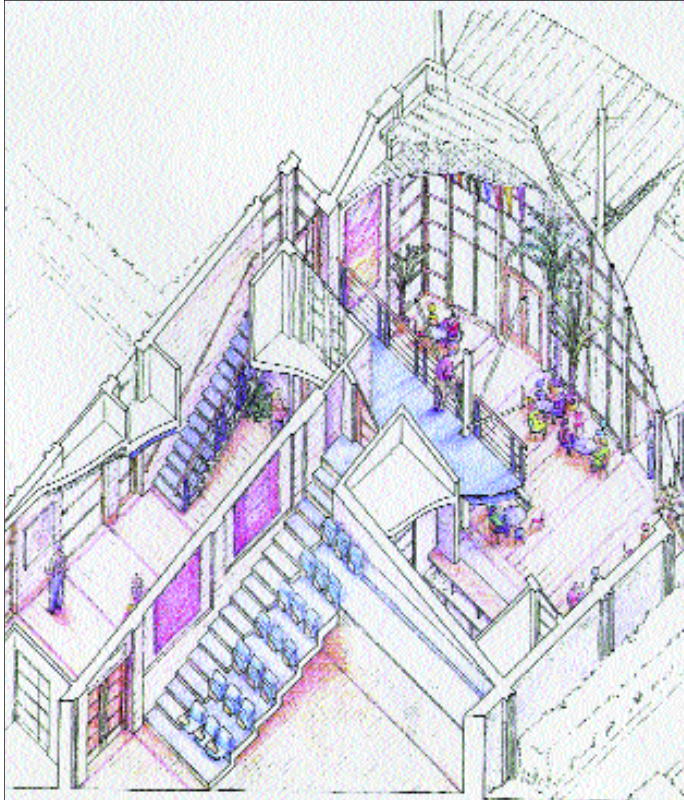


THE BRITISH RACING SCHOOL



Newsletter

Issue 1



Theatre Wing

BUILDING WORKS

The British Racing School is going through a major re-development costing £1.1million and due for completion by February 1999.

There are three main re-development areas. The first project is to make better use of the available space. This involves removing and repositioning walls in the existing administrative and classroom areas in the main block. The second involves the construction of a Training Theatre, equipped with modern audio-visual equipment, and capable of seating 72 trainees. Thirdly, the existing McAlpine Wing has now been gutted and extended to provide 18 single rooms with en suite bath or shower facilities. Serving this accommodation will be a lounge named, The Gordon Richards Room, commemorating his life and achievements.

The new buildings are required to cater for the all round increase in demand for our courses, for trainers, jockeys and indeed others. In addition, when not required to meet the needs of the racing industry, it will be available for hire to outside organisations, therefore becoming a useful source of additional income. The funding of the Project has been met by a special appeal launched by the Trustees. The main contributors are The Moller Trust, The National Trainers Federation Charitable Trust, The Bernard Sunley Charitable Trust and a significant number of additional contributors. In addition, the Levy Board has provided a short term bridging loan to allow the work to go ahead immediately.

FROM THE CHAIRMAN

This is the first issue of The British Racing School Newsletter. Through this medium we will provide information to trainers and other stakeholders within the racing industry about the School and the training that it provides. The Newsletter will be published twice yearly.

The racing industry still has to be convinced of the importance of training its personnel. In every other successful industry or business, staff training and the development of staff is seen as a key component of success. We are certain that by providing more information about what we do and how we operate at The British Racing School, that readers will understand the benefits that relevant and professional training can provide.

We recently circulated a questionnaire to all Trainers and 84% of those who responded were satisfied with the standard of trainee produced by the School. We now want to improve on this further. The effectiveness of our training is perceived to be good, as is further proved by accolades such as a National Training Award and becoming recognised Investors in People, but we are committed to doing even better.

‘The recruiting and training has to be of the highest quality.’

We therefore aim to use this Newsletter to explain that the School takes a professional pride in producing good relevant training. We accept that whatever we do is capable of improvement and therefore we welcome constructive criticism from trainers or indeed anyone else who thinks their comments might help. We are only too aware that trainers have many demands on their time, but we hope that we can involve them sufficiently to persuade them of the value of what we do here.

If racing wants to attract good quality young people into the industry, it has to accept that it is operating within a competitive market, where youngsters will look at what racing has to offer in comparison with other available opportunities. As part of this process, youngsters and their parents will look closely at the training that is provided. The recruiting and training has to be of the highest quality. Any attempt to ignore the reality of this situation would be disastrous. Therefore we want to work in partnership with trainers to show that within the horse industry as a whole, racing offers the best pay, the best training, the best horses, and the best opportunities.

If you have not been to the school, we would strongly encourage you to come and see the training for yourself. If you have any views on this Newsletter or on its content, we would be most pleased to hear from you.

P D Player, Chairman

STABLE STAFF TRAINING

It is mandatory for all those under the age of 19, who wish to work in the industry as stable staff, to undergo training. The training of stable staff at the School is carried out under the government Youth Training programme. Currently about two thirds of the cost of funding the training comes from government sources through Suffolk Training and Enterprise Council.

The scheme applies to 16-18 year olds who have left full time education. Prospective trainees are invited to come and visit the School with their parents. It is vital that we impress upon them that racing is able to offer high quality professional training and that within the horse sector, it is able to offer the best pay, the best horses, the best training and the best opportunities. The key qualities that we look for at interview are motivation and effort and that they understand the realities of working in racing.

Courses are run throughout the year and a new course starts every month. Each intake consists of 16 trainees and on completion of the course they are guaranteed a job in the industry. Whilst at the School, all training, food and accommodation is provided free. In addition trainees are paid a training allowance of £30 (16 year olds) or £35 (17 and 18 year olds) per week. Once in a job, their minimum wage is laid down under the industry's wage agreement, although the majority will earn well in excess of this.

During the ten-week foundation course, trainees will undertake NVQ Level 1 in Racehorse Care and Management and half of NVQ Level 2. The second half of NVQ Level 2 will be assessed in the workplace by a team of roving assessors.

In the next issue we will explain in more detail about the ten week course at the BRS and how it operates.

BRS RACEHORSE TRAINER QUESTIONNAIRE 1998

In August of this year, the BRS sent a questionnaire to all 517 of the then licensed racehorse trainers in England, Scotland and Wales. The ultimate aim of the project was the improvement of the service offered by the BRS to the horseracing industry. Questionnaires were sent to all licensed trainers, regardless of whether or not they had received a trainee from the BRS in the past. The areas covered in the questionnaire were present knowledge of the BRS, BRS training, the visiting system, recruitment, and work experience.

91 (17.6%) of the 517 racehorse trainers responded to the questionnaire. The BRS is currently in the process of analysing the results of the survey. Recommendations are also being prepared in order to improve the training provided by the BRS.

BRS STAFF



*From Left to Right
Back Row*

Colin Rayner (Instructor), Mick O'Shea (Instructor), Robert Sidebottom (Senior Instructor), David Zinn (Training Co-ordinator), Robin Gow (Training Officer), Jim Allen (Training Monitor), John Timms (Hostel Manager)

Front Row

*Sue Bartlett (Secretary), Carol Denson (Recruitment Administrator), Sarah Hayde (Assistant Secretary),
Thelma Heslop (Kitchen Assistant), Shelley Slesor (Kitchen Assistant), Elizabeth Piper (Cook).*

BRS GRADUATES WHO HAVE BEEN GRANTED APPRENTICE LICENSES IN 1998

Name

Employer

(As of November 1st, 1998)

Gihan Arnolda	Lady Herries
Angela Barsby	J. Pearce
Anthony Beech	M. Bell
Christopher Catlin	K. Ivory
Maria Doe	C. Wall
Tom Eaves	Mrs. Mary Reveley
Nicholas Esler	C. Brittain
Paul Hanagan	M. Jefferson
Wayne Hutchinson	M. Usher
Matthew Jackson	K. Ivory
Kathleen McDermott	R. Johnson-Houghton
Dawn Rankin	Miss. Linda Perratt
Jessica Roberts	B. Palling

STAFF PROFILE

In each issue of the Newsletter we will be focusing on an individual member of staff at the British Racing School. In particular we will detail the qualities that each individual staff member possesses which makes them ideally suited to their position here. We also hope to go beyond that and tell you a bit more about them generally. Hopefully this will also enable you to put a face to a name as it were!

The BRS member of staff in the spotlight in this issue is the School's Training Officer, Mr. Robin Gow.

Name	Robin Stuart Gow
Job	Training Officer
Date of Birth	May 15th, 1955 – Edinburgh
Experience	Ridden show jumpers, Point-to- Point, Flat and National Hunt as an Amateur Assistant Trainer to D. Kent for 6 years Private Trainer for A. Wates for 4 years Trainer for the Sultan of Oman for 5 years Trained over 120 winners Arab Horserace Starter for 3 years Present Job for 3 years



TRAINEE ALLOCATION TO JOBS

In the replies to the questionnaire, which was circulated to trainers about the operation of The British Racing School operation, a number of trainers asked how trainees were allocated to jobs once they finish the course at the School. The system operates as follows:-

- Trainees who successfully complete the 10 week course are guaranteed a job in the Industry. In about week 7 of their course at the School, each trainee is asked to complete what is known as a 'dream sheet'. This asks them to provide information about what they think is going to happen to them when they finish their course, or if they do not know or are unsure, it asks what they would like to happen to them.
- Where trainees come from a trainer, they will be expected to go back to that trainer unless there is some valid reason why they should not. This is a difficult area since trainees can not be forced to go back. However, if there is a problem, the normal procedure is to get the trainee to speak to the trainer and hopefully resolve the issue.
- Where trainees do not know or they are not sure what is likely to happen to them, the Director will follow up the information provided by the trainee. Where a trainee is unsure what is happening, this will involve contacting the trainer concerned to clarify the situation. If a trainee has no idea, then the Director will speak to trainers with a view to arranging a suitable job. This is a question of matching the wishes of the trainee, their capability and the needs of trainers, currently looking for staff. Trainers who are looking for staff, telephone the school. Also we closely monitor job advertisements.
- If the trainer is local, we will suggest that the trainee goes and rides out for him before the trainee leaves the School.

Alternatively, the trainer might wish to come and see the trainee at the School. If the trainer wishes we can provide a video of the trainee riding.

- If a trainee asks for a position that is not available or deemed to be inappropriate, then the matter will be discussed with the individual in question and an alternative plan agreed. All trainees will be required to telephone their trainers before they leave the School to tie up any outstanding arrangements regarding start dates, accommodation or anything else.

DID YOU KNOW?

- The British Racing School uses radio transmitters as a training aid to communicate with trainees. This allows instructors to tell trainees exactly what they are doing right and wrong in a calm quiet voice, without needing to shout.
- The transmitters have a range of two miles and ensure that BRS instructors can communicate with all trainees at a distance.

RECRUITING

We operate in a competitive market place to attract good quality young people into the industry. We are therefore putting considerable effort into the recruiting effort. New initiatives are as follows,

Ongoing Advertising Campaign

- Career Offices (contacted with up to date information twice a year)
- Schools
- Riding Schools
- Magazines
- National Newspaper
- National Television ('Channel Four Racing' and 'Whatever You Want')
- Individual Enquires
- Ethnic Minority Training Organisations
- Northern Ireland

Taster Days/Career Advisor Days

Taster and career days have been arranged throughout 1998 and 1999 to enable parents, potential students and career advisors to see the training and facilities at first hand. The morning is targeted towards students who are choosing their options at school and those who will be advising students.

- One taster day every month
- Two career days a year
- 23 parents and students attend for a morning
- Tour of facilities, and local trainers yard
- Chance for everyone to see at first hand, training and excellent facilities

Work Experience

Candidates are encouraged to obtain work experience before attending a course, particularly if there is a delay between their interview and course date. Every effort will be made to supply names and addresses of trainers willing to take on students for a period of work experience.

BRS HORSES

In each issue of the BRS newsletter we will be profiling one of the horses currently based at the BRS.

The school has 52 horses of various ages, most of whom have had careers on the racecourse and have won over 150 races between them. The old man of the school is 'Shiny Copper', winner of the Triumph Hurdle at Cheltenham, and now 20 years of age. Other horses of note are 'Gulfland', who provided HRH the Princess Royal with success in an amateur event at Redcar and 'Golan Heights' owned by Lord Howard De Walden, who provided Julie Cecil with her first winner as a trainer.

The BRS is always on the lookout for suitable horses and welcomes horses from both flat and national-hunt racing. We are willing to accept a wide variety of horses if we have space available, including novice horses and slightly more difficult rides.

If you have a sound horse aged 4 years or over that you would like to send to the BRS, then please telephone the Training Officer Robin Gow. This arrangement is ideal as BRS trainees are learning to ride on actual racehorses that have competed in the industry.

We begin our look at the BRS Equine staff with 'Another Coral'. Trained throughout his career by David Nicholson, 'Another Coral' ran a total of 58 times. He fin-

ished first on 10 occasions and proved the very model of consistency by being placed on 23 further occasions.

His most notable victories came in two big Cheltenham handicaps. In autumn 1991 he won The Mackeson Gold Cup and in the winter of 1992 he won the Tripleprint Gold Cup.

Now 14 years of age, 'Another Coral' is a first lot ride at the British Racing School. Whilst he is not a very difficult ride as such, he is not a novice ride either, and still enjoys taking the occasional strong hold.



NATIONAL TRAINEESHIPS

On June 1st, 1998, the British Racing School was the first training provider in the horse sector to provide National Traineeships. This is a new Government initiative aimed at providing broad based training for all young people and will apply in time, to all training for those under 19. The main difference with the previous Training Credits programme is the inclusion of what is called 'Key Skills'. This involves every trainee doing a basic NVQ Level 1 in Information Technology. Whilst this will have limited direct benefit to their immediate jobs in racing, it is an important part of our recruiting efforts to attract good quality staff.

ADMINISTRATION

British Racing School trainees are on the government training scheme for a total of two years. Under the terms of our contract with Suffolk Training and Enterprise Council, we are required to ensure that we have in place accounting and other administrative procedures, to ensure that the training is carried out correctly. This includes areas such as health and safety and the supervision of trainees in the workplace. Whilst we will do all we can to ensure that these obligations are carried out in a sensible and appropriate manner, the option of not complying with them is not available to us. We are now working closely with all involved, including the National Trainers Federation to ensure that the appropriate procedures are put in place.

EDITORS NOTES

The contents and articles contained within The British Racing School Newsletter are compiled entirely by the people who work there.

The Newsletter is then edited by Nick Smith who is currently employed on The Daily Mail Racing Desk and at Ascot Racecourse.

REQUEST

The Editor is always looking for items to include in the BRS newsletter. If you have anything to contribute or would like any further information about the BRS, please contact us.

THE BRITISH RACING SCHOOL

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