

STRIDE FORWARD



**Racing Staff
Development
Programme**

APRIL 2026

ISSUE 02

RSDP.CO.UK

NEWS ON INDUSTRY LEARNING FROM RSDP

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INTRODUCTION

Welcome to our new bi-monthly newsletter, keeping you up to date on industry learning offered by the Racing Staff Development Programme.

As we begin to see the weather improve and flat racing begin, we are delighted to share updates on the latest opportunities and resources, designed to support your growth and development within the racing industry. Whether you are seeking new skills, mentoring support, or the latest industry insights, we're here to guide you every step of the way.

RSDP INDUSTRY INSIGHTS WEBINAR SERIES

Our Thursday webinar series kicked off with a fascinating talk from Dr Lee Clark, equine and human physio, on February 5th.

The aim of the programme is to provide bite-size training webinars, running every Thursday (1:30–2:30pm) from February to November, with four sessions each month. Designed to support all staff across the racing industry, the series offers practical insights into wellbeing, skills development, equine care, safety and inclusion.

Sessions are ideal for CPD and apprentices' off-the-job training, with specific webinars tailored to support trainers alongside wider industry-focused topics.

Uptake has been satisfactory and on the incline, which is positive. The webinars are held at 1.30pm for 45 minutes to one hour during lunch breaks and all talks are recorded so that those at work can watch in their own time as long as you have registered.

Topics covered so far have also included:-

- "Racing Ahead: Unlocking the Benefits of Apprenticeships in the Racing Industry" as part of National Apprenticeship Week.

- British Horseracing Authority – Safeguarding Awareness Webinar

Working in any role within British racing, it's vital that you understand what safeguarding is, how to recognise concerns, and what to do if you're worried about someone's wellbeing. The British Horseracing Authority (BHA) has implemented a comprehensive safeguarding strategy to help protect and support everyone involved in the sport – but are you up to date with the latest safeguarding do's and don'ts?



“The Power of Mentoring” with RSDP and Women in Racing how the power of mentoring can help build and support your teams. Discover the value of qualifying as a mentor through the RSDP, and how Women in Racing can support and nurture women within our sport—helping individuals thrive and teams grow stronger.

- Caring for staff welfare and community. Discover how Racing Welfare’s welfare teams support racing staff across the country. The session will explain how and where to access confidential help, what’s on offer, wellbeing services, and how to get involved in local community events.

- Autism in Racing for a short, practical webinar focused on building supportive and inclusive teams across the racing industry. How autism can affect individuals in the workplace. Simple, practical steps trainers and yards can take to better support autistic colleagues. Ways to make every day work easier and help team members feel included. The support available within the industry, highlighting the great work already taking place across racing.

Catch up on our previously hosted webinars and explore our growing library of expert sessions. Access can be purchased for just £5 per webinar, making it an affordable way to learn and share valuable insights. These webinars are a great toolkit for trainers delivering staff training or supporting induction processes, stakeholders looking to share useful resources across their platforms and with new recruits, mentors who want reliable referral points, and tutors and coaches who wish to highlight key hot topics for discussion and development. To request access to a recorded webinar email hello@rsdp.co.uk

LIVE WEBINAR
RSDP and Racing Welfare
CARING FOR RACING STAFF

Discover how Racing Welfare’s welfare teams support racing staff across the country. The session will explain how and where to access confidential help, what’s on offer, wellbeing services, and how to get involved in local community events.

Thursday 12th March
1.30pm
Zoom

JOIN NOW

<https://www.rsdp.co.uk/events-calendar/caring-for-racing-staff-support-welfare-community-webinar/>

Catch Up on Recorded Webinars
Learn & Access for Just £5 Per Webinar

Racing Staff Development Programme
WEBINAR

Neurodiversity Week 2026

AUTISM IN RACING

Autism in Racing will be collaborating with RSDP to present an informative webinar highlighting spotlight what Autism in Racing is all about, how autism and neurodiversity can affect individuals, simple things trainers and yards can do to help and support their colleagues make work easier and them feel included, and the support available highlighting the great work already being done across the industry.

19th March 2026 1.30pm - 2.30pm Zoom
Tickets will be free to racing industry staff and a recording available free for 5 days.
Subscription after 5 days-
£5 to non racing staff.
To register an interest contact the team.
Hello@rsdp.co.uk

EASY TO ACCESS WEBINAR SERIES VIEW ON A PHONE OR LAPTOP

www.rsdp.co.uk

Racing Staff Development Programme
ONLINE WEBINAR

NEW EPISODE
UNDERSTANDING WORMS

RSDP AND WESTGATE LABS

The different types of worms horses can be affected by:
How these worms impact a horse’s health, performance, and wellbeing
Key signs to look out for and why effective worm management matters
Practical guidance and best practice to support healthier horses in training yards
Designed to be clear and informative, this webinar will provide practical knowledge that can be applied directly in day-to-day yard management.

26TH MARCH 1.30PM ZOOM

Free to racing staff, register online.
£5 subscription to non racing staff and for recordings 5 days after the event.

LINK HERE

Vestgate LAB



Thoroughbred Industry Employee Awards Winner Louisa Allen



Louisa Allen – Jim Boyle
Leadership Award

Leadership Award winner Louisa vows to make Epsom great and put it back on the map!

RSDP were proud to nominate Louise Allen RSDP ambassador for The Thoroughbred Industry Employee Awards, sponsored by Godolphin and organised by the BHA, which took place at Ascot racecourse on 23 February. Louisa Allen took the leadership award from a strong category of contenders.

Louisa has worked at South Hatch Stables, Epsom, for the past twenty years, for trainer and qualified veterinarian, Jim Boyle. Louisa is a great team leader and creates a fun and friendly working environment for her colleagues. After gaining her coaching qualifications with RSDP, she became our Ambassador in 2023. Louisa is also the Epsom area representative for the National Association of Racing Staff and gives her time assisting industry recruitment initiatives on equine trade stands. Louisa is passionate about nurturing her team.

Well Done Louisa!!

Another successful award winner at the Thoroughbred Industry employee Awards was Freddie Wilks who won the Newcomer Award. Freddie attended RSDP training coaching sessions throughout 2025 and was coached by Paddy Trainor RSDP ambassador. Freddie is also keen to attend the Equine Emergency First Aid training to enable him to develop his assistant barn manager skills working towards his goal of being a full time yard manager.



Freddie Wilks – Charlie Johnston
Newcomer Award





Mentoring Updates & Success Stories

"I really learned a lot about how I can help them, and there's nothing better to watch them achieve knowing you've had an input into them."

"Just one person on a yard could make all the difference."

"The idea that someone will help you go forward, that there is someone there just to say, ok you can do that and just go and do it."

Sophie Woolf Rockcliffe stud



"I found it quite enlightening, I definitely gained confidence through this mentoring programme and it's given me more methods to use in my mentoring toolbox."

Jess Gillam PTP

"I'm passionate about helping people, if I can help a few people make progress in their career or even feel like they have someone to turn to. It can be quite difficult doing long hours and sometimes on your own, I think it is important we do have people we can talk to and get some guidance. If you can help one or two, that's an achievement I think"

Rachel Cosh SRA





Mentoring Tip of the Month

Although mentoring can often be an informal collaboration between employees, always have a basic mentoring agreement in place so that both parties are fully conversant with basic ground rules and their expectations of each other.

Mentoring Agreement

The mentoring agreement should be developed and signed during the first meeting. It serves as a reminder that the mentor and mentee are voluntarily entering into this partnership

The following agreement is made between _____ and _____

_____ We are voluntarily entering into a mentoring relationship, which we want to be a productive and rewarding experience. To minimize the possibility of confusion we have agreed to the following:

Confidentiality All information shared between the mentor and mentee shall be confidential.

Expectations It is expected that the mentor will provide educational and developmental advice and guidance. Both parties will work together to identify the mentee's personal and professional goals, as well as a plan for achieving those goals. It is also expected that mentor and mentee will adhere to all expectations.

Meetings The mentor and mentee will meet talk and meet at least _____ at a place and time to be agreed. Meetings should not be cancelled, however if this is unavoidable, meetings should be rescheduled. At the end of each meeting we will agree a date for the next meeting.

Each meeting is expected to last for _____

Length of Relationship Mentoring relationships vary in length depending on circumstances. Our initial goal is to maintain our mentoring relationship for _____. However either party has the option to terminate the relationship after notifying the other.

Additional Agreements

We agree the role of the mentor is _____

We agree the role of the mentee is _____

The mentor agrees to be honest and provide constructive feedback, whilst sharing their own experiences and knowledge

The mentee agrees to be open to feedback and respect the experiences and knowledge shared by the mentor

Mentor's Signature _____ Date _____

Mentee's Signature _____ Date _____

Industry Updates

In recent months, the racing industry has witnessed several notable regulatory updates and developments that directly affect staff. These include

- Stricter safety protocols for racecourses. Racecourses are now required to conduct comprehensive pre-race safety inspections and implement advanced trackside medical response protocols, ensuring immediate care for both horses and jockeys.
- Enhanced welfare measures with mandatory rest periods for jockeys between races.
- Revised guidelines regarding working hours and conditions, with stricter limits on working hours for stable staff. Also improved provision of food and drink available at race meetings.
- Updated guidelines now require all staff to complete annual accredited training on equine welfare and workplace safety.
- Industry bodies have launched dedicated mental health support lines, regular wellbeing workshops, and confidential counselling services to improve access to mental health resources for all racing employees.
- Industry bodies are also implementing updated training requirements to ensure compliance with the latest standards and best practices.

These initiatives are part of a broader commitment to uphold the highest standards of welfare, safety, and professional conduct across the sport and are supported by RSDP who offer a range of short courses to help keep the racing community informed and safe.

Equine First Aid Course Dates

We are delighted to be working with the TBA to bring the level 3 equine emergency first aid to Newmarket and the National Stud this summer open to stud and stable staff. Our next Equine First Aid Dates are as follows:
12th May at Stockton Hall Farm Cheshire
24th June at The National Stud



Equine Emergency First Aid Testimonial

Testimony from Kate Thorning, work rider at Jim Boyle Racing who attending the Epsom course in November 2024.

"I attended the Equine Emergency First Aid Course in 2024 and had a great experience. The coaches were very knowledgeable and the course was a good mix of theory and practical which enabled us to put our learning to test. It gave me information necessary for my job and came very useful when revising for my level 3 apprenticeship. The others that did it from my yard were more experienced members of staff however we all learnt something."

Kate has since increased involvement in horse care in emergency situations with the knowledge acquired by attending the course.

At our recent Middleham course we were delighted to be joined by Sally Lyons from the Horse welfare Board who gave us some great feedback which was a real boost for the team.

At RSDP, the courses are constantly reviewed by the feedback we are given by participants to keep improving delivery. Qualification standardisation ensures that horse welfare is paramount at all times through qualifying more staff working professionally with horses.



UPCOMING TRAINING IN APRIL AND MAY



RSDP Training

APRIL 2026

- 2 Webinar Onboarding & Induction processes. 1.30-2.30pm. Zoom
- 9 Webinar Dentistry & performance. 1.30-2.30pm. Zoom
- 14 Previously hosted webinars available on request £5
- 17 L3 Mentoring Qualification Notts Racecourse 10-3.30pm £55
- 16 Webinar. Accident and incident reporting. 1.30-2.30pm. Zoom
- 23 Webinar. BHS Road Safety. 1.30pm-2.30pm. Zoom
- 28 Safeguarding workshop Middleham Key Centre 1.30-3pm

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What's coming up.....

MAY 2026

- 5 Mentoring cohort 4 session 2 on Zoom and cohort 3 assessments
- 7 Webinar. Strangles awareness Week. 1.30-2.30pm.
- 11 mentoring cohort 3 assessments
- 12 L3 Award in Equine First Aid. Cheshire 9-4.30pm.
- 14 Webinar. Mental Health Awareness week 1.30pm-2.30pm.
- 15 Mentoring cohort 4 online session 3
- 21 Webinar. Recognizing Lameness prerecording link sent
- 28 Webinar. Treating Lameness prerecording link sent

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