

‘A lifestyle rather than a job’

A review and recommendations on mental health support within the British horse racing industry.

**Liverpool John Moores University and Racing Welfare
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Executive Summary

This report examines the interaction between working patterns in horseracing and the mental health of the aligned workforce. The research was conducted by the School of Sport & Exercise Sciences at Liverpool John Moores University, and was commissioned by Racing Welfare. The main funders for the project are the Racing Foundation. Certainly, literature exists on mental health within British racing, but this exploratory study looks to explore both the 'breadth' of issues raised by the workforce generally, alongside gaining some 'depth' in terms of the prevalence of concerns.

The report begins by looking at the generic costs involved in mental health, and also sets out the background to the research. Essentially, data was collected through face to face interviews and focus groups with 131 individuals alongside a wider questionnaire completed by over 1500 respondents. Overall, five main cohorts, or sectors, of the industry are referred to in this report: generic employees (mainly racecourse & administration); jockeys; the stud and breeding sector; trainers; and training yard staff.

In order to ensure information succinctly positions the results, the report continues by providing generic, priority recommendations that have emanated from the research. These generic recommendations focus on development in four areas, mainly strategic alignment & leadership, the expansion of industrial provision, intensified business support, and career & personal development. Alongside these priority recommendations, a brief summary of the specific recommendations, in reference to each cohort, is also included here.

Preceding this overview, the report breaks down its findings and recommendations along the cited five cohorts. First, in relation to the generic workforce, no face to face engagement took place but leading statistics are presented along with tentative recommendations. These recommendations look at further examination around non-equine specific work and mental health in racing, a greater understanding of the 'backstage' of racing performance like event workers, and fostering intensified partnerships with related, representative, bodies.

Second, for jockeys, recommendations focus on career transition, extension of the jockey coaching scheme, peer support systems, savings and financial advice, and regular sport science support. These recommendations are based out of respondent information but also the three major psychological themes. These themes involve the loneliness of the profession, the financial uncertainty that is accrued with being a jockey, and the relentless itinerary of their work.

Third, in relation to the stud and breeding sector, recommendations are positioned around the expansion of managerial training, intensified support for rural studs, the integration of mental health in performative evaluations, a co-ordinated response to injury prevention & rehabilitation, and a greater examination of the impact of tied accommodation on individuals' lives. These recommendations are based around themes that relate to learned dependency, career progression difficulties and the challenges of maintaining a work-life balance.

Fourth, like the other cohorts, a number of recommendations are made to support trainers' mental health including debt collection systems, enhanced business support, increased deployment of resources through the National Trainers' Federation, the provision of mentoring, and an intensified dialogue with trainers and their families around accessing current services. Again recommendations here are by-products of themes around blurred boundaries between work and life, ongoing business precarity, and the difficulty in developing flexible working patterns around equine care.

Finally, for training yard staff recommendations focus on greater innovation to develop flexibility in working patterns, delivery of 'in-house' education, the expansion of psychological support to include performative elements, bespoke training to yard management, and the diversification of promotional platforms to expand existing services. These recommendations are based on direct feedback in relation to themes that focus on a lack of flexibility in working patterns, managing injury, and concerns around career progression.

It is worth highlighting that the recommendations included in this report are not meant as a static roadmap to be followed. The aim, instead, is to encourage dialogue and debate around these themes to facilitate greater well-being in the entire British horseracing industry workforce. It was noted by respondents and those interviewed, that racing is a 'relentless' industry which, for many, has intensified over the last number of years. Such a pace may be unsustainable psychologically for a number of sectors and individuals within the racing fraternity. There are, however, good initiatives and ideas already in place, and with greater collaboration, strategic direction, and open dialogue these structures can be expanded to offset many of the current themes and concerns raised in this report.

Terminology

Mental Health: The World Health Organisation (WHO, 2013 p. 6) defines mental health as: ‘a state of well-being in which the individual realises his or her own abilities, can cope with the normal stress of life, can work productively and fruitfully, and is able to make a contribution to his or her community’. Mental health therefore is not simply an antonym of mental illness or disease, but encompasses people living more productive, fulfilling, lives (good health), as well as experiencing daily distress and low mood (poor health), alongside more clinical aspects like Depression or Anorexia Nervosa (ill health) (Seligman and Csikszentmihalyi, 2000, Keyes, 2002 p. 208).

Working practices: these practices refer to forms of work that they are routine, or ‘normal’, and have a ‘regularly stable’ ‘set of rules’ so as to be conducted on an ongoing basis, usually daily (Schatzki, 2001b, Feldman and Orlikowski, 2011) e.g. when shifts occur, how certain forms of work gets done (e.g. riding out), how horses are looked after etc.

Wellbeing: the UK Department of Health (De Feo et al., 2014) defines wellbeing as feeling good and functioning well, and involves comparison of your own life circumstances against social norms and values. Wellbeing can be subjective, in terms of how people directly think and feel in relation to life satisfaction, positive emotion, or whether they think their life is meaningful. Wellbeing can also be looked at in an objective manner, in terms of generic human needs and rights around adequate food, safety, education etc. and can be evaluated through self-reports or objective, population wide, measures.

Work related stress: The UK Health and Safety Executive (HSE, 2017 p. 3) definition of work-related stress is: ‘The adverse reaction people have to excessive pressures or other types of demand placed on them at work’. Such stress therefore manifests itself when staff are presented with workload demands and pressures that overwhelm their abilities to cope on a daily basis (Karasek, 1979 p. 304). Such an inability is particularly exacerbated if individuals feel they have little support from their supervisors or peers, alongside little control over work processes. If such stress is deemed endemic in a particular profession they are referred to as ‘high-strain’ jobs (Sanne et al., 2005 p. 471, Harvey et al., 2017 p. 302).

Presenteeism: Presenteeism is generally associated with employees turning up to work even when ill, injured or temporarily impaired in some form (Johns, 2010 p. 521). People may turn up to work when ill for a number of reasons whether it is a love for the job, feelings of moral obligation or job insecurity. We also expand ‘presenteeism’ to include when people’s productive output and personal satisfaction is reduced owing to such illness but also, as related to mental health, feelings of languishing or low mood (Perlow, 1999 p. 76, Angrave and Charlwood, 2015 p. 1509).

Precarious work: Precariousness refers to employment that is ‘uncertain, unpredictable, and risky from the point of view of the worker, with distress an often inevitable result’ (Kalleberg, 2009 p. 2). Precariousness relates to a lack of security in your work e.g. in terms of how long your contract is, if wages cover your living expenses, or that you could be released from employment at short notice. Those employees who see their work as more precarious or insecure are at an increased risk of experiencing physical health problems and psychological distress.

Leaveism: This term can be understood on three levels. First, it involves employees using allocated annual leave entitlements, accrued flexi hours, re-rostered rest days etc. to take time off when they are *unwell*. Second it can relate to employees taking work *home* that they feel cannot be completed during normal working hours. Finally, the term can also relate to employees working while on leave or holiday to catch up (Hesketh and Cooper, 2014 p. 146, CIPD, 2018 p. 7).

Sports worker: This term relates to those people employed within the sports industry for whom a key element is the production of 'sport' at various levels characterised as 'performance' (Roderick et al., 2017 p. 99). Specifically, we are not reducing such performance driven work within the report to the 'front stage' performers of the sport, like the jockey or trainer, but refer to all those within the industry who contribute in some way to the final performance output.

Section 1: Introduction

- The costs of poor mental health or ill-health

It is now identified that impaired psychological health is one of the leading causes of reduced job involvement, long term sickness, and absenteeism from the workplace (Harnois and Gabriel, 2000 p. 5, Häusser et al., 2010 p. 1, WHO, 2010 p. 2, Harvey et al., 2017 p. 301). The cost of poor mental health exists on a number of levels for any organisation, including those within horse racing (Speed, 2007, Speed and Andersen, 2008). First, there are the human costs around poor mental health. The general statistics on mental ill-health are becoming more well known but worth reiterating: 1 in 5 people have experienced a common clinical mental health disorder in the last 12 months; 29% of people will experience some form of mental ill-health in their lifetime; only 1 in 3 people identified with a mental disorder received professional support; and suicide is the third leading cause of death in 18-24 year olds with a 4:1 ratio of men to women (Malcolm and Scott, 2012, Steel et al., 2014). Within certain industries there are also specific concerns. For example, men working in decorating or construction are 35% more likely to take their own lives, while female nurses are 24% more likely to commit suicide than the national average for women in the UK (Farmer and Stevenson, 2017 p. 23, Windsor-Shellard, 2017). Outside of other clinical aspects of mental ill-health there are also human costs, personally and professionally, in terms of a loss of potential earnings, unemployment status (Tausig, 2013 p. 439), the increased risk of physical illness (Häusser et al., 2010 p. 2), 'truncated' potential in terms of development within work (Roderick et al., 2017 p. 100) and the loss of an identity and accompanying stigma that can come with those deemed as having long term work incapacity as a result of poor mental health (Harvey et al., 2017 p. 301).

Second, economically, it is estimated poor mental health costs employers £42bn a year, or £1,481 (private sector) or £1,878 (public sector) per employee annually (Deloitte, 2017 p. 6, Farmer and Stevenson, 2017 p. 24). Interestingly, half of this cost is worker absence and staff turnover, but the other half is the problem of 'presenteeism'. This issue involves workers spending long hours at work even though much of that time is not spent productively or resulting in employee satisfaction (Perlow, 1999 p. 76, Angrave and Charlwood, 2015 p. 1509). In relation to these economic and productive costs, certain factors within the workplace may put those involved at greater risk, for example:

- The degree of job control an individual has, in terms of controlling and planning their tasks and general work activity, is a potential facilitator of good mental health (Häusser et al., 2010 p. 2). Those jobs viewed as particularly 'high strain' place high demands on workers but foster a low sense of respective control (Häusser et al., 2010 p. 2).
- Long working hours are also viewed as a 'risk factor'. However it is not necessarily the hours as such but the 'fit' between the actual hours worked and those *preferred* to be worked in question (Angrave and Charlwood, 2015 p. 1507).
- The form of employment individuals are engaged in i.e. self-employed, contracted, zero hours contract etc. all can help foster or inhibit psychological concepts like autonomy, effort-reward balance, organisational justice (fairness), and control (Karasek, 1979, Siegrist, 1996, Benz and Frey, 2008 p. 362).

Third, there is a growing legal requirement that individuals should not be discriminated against as a result of their mental health. Within the Equality Act 2010, if an individual demonstrates that their mental health issues have resulted in a disability they are protected through legislation. This act defines a disability as involving: a) a mental or physical impairment b) occurring long term (lasting more than 12 months or likely to do so) and c) it has a more than minor adverse effect on day to day living (with ongoing medication or treatment discounted) (CIPD and MIND, 2018). Furthermore, employers also have a duty of care under the Health and Safety at Work Act 1974 to put in place measures to control the risk of stress related poor mental health. These measures entail conducting a robust risk assessment in the area and acting on the results provided (Miller and Suff, 2016).

It is important therefore that the racing industry does not simply engage in mental health issues for moral or paternalistic reasons. Although this position is a strong starting point, the industry needs to be aware of the impact mental health has on the individuals involved, the economic & productive fallout from poor or ill health, and also the legislative requirement to tackle issues in a robust and proactive manner. Overall, Leka and Jain (2010 p. 65) point out that 'job strain, low decision latitude, low social support, high psychological demands, effort-reward imbalance and high job insecurity' are all identified as 'strong predictors of mental ill-health'. Mental health therefore requires a long term strategic approach to ensure all individuals working in racing are provided with the greatest capacity to enjoy and thrive through their work.

Section 2: Background to the research

The research conducted through Liverpool John Moores University is exploratory in nature, seeking to examine how industrial working practices and mental health are interrelated within horse racing. Importantly, mental health here contains neither positive or negative overtones, with the research seeking to establish how such working practices facilitate or inhibit good mental health. In order to achieve this exploratory aim, the study contains three sub-objectives:

1. To assess workplace practices that impact the current mental health needs and required provision of the British horse racing industry (HRI) workers.
2. To identify potential and appropriate preventative mental health and well-being support mechanisms for those currently within the HRI who may wish to access such provision.
3. To make recommendations on the delivery of a holistic, professional, mental health service that is consistently accessible across the UK.

It is worth pointing out, therefore, that the study does not look to suggest that people within racing encounter increased negative mental health experiences owing to their work, but rather mental health will be expressed in a unique way within such a domain. Indeed, much of the research around professional sport in general suggests it correlates within other industries and the wider population (Sevastos et al., 1992, Gucciardi et al., 2017). The research therefore aims to get closer to how mental health manifests itself *through* daily working practices in racing and make appropriate recommendations

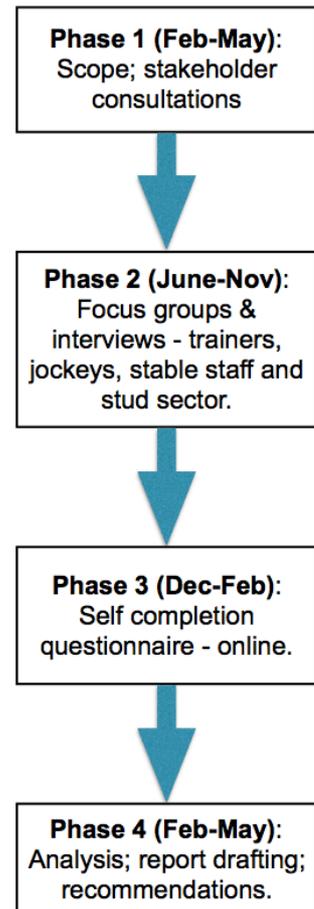
This report therefore strives to explore the ‘depth’ and ‘breadth’ of issues around mental health within horse racing in Britain, acting as a ‘map’ to inform subsequent recommendations. To deliver on this ‘map’ and meet the objectives that were laid out, the research was conducted across four phases from February 2018 to May 2019. These phases were managed through open source project management software (ProjectLibre) alongside monthly reporting and are detailed as follows:

Phase 1:

This phase looked to detail further the scope of the research. In order to foster this knowledge, consultation interviews with 28 individuals from across 11 organisations within UK racing were conducted in order to develop a deeper understanding within the research team on the issues around mental health. These consultations were complemented with a literature review alongside LJMU ethical clearance.

Phase 2:

During this phase, a large amount of qualitative face-to-face focus groups and interviews were conducted around Britain. Focus groups were directed at training yard staff, with 9 being delivered and containing 51 of such staff. In addition, individual interviews also occurred with 52 trainers, jockeys and stud staff. Please note that all those involved consented formally to taking part, and any names mentioned within the text are pseudonyms with potentially associative information (demographics etc.) also removed or changed. Final figures and a breakdown of the focus groups and interviews are detailed in Table 1. An overview of the themes of the focus groups can be found in Appendix 1.



Cohort	Numbers
Stakeholders	28
Trainers	30
Stable Staff	51
Jockeys	15
Studs (Management)	7
Total individuals engaged with:	131

Phase 3:

Essentially this phase focused on the deployment of a self-completion questionnaire open to all those working within the British horse racing industry. This questionnaire was created through ongoing collaboration between Liverpool John Moores and Racing Welfare, and open to all in the industry who were located within Britain and over 18 years of age. It was available to the racing community for five weeks from January to February 2019. It contained bespoke questions for five cohorts: generic workforce; jockeys; stud and breeding sector; trainers; and training yard staff. Overall, 1502 respondents completed this questionnaire, and a sample of the 'generic' questions from the questionnaire are in Appendix 2.

Phase 4:

This final phase focused on making sense of both the qualitative forms of data (interviews and focus groups) and the quantitative reporting (the questionnaire). Both these forms of information will act as a 'multiple' analytic process to inform the recommendations that are compiled within this report.

Respondent breakdown and headline statistics

Briefly, in relation to the questionnaire, it is worth pointing to a few statistics that provide a general overview on respondents in relation to: location; age; gender; and sector. In addition, also provided is a number of ‘headline’ statistics that emerged from across all five cohorts of the questionnaire.

Respondents by location (figure breakdown in Table 2):

Respondents by age:

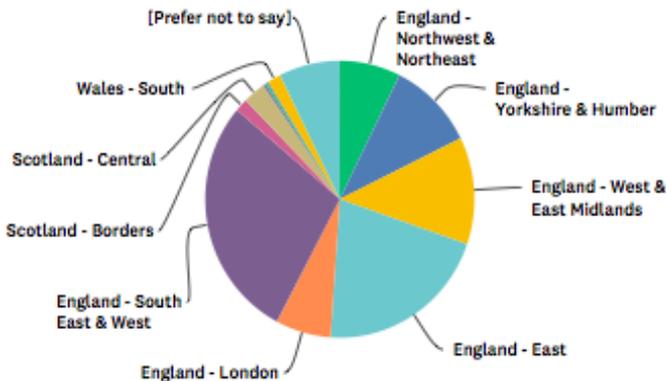
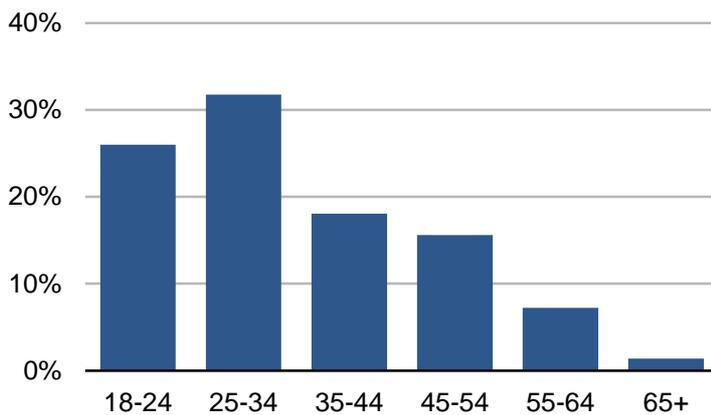
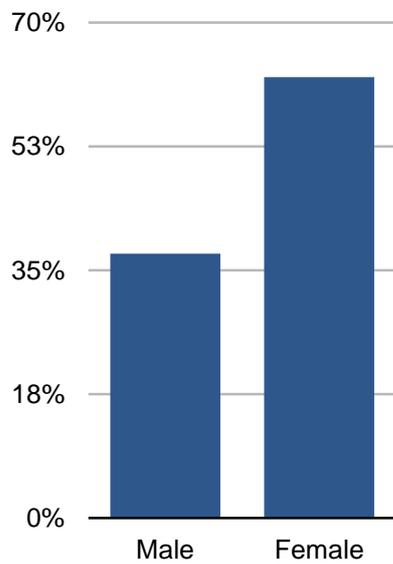


Table 2 - location

England - Northwest & Northeast	7.32%
England - Yorkshire & Humber	10.45%
England - West & East Midlands	12.51%
England - East	20.83%
England - London	6.65%
England - South East & West	28.41%
Scotland - Borders	1.53%
Scotland - Central	2.59%
Scotland - Highlands and Islands	0.07%
Wales - North	0.33%
Wales - Mid	0.2%
Wales - West	0.2%
Wales - South	1.6%

Respondents by gender:



Respondents by sector (figure breakdown in Table 3):

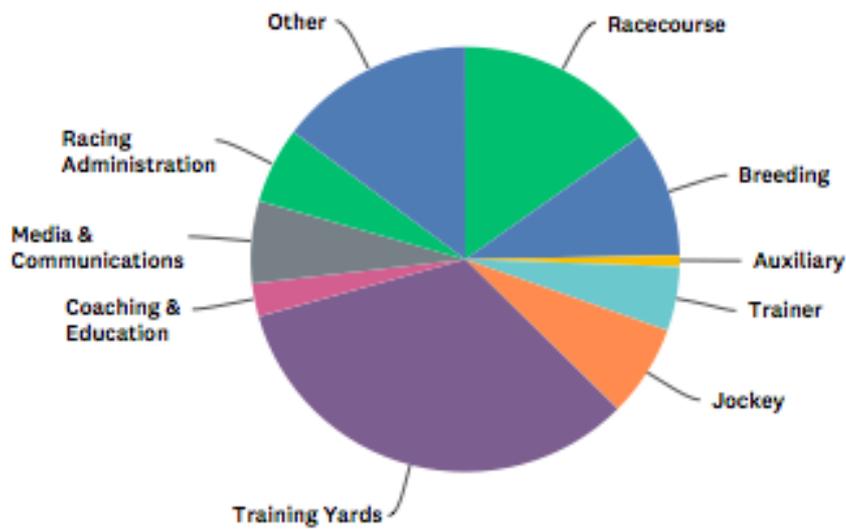


Table 3

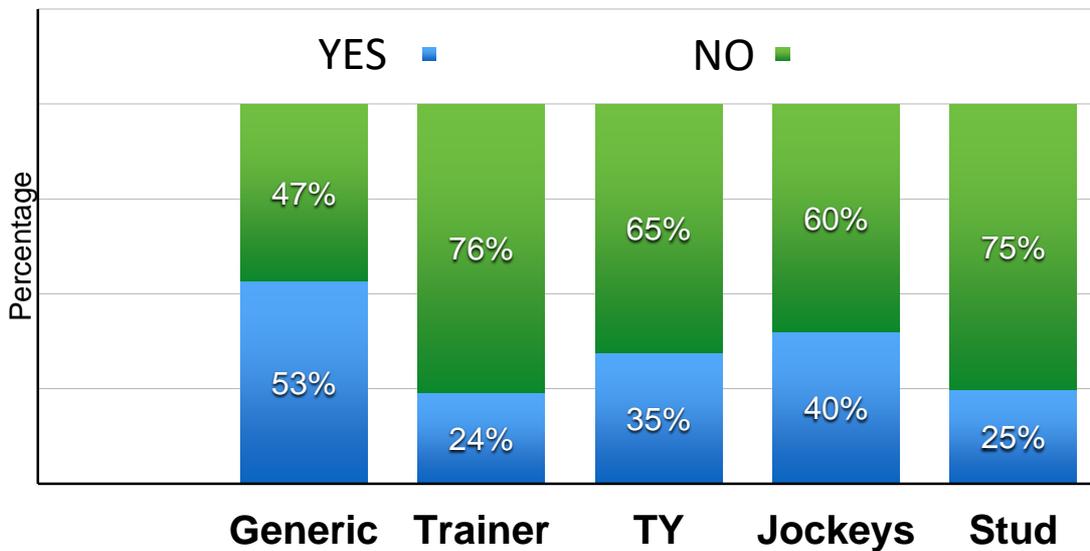
Racecourse	15.15%
Breeding	9.55%
Auxiliary	0.86%
Trainer	4.87%
Jockey	6.98%
Training Yards	33.27%
Coaching & Education	2.5%
Media & Communications	6.26%
Racing Administration	5.8%
Other	14.76%

Alongside the respondent data, three headline, cross referenced, depictions of the questionnaire are worth highlighting.

i) In response to ‘Please tick any specific poor mental health concerns you are currently experiencing or have experienced over the last 12 months’ is the following:

	Generic	Trainer	Training Yard	Jockey	Stud
Stress, anxiety or depression	62.74%	74.55%	71.99%	86.67%	79.25%
Concentration or memory problems	21.04%	29.09%	25.06%	30.67%	32.08%
Schizophrenia or psychosis	0%	0%	0.98%	4%	1.89%
Problems due to alcohol use	4.25%	9.09%	9.83%	13.33%	9.43%
Problems due to illegal drug use	1.16%	1.82%	3.93%	5.33%	6.6%
Problems due to the use of prescription medication (painkillers etc)	1.93%	3.64%	5.16%	0%	4.72%
Problems due to gambling	3.47%	0%	3.93%	2.67%	4.72%
[Prefer not to say]	3.28%	1.82%	1.72%	1.33%	0.94%
I have suffered no such health concerns	30%	18.18%	22.85%	9.33%	13.21%
Other poor mental health concern:	4.63%	5.45%	4.67%	2.67%	3.77%

ii) In response to ‘Do you feel [your role] receives adequate support for their mental health from the industry?’ is the following (TY = Training Yard):



iii) In response to ‘Please tick as many of the options below that may have influenced your engagement around support for your mental health’ is the following:

	Generic	Trainer	Training Yard	Jockey	Stud
A social stigma of being viewed negatively for accessing mental health services.	30%	31.82%	36.5%	41.38%	36.46%
Concerns over confidentiality	27.27%	27.27%	29.67%	22.41%	30.21%
I never felt like I have had a mental health concern	37.95%	38.64%	28.78%	20.69%	23.96%
Limited time to engage in external services	22.73%	40.91%	36.2%	34.48%	50%
Uncertainty that current provision within the industry may be able to help me	19.55%	25%	18.69%	24.14%	25%
Concerns about how much it may cost	14.77%	13.64%	27.3%	29.31%	37.5%
Difficulty in finding such support within my area	10.23%	15.91%	14.24%	18.97%	25%
A need to appear ‘strong’ in front of my colleagues or peers	41.14%	52.27%	51.63%	55.17%	56.25%
I am unsure	14.77%	15.91%	8.61%	17.24%	6.25%

Section 3: Generic Priority Recommendations

A: Mental health strategic alignment and leadership

1. Inclusive Mental Health Stakeholder forum and strategy

An inclusive, industrial stakeholder forum is required to design a robust strategy that commits to supporting mental health in the long term. Such a strategy will help avoid industrial duplication, repetition and ensure a tailored, collaborative, response. The group itself could potentially consist of members from across the racing industry, while the strategy includes the following:

- A clear statement which commits racing to developing a working environment that promotes employee health and well-being.
- Outlines the responsibilities of key stakeholders in relation to human resources, occupational health and educational systems.
- Sets out the advice, support and training that the workforce requires to enhance wellbeing.
- Provides specific detail on how the industry will comply with current legislation in relation to supporting individuals with varying needs through tailored support.
- Include a process of evaluation on all wellbeing initiatives.
- Receive regular review and alteration through a monitoring and accountability framework.
- Be championed and promoted by senior management within the relevant stakeholders.

2. Leadership development programme focused on wellbeing

In order to embed mental health and wellbeing within the industry, a leadership development programme (LDP), that focuses on the moral and practical implications of mis-management around workforce health, will look to enhance productivity through employee satisfaction as well as robust structures and processes. This LDP will include:

- A targeted approach to those within organisations who have a responsibility for leadership or management e.g. stud managers, trainers & assistant trainers, racecourse directors and so forth.
- Involve a high degree of individual executive coaching as well as group work to ensure confidentiality, tailoring, and concise feedback.
- Ensure those in positions of industry authority also have access to supportive structures around wellbeing.
- Acknowledgement that mental health is not simply an individual issue but also operates at the team and organisational level.
- Training for management to direct and refer the workforce as required around poor mental health and ill health.
- Awareness of approaches and strategies to foster workplace thriving and growth.
- A focus on leadership within stakeholder bodies in order that they act as role models for the industry and 'champion' good mental health practices.

B: Expanding Industrial Provision to promote good mental health

1. Inclusive provision beyond the racing centres

Currently the provision of support around mental health is concentrated to the racing 'centres' i.e. Lambourn, Newmarket, Epsom, Malton and Middleham. Although it is important to begin with these centres, there is a large amount of the workforce spread around the country that may be geographically restricted in terms of access. There is a danger, therefore, of a 'two tier' system of provision. Furthermore, with the current research suggesting the industry is made up of small to medium sized operators there is a greater need for plurality and diversity of provision e.g. staff cannot be released for workshop training elsewhere etc. Such support may include:

- Extension of the Racing Welfare officer network. Currently there are a number of 'roving' officers but this may need to be extended further.
- Expansion of the current digital and distance support services offered by Racing Welfare via Racing's Support Line (e.g. confidential helpline, online Cognitive Behavioural Therapy etc.) to include educational resources (e.g. Moodle, Massive Open Online Courses (MOOC)) that tackle the stigma and use of language around mental health.
- It may be advisable for more organisations (e.g. racecourses) to act as local hubs for information and support around mental health and wellbeing to extend access for those in more rural areas.

2. Risk Assessments in relation to workplace stress

The research here suggests sub clinical issues like anxiety, non-clinical depression, and stress may be both a product of, and an inhibiting factor, in terms of work. Currently the systems in place are only supportive of issues at clinical or crisis levels for staff. In order to begin to embrace a preventative approach, encouraging risk assessments in relation to work related stress may help employers ensure they are fulfilling their duty of care at a moral and legislative level. Mental Health First Aid (MHFA), for example, is important at such crisis moments but it is important the 'drip drip' impact of daily poor mental health is acknowledged. Such risk assessments would look to foster appropriate training for those in management positions and include:

- An understanding of the early signs of poor mental health and strategies in place to ensure it is tackled.
- Peer support programmes between staff.
- Strategies to delineate the boundaries between work and personal life.
- Approaches to managing presenteeism, absenteeism and leaveism within the workforce.
- Directly addressing stigma by undermining the notion of being 'tough' within the sport (e.g. Wellness Action Plan)
- Implementation of health questionnaires and pathways for individuals to self-report concerns.
- Robust induction and recruitment processes to identify needs of an employee in advance of commencement of work to ensure workplace adjustments.

C: Promoting organisational well-being through intensified business support

1. Increased awareness and support around Working Time Regulations (WTR)

An issue that was raised throughout the research was the balance of work and life. Although consideration needs to be taken here of the performative nature of the sport, and its recreational engagement by users, the weekly workload potentially seems unsustainable individually or organisationally. The concern is that extensive working hours, including overtime without pay, is now normalised, placing great psychological strain on those involved. It may be advisable therefore to:

- Further examine the Working Time Regulations (WTR), and its application to racing specifically, to help foster increased dialogue around adaptive working patterns.
- An industry wide education scheme to enable employers to avail of the WTR. Innovation may be required here to help employers protect both themselves, as well as their employees, from work related psychological strain.
- An extensive, compulsory, industry down time that is built into, and protected, through stakeholder guidelines and legislation.
- A review of the fixture list in relation to the workforce capacity that services it.

2. Increase in flexible working patterns

The research highlights the dedication that the racing workforce across the industry pursue for their sport. The concern, however, is that such pursuit may have some negative consequences in the long term, with individuals not engaging in the appropriate self-care. In relation to poor mental health, it is not simply long hours that are the issue but the flexibility of when such hours are delivered (see Angrave and Charlwood 2015 p. 1507). 'Flexible working' describes a type of working arrangement which gives a degree of flexibility on how long, where, when and at what times employees work. Considering the requirements of equine care, a number of practical recommendations may be useful:

- An action research initiative to examine working patterns in other related livestock/care industries (e.g. farming, veterinary practices, wildlife maintenance) to acquire related ideas.
- Development of mechanisms to foster innovation both in terms of transferring and adapting practices from external industries, as well as promoting internal collaboration, to develop bespoke solutions on working pattern flexibility.
- An education initiative to detail to employers how flexible working patterns may be incorporated into their strategic and daily practices.
- Tailored identification and promotion around a number of flexible approaches (job share, compressed hours, paternity etc.) in order for staff to embrace alternative working practices
- A campaign to tackle the concept that being 'tough' within the sport involves working continuously or when in pain.

D: Career and personal development (individual/psychological concepts)

1. Greater focus on career transitions

The disruption of social support systems and personal identity, which can influence mental health, is suggestive as not simply occurring at point of entry or exit from the workforce. In accordance with the 'Duty of Care Report in Sport' (2017)(Theme 2) it is potentially useful to embed a long term development strategy for sections of the workforce. This process may include:

- The extension of the long term athlete development (LTAD) strategy for those entering into the system as conditional/apprentice jockeys or professional work riders. Currently good foundation mechanisms are in place for such development and support (e.g. jockey coaching programme), but this could be extended to ensure a greater number of jockeys and work riders are accessing *more regularly* sport science support, educational training and lifestyle provision.
- Greater links with businesses, HE/FE establishments and professional bodies to extend training opportunities for the workforce beyond equine or industry related qualifications to increase a sense of occupational autonomy.
- Mental health and wellbeing initiatives to contain an 'age and stage' component, targeting particular demographics deemed at 'risk' across the working lifespan (e.g. younger men, those working in isolated settings, those with caring responsibilities etc.)

2. Review of injury and pain management systems in relation to mental health

The research illustrated the concern amongst staff towards the physicality of the work and related potential injuries and the impact of such work on mental health. Although not causal, it would seem worthwhile to investigate further the impact such injuries, or the fear of injury, has on ongoing mental health. Such an investigation would also be aligned with the 'Duty of Care Report in Sport' (2017)(Theme 7). Racing's Occupational Health service would seem the ideal vehicle to facilitate this investigation. Specific interventions could also be tailored around the following suggestions:

- A campaign to educate and tackle the stigma associated with 'lost bottle' i.e. fear of riding. This issue should not be viewed as a 'weakness' that is 'irreversible' but should be normalised and addressed through psychological processes similar to those that exist in other sports e.g. lost movement syndrome (LMS) in driving/gymnastics, 'yips' in cricket/golf and so forth.
- A robust examination of the medical linkage emerging between repeated head injury & concussion and mental ill-health issues. This issue is detailed in relation to other sports like motor racing and American football, and considering the risk of injuries that emerged here, it is suggested racing stakeholders examine this further in terms of a duty of care for the workforce.
- An examination of how employers engage in head injury assessments (HIAs) in relation to their staff.
- Enhanced psychological support integrated within Racing's Occupational Health Service for those deemed to be suffering from long term injuries.

Section 4: Brief recommendations by cohort

Generic Staff - Specific Recommendations on enhancing good mental health

1. Within this cohort what is deemed to be 'work' is different from equine facing staff, suggesting further examination is required here on how work on racecourses, amongst administrators etc. informs mental health specifically.
2. In line with the first recommendation, strategies of support around mental health will require broadening in terms of engagement to ensure it delivers appropriately for this cohort.
3. Owing to the number of representative bodies involved in this cohort, greater relations need to be established to ensure a partnership approach to well-being delivery.

Jockeys - Specific Recommendations on enhancing good mental health

1. The services around within-career and retirement transition for jockeys may require enhanced promotion and adaption to increase uptake.
2. The Jockey Coaching Scheme is viewed as a positive and extending its use to those who have ridden out their claim may be of benefit.
3. The development of a jockey peer support system to tackle issues around stigma and silence in relation to mental health.
4. A savings and financial advice service to provide conditional/apprentice jockeys with skills to manage their finances to offset later precarity as a self-employed professional.
5. The extension of sport science support to ensure monthly, ongoing, provision closer to the jockeys' own locale.

Stud & Breeding Sector - Specific Recommendations on enhancing good mental health

1. A tailored training system for managers and supervisors to help such individuals strengthen their own mental health and support the well-being of those in their charge.
2. Investigate the form of mental health support that smaller, more rural, studs may require and how this might be deployed.
3. Examine how good mental health may be fostered through more performative means like team ethos, workplace learning and shared goals.
4. To develop a cross sector response to injuries and the psychological fallout of chronic pain, traumatic incidents, and long term recovery.
5. Specific research is required on how tied accommodation impacts on individual mental health both in positive and negative ways.

Trainers - Specific Recommendations on enhancing good mental health

1. The provision of a generic debt collection management system to help trainers manage bad debts from owners.
2. Enhanced business support for the first 18 months of training to equip new and small trainers with embedded skills on managing staff, legislation and team development.
3. Development and promotion of a bespoke portal to enhanced resources and services on mental health.
4. Provision of individual executive coaching and mentoring to help develop managerial capacity and foster personnel well-being.
5. Approaching trainers as 'family run businesses' and look to examine how such families may avail of current provisions around occupational health.

Training Yard Staff - Specific Recommendations on enhancing good mental health

1. The development of collaborative, practice driven, research with training yards to foster innovative approaches to shift patterns and working time flexibility.
2. Delivery of 'in-house' mental health education and support systems on the training yard site itself to complement working patterns.
3. Augmentation of Racing's Occupational Health Scheme to include psychological elements that foster performance may help increase uptake on mental health related issues.
4. Increasing collaboration with individual yard management to support them to develop a psychologically thriving workplace for moral, health, and productivity reasons.
5. Diversification of promotional channels to help those yards in geographically isolated areas engage with the current distant support services (e.g. phone line support, online CBT etc.)

Section 5: Recommendations and Themes per cohort

This section provides a breakdown on the recommendations and themes that emerge from the five cohorts involved in the research: generic respondents; jockeys; stud and breeding sector; trainers; and training yard staff.

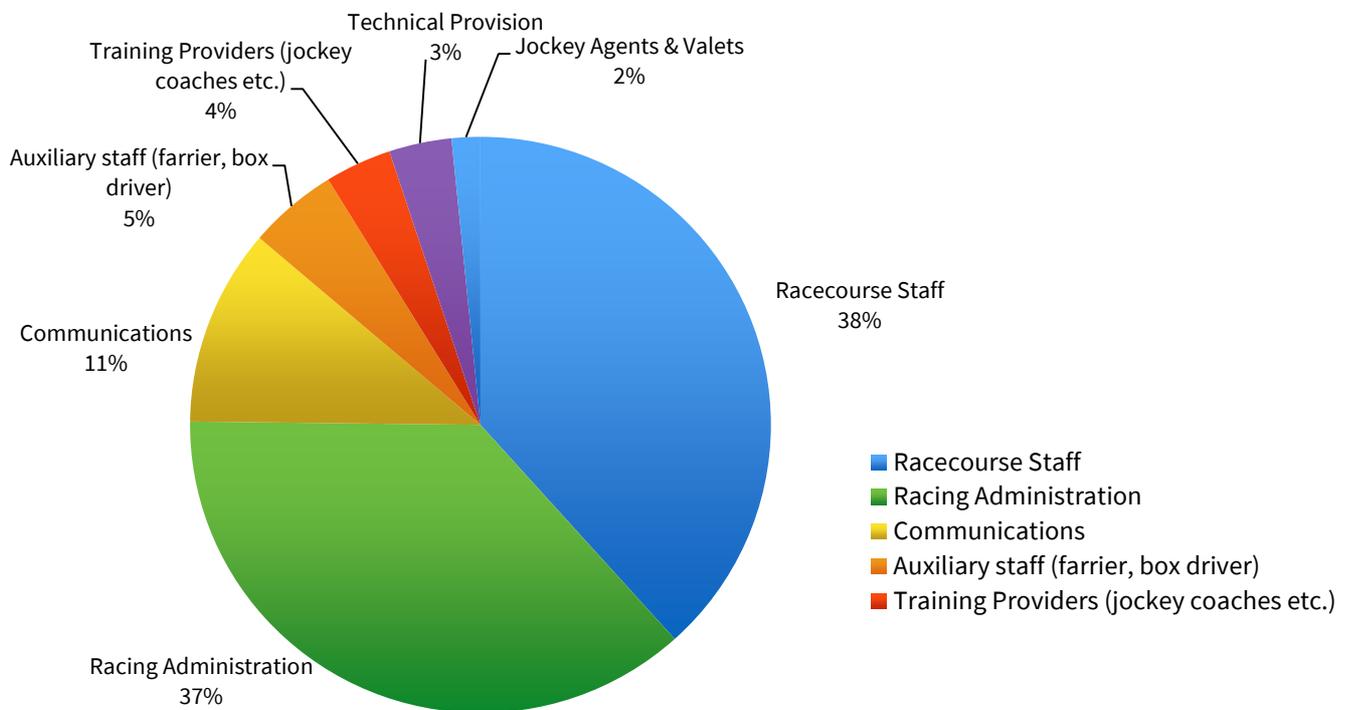
Section 5.1. Generic Respondents

Generic Staff - Specific Recommendations on enhancing good mental health

An examination of working patterns beyond equine facing staff	It was evident from the feedback from this cohort that what is deemed to be 'work' varies greatly from the equine facing workforce. For example, less than 10% here would have received injuries in the last 12 months, much less than those working directly with horses. However, the stress, anxiety or depression <i>experienced</i> is comparable, albeit lower than the other cohorts. Further research is needed to understand the relationship between working practices and mental health in areas like racecourses, administration etc. which may involve more office or driving based activities.
Greater acknowledgement of the 'backstage' of racing	Interestingly, in terms of overall respondents, the second highest number of respondents from one specific group came from those working on racecourses (15%). It is worth reflecting that mental health education and supportive strategies need to be augmented to engage those working in these areas i.e. events, logistics, communications etc. For example, they may have increased periods of work intensity, punctuated with relative calm, owing to the build up to race meetings and other events.
Development of partnership strategies around mental health	Unlike perhaps other areas of racing, this cohort will have an even greater number of bodies involved who represent the workforce in a number of ways. For example, farriers are represented through the British Farriers and Blacksmiths Association (BFBA), or a Veterinary Officer may be aligned to the British Equine Veterinary Association (BEVA). Current mental health support provided in racing may need to intensify their relations with such bodies to ensure any support is tailored, accessible, and embedded appropriately.

Profile of Respondents:

This generic cohort consisted of a mix of roles from across racing to ensure a wider, participatory voice was included within the research. The roles in this cohort are detailed in the graph below along with the percentage who completed the questionnaire.

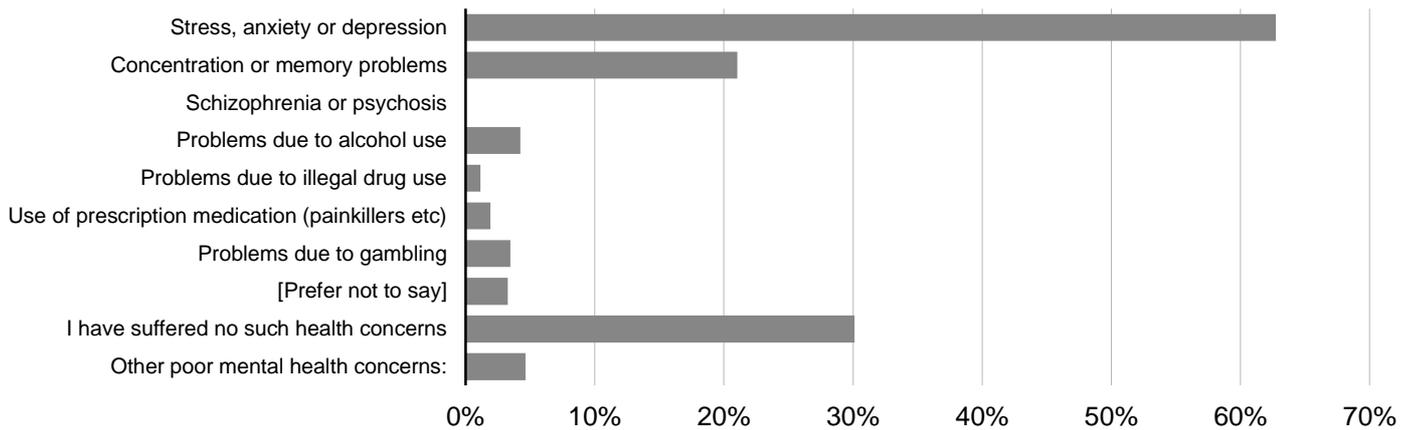


These individuals are split across racing with 59% working in both flat and National Hunt, and 23% working solely in the former and 16% in the latter. In terms of years of employment, the main category of response (like all the other cohorts) was those working in the industry 1-5 years (37%). The rest of those who responded were relatively even in terms of years worked - 6-10 years (17%), 11-15 years (16%), 16-20 years (12%), 21-25 years (6%), 26 years + (13%). Most employees are full time (78%) with a smaller number engaged in part time work (13%) and self employed (6%). In terms of holidays in the last 12 months, this generic sector engaged in more breaks than other cohorts with 25% taking holidays three times or more, 23% two times and 21% four times. However, there was also an element within this cohort who worked continually with 34% taking no days off in the two weeks prior to the questionnaire, 21% one day off, 20% two days, and 34% three days or more. In relation to length of working day, 12% work between 6-7 hours, 48% work around 8-9 hours and 20% work 9-10 hours, with discrepancies here again based on the diversity of work. The rate of income, perhaps unsurprisingly for a generic cohort, is more dispersed than others who filled in the questionnaire. However, the majority of the workforce are earning less than £30,000 (59%). For example, 17% earn between £10,000 and £19,000, 36% earn between £20,000 and £29,000, 16% earn between £30,000 and £39,000 and 10% earn between £40,000 and £49,000.

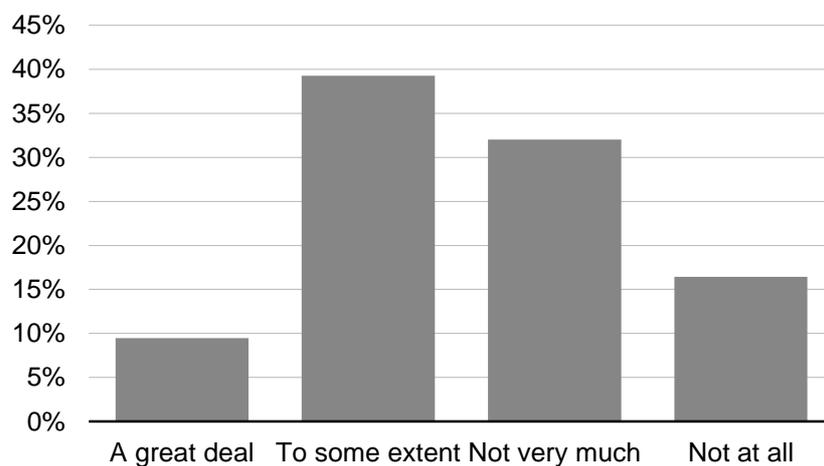
General Respondent Data on Mental Health:

Throughout the questionnaire, certain questions were consistent across all cohorts. Below are four questions and reported statistics that can be used as comparisons against other sectors of the racing industry.

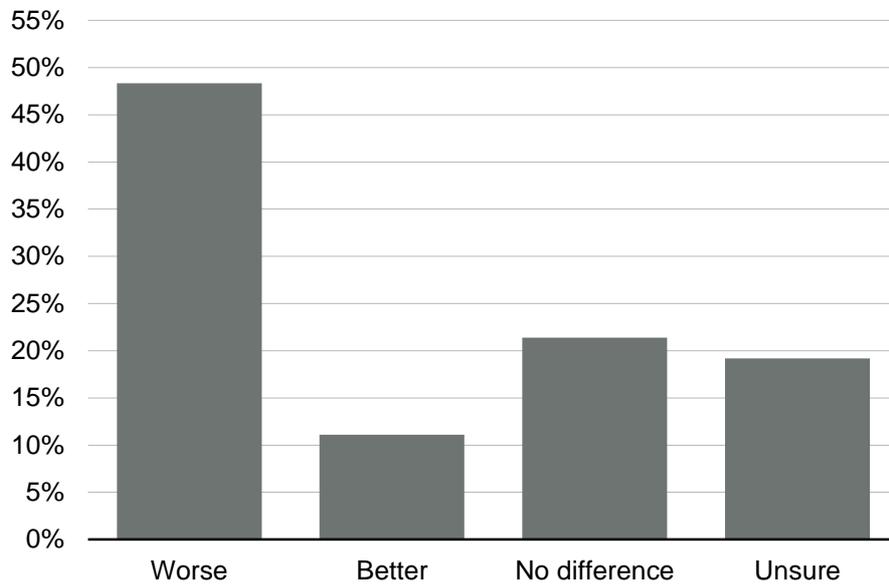
- i) Questionnaire respondents were asked for feedback on any poor mental health concerns they had experienced in the last 12 months. Issues deemed to be non-clinical ('stress, anxiety or depression') were the most prevalent. Note that this question does not act as a diagnostic but imparts respondents' own reflections on their mental health.



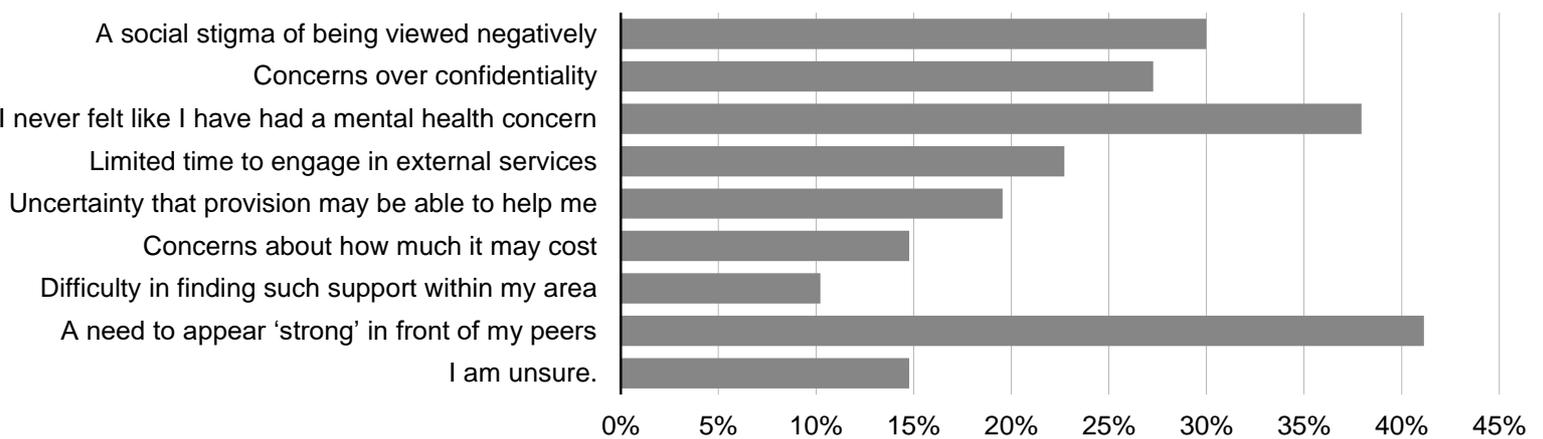
- ii) Furthermore, those completing the questionnaire were also asked to reflect on how their poor mental health impacted the amount or type of work they could do in their job.



iii) In relation to such poor mental health, many felt it was made worse by the nature of their work.



iv) Respondents were asked to tick as many of the items they felt were applicable in relation to their engagement, or lack thereof, around mental health. Each selection represents the percentage of the overall number of respondents who selected scores.

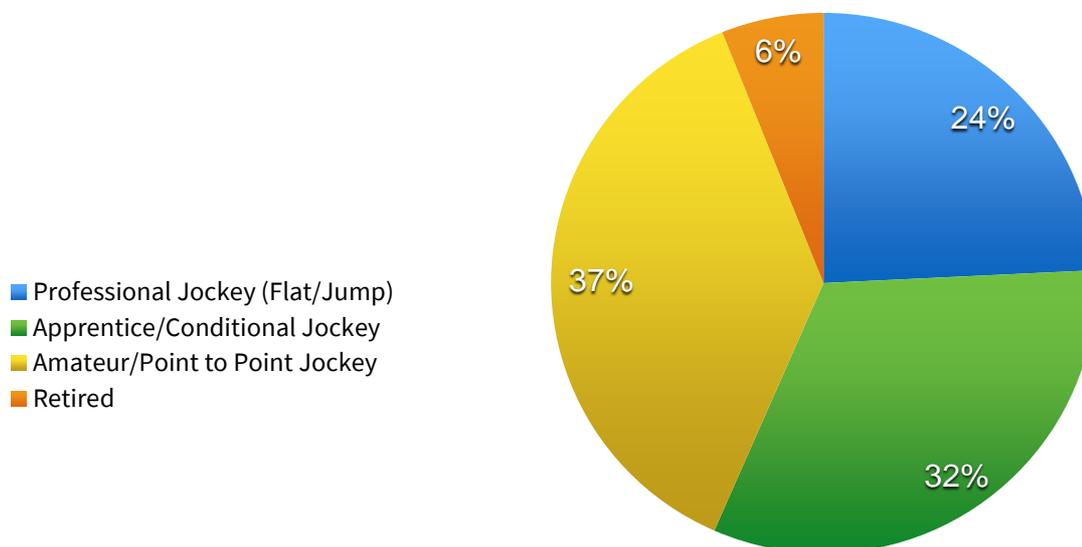


Section 5.2. Jockeys

Jockeys - Specific Recommendations on enhancing good mental health	
1. Increased engagement with within-career transition services	Currently the Jockey Education and Training Scheme (JETS) provides a service in relation to supporting jockeys as they transition through, and out of, their sport. However, with only 5% of jockey respondents in the questionnaire stating they had received career transition in the previous 12 months, the services on offer may require greater promotion and adaptation to increase engagement.
2. Continuation and extension of jockey coaching	The jockey coaching scheme was repeatedly referred to as a useful programme - both for technical support but also as a 'sounding board' for professional ideas. The feedback was that the extension of this service to more jockeys, and also beyond losing one's claim, would be of great benefit. Overall, 51% fed back they had received jockey coaching in the previous 12 months but like other sports, coaching should be engaged by potentially all jockeys consistently.
3. Jockey Peer Support System	A number of experienced jockeys felt willing to provide support to their younger peers or likewise, early career jockeys suggested they would appreciate some experienced input. Such a forum was also advisable in relation to mental health with peers particularly understanding some of the personal difficulties involved. Whether such peer support is formal or less structured, there is an opportunity for mutual sharing to be fostered and supported.
4. Savings & financial advice	A number of jockeys expressed concern over their financial position, or more specifically the precarious nature of their work to maintain a mortgage etc. Some interviewed suggested a system in which early career jockeys had to mandatorily dedicate some of their earnings into a savings fund to act as a buffer against a performative 'slump' later on in their careers. Certainly, 43% of jockeys reported having savings for when they retired but a further 29% stated they had no measures in place financially. A more formal scheme therefore may be useful, particularly considering only 7% of jockeys received any financial management advice in the last 12 months.
5. Regular, compulsory, sport science input	The support provided through the IJF and the PJA was commended by all involved. The request simply was for an expansion of such support, particularly to those non-injured jockeys. The ambition was for more regular 'check-ups' for jockeys, closer to home rather than them having to travel. A regional based system like that used in the home country Institute of Sports may be aligned to a similar expansion. Certainly with those who had sought mental health support from the industry, 75% had used either the PJA or IJF existing systems with 87% happy with the support offered.

Profile of Respondents:

According to the BHA there are 450 licensed jockeys and 300 amateur riders (<https://www.britishhorseracing.com/racing/participants/jockeys/>). In relation to the questionnaire, 106 responded as jockeys. Unlike perhaps other professions in racing, however, who is defined as a 'jockey' can vary. In that sense, of the respondents the majority identified themselves as follows:

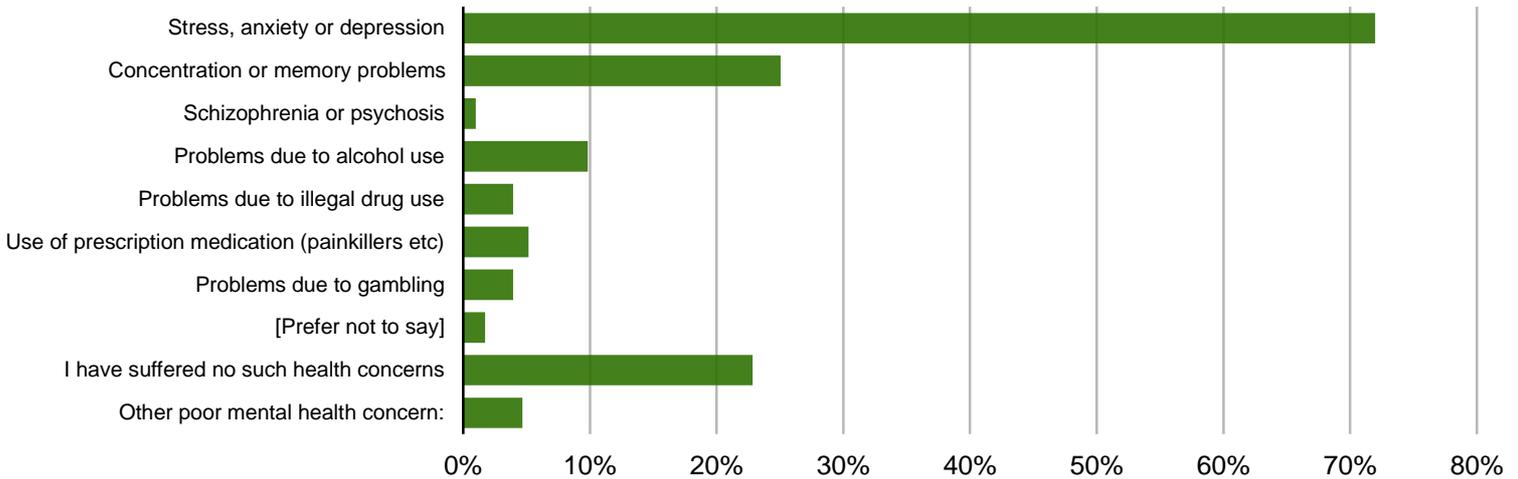


Alongside the type, jockeys also responded that they participated in different forms of racing with 53% in flat racing, 37% National Hunt and 10% participating in point to point. Many of those who completed the questionnaire stated they were in the early years of their sport, with 66% active for 5 years or less. In addition, a further 18% have competed for 6-10 years, 10% for 11-15 years and 5% involved for 16-20 years. In relation to earnings, 10% stated they earned less than £9k, 44% stated they earned less than £19k and a further 20% earned between £20 and £29k. Furthermore, around 5% stated they earned less than £39k and another 4% less than £49k. These earnings, however, need to reflect the amateur status of some respondents although with 56% of jockeys who completed the survey deemed either professional or apprentice/conditional, earnings may also reflect those deemed to have 'made it'. In addition to the questionnaire, 15 jockeys were also interviewed individually around the challenges and benefits of their work in relation to mental health. Of these interviews, 13 were professional jockeys and two riding out their claim. These interviews inform the specific themes highlighted in the forthcoming sections.

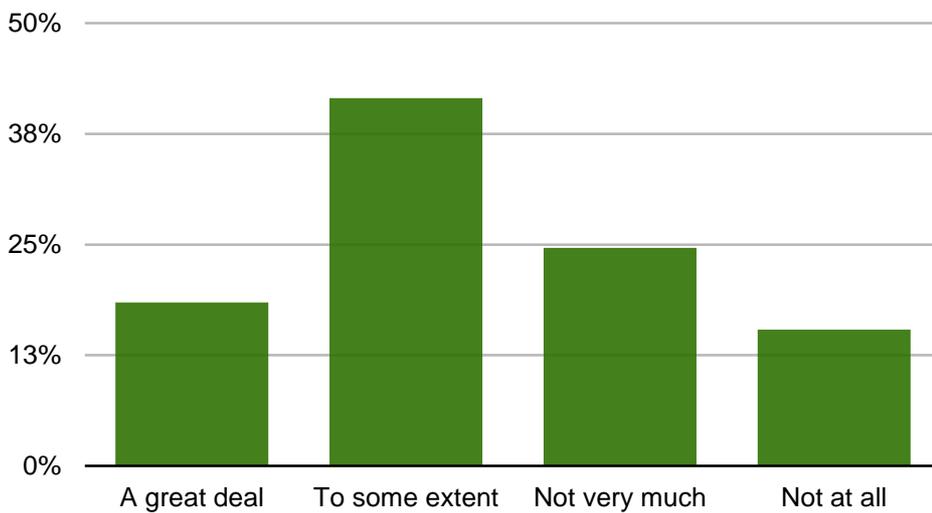
General Respondent Data on Mental Health:

As per the other cohorts presented in the report, five different questions are extracted to act as a comparison to other sections of the industry who completed the questionnaire.

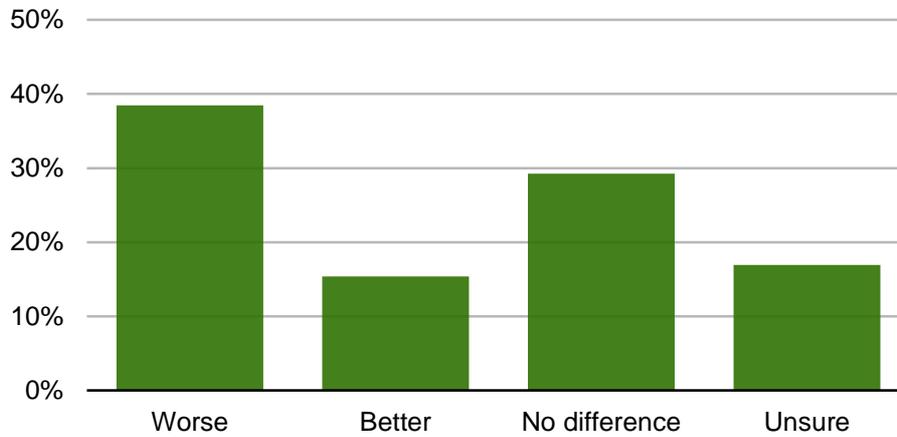
- i) Respondents were asked for feedback on any poor mental health concerns they had experienced in the last 12 months. Issues deemed to be non-clinical ('stress, anxiety or depression') were the most prevalent.



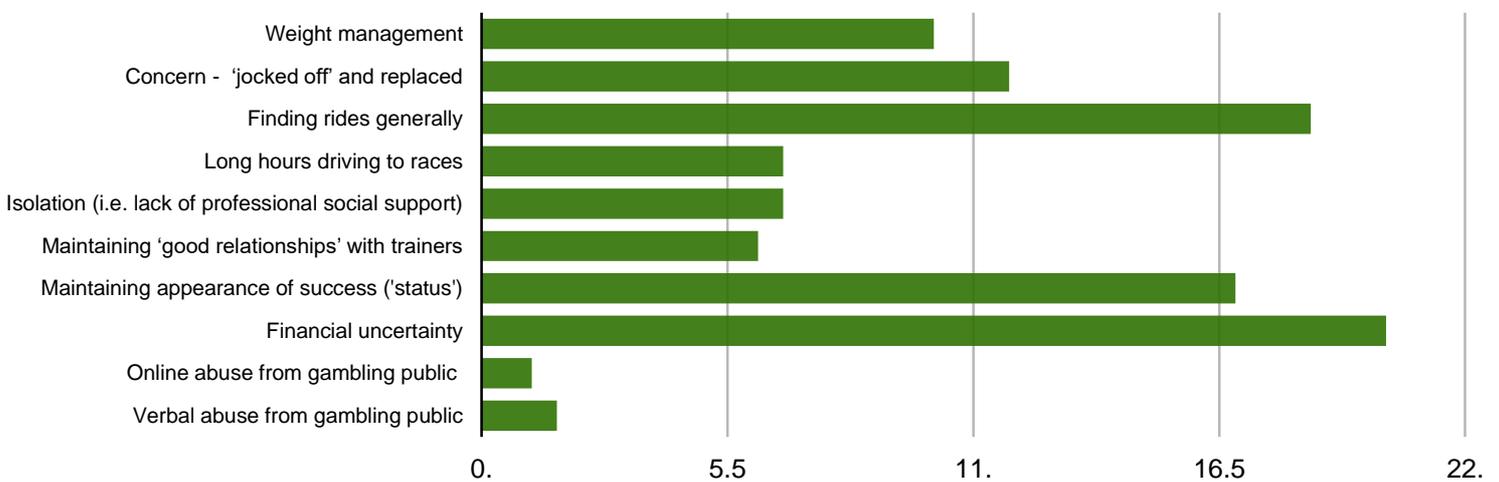
- ii) Respondents were also questioned as to how their poor mental health impacted the amount or type of riding the jockeys could do.



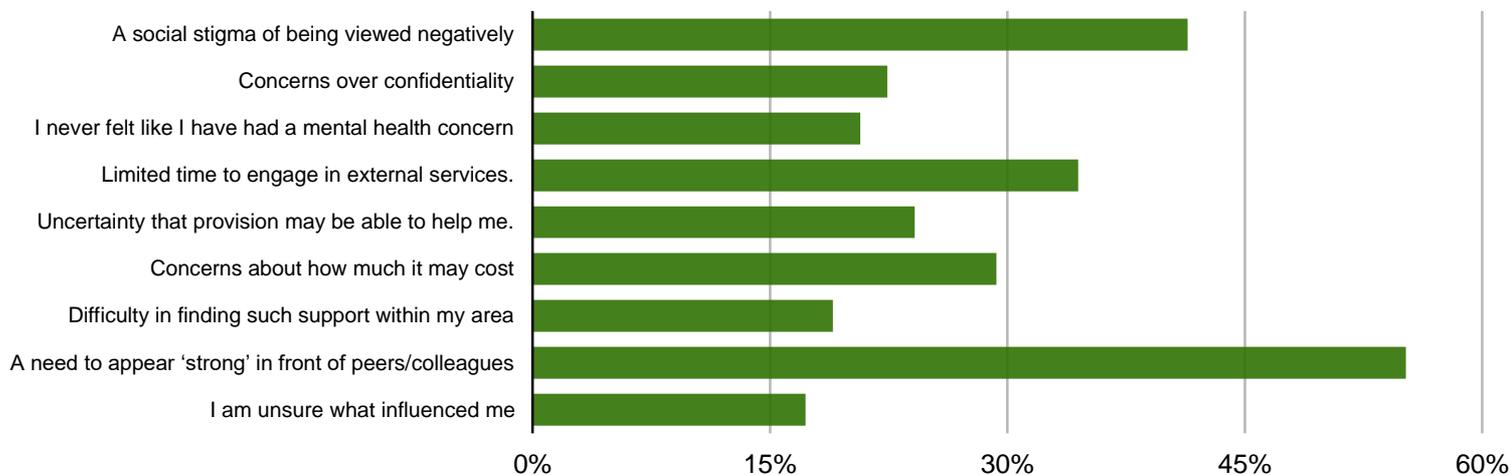
iii) Jockeys were also questioned to the extent their work had on any poor mental health.



iv) Those completing the questionnaire were asked to rank the 'main stressors' identified through the face to face interviews with jockeys, by assigning a rank between '1=Not Stressful' and '5=Very Stressful'. The chart below highlights the percentage of those respondents who assigned each item as 'Very Stressful'.



- v) Respondents were asked to tick as many of the items as they felt were applicable in relation to barriers to engagement around mental health.



Specific Themes influencing mental health:

A number of main themes are highlighted in relation to the interviews with the jockeys, which are also supported with statistics that emerged from the questionnaire. Again only the main three themes are illustrated but details of the further themes are available in Appendix 3.

Theme 1: Lonely Profession

It was remarked by a number of those interviewed that being a jockey could be a “lonely profession”. Certainly as it is an individualist sport in which the performers involved are self-employed, such a reflection seems appropriate (Dolan et al., 2011, Fry and Bloyce, 2017). Yet, what is defined as ‘lonely’ could take on a number of meanings. First, such loneliness pertains to the amount of time jockeys spend travelling on their own to races. One flat jockey reflected:

“There’s a lot of travelling. That’s the worst part of it, I think, the travelling, you know. It’s fairly... just once the season ends in October, well, November, then you’ve got your all weather season but then the tracks are very far away, you know, so it’s a lot of travelling and staying over then really, staying overnights and that, so.”

Another remarked that often a productive day would increase the amount of time you spend travelling on your own:

“Then obviously depending on how many rides I have, maybe a small bite to eat before I get in the car and then travelling back home. It could be anything from an hour and a half to 7-8 hours journey home. Pretty much every day. I mean if things are going well that would be every day.”

Another jump jockey reflected that these long periods on your own in the car could result in ruminating on the day’s work, undermining your own actions and confidence:

“And a big part is, like, you do a lot of driving in this game, you do a lot of time in the car by yourself and a lot of time, if you sit there by yourself for long enough you’ll concoct ...and think things are worse than what they are and then you’ll solve the problem and then you’ll create another problem and nothing’s happened but you’ve created seven, you know, like if I go to Ayr which is 4 hours away. And then you have a bad day and have to go all the way home and I know such and such is pissed off at me you’re thinking ‘that could be the end of me riding for him now’ and it mightn’t be, like, but you’re thinking it and you have 4 hours to stew over it”

Such ‘concocting’ was something remarked upon in general when jockeys had a ‘bad day’:

“Obviously when you’ve had...a bad day, you still, you get home and you get to bed and some people just sit in bed with the curtains shut, TV off, door shut and it just goes over in some people’s heads and they think and think and think. Some people just can’t switch off when they probably need to. It’s just wrecking you and then before you know it it’s 3 o’clock in the morning and it’s just, it’s amazing how quick time flies when you’re just, when you lie there and it’s wrecking you.”

Loneliness also seems to manifest itself in terms of how jockeys can become isolated from various forms of social support. Certainly for those who had experienced poor mental health in the last 12 months (see ‘General Respondent Data i), 83% of jockeys had not taken any time off for such poor health, and also another 83% had not sought any assistance from the industry for their mental health in any way. Although support is available through the PJA and IJF systems, jockeys may isolate themselves owing to the perceived self-stigma (41% of respondents) or ‘tough’ perception they wish others to have of them (55% of respondents) (see General Respondent Data - v) (Schaal et al., 2011, Bauman, 2016). However, the expanding conditions of work may also limit a jockey’s availability to reflect and engage on issues of mental health. In the interviews it was felt that, in terms of support, you could become isolated particularly younger jockeys without families:

“You have friends and stuff but family is family, you know what I mean? Friends are friends and your family is family and a lot of, you know, you come home and you’re living in a house with a load of lads and they’re probably your competitors too and they sympathise with you but also they’re quite happy because it’s giving them an opportunity maybe to step in and, you know, so it’s difficult for Irish lads especially cos they don’t go home to that (family) environment”

Another simply remarked on his rise through the profession as a fairly isolated endeavour:

“As you’re coming through and you start doing well, no-one really likes it cos they don’t have the heart to try and do what you’re doing and they didn’t get there so they don’t like it. You get the odd people that are really, really nice but you’re almost on your own as you’re coming up through the ranks, making your own decisions.”

Even for those jockeys with families, it was highlighted that their profession could impact on the personal support systems already in place, potentially isolating them further. One jockey remarked:

“Because you’ve had a bad day, the family can sense you’re not in a very good mood and things haven’t gone right, and unfortunately it rubs off on the family and then, you know, there’s tension between the family sometimes you’ve just got chucked off a horse, you’re not happy, wife’s not happy and that then snowballs into the children as well, you know, it can sometimes, create a bad atmosphere and then you’ve got that to deal with as well.”

Certainly all of the jockeys in the interviews reported that they wanted more contact time with professionals around their psychological well-being as well as increased family time. Jockey coaches were mentioned as one form of contact in this area, and general health:

‘Like, the other day I was driving back from Doncaster and I had two rides, thought they were two good rides and they both ran shit. Driving home, head down, depressed and my jockey coach pops up on the phone and rings me and tells me how fantastic I was and like, just coming to me and telling me and then I was like ‘oh, it’s not so bad after all’. Someone else’s opinion, I’m sat here with my own opinion of how it went and then someone is telling me what they saw.... Just a phone call was all you need really. Just advice.’

Others hoped for systems in which psychology professionals could effectively conduct a form of regular house call may also be of benefit in terms of mental health and isolation:

“I don’t know. I think maybe, like, someone or people, like, trained psychologists, sports psychologists to kind of come out to everyone individually and have a chat, maybe, like once a month, once a year whatever, see how you’re getting on cos I think people just get into a rut and just don’t want to seek help or anything like that and, like, we know that there’s help lines and that and there is people about but maybe it should be, like, people out to, that’s their job, to be there for jockeys.”

Overall, loneliness and isolation is part of the job of a jockey owing to the amount of travelling they do on their own. However, such isolation often means they can ‘overthink’ or ruminate unnecessarily on certain aspects of their work. Furthermore, the stigma and ‘tough’ perception may mean they are hesitant to seek support, thus requiring increased provision to be brought to them, perhaps part of a mandatory process.

Theme 2: Financial Uncertainty

Like loneliness, financial uncertainty is not straightforward. Certainly it does refer to the wages that many 'journeymen' jockeys accrue, as highlighted in the respondent profile with 44% earning less than £19,000. One jockey certainly remarked that managing your finances was difficult:

"But there is plenty of lads out there that can ride but they just don't get the chance. It took me years and years and years to get going. I was riding two winners a year, three winners a year and then it all comes, at the end of it some lads have to pack up because of the financials and that's another thing. The riding, that's easy, managing, like, their money and stuff, that's...(shakes his head)"

Another flat jockey remarked that it was difficult to obtain some of life's securities through the wage and circumstances they were engaged in:

"Like no jockey can get a mortgage, it's so difficult trying to get a house or anything like that. That's why it's so good starting off as an apprentice for so long because then you can kind of build up your relationship but then, as soon as the claim goes, you're out into the big, wide world and no-one has to use you. Like, so many jockeys struggle, they end up just riding out just to get paid and then in the afternoons just having the odd ride but ... that's why you wanna be riding a lot now (summer) to get a few quid together to keep you tied up for the winter...pretty much every jockey is looked after in the summer and then winter time it all falls apart and you really struggle to earn a living in the winter. There's no financial stability at all, like, month to month, it's different every month".

The financial uncertainty that came from racing was reflected in a lot of jockeys highlighting that they did not take time off for 'fear of missing something' i.e. not securing new rides or losing the ones you had. Within the questionnaire for example, 47% of jockey respondents fed back that they took no time off in the last two weeks prior to taking the survey. Furthermore, their working days were also relatively long over these two weeks with 37% working 8-9 hours and a further 20% 10-12 hours, although this figure may not include hours spent driving (Speed, 2007). Like other cohorts in racing, holidays were rare for jockeys, with 27% reported taking no holidays in the last 12 months, 39% once and 17% twice. As well as the 'relentless' demand (as is highlighted in theme 3) jockeys feel their professional security is undermined if they take any time off. One flat jockey remarked:

"For myself the only time I would have off was if I was banned because obviously I ride abroad as well so I'd have to cut my season short in the UK to ride abroad. So downtime, there isn't any. I mean, I suppose if you were one of the top 15 jockeys you could afford or not worry about missing anything, taking a holiday with your family...but me personally, I couldn't take time off as such to go on holiday. If you are one of the top boys, if they had a week off they'd be almost guaranteed to get their rides back where if a journeyman jockey was to have a week off half way through the season, somebody jumps on them horses, or, wins on them, you'd probably never get back on them again... I've been riding for 15 years and this is the first time (as injured) my wife and my two children have had two weeks holiday with me without a horse."

This fear of missing out as impacting your wage was detailed by another jump jockey also:

“In my decision to take time off, you’d be thinking ‘I’m gonna miss out on this, miss out on that’, my wage is going to be bad so you won’t even take a few days off. It’s one of them momentum games. You have to keep the wheels turning.”

Others felt that they needed to continue their jockey profession in order that they could maintain their current personal circumstances. One jockey honestly suggested:

“I ask myself every day of the week how do I keep going and I don’t know. The thing is, the thing is you’ve got, it’s your job, the only job you’ve got, for a lot of people and your, it’s your wage, you’ve a mortgage, wife, kids, you know, that’s what keeps you going. I can’t stop. I can’t stop until someone says ‘here, you can do this job for this much’ and then you can stop.”

The sense of insecurity, therefore, drove jockeys to extra lengths to maintain their income. Such lengths also ensured a desire for them to stay ‘fashionable’ in the eyes of trainers and owners. It seemed a large amount of emotional labour (Hochschild, 2012) was deployed by jockeys here to put on a positive ‘front’ to those who may provide them with work, or as one jockey bluntly stated, *“you’re like a toy, fashionable”*. Another stated: *“Well ...if you manage to have a bit of luck people will start using you and the more people do it the more other people will want you”*, but he continued by stating though, that *“you could be the greatest jockey in the world and struggling, you know.”*

Looking to be fashionable could potentially encourage jockeys to display success beyond their means to encourage more work. On asking whether being deemed ‘fashionable’ was important one jockey responded:

“Massively, massively. If you can get, like, a big trainer to use you all the other trainers will go ‘oh my God, he’s getting used by him’ and jump on the bandwagon and then you get good rides and then you ride winners and then it comes like that. You’ve got to be riding winners. But you can have some guy that rides just as well but he’s not been as lucky to get on a well handicapped horse or the right horse and, you know, it’s so, like, I always say, like, there’s no rules. It doesn’t matter how hard you work or how good a rider you are, it just doesn’t guarantee success. Like there’s so many good lads that I’ve seen, as I’ve come through riding that have just quit ...they’re just as good a rider as me but because things just haven’t gone the right way and trainers haven’t supported them and I found that was probably the hardest lesson that I learnt when I was coming through as an apprentice is that there’s no rules. As I say, it doesn’t guarantee success.”

For jockeys then, their work is already financially precarious placing psychological strain on them at a personal level. This insecurity is not simply around wages and being self-employed, but is also exacerbated by a concern of ‘missing out’ on financial opportunities along with needing to maintain a favourable interest amongst would be suitors like trainers and owners.

Theme 3: Relentless Itinerary

Within this theme we have brought a number of lifestyle factors together. Essentially, these factors are the long hours travelling, the demand to make weight constantly, and the reporting of sleep deprivation. We bring these together as we feel they exacerbate each other in different ways to create an unhealthy working lifestyle for many jockeys. For instance, all of the jockeys remarked that they felt there was 'never a let up' in their jobs. Certainly 63% of jockeys agreed their job had become more demanding over the last number of years, alongside 67% agreeing they were under constant time pressures due to a heavy workload. Furthermore 36% strongly agreed, and 53% agreed that people close to them felt they sacrificed too much to be a jockey. Such a working life therefore was summed up by one young jockey who remarked:

"It's so relentless. Last year I was, I was riding pretty much every day, a couple of rides a day and it was so relentless. Because I was too, I wouldn't say greedy, I'd say ... I didn't want to miss anything so I was taking everything I could and you could feel it. So, it was so relentless in that way and yeah... you're constantly, you can't rest. Your brain's always on constantly ... and I don't think people realise it until they have to go through it, there aren't any other jobs like it."

A number remarked how difficult it was to get to races, particularly through traffic, in order to compete. In talking to the jockeys, there was a constant sense of intensity, summed up by one flat jockey who illustrated:

"Saturday I rode up in York and I literally only just got there, the traffic was horrendous and I got there and I was shaking cos I had just driven so fast up the road and then you're straight on the back of a horse then and you're riding this horse like a lunatic because your head's going round a million times an hour, you haven't had time to sit down, a cup of tea or anything, straight on the back of a horse and then you've got all these people's expectations riding on your back for this minute that you're on this horse and then it's all over. And then you can have a ride in the next race and you've got 10 minutes for the next race, hat on, out, in and out and like, I think the driving probably makes it 10 times worse than it has to be because you're just worrying. You're sat in the car and you worry about whether you're going to get there or not and your head's fried when you get there cos the traffic's bad."

Another jockey remarked that they needed to find ways to accommodate the 'pressure' of getting to the courses:

"For the likes of myself, obviously getting up early morning, the pressure of getting to whether it's the race course or getting to where you need to be to ride out, obviously I'm, I've driven 2 ½ hours straight from waking up, and that's obviously, you know, a lot of strain on you getting up very, very early to go and ride out but if you're not doing that then you're not getting the rides because you're not riding out."

Coupled with the 'relentless' schedule that many experienced, a lot of jockeys felt that the long driving exacerbated by the need to constantly manage their weight (see Dolan et al., 2011, Wilson et al., 2014). Indeed, one jockey highlighted that making weight and driving could occur together:

“I’ve done 13 ½ lb in 22 hours and it was, driving down to Epsom and I was sat in the car with the heaters on full blast, the layers I had, two tops, coat, woolly hat on and there’s people, like we were sat in traffic and there’s people with their convertible roof down and shorts and t-shirt and it was something like 28 degrees outside and it was roasting and I still had to get there and drop another 4 And then, like, it took me 2 ½ hours to get down there with the heaters full whack and get down there and go for a run round the track and then sit in a sauna for 3 hours. Even if, killing me, and you get down to, the thing didn’t even jump off. When you’re going down there for that one and you’ve done all that, to do the weight and it don’t even jump off, that’s, God, you can’t, if it don’t want to do it, it don’t want to do it.”

Others felt ‘sweating’ to make such weight generally was a physically and psychological drain with another jockey remarking, when asked how he was feeling:

“Starving.... it’s the weight making that’s the hardest thing and because that’s so hard it ruins everything else. You can’t enjoy any part of the day really even though, even if you win you’re more interested in getting something to eat and lying down rather than enjoy the moment. It just it stresses you out. It’s intense, everything’s very intense. I know what it’s like to go racing and to have food and to have tea on the way and a bit of breakfast and everything, a different human being like, but that’s a very rare thing...Cos you’re lacking food and drink like, you know, and what happens to people when you’re deprived of fluid and obviously you’re dehydrated and, just, you just don’t have much craic coming out of you, you know what I mean?...There are certain people in the weighing room, like, when they’re doing lights you just leave them alone.”

Alongside the constant travelling and demand to make weight, a number of jockeys also reported irregular sleeping patterns. One jockey remarked:

“I mean I love my job and I suppose 98% of us would say the same but the travelling, sheer pressure of being fatigued, I mean I, on no end of times, I’ve tried to come back from an evening meeting, rode out in the morning, gone racing, evening meeting, I’ve drove back, got an hour away from home, felt sleepy at the wheel, pulled over, couldn’t manage to go home, otherwise I’d have ended up in a ditch...jumped in the back of the car for an hour so, you know, have half an hour... get back in the road, get home, maybe get my head down for another hour and then I’m up riding out in the morning again.”

Another jockey felt the battle against fatigue was a constant struggle:

“Oh a lot of lads will be struggling, yeah, some more so than others. I’m one of the worst! You don’t actually realise how tired you are until you get a day off and you think Jesus Christ... it hits you, if you don’t stop, you’re going round and you don’t even know what day of the week it is. A lot of lads are driving, they’re that tired they don’t even know what day of the week it is. One day rolls into the next, you don’t know where you are, whether you’re coming or going.”

Often, when things are going well, the lack of sleep seemed to be the most persistent. One young jockey illustrated this point well:

‘When you are doing well and you’re in to a good roll, you know, you’re getting plenty of rides, it’s so relentless, every single morning, getting up at 5 o’clock, you’re not going to bed until 11, you know, 12, 1 o’clock. You’re getting back at 10.30, 11, and then you’re wide awake for 2 hours cos you’ve just ... just constantly going and going and going’

Overall, the travelling, combined with the constant weight management and fatigue means jockeys are potentially indulging in a ‘cocktail’ of lifestyle factors that may not be conducive to good mental health or performance. A number of jockeys summed up this lifestyle as a “*daily grind*” that can lead to “*your head being fried*”. Indeed, the feeling also that they can influence such ‘grind’ may be limited with a sense of control collectively self-reported in the questionnaire as 4 out of 10, which seemed low for a mainly self-employed workforce (Millán et al., 2013) with job control a strong predictor of good mental health in work (Harvey et al., 2017 p. 308). In addition, one experienced jockey felt this grinding process was intensifying:

“I just think you have to man-manage yourself. Sometimes you’ve got no choice, you’re up at 5 on a Saturday, you’re riding out and then you’ve got two meetings but you’ve got light, so your head’s scrambled the minute you wake up. You’re thinking ‘right, just get this part done’ but you’re thinking ‘right, I need to drive there ...’ so you’re always, you’re always trying to keep a step ahead of yourself, if that makes sense? Jockeys work harder now than they ever have. There’s more racing, there’s more night racing, there’s more horses, there’s more trainers and everybody, they want you riding out but if somebody better came available on the day to ride, they’d, they want them.”

It was also felt that this form of intense working activity was not the best preparation for jockeys to perform at their optimum once they got to the track:

“I mean unfortunately, I don’t know what the percentage is out there but there’s so many jockeys out there would be going to work not in the right frame of mind, whether it’s to do with fatigue, dehydrated, no food in you...just had a bollocking or, you know, you rode a bit of a piece of work wrong and you’re turning up and you’ve got to go in the sauna as well or have a run round the track or even both.”

Another jockey was worried about what his working life would do to his long term physical and psychological health:

“I’m always worried about my health...Always thinking about it, thinking...I’m getting to the stage now where I’m thinking ‘what am I doing to my body, I need to stop soon’. I’ve been thinking that for about five years.”

Overall, the jockeys reported concerns around the intensity of their working lives. Of course, individual issues may contribute to these ongoing relentless elements, but in the questionnaire the jockeys generally reported their personal life away from racing as 4 out of 10 in terms of stress (10 as very stressful) while

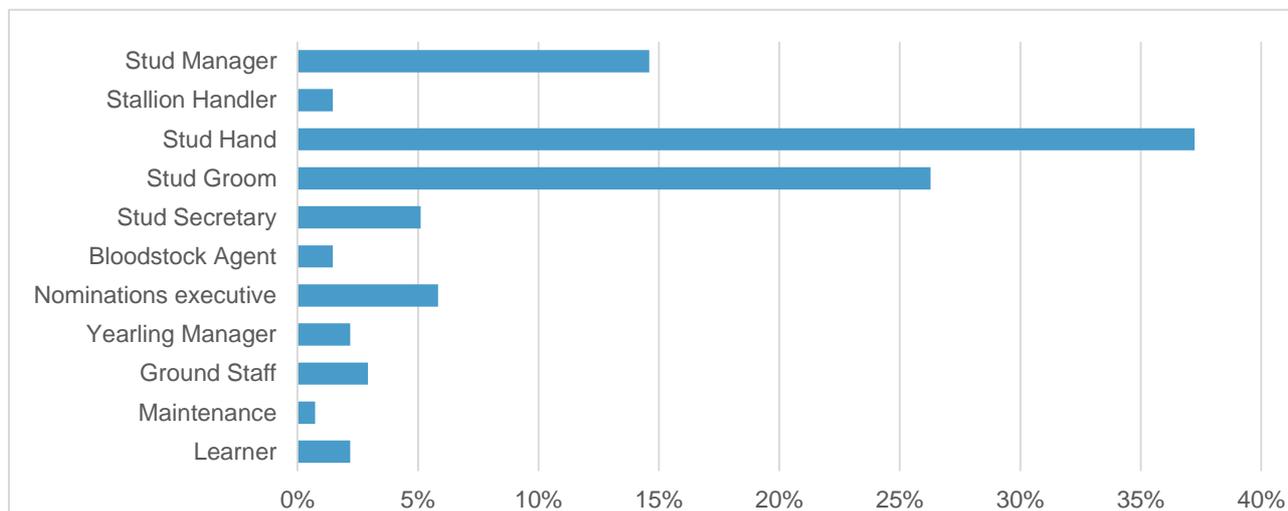
their job was rated as 7 out of 10 for stress. In essence, these figures highlight that jockeys attribute much of their stress to the work they do. Numerous factors therefore come together here to create this working intensity, and likewise a multifaceted approach will be required across lifestyle support, sport science, medicine and occupational health to ease some of these issues for jockeys.

Stud & Breeding Sector - Specific Recommendations on enhancing good mental health

<p>1. Expanded, tailored, managerial and supervision training</p>	<p>From the interviews, a number of the participants argued that there was a need for improved managerial training, particularly middle management, in order to: foster self-care on the part of such management; increase awareness of workers’ rights and responsibilities; and to develop appropriate interpersonal skills to manage staff.</p>
<p>2. Identify smaller, more rural studs that may need greater support</p>	<p>There was also concern from the interviews around how smaller studs were supported in isolated communities and with limited staff. Indeed, it may be difficult for such studs to access training and support around mental health. With 54% of respondents receiving no training at all in the last 12 months, and only 6% on mental health, there may be issues around dissemination across the industry on well-being support.</p>
<p>3. Mental health to be integrated within thriving and performative factors not simply paternalism</p>	<p>One of the major themes to emerge was the dependent nature staff can have on their employers for care both personally and professionally. Although such care at a moral level should be maintained, it is important that workforce independence, and good mental health, is also fostered through performative means. For example, those who wish to remain in stud work cite ‘working directly with horses’ (89%) and ‘trusting relationship with employer’ (48%) as the means to remain. This sense of work enjoyment could be expanded in relation to opportunities to learn, sense of workplace progression, shared goals and outputs etc.</p>
<p>4. Co-ordinated, sector driven response, to injury prevention and rehabilitation</p>	<p>A number of concerns were raised around injuries in relation to managing ongoing mental health, and the response to such injuries. For example, 37% of respondents in the questionnaire reporting being injured in the last 12 months, however, only 38% took any time off work for such injuries, with 44% signaling their employer was ‘not supportive at all’ in relation to their injury rehabilitation.</p>
<p>5. Greater examination of tied accommodation on individual’s working lives</p>	<p>With 60% of staff living in tied accommodation, and the concerns expressed regarding the all-encompassing nature of stud work (particularly during the breeding season), further resources should be dedicated to researching this working position and its impact on mental health.</p>

Profile of Respondents

Overall there are 285 studs within the UK (Public Perspectives, 2017, p. 1). The respondent rate for the questionnaire therefore of 145 is not a representative sample, but provides 'indicators' on concerns and suggestions around promoting good mental health. The work roles of these respondents are broken down as follows:

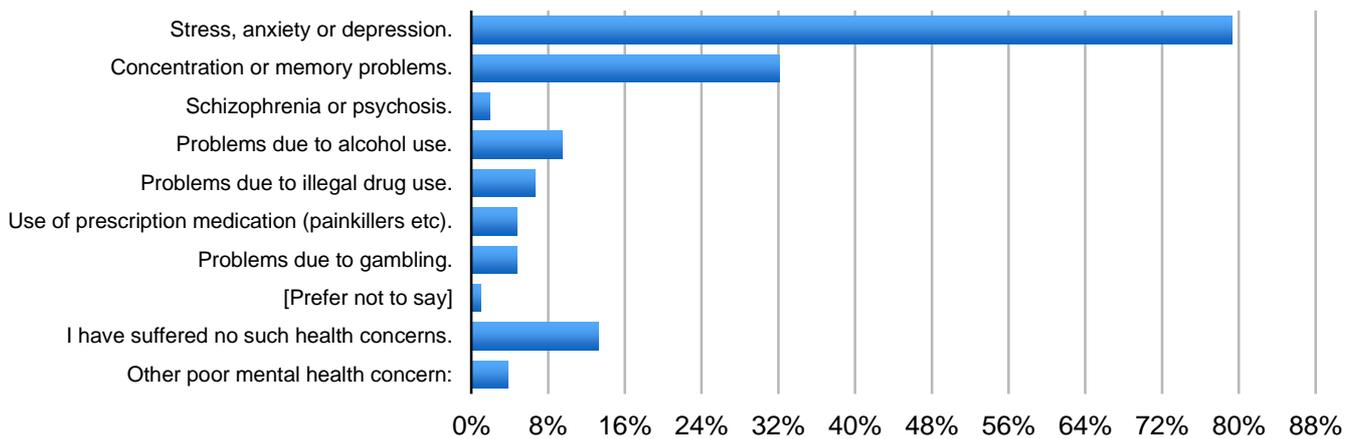


Like other respondents from the various cohorts, the largest proportion of those who completed the survey were in the workforce 5 years or less (36.96%), while another 20% had worked in the industry for 6-10 years, 14% for 11 to 15 years, and 14% for 16-20 years. Earnings came in generally higher than jockeys or training yard staff with 48% earning between £20 and £29k. For most who responded it was their full time work (86%) with a smaller number working in the sector part time (12.15%) or self-employed (2.8%). Alongside the questionnaire, 7 in-depth interviews took place with those in managerial positions within studs.

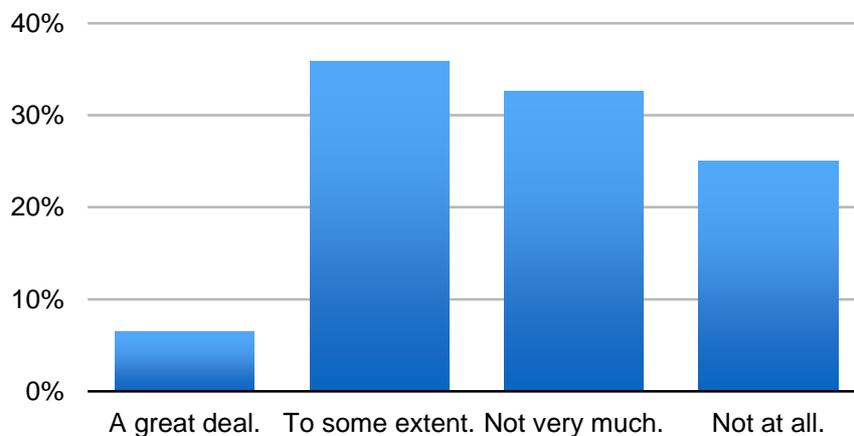
General Respondent Data on Mental Health:

Through the questionnaire, it is worth highlighting four questions that may be of note to those working within the sector. These questions and responses are as follows:

- i) Respondents were asked for feedback any poor mental health concerns they had experienced in the last 12 months. Issues deemed to be non-clinical ('stress, anxiety or depression') were the most prevalent.

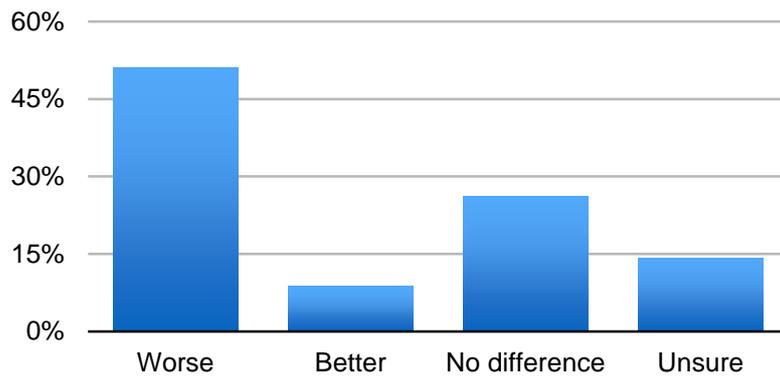


- ii) Respondents were also questioned to how their poor mental health impacted the amount or type of work they could do on the stud. Most felt their health impacted to some extent.

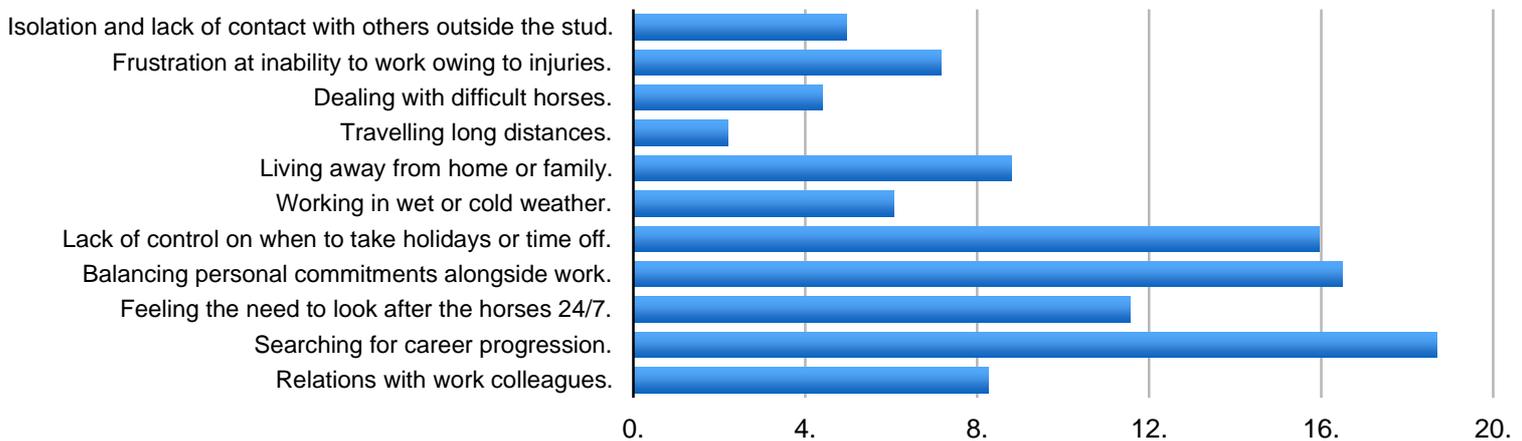


work they could do on the stud. Most felt their health impacted to some extent.

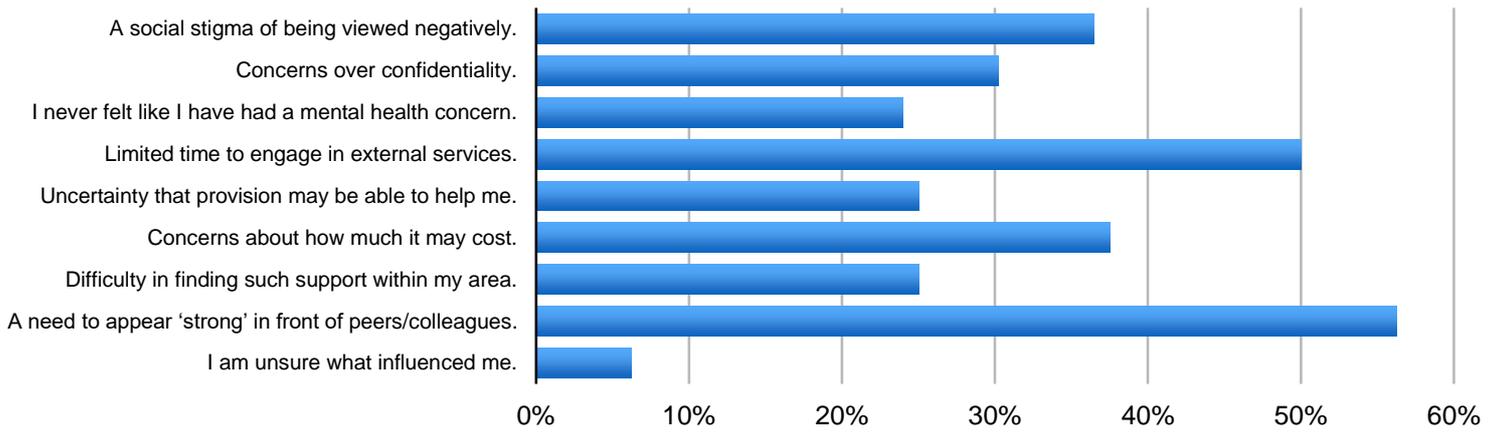
- iii) Furthermore, in relation to such poor mental health, many felt it was made worse by the nature of their work.



iv) Those completing the questionnaire were asked to rank the 'main stressors' identified through the face to face interviews by assigning a rank between '1=Not Stressful' and '5=Very Stressful'. The chart below highlights the percentage of those respondents who assigned each item as 'Very Stressful'.



v) Respondents were asked to tick as many of the items as they felt were applicable in as barriers to their engagement around mental health. Each selection represents the percentage of the overall number of respondents who selected scores.



Specific Themes influencing mental health:

Like all the cohorts a number of themes emerged through the interviews and the questionnaire but only the three prominent ones are mentioned here¹.

Theme 1: Learned dependency for both security and identity

Learned dependency is created through a person perceiving that his or her participation will not have any effect on the desired outcome - in this case fostering good mental health. In essence people can learn to become dependent on others for their sense of wellbeing (Seligman, 1972). The research here is not suggesting conclusively that such dependency is occurring between stud employers and their workforce, but there may be *conditions* in place which may foster such a position. For example, the managers interviewed within the stud described the process as a 'way of life' rather than a job. However, there were also concerns that being immersed in your work in this manner could be "*extremely feudal*", specifically, a stud manager suggests:

"It's like a feudal system and the other thing you have to bear in mind is, certainly on stud farms, the vast majority of people that work on stud farms, live in properties that are owned by the stud farms so you're not only dependent on, on them for your employment and your money, you are also, you know, dependent on them for where you live."

Such dependency within the stud sector seems to work on a number of levels, as the quote suggests. For example, dependency may be fostered by employees living on site. The research accumulated here suggests 60% of respondents reported they are in tied accommodation. In such tied accommodation, most were in a house or flat with their partner/spouse or family (46%), shared house with other staff (31%) or other accommodation which seems to consist mainly of caravans or mobile homes (13%). Although such accommodation may help individuals save and ensure security, there is a risk that workers can become 'institutionalised' at both a personal and professional level through such accommodation. One manager reflected:

"People (are) struggling on, especially if they're in tied accommodation, they don't want to retire cos they'll lose their home and they're struggling, looking after young stock or whatever and, you know, trying to have conversations with them about how people don't have to retire now so they struggle on a bit longer than is maybe good for them...quite a significant percentage of our people will live in our accommodation and many of them on our site as well so they are literally living in it, in the gates and that's their life...and they get a little bit institutionalised and it's not surprising because that's what we're asking and they go 'oh okay then' ..."

Indeed, with 45% of questionnaire respondents saying they wish to remain working in studs *because* their accommodation is looked after, such reflections may seem justified. Dependency therefore may exist at a material, security level in terms of accommodation and lifestyle maintenance.

¹ Again see Appendix 3 for a full list of the emergent themes.

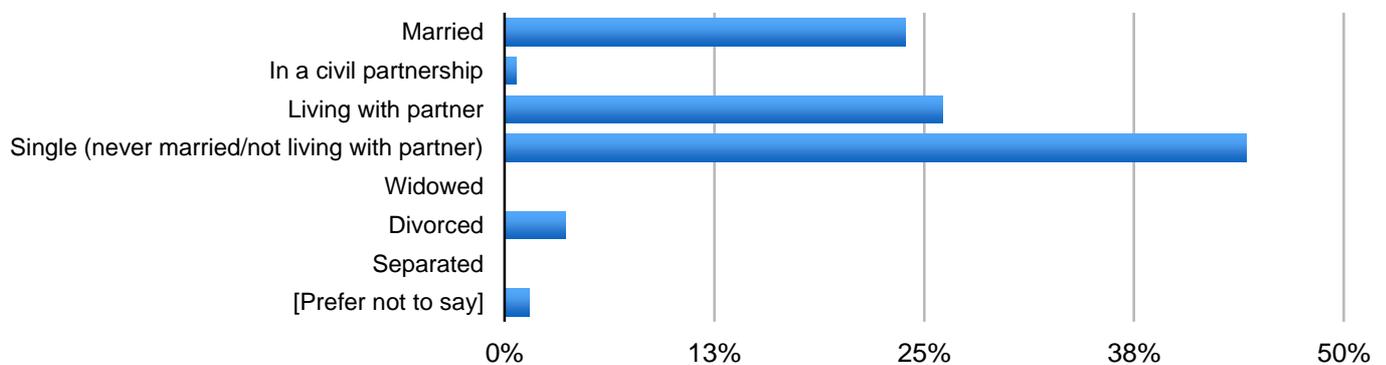
Dependency, however, may also involve a reliance on work to inform your identity (Tajfel and Turner, 1979). It was remarked by a number of managers that staff could engage in an “*unhealthy degree of involvement*” in their work. One manager reflected some workers were ‘vulnerable’ to their personal identity becoming narrowed to only reflect their working role:

“some people who haven’t necessarily got family, who are living alone, single, maybe older, maybe so, not necessarily I’m thinking of a few individuals here that have come to mind, not necessarily taking care of themselves, devoting themselves to their work, overworking, not eating well when they’re travelling, not resting, not taking their holidays, almost, like, addicted to the adrenalin of the job and not wanting to give that up, and going home to a cold, empty house and, you know, maybe they haven’t invested in their social life, family life etc so those relationships are, they haven’t got the support network”

Another remarked their concern for those within the offices also:

“(Even) the people in the offices. I mean I’ve noticed amongst women in management positions, it’s a big percentage of them are either not even married or if they are married they haven’t got any children because they’ve, again, they’ve sort of dedicated themselves. You know, I’m sure if you did some stats on it, there’d be a disproportionate number of single women.”

In terms of such statistics, the questionnaire respondents illustrated 44% of people within the industry were never married or living with a partner as the chart below illustrates.



It is difficult to suggest if this statistic is out of line with the population generally. However, in accordance with wider UK population in which 51% state they are married and 35% as single (ONS, 2017), the equivalent figures for the stud respondents was 24% as married and 44% as single. In reflecting on such figures however, age variations within industries need to be considered.

Theme 2: The ‘glass ceiling’ of career progression

In relation to career progression, it was suggested during the interviews that many workers’ mental health was impacted from the ‘frustration’ of a ‘glass ceiling’ in the industry i.e. that you could gain a certain

promotional level and go no further. Indeed, within the survey 'searching for career progression' was the number one stressor for stud staff (29%). One manager summed up this frustration by stating:

"It's the nature of the industry as such that the opportunities are limited for progress through the ranks. You can go so far and then it's the usual with most of these sort of things, you hit a glass ceiling. I would say that's a huge problem and I think some of the mental, from a mental health point of view that can have a knock on effect because I think people think to themselves 'my God, I can work as hard as I like here, I'm never going to get any further' and they either, you know, people either get out of the industry or else stay and it can affect them I think"

Another manager remarked that such a lack of progression may also push people out of the system stating that employees may come in at a young age and:

"done their A Levels, you know, they wanna, they maybe don't want to go to Uni or some have gone to Uni and they'll come out and go 'right, great, I'm off, I'm gonna make a career' and all of a sudden they realise after 3-4 years, do you know what, I don't know if I want this, this is hard work and I can't see how I'm gonna progress'. So that's the problem that we face because there's a limited number of jobs at the top of the tree."

Such issues around promotion may also involve the availability of management training, which was remarked upon as requiring some development. One manager, on asking what improvement would she seek she responded:

"I think it would be right at the ground level and the quality of supervision, the skills and competencies of supervisors to motivate teams, to listen, to have a conversation with people and, you know, just, just be able then to have a better quality of relationship and understand them better."

Indeed, such training was something the studs were trying to work on at a management level at least stating the need for better supervisory skills, in which managers need to:

"be more self-aware of how they impact, and this is stuff we've been trying to work with on our programme is yeah, have a bit more self-awareness of how I influence other people, how I have a good quality conversation, how I might recognise when somebody needs a bit of help, how I might approach that conversation rather than just you know, thinking I've got to be a strong leader and being a bit of a bully and being tough...rather it's a bit more 'we're all here to look after each other and be a team together and to do that we need to know each other and we need to look out for each other', a bit more of that type of culture. It's a tough, it feels like a tough place to be and I think it doesn't have to be as tough as it is. It could be a bit more of a human environment."

It was added that such management training needed to be extended beyond the major racing centres also, to ensure those studs in more rural setting gained such support as was reflected by a manager in a leading stud:

“If you say ‘oh right, we’re gonna run a management training course at Newmarket’, well, that’s fine if you’re a stud farm in Newmarket and you’ve got plenty of staff. If you’re a stud farm in, I don’t know, out in the sticks somewhere or down in Hertfordshire or something, you’ve gotta be prepared to send people away for a day or a day and a half and you might not be able to afford to do that because those middle management people are probably, are your supervising, supervising your other staff. So there would be a lot I think, you know, in Newmarket you could do it, get away with it but I think there needs to be more, maybe more training out, around the country, do you know what I mean?”

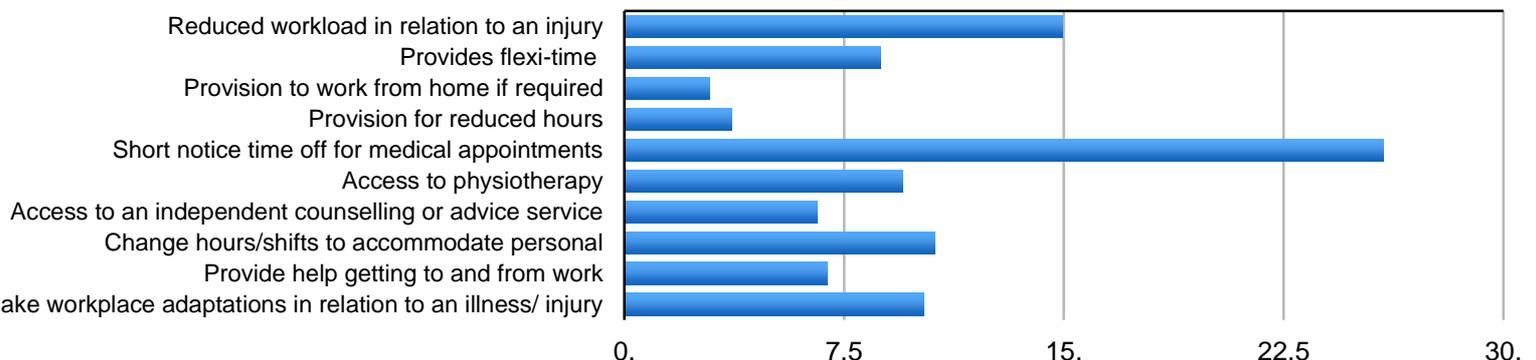
The frustration and stress of the ‘glass ceiling’ therefore was not simply at the lack of opportunities for progression therefore, but the quality and availability of training for those currently in, and pursuing, managerial opportunities.

Theme 3: The challenge of maintaining a work-life balance

It was remarked that finding a balance between work and a personal life was a constant challenge for those in the breeding sector. Some of these concerns were the sheer amount of hours stud staff dedicated with one manager remarking:

“If we could somehow reduce the working hours for people and just allow them to start having a bit more balance instead of this unhealthy degree of involvement and then the support systems get sacrificed, the nutrition gets sacrificed...and I think that can only happen by some structural change”

In terms of the questionnaire respondents, the average working day during the off-season was comparable to other sectors in the racing industry with 41% working on average 8-9 hours a day. However, the length of a working day *during* the season was more diffuse with 26% of respondents working 12 hours+ per day, 24% working 9-10 hours and 25% working 8-9 hours a day. Alongside the reported length of the hours, a particular issue was the lack of flexibility in working patterns. When asked in the questionnaire what was offered through their workplace in terms of such flexibility, the respondents provided the following feedback in terms of what *they are aware of being offered* to them in relation to workplace flexibility (the



higher percentage relates to a greater availability):

One manager, for example, remarked that the stud sector could be ‘old-fashioned’ in relation to such working flexibility citing maternity leave as an example:

“And, and once they start having children they want to come back part-time and there’s a lot of resistance around because they’re like ‘this is the hours you work in racing’ and they don’t want to consider part-time or job sharing or, you know, these sorts of things that are being looked at and other employers are looking at and they say ‘no, it won’t work, we can’t run the yards like that’. You’re telling me you’re short of staff but we’ve got to do things about that to keep people in, you know, you’ve got women going off on maternity leave and they can’t come back because they can’t get the childcare.”

Those returning from maternity leave of course have the right to request such flexible working, but not necessarily to receive it. However, such a lack of flexibility may inadvertently create concerns around childcare maintenance for staff:

“People say, you know, you don’t work with horses for the money, you work with horses for the love of the horses and the job and you should love your job but I think you should, you should also have a good balance. You should also be able to have a family, you know, for example, if you get to, you know when you get to your 30s, people might have children, most of the people that have had children are either, well I know of one working in the industry, most have either left the industry by then or then don’t return to work because childcare and things like that and I think being able to, yeah, the, the hours being more workable for more people.”

The lack of flexibility in working patterns, therefore, may fail to accommodate the life transitions experienced by many employees. In addition, it was also felt the all-encompassing lifestyle removed much of the personal life outside of work, with one manager reflecting leave time was limited with employers stating:

“this is when you take your holidays’ so it’s quite, very structured and they have to dedicate their lives to, you know, 7 days a week, 24 hours a day in those peak times, so they have to be very dedicated and it doesn’t leave much room for them to have much of a life outside of racing or the studs...it’s still quite tough and they, you know, they have to go and I think there’d be a bit of a feeling of ‘I’m going and asking for a favour by asking to book a holiday’. You know, there might be some studs and some, you know, ‘do you have to have it then, this is our really busy time?’ you know and so people are, will have, feel that pressure of they can’t leave, they’ve got to be on the yard, they’ve got to do their horses and they’re in very early, 4.30 in the morning in the summer and in the winter it’s a little bit later but it’s, the weather’s really bad, they have a bit of time off in the middle of the day and then they’re back and it’s a relentless, you know and these horses need care 7 days a week and there’s the pressure of that on everybody really.”

The nature of the work also eroded the boundary between work and life, with one manager providing an example around the festive period:

“At 9 o’clock on Christmas Eve, if a mare gets colic then you’re going to the vets, you’re not going to be at home watching TV with your family. If you’re on call you’re going to be away. It’s the same for a lot of it, it’s not that different from a lot of industries these days. Years ago it used to be quite

unusual, we'd be working Christmas Day, Boxing Day, whatever.... But I think because of the nature of the work and the, although the hours are regular for people I think, you know, there's always that element of 'oh, can I go out or do I need to stay close because maybe that mare looks a little bit uncomfortable?' and you go home and say 'I don't really want to go because I'm concerned', you know and then it all, over a period of time, has an effect, I think."

As well as the care for horses impinging on such a boundary, the proximity of many workers to their workplace reinforced the notion of a 24/7 job:

"It's a wonderful environment, you know, to bring children up in but you, the trade off against that is the fact that if you work for the farm, there's a strong possibility you've got to live in a house. Now the reason they provide the houses isn't because they're particularly generous, they also know that if you're living in the house and they have a problem at 3 in the morning, they can bang on your door and say 'you've got to come and help'."

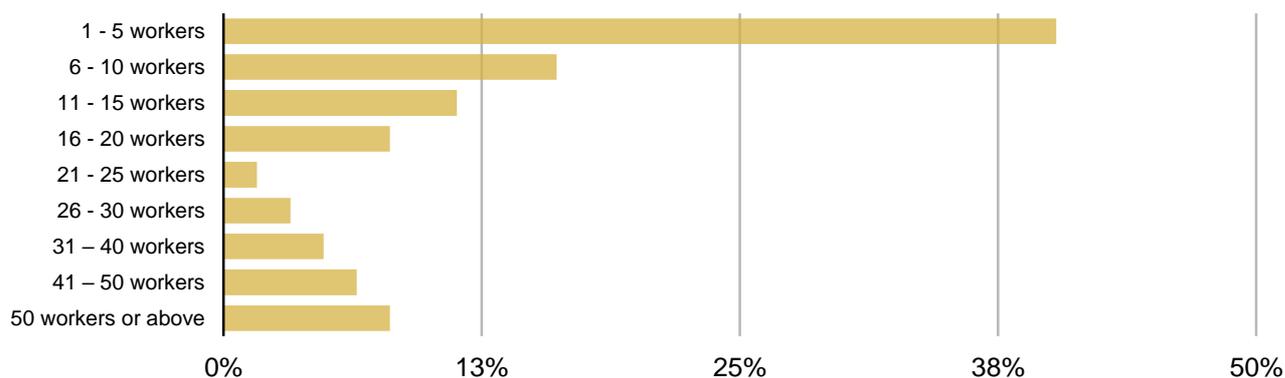
Overall, the inflexibility of the working patterns, the requirements of the horse and the proximity to work could begin to erode relationships and personal support through and thus an incremental, *"drip, drip effect"* on mental health as one manager referred to it as, of missed dinners, events, time away together and so forth.

Section 5.4. Trainers

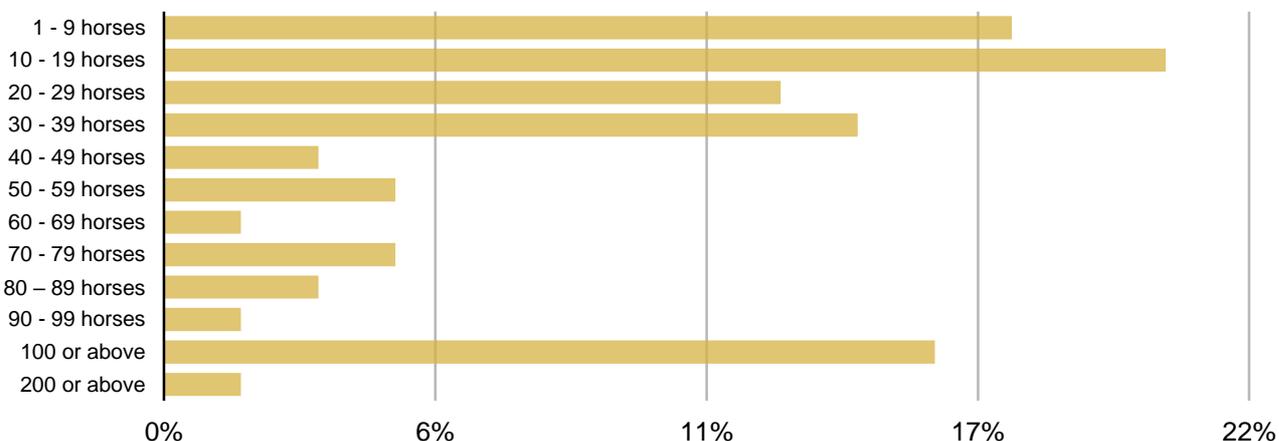
Trainers - Specific Recommendations on enhancing good mental health	
1. Debt collection Management System	Numerous trainers asked for a debt collection system to be implemented to help recover bad debts from owners. It was remarked that there was a 'looseness' of payment which did not foster a positive working structure or relieve personal anxiety. A third party was suggested (e.g. Weatherbys). With 'financial uncertainty' and 'bad debts' the second and third respectively 'very stressful' themes, and that 51% of trainers are taking home £19,000 a year or less in net personal income, robust debt collection seems an essential supportive mechanism.
2. Enhanced business support - particularly in first 18 months of trading	The business precarity for trainers would suggest a greater need for some business and HR support, particularly in the early months and years of training. When asked if work is on their minds when they go to bed 45% agreed and 45% strongly agreed. Furthermore, when asked if they started thinking about work problems the moment they woke in the morning, 45% agreed and 47% strongly agreed. In addition, only 8% had received or engaged in business development training in the last 12 months. There is a need, therefore, for trainers to be aware of, and supported through, their work to ease some of this mental exhaustion.
3. Greater resources and development of the National Trainer's Federation (NTF)	Many of the trainers appreciated the support offered through the NTF and felt it was delivering a good service within its means. However, others wanted it expanded to become closer to something akin to the 'League Managers Association' (English football) as one trainer suggested. Certainly in relation to the demands of their work, 51% agree and 41% strongly agree, it is increasing over time. With 53% engaging in no workplace training in the last 12 months, the NTF would seem ideally placed to help ease the increasing business strain through their activities.
4. Provision of executive coaching/mentoring	A number of trainers remarked they would like some individual feedback on their work either in terms of managerial skills, performance support or psychological well-being. A mentoring scheme may be of benefit to help ease trainer isolation and provide another avenue for social support beyond their immediate families.
5. Increased dialogue with trainers and their families around physical and psychological services on offer	With 59% of trainers responding that family members helped run the enterprise, it may be more appropriate to see training yards as family businesses rather than individualist ventures. Currently, physical & now psychological support is accessible through Racing's Occupational Health Scheme for such families. However, a number of trainers, and their husbands or wives, expressed a sentiment that such a scheme was for yard staff only. An increased dialogue with trainers and their families is required, therefore, to ensure they feel comfortable accessing this resource.

Profile of respondents:

In the UK there are 476 registered trainers (as of the NTF website, accessed 18 March). Within the study, 30 trainers were interviewed in person and another 74 filled in the survey. As per the other cohorts, a number of overall statistics are worth mentioning. In terms of the type of racing most of the trainers are both national hunt *and* flat (39.06%) with some solely focusing on the former (28.13%) and others the latter (32.81%). In terms of years' training, the largest group were trainers in their first five years of being active (29.69%), a further 21.88% were 10 years as a trainer and 18.7% were 11-15 years. Interestingly, there was also a cohort of long term trainers (26 years+) of 9.38%. Most of the trainers who responded in the questionnaire are small enterprises. For example, in relation to staff, the majority have five or less as highlighted in the graph:



This small amount of staff was also matched by most having a smaller amount of horses:

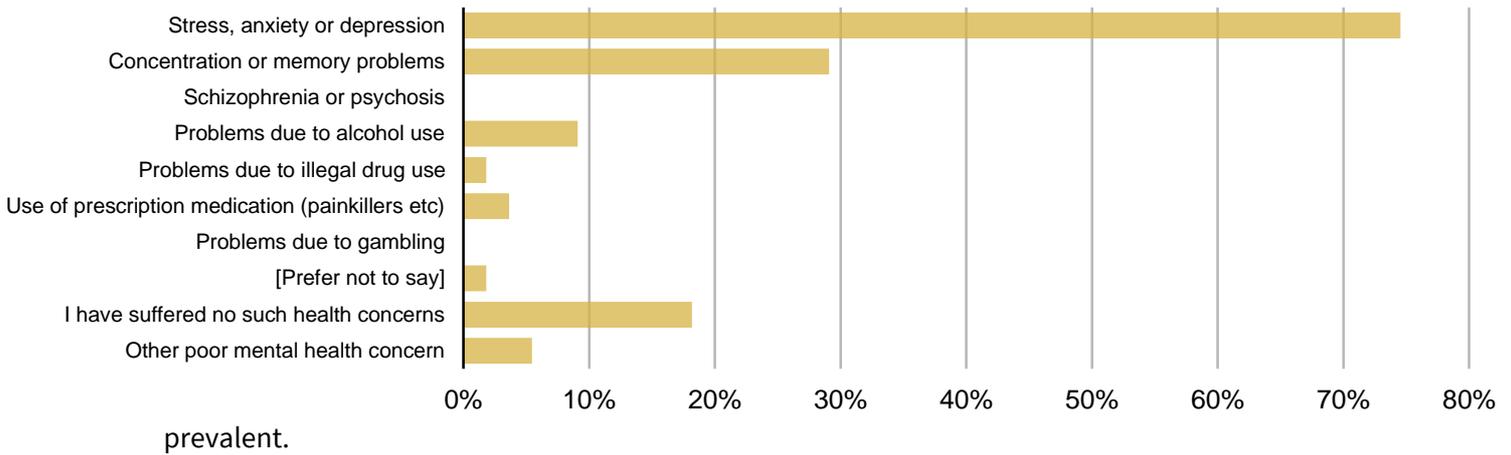


In terms of earnings, 50.91% are taking home less than £19,000 income a year after tax from training. As an extension of this figure, 69.09% of trainers take home less than £29,000 a year. Considering that 60.71% of those trainers who responded said it was their sole income, it illustrates that training is not an incredibly lucrative profession with only 14.54% earning more than £60,000 a year.

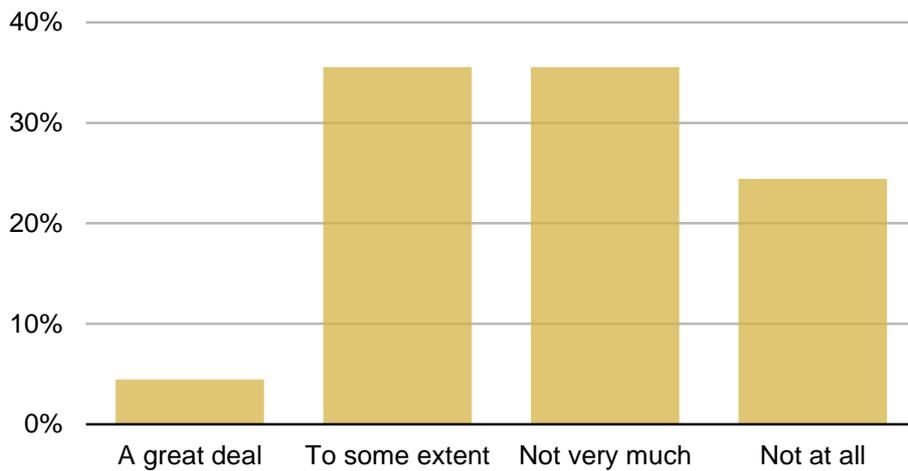
General Respondent Data on Mental Health:

As per the other cohorts presented in the report, four different questions are extracted here to help act as a comparison to other sections of the industry who completed the questionnaire.

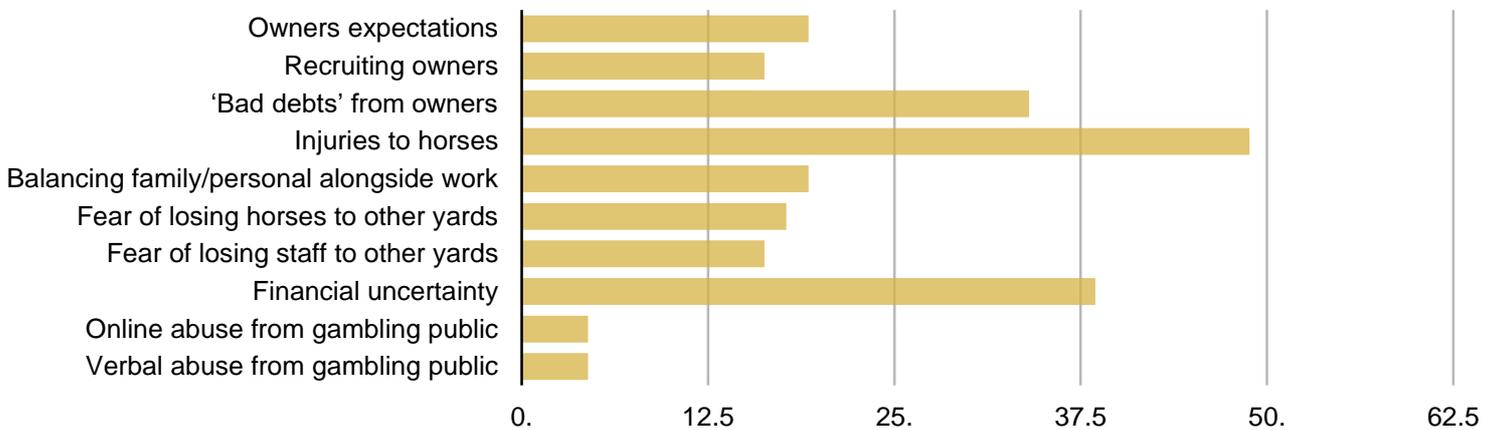
- i) Respondents were asked to feedback any poor mental health concerns they had experienced in the last 12 months. Issues deemed to be non-clinical ('stress, anxiety or depression') again were the most



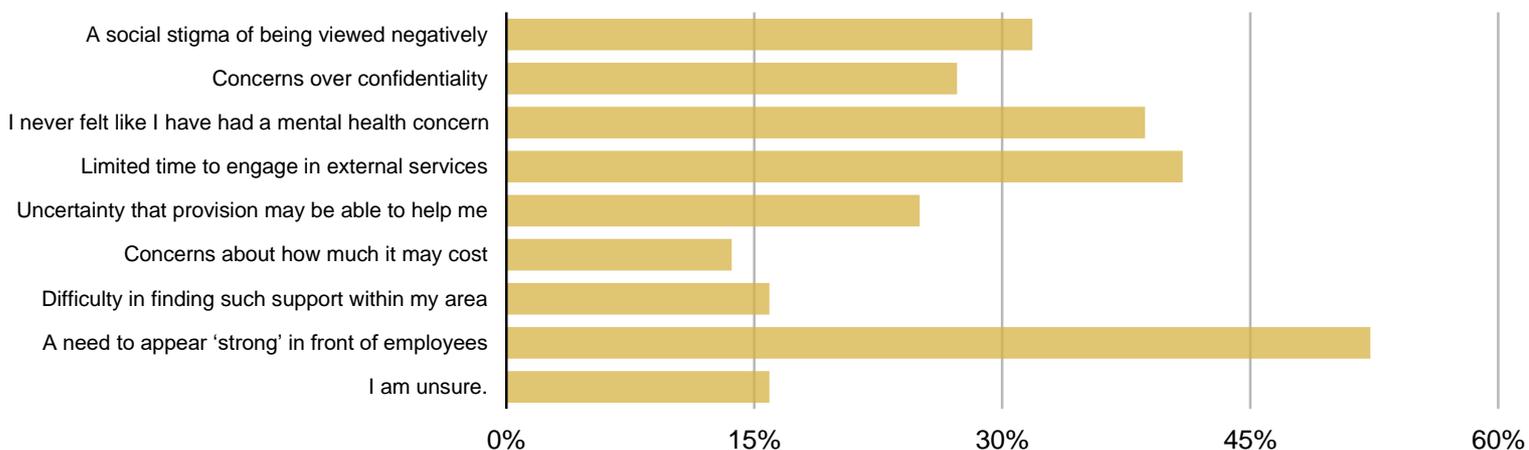
- ii) Respondents were also questioned as to how their poor mental health impacted the amount or type of training they could do. Most felt their health impacted to some extent, although this issue was not as decisive as per the other cohorts.



iii) Those completing the questionnaire were asked to rank the 'main stressors', identified through the face to face interviews with trainers, by assigning a rank between '1=Not Stressful' and '5=Very Stressful'. The chart below highlights the percentage of those respondents who assigned each item as 'Very Stressful' i.e. 49% of ALL respondents felt 'Injuries to horses' as 'very stressful', 39% of ALL respondents found financial uncertainty as 'very stressful' and so on.



iv) Respondents were asked to tick as many of the items they felt were applicable in relation to barriers to their engagement around mental health. Each selection represents the percentage of the overall number of respondents who selected that particular item.



Specific Themes Influencing mental health:

A number of trainers reported that training is a “way of life” and that you had to “love it”. Specifically, one reported “it’s a lifestyle rather than a job”. To train horses is an “all encompassing” passion and the themes reflect this consuming nature as well as the business fragility of such work.

Theme 1: Blurred Boundaries

In running your own business from, generally, the site in which you live, it is perhaps unsurprising that trainers struggled to retain professional boundaries. In losing these boundaries, it may become difficult for trainers to have any personal ‘downtime’ increasing the potential for stress, anxiety related illnesses and burnout (Woodman and Hardy, 2001, Falkoski, 2012). One boundary the trainers strove to maintain was with owners. In essence, this involved forging a balancing act of dealing with owners on *both* a professional and personal level, as one trainer reflected:

“Something I find really hard because I’m dealing with the owners on a personal level, phoning and saying ‘your horse is really well and wasn’t that fab he won last night’ and sending them What’s Apps and, you know, you’ve got your mobile phone all the time and that’s your personal mobile phone but and you have a good craic with the owners and then you go on to the computer and it’s like they still haven’t paid.”

Many trainers reflected that, for owners, their engagement with horse racing was a leisure activity, even if it wasn’t for the trainers themselves. For trainers, they are aware they work in an “entertainment industry” whereas for owners:

“they will have high powered jobs and be working all day and when they get home they think, ‘now what is that thing that’s going to allow me to relax? I know, I’m going to ring the person that trains my horses cos, you know, that’s the time that I can ring them and see how they are’. Now that doesn’t matter to them whether it’s 7 at night or whatever but we might be thinking that our job is done for the day and for them it’s time to have a chat and see what’s going on.”

Many enjoyed closeness with owners, like being invited around to the homes of owners for dinner etc. but:

“almost that in their mind creates that thing where ‘actually if we’re on that terms I can ring you whenever I want’. But, you know, that’s, there’s no point, in a way, griping about it because at the end of the day we wouldn’t have a business without them. We are employees of theirs.”

So even though trainers enjoyed much of their time with owners, owing to it being a leisure industry, it was difficult to maintain a professional distance.

Another boundary trainers struggled to maintain was the one between their work and family life. This position is unsurprising considering that trainers usually base themselves from their home, and the questionnaire highlighted that 59% of trainers have a family member involved in the business. Specifically, of this number, 45% suggested their wife, husband or partner supported them organisationally and another 29% either a daughter or son was involved. With such a small number of employees for most yards,

family members ensure connection to the work as well as reducing labour costs. One trainer remarked on this issue of the home being a workplace:

“Our home is our place of work as well so there’s no escaping it, there’s no ‘you’ time. That, you can, you can’t even, you know, like, Sunday mornings, some people get up and think ‘I’m gonna stay in my pyjamas until ...’ you can’t do that in this job because somebody walks in the door or an owner turns up. I sometimes think it would be better if we lived off yard cos that’s a pressure, you know.”

Another wife of a trainer reflected that, even though it was her husband’s name above the door, the amount of work she put in would be equivalent to many senior jobs in other industries:

“At the end of the day it’s Mike Flynn² above the door and one of the other funny things...I sometimes joke with Mike ‘do you know the job I’m doing, if I was to go back into, you know, get employed properly’, I said ‘I’d probably be getting paid £50,00 a year to do this’ but you’re not cos you can’t cos the industry doesn’t allow for it but you have to do the jobs because they need to be done.”

There is no doubt these family members were motivated and wished to support the trainer, but it highlights that such yards should be viewed as family run business and thus any support around mental health should be configured in this way. With both husband or wife or partners involved in the running of the business, there also were concerns raised for time with children as one trainer reflected:

“making time to and physically saying ‘right, I’m going to leave the office at this time and be at home to help with bath time, feed time’ because when I’m away racing Jane’s on her own looking after the girls but if I’m not racing I’m here and I stay in the office until 8 at night and she’s still, suddenly that can be five nights in a row putting two little ones to bed under the age of 6 and so it feels like ... but Jane’s up early and riding out and working just as hard as I am so you have to balance.”

A further boundary that also could be hard to maintain was with staff. Many trainers, and their families, often felt like they had to be “parents” to some younger staff or offer a form of “pastoral care”, often because the staff are quite young. One trainer reflects on this:

“A lot of them have no concept of paying rent, cooking, cleaning, you know and you can tell because they come and you have to tell someone to go home and wash their clothes because they don’t know how to use a washing machine, they can’t cook, they’ve never budgeted, you know.”

Many trainers wanted to support such staff, certainly for a moral reason but also it ensured staff were retained long term as was reflected through one trainer:

“there is, there is a level of pastoral care that you have, maybe you don’t have to offer but I would say that most people will offer.... You know, I feel very strongly that we should interact with our employees, with our staff, and I think therefore you become closer to them. I still ride out, my

² All names cited are pseudonyms.

husband still rides out, so you are with them, we are with them a lot and I think therefore you kind of spend more time trying to, it's a double, it's a double edged thing because if you can do right by them then they'll stay with you longer and if they stay longer it makes your life easier."

In general, within the report the trainers were asked to collectively rate their stress in work and in personal life. In relation to the stress of work the collective response was 8 out of 10 (10 = most stressful) and personal life as 4 out of 10. The hard thing though is delineating what is meant by 'work' and 'life' here. As well as provision around mental health focusing on the family as the client, it also should acknowledge that life and work are intertwined and any health support must be able to work with trainers in a holistic fashion having a strong awareness of the personal and professional demands of the role.

Theme 2: Business Precarity

One of the main challenges for many trainers was making their yard viable as a business entity. There was a suggestion from many that training was perhaps not the best way to make money, with one stating, *"look, if we didn't love it we wouldn't do it so that's always going to keep us rolling."* For many then their motivations are around a passion for the sport, but with 61% of trainers responding in the questionnaire that training was their only form of income, it needs to be viable financially. The term precarity here refers to the lack of security that trainers gain from their work. Certainly being self-employed generally is precarious, but training horses may add to this insecurity for a number of reasons (Speed and Andersen, 2008, Meager, 2015)

Initially, it was remarked that smaller or earlier career trainers were more 'vulnerable' in particular to this lack of personal and professional security through their business. One trainer remarked that there was a danger for many *"financially and that... they just get buried in a hole and that's the root problem isn't it"*. Another reflected that success reflected the tiers of success in any sport:

"I mean, it's like you're going back to sport, any sport, the people at the top are making a very good living ...and then the middle are ticking along nicely and then probably middle to lower who are on the breadline and below that it is a massive struggle, massive struggle."

Unfortunately, as the questionnaire suggests, with just under 70% of respondents taking home less than £29,000 personally, the *majority* would seem to be those struggling. One felt that the model used to run training was not helpful in terms of such business precarity:

"the model, in the most case is that you'll train a horse, someone will ring you up and say 'can you train my horse?' and you'll go 'yep, sure' and especially if you're starting out, cos you need horses... you will have it in the stables for 30 days, all the costs that are accrued from that and in 30 days you'll then send an invoice and they'll have 30 days to pay it. Then you've got 60 days before you see any money and then they don't bother to pay it but they, so you're then 80 days down the line and you've had no money for this horse...And those sort of, those people that are prepared to do that will target those people that are starting out."

It is important that, particularly, small and early profession trainers have business support to help them become more informed on how to run a successful 'model' to ensure greater security. Unfortunately, this reference here to 'bad debts' on the part of some owners was a recurring theme. One trainer reflected on a number of fellow trainers she was friendly with:

"I think a lot of them have got owners that have sort of gone on the roundabout, people are going well and they'll come and bring horses with you and they don't pay or, that's stressful when owners don't pay cos you've paid everything up front, you've paid your staff, you've paid your feed, you've paid your shavings."

As one put it, in essence they were always behind in payments as the horse was consuming resources from the moment it entered the yard.

"You need to get paid every month because you're working in arrears, you know what I mean? Because you're a month in arrears in horse racing, from the minute you start training. People can't see that, like, they think 'oh it's won a big race for £25,000' or something like that, you won't need to get paid, cos you get the percentage of the training fee but, or the prize money but it doesn't work like that, that's extra."

Alongside smaller trainer vulnerability, and bad debts, such business precarity also placed a large amount of pressure on the individual trainer. A number of trainers remarked that they needed to be viewed as 'strong' by those around them:

"Someone's got to drive the train. Someone has got to, you know, I think you have to lead by example. If you're dithering, you know, whatever you might be feeling inside, you've got to be strong because...if you aren't standing up saying 'this is the route we're taking...(shakes his head)."

Certainly, in relation to mental health, trainers felt that the need to appear 'reliable' to staff and owners meant they were concerned how others would view them if they sought the help of a professional:

"you're running a business, you're meant to come across as confident, in control of everything and suddenly if, cos you've got owners who want to know their trainer's on top of things and on the ball and not having a meltdown you've got a whole business relying on you running it properly, staff and all their, they rely you having so many horses so they have a job, to live and work... you have to be that up there, standing tall all the time...racing's a very small industry and you, race horse whispers and suddenly so and so's on the phone - 'he's seeing a psychologist' or whatever and suddenly then owners are thinking is that a turn off?"

With 53% of questionnaire respondents stating their reluctance to engage with mental health services was a need to appear 'strong' in front of employees, and 32% concerned about the social stigma, it would seem appropriate to deploy long term strategies to reframe mental health, complemented in the short term with a highly confidential, discrete, form of service provision for such health. Overall, the pressures of

maintaining a self-employed business, coupled with trainers' current reticence to engage with industrial mental health and wellbeing services, requires a coordinated response from the relevant stakeholders.

Theme 3: The horse dictates the work

The concept of the horse as the centre of production and success created numerous challenges for the trainers. In particular, the horse presents an ongoing demand on the trainer's time. Generally, it was highlighted in the questionnaire that trainers were reluctant to take time off work. For example, of the 29% of trainers that reported getting injured in the last 12 months, 88% fed back they took no time off work for this injury. Furthermore, even though 75% of trainers reported experiencing stress, anxiety or depression in the last 12 months, 100% of respondents stated they took no time off work for these issues either. It was also then unsurprising that 82% of trainers had taken no days off in the last two weeks prior to reporting, with 50% working 12 hours or more each day. Also, in the last 12 months, 33% had taken no holiday of any description. The statistics suggest, therefore, that the demands of maintaining racehorses consumes *all* of the time of the trainer. One trainer's remarks reflect these statistics:

"It's a little bit like farming in that they need to be fed at certain times of the day. They don't, you can't do it all just in the space of a few hours, you have to feed them early, lunch time, tea time feed them and a late feed at night. So ...you have to work it round them."

Furthermore, injuries to horses could completely disrupt the plans in place for that day, dispensing with any assigned time off, or away, from the yard:

"I mean because of the, the, the nature of race horses there's everything, different presentations every day, individual horses. You know, what you may have planned with your staff the evening before is rubbish because two horses have suspected injuries, the following day which one of them was part of a plan for the day's routine or, you know, work patterns and things like that."

In addition, injuries to horses in general could take an emotional toll on trainers, alongside having to deliver the relevant bad news to their owners:

"If a horse gets injured...you've done absolutely everything in your power to keep that horse in one piece but they're athletes and they're highly tuned and we're making lots of demands on them. It's the most heartbreaking side of the job is when the animals that you love and you are protecting from injury, get injured but it happens and that's the hardest thing. And also then to have to, we're seeing it happen and unfold or see that horse get hurt but then to have to pick up the phone and give that bad, disappointing news to the owner...it might be their only horse in training"

Second, in addition to the demands of caring for the horse, there is also the challenge for trainers to try and produce a 'winning' animal. All interviews remarked on taking losses and bad days very personally. Many relished the opportunity to try and achieve success but there was no doubt such performance was a constant demand:

“It’s a job that can challenge you mentally cos you have to get, like, my job in a sense is to get the best out of every horse, whatever level it’s at, whether it’s a seller or a... you have to get it there on the day right and in the form of its life to run the best, whatever race it’s running at and I think it’s that challenge of getting the best out of every horse, that mental challenge”

However, even though trainers needed to maintain that appearance that “*you’re positive and clear minded all the time*”, setbacks on the course could be heartbreaking personally considering all the continual work put in:

“You know, you don’t want to sound despondent or negative do you? Like I’ve said to owners before, you know, ‘don’t think when I stand at the races and your horse doesn’t run very well it isn’t a knife through the heart’. I just have to smile while you’re doing it, like the old gladiator...look like you’re going to enjoy getting your throat cut!”

Finally, alongside the care and performance of the horse, the challenge is also managing the public scrutiny that comes with the work involved. One trainer reflected that there was little room for error publicly:

“But where it’s a tough industry is you’re so much in the public eye, so what your, your results are what matter and, you know, to the outside world and you’re absolutely judged by that. So, if you’re not flying and things aren’t going well it, you have to work doubly hard to get it right. Put an air of ‘everything’s fine’ cos if you then start walking around with your shoulders hunched and your head down, you know, who’s going to continue to support you?”

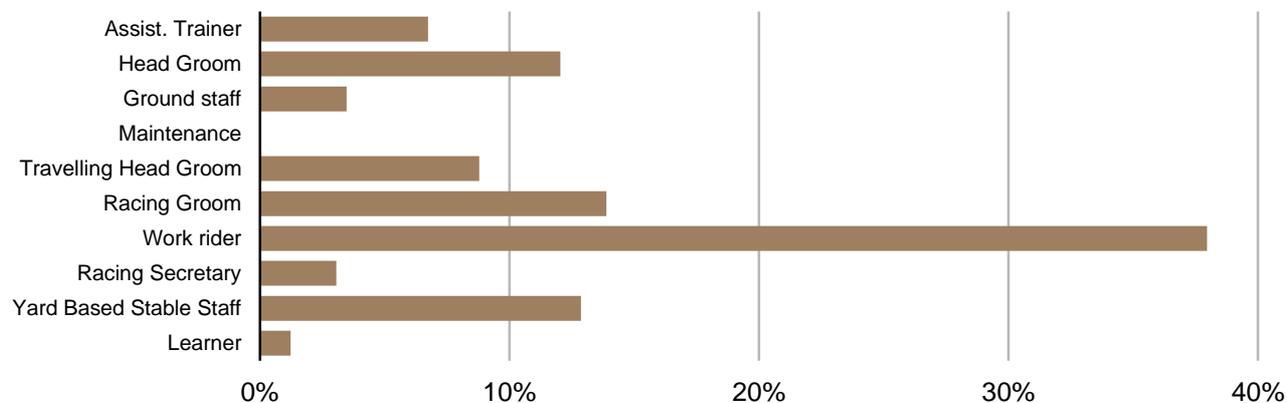
The horse dictates the work on three levels, therefore, challenging the trainer in terms of injury, maximising performance and also managing the public scrutiny that comes with the work.

Section 5.5. Training Yard Staff

Training Yard Staff - Specific Recommendations on enhancing good mental health	
Collaboration with training yards to examine innovation around shift flexibility	Gaining time off and flexibility in training yards was a psychological challenge to many staff e.g. 33% in the previous two weeks prior to responding had taken no time off. There is no simple answer here with the horse requiring 24/7 care but it may be useful for practice based research to be initiated to explore what forms of innovation can be delivered around shift patterns, either by developing bespoke new systems or borrowing from other industries e.g. farming, veterinary care etc.
Delivery of 'in house' education to increase mental health literacy	Although a number of schemes around mental health are now being developed tailored to yard working structures, further investment may be fruitful through 'in house' education delivered on site. With 60% of respondents receiving no workplace training in the last 12 months, such in-house delivery (e.g. lunch time 'brief' workshops/conversations) may help increase literacy around mental health i.e. explain terms and remove stigma.
Expansion of physical and psychological support to 'mirror' that of jockeys	It was remarked in the focus groups that work riders often took on similar challenges to jockeys, or were in training to become such professionals. Specifically, the performative support around injury rehabilitation and psychological concerns (e.g. 'lost bottle') was highlighted by focus group participants. Certainly Racing's Occupational Health Scheme is seeking to address both the physical and psychological requirements of yard staff. To increase uptake of the latter element within the OH scheme however, further links to sport psychology to improve performance may be useful in order to accompany the existing health rationale.
Bespoke support to yard management on developing a psychologically thriving workplace	It was repeatedly highlighted by focus groups that strong, well informed, management in yards was a precursor to the good mental health of all involved. It may prove useful, therefore, to work with all forms of training yard management (head person, assistant trainers, trainers etc.) to support them to deliver a more psychologically conducive environment. As well as the moral implications, such an environment is well documented in terms of increasing staff productivity and morale.
Diversification of promotion to engage awareness around mental health services	Although the contact with yards around mental health support is increasing through the growth of Racing Welfare and the deployment of its 24/7 online and telephone support line (Racing's Supportline), there seems to be geographical disparity in awareness of what is on offer for yard staff. Such disparity may simply be about the organic growth of services nationwide. However, such a lack of awareness suggests that perhaps future work should not focus on developing new services, but rather to diversify the promotion around existing provision. Such diversity may be enhanced through further partnership working with the BHA, NARS etc.

Profile of Respondents:

It is reported that there are 7,287 stable staff working in the UK. Overall 505 training yard (TY) staff filled in the survey, and also 51 were interviewed either face to face or as part of focus groups of between 6-8 participants. The training yard questionnaire respondents are broken down further as follows:

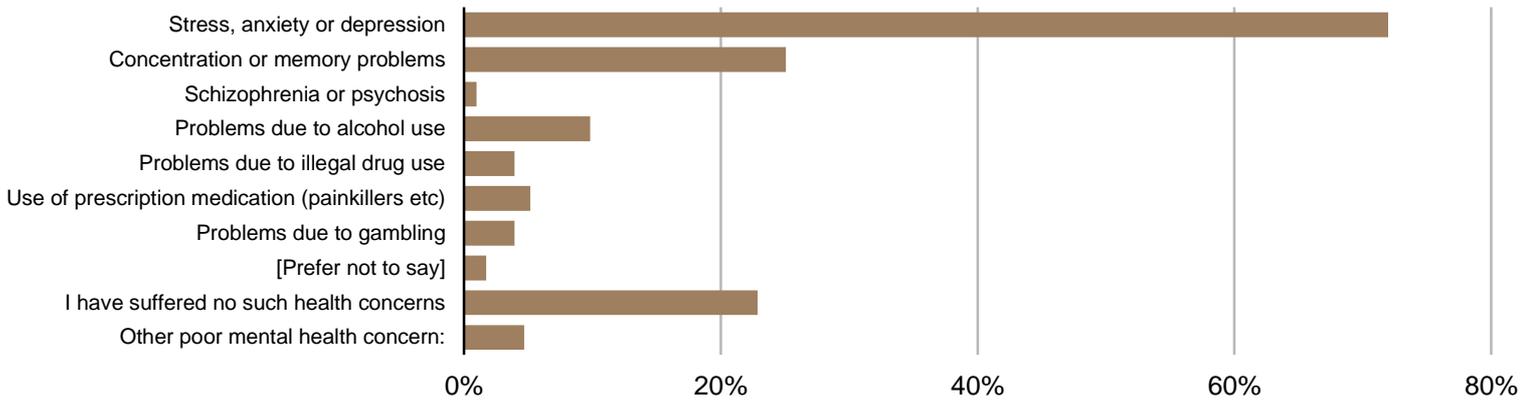


The majority of those within the questionnaire worked in flat racing (52.24%) or national hunt (53.50%). Interestingly, in terms of years of employment, the largest were those in an early stage of their careers at either 1-5 years (36.61%) or 6-10 years (24.34%). This early career perspective is indicative of a profession that contains a large number of young people (Public Perspectives, 2017). Also, most respondents were in full time employment (72.46%) with another 22% part time and a smaller amount self-employed (5.59%). Furthermore, in terms of income, 13% earn less than £9,000, 53% earn between £10,000 and £19,000, and 29% earn between £20,000 and £29,000. Overall therefore, 80% of racing staff earn less than £30,000.

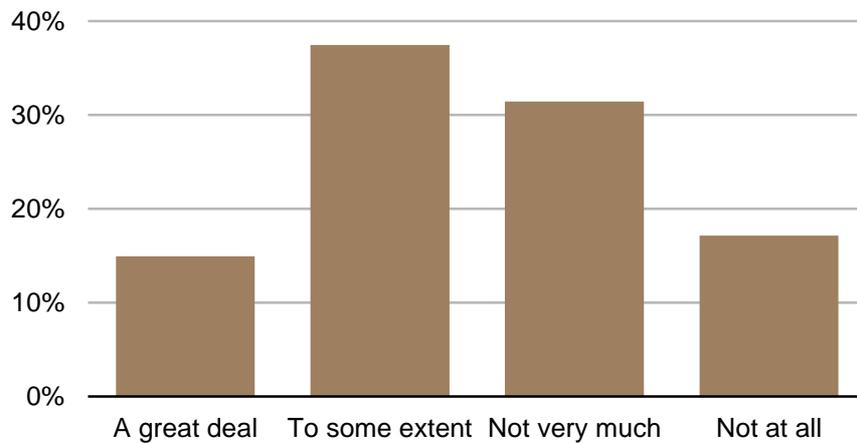
General Respondent Data on Mental Health:

Through the questionnaire, it is once again worth highlighting five generic questions on mental health that facilitate comparison across the various cohorts.

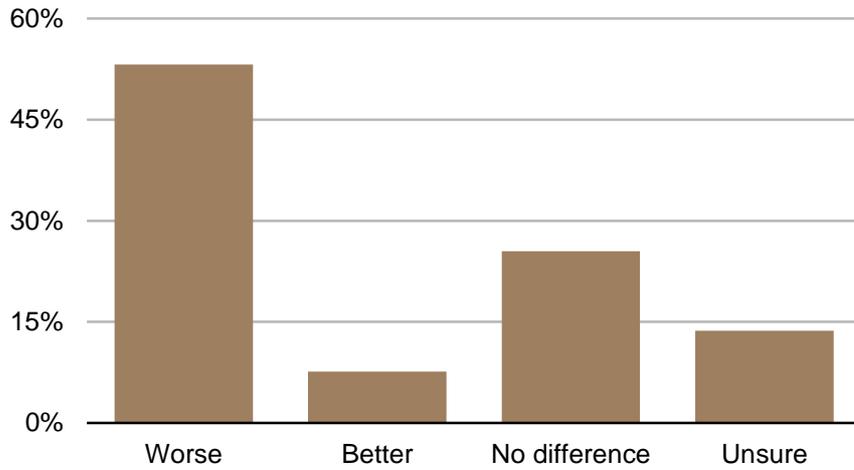
- i) Respondents were asked for feedback any poor mental health concerns they had experienced in the last 12 months. Issues deemed to be non-clinical ('stress, anxiety or depression') were again the most prevalent, alongside issues in relation to concentration and alcohol use.



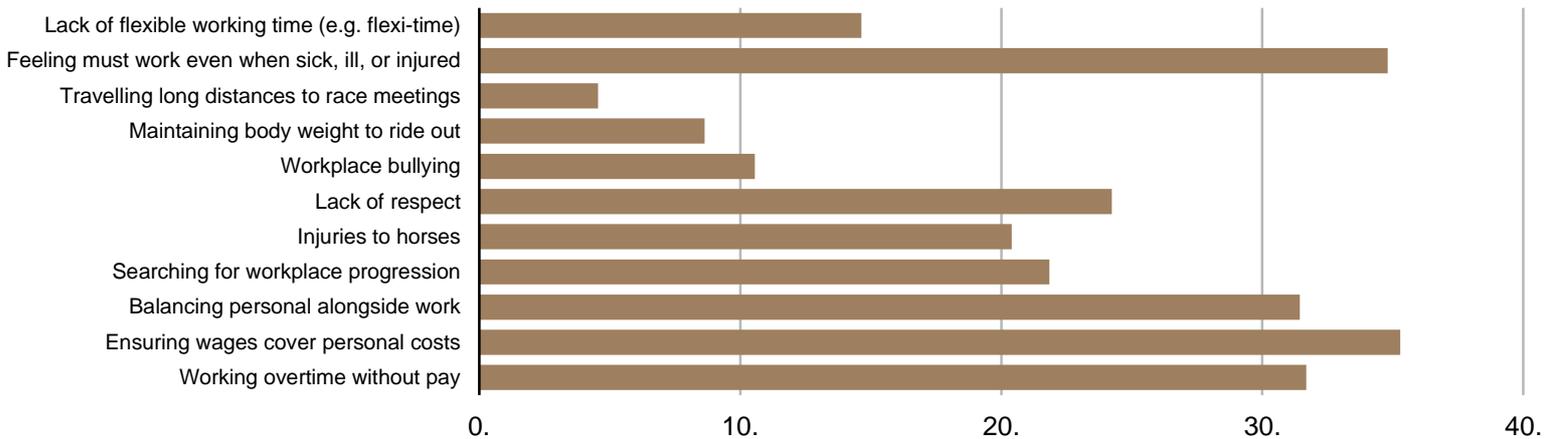
- ii) Respondents were also questioned as to how their poor mental health impacted the amount or type of work they could do on the training yard.



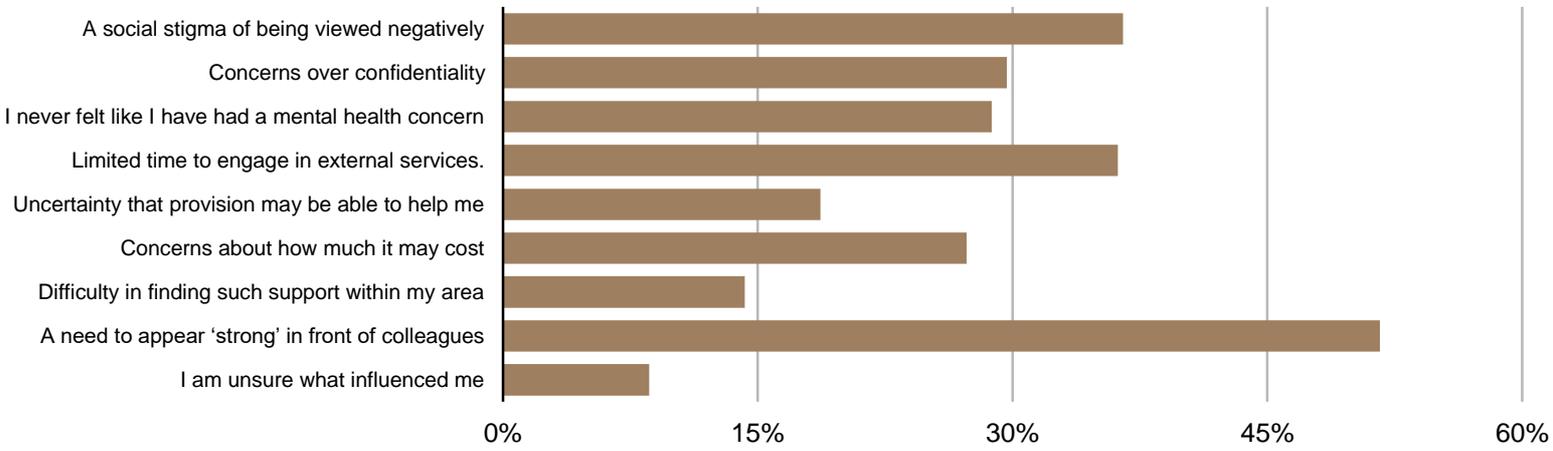
iii) Furthermore, in relation to such poor mental health, many felt it was made worse by the nature of their work.



iv) Those completing the questionnaire were asked to rank the 'main stressors' identified through the face to face interviews by assigning a rank between '1=Not Stressful' and '5=Very Stressful'. The chart below highlights the percentage of those respondents who assigned each item as 'Very Stressful'.



v) Respondents were asked to tick as many of the items they felt were applicable in relation to their engagement around mental health. Each selection represents the percentage of the overall number of respondents who selected scores.



Specific Themes influencing mental health:

For those working in training yards, it was acknowledged that the passion for their work, and often its intensity, led to a *“really weird industry and a really weird way of life.”* A number of those who participated in the focus groups spoke about it also being difficult to *“show any weakness”* with the perception you needed to be *‘tough’* all the time. Certainly it was suggested people in yards look out for each other but one yard staff member responded *“privately and personally we do look out for each other but in terms of the job we do, which takes up so much of our time, I don’t think that we look after each other as good as we could, in the workplace.”* Through the forthcoming themes the ambition is to help get closer to what ‘good’ might look like by assessing the challenges involved.

Theme 1: Lack of flexibility in working patterns

It was a common reflection from the focus groups that training yard work was, like many others in racing, life encompassing, or put simply *“It’s 24/7, you don’t switch off from it”* because you *“throw yourself in to the whole lifestyle”*. Many though remarked on such a continual feeling of being ‘on’ as challenging mentally. One yard worker remarked:

“I find it monumentally draining and physical sometimes but maybe that’s just me. You know, my head, I’m always thinking just about the yard and it depends on what you sort of do in the yard, but I ride out in the mornings and then obviously I run the yard so I’ve got, like, a hundred things to think about.”

It was remarked much of this ‘drain’ was down to the intensity of the racing industry by another focus group member:

“The pace of racing is always so fast and because you’re wanting to get through your lot. Everyone’s usually a little bit under staffed than they are...That is what your work rider is racing and the people in the background who are on the yard are the coal in the steam train and it is expected that everything in the background goes perfectly so that ‘boom’, all that everyone else has to focus on is the racing which is the most important thing.”

Interestingly in the questionnaire, time taken off would seem lower than other industries, coupled with long working days. For example, 37% of respondents stated they worked 8-9 hours per day and 20% 9-10 hours. Also 21% had taken no holiday at all over the last 12 months. Furthermore, 33% had taken no days off in the last two weeks and 39% only one day. Certainly there were a number of concerns around this intensity in terms of managing practical issues in life, particularly with one day off. The 13 days straight that many yards embrace was remarked as a particular challenge:

“...13 days, which is fine if you don’t have a life outside, but you have to remember we are trying to maintain a life outside...from half six to six o clock I am on the go and then you get in and you are absolutely shattered...we have an afternoon off every other week now, which helps. But when you have that off you want more off! I know they are pushing for now one week on and one week off for

afternoons and that would be amazing wouldn't it...you would get a normal 40 hour week like everyone else has'

For those trying to manage families, they felt they were placed under strain, creating issues around finding child care and also spending time together. One yard worker responded that this way of running a family was detrimental to the relationships involved:

"I know couples with children that have to take alternate weekends off so that one half of them is at home with the children, so that means for that husband and wife, they don't see each other, they literally don't have any quality time because when you do have that day and a half off, one of you is going back to work in the evening. How do you have a family and a life, like that, where one of them has to go and sometimes it maybe it is the marriage that goes or the job has to go cos having both of you in racing is almost as difficult as having one of you in racing and one of you not in racing cos then, you know, they have their own time schedule and you have yours which doesn't match up with theirs so trying to run a family or have a relationship is, you know, nearly impossible and that's the bit that you need when you've had a bad day."

Some female workers also reported that they were treated poorly by employers for looking to take time off to have a family. One frustrated focus group member reflected bluntly:

"I'll be honest now, they treated me like shit since I was pregnant, didn't do anything... treat me like shite, called me in a state, wouldn't do a risk assessment, that's another thing, what do you do when your head lads don't give a flying shit that you're pregnant, don't run a risk assessment, want you mucking out horses, taking horses to't walker and when you refuse you get spoke to like shit and you have to leave on maternity early and have you painting houses instead."

Flexibility therefore needs to be examined in terms of week to week flexibility as well as offering different working patterns to meet the physical and psychological needs of the workforce. There was a reflection that the racing industry had not changed its view on many of these patterns, as one yard worker identified:

"The demands of the job haven't really changed over the years, for example horses need what they need and the structure of the mornings, you know, about exercising the horses early in the morning and letting them out of the box, the fundamentals of that haven't changed over the years and therefore I don't know if other people agree but that's impacted on how staff haven't really, it's not, trainers haven't changed how they approach towards staffing."

Importantly however, it is not simply about changing cultural norms with trainers and management that will address such inflexibility. Many staff seem to wear the intensity, long hours, and 'toughness' as a badge of honour, making cultural change more difficult to implement around opening up a dialogue on mental health. Certainly within the questionnaire, when training yard staff were asked if people close to them sacrificed too much to work with horses 45% agreed and 36% strongly agreed. One focus group participant summed up well this desire for toughness and demand for outright dedication to work:

“I think it’s a ruthless industry and it almost makes you a bit ruthless towards yourself because you feel like you need to be that way in order to survive or in order to be successful, in order to improve and you end up becoming as ruthless as the environment is around you, to yourself and maybe sometimes to people that are close to you because instead of, you know, going ‘I need help’ you take it out on people in your own life and so I think, yeah, it has a knock on effect and I think the problem with racing is, we’re not necessarily here for each other or here for the horses because we, they want as many races as possible, they want to make as much money as possible in the industry and so we end up feeding into that. We end up feeding into the pressure of more and more runners and so rather than, you know, it being about looking after the horses and after each other, rather than making a product, like a lot of other businesses and companies do, we’re just there to keep feeding a machine.”

The working patterns in racing need addressing in order to manage the potential of workplace stress and burnout. In examining such patterns however, it is not simply appropriate to say employers are fostering such demand. All yard workers contribute to this intensity with the valorisation of the ‘tough enough’ work ethic, with education required to show the damage that such an ethic takes on those involved.

Theme 2: Managing Injury

Injury, and fear of injury, was something referred to considerably in the focus groups, with the suggestion by some that they “*did not know a day without pain*”. For many it felt like pain was part of the job:

“I think that if you ride horses for a living you’ve got to be sort of, you’re gonna accept that at some point you are going to have an injured back, you are gonna have a bit of arthritis because you’re constantly sat like this (assumes riding position).”

Another remarked it was simply the outcome of dealing with powerful animals:

“Especially with horses there’s, like, two minds involved...you’ve got the horse and they don’t always do what you ask at the same time. If they want to take off in another direction, they’re gonna do it. They’ve got more than enough power in them to ...What’s half a tonne of muscle fuelled adrenalin going to do against us? I mean, we stand nowhere.”

Within the questionnaire, 46% stated they were injured in the last 12 months, however only 51% took any time off work owing to such injury. Also in relation to poor mental health concerns 86% took no time off reinforcing this ‘tough’ ethic. It was reported that 63% of employers did provide statutory sick pay (SSP), but this was coupled with the respondents suggesting one of their main stressors was feeling they should work when sick, ill or injured.

One focus group member graphically highlighted what they felt was a lack of concern for staff when injured in general:

“One year, I had an accident on the yard, a horse set off bronking and it smashed into a post and we thought my leg were broken in two places, the head lad said ‘move her onto the grass, we need to get these horses in’. He told me to stop screaming and he were trying to pick me up and he says ‘I’ll move you’... do you know, he didn’t want to know, he said ‘don’t ring an ambulance, put her in a car and take her cos the insurance will go up if an ambulance is called to the yard’ and that’s how I were treated at an accident at work. Where do I, what do I do then? And he’s running the yard...I didn’t do anything, I didn’t put a complaint in, nothing cos I love my job that much, I love my horses.”

Some other focus group members reflected on the dangers of riding horses and wondered if it was worth it. Indeed, 71% of questionnaire respondents stated they would not continue to work in yards until they retired. Of this number, 70% stated they would not remain owing to the physicality of the work, and 48% owing to the high risk of injury. Indeed, one focus group member reflected on the dangers of the work against the rewards:

“And I think it’s frustrating as well, when you stand back and you’re like I wanna do this, I wanna continue working in racing cos I love it but you want the house, you want to re-train as X, Y and Z, you stand back and then you go in in the morning and you’re on a horse that nearly kills you and you’re like realistically I’m not getting paid enough. If you put the risk assessment towards what you’re actually getting paid, it’s nothing.”

A number of the older respondents in the focus groups also reflected on the problem with trying to do the work and growing older. The issue around 'lost bottle' was:

"... getting hard as well, cos it's not only your body gets ageing, it's your bottle, what we call 'bottle', it's a fear. When you're young you're not really that frightened, you'll just kick it and laugh at it, as you get older that fear comes and it's bloody horrible when it comes, cos you go from not being scared to being scared and it's a fine line and that's what I'm saying with lads' mental issues over the health because they're going home at night so they're drinking or they're doing drugs."

The issue around 'lost bottle' almost took on a stigma of its own, with people remarking it was noticeable in staff but not spoken about. This threat response is not uncommon in many sports and can be treated through psychological support (Bawden and Maynard, 2001, Masters and Maxwell, 2008), but it was often referred to in focus groups as something that could not be dealt with once acquired, or others were self-medicating to treat it.

Work riders also reflected that they should receive the same support for injury and psychological factors relating to injury as other professionals. There was a concern here that those injured riding out did not get the physical attention quick enough, or to the same level, as jockeys did at the racecourse even though they may be experiencing similar falls:

"You hear people grumbling 'oh, every day a jockey goes to work they've got an ambulance following them' but they're also on a race horse that's close enough to the height of their fitness, height of their education and we're at home with no ambulance, you're on animals that haven't got a clue what they're doing, that could have been stood in a box for the last six months."

Overall, injuries were an ongoing concern for staff either in terms of pain maintenance, the fear of injury or harm, or the disparity in relation to other elements of the industry. It is important therefore to not look at injury as simply a physical concern but also examine the psychological fallout involved of the physicality of the work.

Theme 3: Concerns around career progression

It was remarked upon by many of those in the focus groups that they ‘fell’ into racing, which could provide a fruitful form of work, but it could also lead to feeling ‘stuck’ in your job. Indeed, some even felt the work becomes ‘monotonous’ or ‘repetitive’ fostering apathy and frustration. Certainly hard work was viewed as getting you places but the opportunities were limited as one worker reflected:

“It depends what you want to get out of it. Obviously in some yards you can only progress so far because the people above you are never going to leave so at which point do you then go ‘do I stay where I am or do I move and try and progress?’”

Also it was felt that getting ‘stuck’ in your job could occur quite easily. In essence, because your work is based on the physical capital you bring to it, you are only as valuable as your body will allow (Butler, 2018). However, if you are not able to ride, for physical injury etc, you engage in yard duties but this may curtail possibilities of career progression, as one yard worker reflected:

“(There are) two aspects of career progression aren’t there because if you’re working in a stable yard then if you’re riding out and/or mucking out, you might do the same thing forever until you can no longer ride out and then you might start mucking out because you can’t ride out any more, but there are not many steps that you can, you know, go up the ladder and be in a better position financially or in any other way because those opportunities don’t exist...”

However, this worker continued that the issue becomes problematic, as you are not then in a position at that age to go on and retrain. They continued:

“but also, the other side of the coin is obviously if you’ve been doing it for 30 years, what do you do? What else can you do if you actually want to get out of that? So the whole concept of re-training or having another skill set comes to mind and I’m not sure that a lot of people in racing would necessarily be in a position to move in a different direction.”

Sadly, some training yard staff felt discarded by employers when they hit a certain age, not the ‘shiny new things’ of enthusiasm and physicality that young staff were viewed as. One employee poignantly reflected:

“When people come in they also think, me as well, personally, you get to a certain age and you definitely feel less valued because certain trainers have said to myself and others, once you reach, say, 50 or over 50, like, that’s it now, you’re just gonna be on the ground and we’ll give you a menial job and you could have been head lad, you could have done numerous positions.”

Certainly for yard staff, there was a reflection constantly of ‘what else can I do’ apart from working in racing, perhaps owing to how young they entered or subsequent qualifications, but this lowers a sense of autonomy and control in workers’ lives, a precursor to issues around poor mental health like low mood or anxiety (Sanne et al., 2005). Certainly yard staff reported a low sense of control over their daily work (4 out of 10), but the focus groups reflect back that training yard workers also may have a low sense of control over their working destinies *generally*. One yard staff member reflected that the amount of time put into

work may have meant they missed out on potential opportunities, removing further that sense of control (Harvey et al., 2017):

“And I think it’s hard as well because realistically there’s only so many years where you can do this job, like, as in riding out and by the time you’re kind of, you’re grown up enough to kind of acknowledge ‘I can’t actually do this until I’m at retirement age’, you’ve also bypassed a lot of stuff like university and, you know, like options to be able to put yourself in a position where you can get a job where you can afford a mortgage and you know, a nice car and have families and ...”

Indeed, it is not simply that progression is limited, or that workers may feel incapable of progression or doing other jobs, but also whether the mental return on such movement was attractive. Although progression led to an increase in wages the demands could intensify to a level where it was simply not worth it psychologically (Elovainio et al., 2002). As one head person reflected:

“I think the problem is, to progress in racing, obviously you then have to take the assistant trainer’s job and get into it more deeply and then unfortunately you’re there even longer and you’re the first person there doing the feeds or whatever and, you know, your hours step up even more so the stress and the pressures, you know, on you as you go forward, I know it’s the same in every job, in a managerial role but....”

Another yard member recently reflected that he had dropped down from a senior position owing to the strain of the job, stating this new post meant:

“I was hating life. I was only a Second Head Lad but because my Head Lad was useless...I was stressing out. I’m pretty sure I’ve got grey hairs because of it! I’m only 29, I’m not that old but, you know, I’ve literally, I’ve gone back to being a lad and to do that I’ve had to take less of a wage and I’ve had to start paying rent, like, cos I didn’t pay rent in my last job...and now I’m now sitting here, barely getting by but I enjoy my job more.”

Numerous staff remarked that with such limited career progression, employers had to find ways to show appreciation to their staff to offset the lack of working mobility. One work rider argued:

“You have to reward your staff, you have to find a mechanism to reward your staff and you have to go beyond saying ‘thank you’. For a lot of people ‘thank you’ is not ...it needs to go beyond that. How you do that I don’t know in terms of running a yard but it is, cos you do, you are expected to go over and above”

There may be a need here to support middle management (assistant trainer, head person etc) within a yard, alongside the trainer, to develop further mechanisms that staff can feel involved and appreciated. It was often reflected in many yards that it was such management (assistant trainers etc) that interacted and led the staff on a daily basis rather than the trainer specifically. It was reported by those who wished to remain working in yards until they retire, 46% enjoyed the team ethos involved and 44% felt they had a trusting relationship with their employer. Such statistics are areas that can be built upon. Furthermore,

targeting this middle management may help offset the strain and challenge that this level of management encounter personally, perhaps making such positions more attractive to those who wish to progress.

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Appendix 1: Overview of focus group themes

Focus Group Themes/Schedule



(based on (Bryman and Bell, 2011) & (Morgan, 1998))

Mental Health in the HRI

1. Introduction (15 mins)

Introduce researcher (and assistant) and roles

Review objectives of the research (three)

Review aim and format of the focus groups

Defining Mental Health - as HRI workplace 'challenges' not individual, biographical, accounts or diagnosis.

Boundaries - acceptable and unacceptable behaviours and language

Conventions (confidentiality, speak one at a time, recordings, everybody's **views, open debate, report of proceedings, support services**)

Provide overview of information sheet and consent forms

Personal introduction of participants and their roles in the HRI (light ice breaker)

2. Discussion Topics

(i) Motivation to work in HRI (15 mins) (Landolt et al., 2017)

(e.g. family ties, love of racing, horses, competition etc.)

(ii) The main challenges and benefits (physically and psychologically) of such work (20 mins) (Speed and Andersen, 2008)

(e.g. injury, finances, fatigue etc.)

(iii) Current policy and intervention strategies (20 mins) (Rice et al., 2016)

(e.g. types of support on offer, recent changes, awareness of challenges)

(iv) Preventative changes that may help (20 mins) (MacIntyre et al., 2017)

(e.g. new support systems, where should it target, who should it support)

3. Summing Up (5 mins)

Thanking for participation

What happens next with the research

Reminder of how to contact the research team

4. Food

Tea/biscuits, & sandwiches if possible and participants wish and close (circa 1h 30 mins)

Appendix 2: Format of the self-completion questionnaire
Generic Survey Content: Mental Health within the Horse Racing Industry

Section 1: Employment

1. Age - please tick the appropriate age bracket:

- (a) 10 - 19 years
- (b) 20 - 29 years
- (c) 30-39 years
- (d) 40-49 years
- (e) 50-59 years
- (f) 60-69 years
- (g) 70 years or above
- (h) [Prefer not to say]

2. Gender:

- (a) Male
- (b) Female
- (c) Transgender
- (d) Other
- (e) [Prefer not to say]

3. Please tick the geographical location that best represents where you work in the UK:

- (a) England - Northwest and Northeast
- (b) England - Yorkshire and Humber
- (c) England - West and East Midlands
- (d) England - East of England
- (e) England - London
- (f) England - South East and West
- (g) Scotland - Borders
- (h) Scotland - central
- (i) Scotland - Highland and Islands
- (j) Wales - North
- (k) Wales - Mid
- (l) Wales - West
- (m) Wales - South
- (n) [Prefer not to say]

4. Please indicate the form of racing you primarily work within:

- (a) Flat
- (b) National Hunt
- (c) Both
- (d) Other - please specify

5. Please select the option which best represents the number of years you have been employed in racing (either full time or part time):

- (a) 1 - 5 years
- (b) 6 - 10 years
- (c) 11 - 15 years
- (d) 16 - 20 years
- (e) 21 - 25 years
- (f) 26 years or above

6. Is your current employment status:

- (a) Full time
- (b) Part time
- (c) Self employed
- (d) Other - please specify

7. Personal income - it is important to identify if the relevant occupations within racing are able to make an appropriate living from the work they do to cover off their own living costs. We ask therefore in this question for you to provide an overview of your personal income from your role within racing. The income would be your gross pay, and thus not include monies from other ventures. Please tick the band which most closely represents this income:

- (a) Less than £100 a week
- (b) £100 but less than £200 a week
- (c) £200 but less than £300 a week
- (d) £300 but less than £400 a week
- (e) £400 but less than £500 a week
- (f) £500 but less than £600 a week
- (g) £600 but less than £700 a week
- (h) £700 but less than £800 a week
- (i) £800 but less than £900 a week
- (j) £900 but less than £1000 a week
- (k) Over £1000 a week
- (l) [Prefer not to say]

8. Please tick the statement which best applies to you in terms of how your racing employment contributes to your personal income:

- (a) It is my sole income.
- (b) It is my main income but I also have other revenue streams.
- (c) It provides substantial revenue for me, but it is not my main income which comes from other forms of work.
- (d) I make little income from this form of employment, and regard it as something conducted in my spare time after work

Section 2: Workplace Conditions

9. Over the last 12 months, on how many occasions did you take a sustained break away from your employment? (this refers to two or more consecutive days away from your work in the form of holidays, weekend breaks etc. We understand emails and phone calls will still be occurring but it refers to days you deemed as 'leisure' rather than work)

- (a) Never
- (b) Once
- (c) Twice
- (d) Three times
- (e) Four times or above

10. In the last two weeks how many days did you take off work? (this refers to full days rather than simply half days, evenings away racing etc.)

- (a) No days
- (b) One day
- (c) Two days
- (d) Three days or above

11. In the last two weeks, please indicate, on average, how long was your working day?

- (a) 1-2 hours
- (b) 4-5 hours
- (c) 6-7 hours
- (d) 8-9 hours
- (e) 9-10 hours
- (f) 10-11 hours
- (g) 12 hours plus

12a. Below is a list of flexible working patterns that are available in the UK. Please tick those which are currently offered by your employer. For any you are unsure of, you can leave blank.

- (a) job sharing
- (b) working from home
- (c) part time
- (d) condensed hours (full time hours over fewer days)
- (e) annualised hours (certain number of hours over the year, but flexibility in when they are delivered)
- (f) staggered hours (have different start, finish and break time from other workers)
- (g) Phased retirement (older workers able to phase out their work by reducing their hours and working part time)

12b. Does your employer provide any form of sick pay, including statutory sick pay?

- (a) Yes
- (b) No

12c. Do you feel your work is secure? (I.e. you will still be employed by the organisation in 12 months' time if *you* so wished to remain)

- (a) Yes
- (b) No

13. On a scale of 0 to 10 how much control *do you have* over managing how your daily work is organised? 0 = no control and 10 = complete control? (*Survey Monkey's sliding scale deployed here*)

Section 3: Personal Health

14a. In the last 12 months have you suffered the following when employed in your job (an incident may relate to falls; kick from a horse; damaged back from lifting; cuts or abrasions from machinery or any other acute injury etc.): (*this is a branching question for respondents*)

- (a) An incident where you were injured (*go to questions 14b & 14c*)
- (b) A 'near miss' where you were nearly injured (*go to question 15a*)
- (c) None of these (*go to question 15a*)

14b. If you did suffer an incident which caused you injury at work, did you take any time off as a result? (i.e. one or more full days absence)

- (a) Yes
- (b) No

14c. In relation to your injury, in terms of supporting you with your rehabilitation would you say your employer was.....

- (a) Very supportive
- (b) Fairly supportive.
- (c) Slightly supportive, or
- (d) Not supportive at all
- (e) What would self-employed people answer here?

15a. In relation to any sick date you have had over the last 12 months, did you receive sick pay from your employer on these occasions? Sick pay would include continuing to be paid as normal while you were off sick from work.

- (a) Yes
- (b) No
- (c) Option for self-employed?

15b. Why did you not [always] receive sick pay from your employer?

- (a) You did not tell your employer you were sick?

- (b) You took annual leave and got paid for that instead?
- (c) You did not want to let your employer down?
- (d) You did not want to put your job at risk?
- (e) Your employer did not provide any form of sick pay?
- (f) You were told you were not entitled to sick pay?
- (g) None of these

16a. In this question we wish to look at indicators of mental health in general. Such indicators can be related to work and /or personal factors, but we wish to get a general sense of how racing industry employees might be experiencing their daily lives. Please tick the box that best describes your experience over the last two weeks for each item: *(this will include a Likert scaling from 1 (none of the time) to 5 (all of the time))* :

- (a) I've been feeling optimistic about the future
- (b) I've been feeling useful
- (c) I've been feeling relaxed
- (d) I've been dealing with problems well
- (e) I've been thinking clearly
- (f) I've been feeling close to other people
- (g) I've been able to make up my own mind about things

16b. In this question we ask you to tick any specific mental ill-health concerns you are currently experiencing or have experienced over the last 12 months. We understand this can be a difficult topic to reflect upon, but we would ask you please try your best to complete this question as it helps develop future support services. You can select multiple options here so place a tick by **any** of the categories below which can refer to both a diagnosis from a healthcare professional or your own personal concerns. If you have not experienced any such health concerns please leave all items blank and proceed to Q17a: *(this is a branching question for respondents)*

- (a) Stress, anxiety or depression
- (b) Concentration or memory problems
- (c) Schizophrenia or psychosis
- (d) Problems due to alcohol use
- (e) Problems due to illegal drug use
- (f) Problems due to the use of prescription medication (painkillers etc)
- (g) Problems due to gambling
- (h) Other mental health conditions - please state if possible.
- (i) [Prefer not to say]

16c. If you selected any categories apart from (i) [Prefer not to say] in 16b, did you take any time off work as a result of such selected mental ill-health?

- (a) Yes
- (b) No

16d. In the last 12 months to what extent did your mental ill-health affect the **amount** or **type** of work you could do:

- (a) A great deal
- (b) To some extent
- (c) Not very much
- (d) Not at all

16e. Do you think your mental ill-health was made worse by your work, was it made better, or did your work make no difference? Please tick the desired option.

- (a) Worse
- (b) Better
- (c) No difference
- (d) Unsure

17a. In general, how stressful would you say *your work* is? You can adjust the sliding scale below from 0 (Not at all stressful) to 10 (very stressful) to represent the level you experience. *(Survey Monkey provides this capability)*

17b. In general, how stressful would you say *that your life away from work* is? Again, you can adjust the sliding scale below from 0 (Not at all stressful) to 10 (very stressful) to represent the level you experience. *(Survey Monkey provides this capability).*

Section 4: Mental Health Service provision

18a. In general, do you feel racing industry employees receive adequate support for their mental health from the industry? By mental health we mean this in the broadest sense like stress, anxiety, alcohol, gambling and substance use as well as clinical issues like psychosis or anorexia. In terms of support we mean counselling, bereavement services, psychiatric referral etc.

- (a) Yes
- (b) No

18b. Have you personally ever sought support from within the horse racing industry for assistance around your mental health? *(this is a branching question for respondents)*

- (a) Yes *(if ticked go straight to question 18c)*
- (b) No *(if ticked go straight to question 21)*

18c. Please tick how you accessed such support within the industry for your mental health concern: *(this is a branching question for respondents)*

- (a) Employer (either directly or supportive referral) *(if ticked proceed to Question 19a)*
- (b) Industry body directly (Racing Welfare, Injured Jockeys Fund, Professional Jockeys' Association and, National Association of Racing Staff etc.) *(if ticked proceed to Question 20a)*

19a. Did you feel your employer was approachable in discussing your mental health concerns with you?

- (a) Yes
- (b) No

19b. Which supportive organisation did your employer refer you on to in relation to your mental health? For choices 'a' to 'c' please enter next to your selected option the name of this organisation)

- (a) NHS provider
- (b) Private health clinic
- (c) Industry body (e.g. Racing Welfare, Injured Jockeys Fund, Professional Jockeys' Association and National Association of Racing Staff etc.)
- (d) My employer did not refer me *(branching - go straight to question 20d)*

19c. In terms of service provided through this supportive organisation, please rank how the organisation performed in terms of the service it provided to you for your mental health concern. 5 = excellent, 1 = very poor. Rank all items on the list if possible. *(a 5-point Likert scale will be inserted here)*

- (a) confidentiality
- (b) helpline service (if provided)
- (c) industrial knowledge
- (d) referral structure (i.e. knew what service to refer you to in terms of a psychologist, physiotherapist etc.)
- (e) geographical availability (i.e. ensured you didn't need to travel far to access them)
- (f) ability to make you feel informed
- (g) impartial service
- (h) low cost or subsidised
- (i) personal listening skills
- (j) return to work support
- (k) Other - please specify

19d. Overall, do you feel the support of your employer has helped you to manage your mental health concern? *(this is a branching question for respondents)*

- (a) Yes *(go straight to Q22)*
- (b) No *(go straight to Q19e) what option is there for self-employed people?*

19e. If 'No' in question 19d, please state any *further* services, recommendations, network etc. that you feel your employer could have provided to support you with your mental health concern? *(box for them to type if they wish)What option is there for self-employed people?*

20a. Please can you detail which of these racing organisations, or groups, you turned to for mental health support? *(this is branched question from 18c)(it runs to 20d)*

- (a) National Association of Racing Staff (NARS)
- (b) Racing Welfare
- (c) Injured Jockeys Fund (IJF)
- (d) Professional Jockeys Association
- (e) National Trainers Federation
- (f) British Horseracing Authority
- (g) Other - please specify
- (h) [Prefer not to say]

20b. In terms of service provision from this organisation, please rank how this body performed in terms of the service it provided to you for your mental health concern. 5 = excellent, 1 = very poor. Rank all items on the list if possible. *(a 5-point likert scale will be inserted here)*

- (a) confidentiality
- (b) helpline service (if provided)
- (c) industrial knowledge
- (d) referral structure (i.e. knew what service to refer you to in terms of a psychologist, physiotherapist etc.)
- (e) geographical availability (i.e. ensured you didn't need to travel far to access them)
- (f) ability to make you feel informed
- (g) impartial service
- (h) low cost or subsidised
- (i) personal listening skills
- (j) return to work support
- (k) Other - please specify

20c. Overall, do you feel the racing organisation's support helped you to manage your mental health concern? *(this is a branching question for respondents)*

- (a) Yes *(go straight to Q22)*
- (b) No *(go straight to Q20d)*

20d. If 'No' in question 21c, please state any *further* services, recommendations, networks etc. that you feel this industrial body could have provided to support you with your mental health concern?
(box for them to type if they wish)

21. In answer 'No' to question 18b, please tick the options below in relation to why you have not engaged with an employer, if appropriate, or industrial organisation to support your mental health. You may tick as many options as you wish. Please answer as honestly as possible here to ensure the best future service is being designed for those in the racing industry.

- (a) a social stigma of being viewed negatively for accessing mental health services
- (b) concerns over confidentiality
- (c) I never felt like I have had a mental health concern
- (d) limited time to engage in external services
- (e) uncertainty that current provision within the industry may be able to help you
- (f) concerns about how much it may cost
- (g) difficulty in finding such support within your area
- (h) a need to appear 'strong' in front of colleagues
- (i) Other-please specify

Section 5: Professional development

22. The following items refer to your perspective on the work you do as employed within the horse racing industry. It aims to get a sense of how your job rewards you in terms of personal satisfaction for the work you put in. For each of the following statements, please indicate whether you strongly agree, agree, disagree or strongly disagree with each. *(insert relevant 5-point Likert scale)*

- (a) I have constant time pressure due to a heavy work load
- (b) Over the past few years, my job has become more and more demanding
- (c) I receive the respect I deserve from my superior or a respective relevant person.
- (d) My job security is poor.
- (e) Considering all my efforts and achievements, I receive the respect and prestige I deserve through training.
- (f) Considering all my efforts and achievements, my salary / income is adequate.
- (g) I get easily overwhelmed by time pressures involved with being in horse racing
- (h) As soon as I get up in the morning I start thinking about work problems.
- (i) When I get home, I can easily relax and 'switch off' work.
- (j) People close to me say I sacrifice too much to be in horse racing
- (k) Work rarely lets me go, it is still on my mind when I go to bed
- (l) If I postpone something that I was supposed to do today I'll have trouble sleeping at night.

23. Over the last 12 months please tick any workplace training or professional development opportunities you have participated in:

- (a) equine related qualifications
- (b) management training
- (c) HGV license
- (d) health and safety training
- (e) accountancy
- (f) legal training
- (g) IT and social media
- (h) diversity and equality training
- (i) mental health awareness
- (j) safeguarding/child protection
- (k) Other - please specify

24. Is there any service or support, that is currently not being offered through the industry, that may help you with your professional development? Please detail this support in the box below and how it may help you. *(insert box below)*

Appendix 3: Overview of final qualitative research themes

MAJOR THEMES

Jockeys - Major Themes

1. Sense of Isolation
2. 'Fear of missing something'
3. Financial uncertainty
4. Relentless itinerary ('fried')

Studs - Major Themes

1. Learned dependency
2. 'Small village' - the public and private as inseparable
3. Glass ceiling - limited opportunities for development
4. 24/7 - inflexibility of working and time off

Trainers - Major Themes

1. Blurred boundaries between work and family life
2. Business (financial) precarity.
3. Shouldering the responsibility of the business ('being viewed as strong')
4. The horse dictates the work (constant care and injury issues)

Training Yard - Major Themes

1. Lack of flexibility around working practices
2. Managing injury, fear of injury and chronic pain
3. Concerns about career progression/sustainability in the role as age
4. Financial concerns in relation to living conditions

MINOR THEMES

Jockeys - Minor Themes

1. Emotional labour - 'always on' as creating anxiety
2. Within career transition (when lose claim-'hero to zero') and end of career (uncertain what to do)
3. Maintaining positive trainer relations
4. Intimidation - public threats and social media trolling

Studs - Minor Themes

1. Studs as remote - concerns around isolation and detachment (and can isolate yourself)
2. High level of injuries - stress related as well as acute
3. Institutionalised in the job
4. Support middle management to handle modern workforce

Trainers - Minor Themes

1. Maintaining appropriate boundaries with owners
2. Failure or 'slumps' as highly public
3. Staffing issues - recruitment and taking on a paternal role as 'stressful'
4. Managing expectations of owners

Training Yard - Minor Themes

1. Concerns for horse welfare
2. The all consuming nature of the work
3. Consistency of management support and skill
4. Staff appreciation, respect and reward